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

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

Wage Determination No.: 2005-2001
Revision No.: 13
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Alabama

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

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

of the Government contract, by the contractor, by law, or by the nature of the work,

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2002 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Alabama

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

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01611 - Word Processor I	12.34
01612 - Word Processor II	13.86
01613 - Word Processor III	15.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.40
05010 - Automotive Electrician	16.05
05040 - Automotive Glass Installer	15.24
05070 - Automotive Worker	15.24
05110 - Mobile Equipment Servicer	13.53
05130 - Motor Equipment Metal Mechanic	16.90
05160 - Motor Equipment Metal Worker	15.24
05190 - Motor Vehicle Mechanic	16.90
05220 - Motor Vehicle Mechanic Helper	12.72
05250 - Motor Vehicle Upholstery Worker	15.24
05280 - Motor Vehicle Wrecker	15.24
05310 - Painter, Automotive	16.05
05340 - Radiator Repair Specialist	15.24
05370 - Tire Repairer	10.65
05400 - Transmission Repair Specialist	16.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.55
07041 - Cook I	12.03
07042 - Cook II	13.55
07070 - Dishwasher	9.17
07130 - Food Service Worker	9.17
07210 - Meat Cutter	13.55
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.00
09040 - Furniture Handler	9.94
09080 - Furniture Refinisher	13.81
09090 - Furniture Refinisher Helper	11.22
09110 - Furniture Repairer, Minor	12.52
09130 - Upholsterer	13.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.53
11060 - Elevator Operator	9.53
11090 - Gardener	13.62
11122 - Housekeeping Aide	9.52
11150 - Janitor	9.52
11210 - Laborer, Grounds Maintenance	11.08
11240 - Maid or Houseman	8.37
11260 - Pruner	10.30
11270 - Tractor Operator	12.59
11330 - Trail Maintenance Worker	11.08
11360 - Window Cleaner	10.13
12000 - Health Occupations	
12010 - Ambulance Driver	14.56
12011 - Breath Alcohol Technician	14.56

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2003 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Alabama

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

Fringe Benefits Required Follow the Occupational Listing

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

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

13050 - Library Aide/Clerk		10.24
13054 - Library Information Technology Systems Administrator		20.43
13058 - Library Technician		12.34
13061 - Media Specialist I		14.73
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.38
13071 - Photographer I		14.73
13072 - Photographer II		16.48
13073 - Photographer III		20.43
13074 - Photographer IV		24.99
13075 - Photographer V		30.23
13110 - Video Teleconference Technician		16.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I		23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		26.48
15070 - Flight Instructor (Pilot)		38.85
15080 - Graphic Artist		22.41
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.12
15110 - Test Proctor		16.57
15120 - Tutor		16.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.40
16030 - Counter Attendant		8.40
16040 - Dry Cleaner		10.30
16070 - Finisher, Flatwork, Machine		8.40
16090 - Presser, Hand		8.40
16110 - Presser, Machine, Drycleaning		8.40
16130 - Presser, Machine, Shirts		8.40
16160 - Presser, Machine, Wearing Apparel, Laundry		8.40
16190 - Sewing Machine Operator		10.90
16220 - Tailor		11.50
16250 - Washer, Machine		10.72
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.21
19040 - Tool And Die Maker		20.65
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.88
21030 - Material Coordinator		19.39
21040 - Material Expediter		19.39
21050 - Material Handling Laborer		12.57
21071 - Order Filler		10.30
21080 - Production Line Worker (Food Processing)		13.88
21110 - Shipping Packer		13.38

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

conformed.

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

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

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

Wage Determination No.: 2005-2004
Revision No.: 17
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Alabama

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

Fringe Benefits Required Follow the Occupational Listing

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

05040 - Automotive Glass Installer	16.60
05070 - Automotive Worker	16.60
05110 - Mobile Equipment Servicer	14.02
05130 - Motor Equipment Metal Mechanic	18.53
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	17.83
05220 - Motor Vehicle Mechanic Helper	14.05
05250 - Motor Vehicle Upholstery Worker	15.63
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.57
05340 - Radiator Repair Specialist	16.60
05370 - Tire Repairer	11.71
05400 - Transmission Repair Specialist	18.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.25
07041 - Cook I	8.54
07042 - Cook II	9.67
07070 - Dishwasher	8.20
07130 - Food Service Worker	8.72
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.44
09040 - Furniture Handler	10.18
09080 - Furniture Refinisher	15.44
09090 - Furniture Refinisher Helper	11.95
09110 - Furniture Repairer, Minor	13.64
09130 - Upholsterer	15.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	9.15
11090 - Gardener	11.73
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	8.43
11260 - Pruner	10.67
11270 - Tractor Operator	11.83
11330 - Trail Maintenance Worker	10.63
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	15.95
12011 - Breath Alcohol Technician	15.95
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	23.08
12020 - Dental Assistant	13.62
12025 - Dental Hygienist	24.96
12030 - EKG Technician	21.05
12035 - Electroneurodiagnostic Technologist	21.05
12040 - Emergency Medical Technician	15.95
12071 - Licensed Practical Nurse I	14.47
12072 - Licensed Practical Nurse II	16.19
12073 - Licensed Practical Nurse III	18.06
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	15.29
12160 - Medical Record Clerk	12.66
12190 - Medical Record Technician	14.17
12195 - Medical Transcriptionist	14.36
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12236 - Optical Technician		14.12
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12280 - Phlebotomist		12.82
12305 - Radiologic Technologist		21.70
12311 - Registered Nurse I		24.27
12312 - Registered Nurse II		29.69
12313 - Registered Nurse II, Specialist		29.69
12314 - Registered Nurse III		35.91
12315 - Registered Nurse III, Anesthetist		35.91
12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		19.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.27
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		17.27
13042 - Illustrator II		21.42
13043 - Illustrator III		25.39
13047 - Librarian		22.85
13050 - Library Aide/Clerk		10.24
13054 - Library Information Technology Systems Administrator		20.43
13058 - Library Technician		12.34
13061 - Media Specialist I		14.73
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.38
13071 - Photographer I		14.73
13072 - Photographer II		16.48
13073 - Photographer III		20.43
13074 - Photographer IV		24.99
13075 - Photographer V		30.23
13110 - Video Teleconference Technician		16.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I		23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		26.48
15070 - Flight Instructor (Pilot)		38.85
15080 - Graphic Artist		22.41
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.12
15110 - Test Proctor		16.57
15120 - Tutor		16.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.40
16030 - Counter Attendant		8.40

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2005 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

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

Georgia Counties of Clay, Early, Miller, Seminole

Fringe Benefits Required Follow the Occupational Listing

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

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

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

14071 - Computer Programmer I		18.49
14072 - Computer Programmer II		24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.81
15020 - Aircrew Training Devices Instructor (Rated)		32.43
15030 - Air Crew Training Devices Instructor (Pilot)		36.77
15050 - Computer Based Training Specialist / Instructor		26.81
15060 - Educational Technologist		26.81
15070 - Flight Instructor (Pilot)		36.77
15080 - Graphic Artist		25.02
15090 - Technical Instructor		20.44
15095 - Technical Instructor/Course Developer		25.00
15110 - Test Proctor		16.49
15120 - Tutor		16.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.48
16030 - Counter Attendant		8.48
16040 - Dry Cleaner		10.28
16070 - Finisher, Flatwork, Machine		11.28
16090 - Presser, Hand		8.48
16110 - Presser, Machine, Drycleaning		8.48
16130 - Presser, Machine, Shirts		8.48
16160 - Presser, Machine, Wearing Apparel, Laundry		8.48
16190 - Sewing Machine Operator		10.88
16220 - Tailor		11.50
16250 - Washer, Machine		12.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.38
19040 - Tool And Die Maker		22.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.94
21030 - Material Coordinator		18.58
21040 - Material Expediter		18.58
21050 - Material Handling Laborer		9.81
21071 - Order Filler		10.40
21080 - Production Line Worker (Food Processing)		12.94
21110 - Shipping Packer		11.78
21130 - Shipping/Receiving Clerk		11.78
21140 - Store Worker I		11.92
21150 - Stock Clerk		14.74
21210 - Tools And Parts Attendant		12.94
21410 - Warehouse Specialist		12.94
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		17.74
23021 - Aircraft Mechanic I		16.90
23022 - Aircraft Mechanic II		17.74
23023 - Aircraft Mechanic III		18.61
23040 - Aircraft Mechanic Helper		12.56
23050 - Aircraft, Painter		17.30
23060 - Aircraft Servicer		14.25
23080 - Aircraft Worker		16.70
23110 - Appliance Mechanic		15.25
23120 - Bicycle Repairer		10.97
23125 - Cable Splicer		22.16
23130 - Carpenter, Maintenance		16.48
23140 - Carpet Layer		15.24

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2006 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

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

Georgia Counties of Clay, Early, Miller, Seminole

Fringe Benefits Required Follow the Occupational Listing

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

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

13042 - Illustrator II		18.59
13043 - Illustrator III		22.74
13047 - Librarian		20.68
13050 - Library Aide/Clerk		12.01
13054 - Library Information Technology Systems Administrator		18.68
13058 - Library Technician		15.47
13061 - Media Specialist I		13.41
13062 - Media Specialist II		15.00
13063 - Media Specialist III		16.73
13071 - Photographer I		13.41
13072 - Photographer II		16.60
13073 - Photographer III		20.25
13074 - Photographer IV		24.77
13075 - Photographer V		29.98
13110 - Video Teleconference Technician		13.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.41
14042 - Computer Operator II		17.31
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	18.49
14072 - Computer Programmer II	(see 1)	24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.81
15020 - Aircrew Training Devices Instructor (Rated)		32.43
15030 - Air Crew Training Devices Instructor (Pilot)		36.77
15050 - Computer Based Training Specialist / Instructor		26.81
15060 - Educational Technologist		26.81
15070 - Flight Instructor (Pilot)		36.77
15080 - Graphic Artist		25.02
15090 - Technical Instructor		20.44
15095 - Technical Instructor/Course Developer		25.00
15110 - Test Proctor		16.49
15120 - Tutor		16.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.48
16030 - Counter Attendant		8.48
16040 - Dry Cleaner		10.28
16070 - Finisher, Flatwork, Machine		11.28
16090 - Presser, Hand		8.48
16110 - Presser, Machine, Drycleaning		8.48
16130 - Presser, Machine, Shirts		8.48
16160 - Presser, Machine, Wearing Apparel, Laundry		8.48
16190 - Sewing Machine Operator		10.88
16220 - Tailor		11.50
16250 - Washer, Machine		12.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.38
19040 - Tool And Die Maker		22.36
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23381 - Ground Support Equipment Servicer	14.25
23382 - Ground Support Equipment Worker	16.70
23391 - Gunsmith I	13.53
23392 - Gunsmith II	15.24
23393 - Gunsmith III	16.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.79
23430 - Heavy Equipment Mechanic	19.01
23440 - Heavy Equipment Operator	16.65
23460 - Instrument Mechanic	18.14
23465 - Laboratory/Shelter Mechanic	16.04
23470 - Laborer	9.81
23510 - Locksmith	16.04
23530 - Machinery Maintenance Mechanic	19.01
23550 - Machinist, Maintenance	17.14
23580 - Maintenance Trades Helper	13.81
23591 - Metrology Technician I	18.14
23592 - Metrology Technician II	19.23
23593 - Metrology Technician III	20.18
23640 - Millwright	16.90
23710 - Office Appliance Repairer	16.44
23760 - Painter, Maintenance	15.54
23790 - Pipefitter, Maintenance	20.04
23810 - Plumber, Maintenance	18.98
23820 - Pneudraulic Systems Mechanic	16.90
23850 - Rigger	16.90
23870 - Scale Mechanic	15.24
23890 - Sheet-Metal Worker, Maintenance	15.83

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2007 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Alabama, Tennessee

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

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

Fringe Benefits Required Follow the Occupational Listing

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

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

12130 - Medical Laboratory Technician		14.07
12160 - Medical Record Clerk		12.41
12190 - Medical Record Technician		14.96
12195 - Medical Transcriptionist		13.59
12210 - Nuclear Medicine Technologist		30.65
12221 - Nursing Assistant I		9.43
12222 - Nursing Assistant II		10.61
12223 - Nursing Assistant III		11.57
12224 - Nursing Assistant IV		12.99
12235 - Optical Dispenser		15.05
12236 - Optical Technician		12.56
12250 - Pharmacy Technician		13.36
12280 - Phlebotomist		12.99
12305 - Radiologic Technologist		23.95
12311 - Registered Nurse I		22.94
12312 - Registered Nurse II		28.08
12313 - Registered Nurse II, Specialist		28.08
12314 - Registered Nurse III		33.97
12315 - Registered Nurse III, Anesthetist		33.97
12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		19.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		16.14
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.19
13072 - Photographer II		18.70
13073 - Photographer III		22.40
13074 - Photographer IV		27.38
13075 - Photographer V		33.23
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I		25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		30.52

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2008 Revision No.: 19 Date Of Last Revision: 07/25/2014

States: Alabama, Tennessee

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

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

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

13058 - Library Technician		16.14
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.19
13072 - Photographer II		18.70
13073 - Photographer III		22.40
13074 - Photographer IV		27.38
13075 - Photographer V		33.23
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I		25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		30.52
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		22.01
15090 - Technical Instructor		18.91
15095 - Technical Instructor/Course Developer		23.11
15110 - Test Proctor		17.16
15120 - Tutor		17.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.30
16030 - Counter Attendant		8.30
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.30
16090 - Presser, Hand		8.30
16110 - Presser, Machine, Drycleaning		8.30
16130 - Presser, Machine, Shirts		8.30
16160 - Presser, Machine, Wearing Apparel, Laundry		8.30
16190 - Sewing Machine Operator		11.03
16220 - Tailor		11.64
16250 - Washer, Machine		9.00
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.44
19040 - Tool And Die Maker		29.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.82
21030 - Material Coordinator		19.18
21040 - Material Expediter		19.18
21050 - Material Handling Laborer		10.48
21071 - Order Filler		10.87
21080 - Production Line Worker (Food Processing)		14.82
21110 - Shipping Packer		12.98
21130 - Shipping/Receiving Clerk		12.98
21140 - Store Worker I		12.06
21150 - Stock Clerk		16.35

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

23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services Coordinator	12.61
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.83
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	15.28
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	13.55
27040 - Detention Officer	15.28
27070 - Firefighter	16.82
27101 - Guard I	10.85
27102 - Guard II	13.55
27131 - Police Officer I	18.64
27132 - Police Officer II	20.71
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28043 - Carnival Equpment Worker	8.38
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.65
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30063 - Drafter/CAD Operator III	23.21
30064 - Drafter/CAD Operator IV	28.55
30081 - Engineering Technician I	15.98
30082 - Engineering Technician II	18.00
30083 - Engineering Technician III	21.00
30084 - Engineering Technician IV	28.62
30085 - Engineering Technician V	33.81
30086 - Engineering Technician VI	40.89

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

of the Government contract, by the contractor, by law, or by the nature of the work,

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

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

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2009 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Alabama

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.38
01020 - Administrative Assistant		20.41
01040 - Court Reporter		17.96
01051 - Data Entry Operator I		9.97
01052 - Data Entry Operator II		12.18
01060 - Dispatcher, Motor Vehicle		17.96
01070 - Document Preparation Clerk		12.18
01090 - Duplicating Machine Operator		12.18
01111 - General Clerk I		11.79
01112 - General Clerk II		12.86
01113 - General Clerk III		14.45
01120 - Housing Referral Assistant		18.44
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.24
01192 - Order Clerk II		13.35
01261 - Personnel Assistant (Employment) I		17.24
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		19.71
01280 - Receptionist		10.22
01290 - Rental Clerk		14.27
01300 - Scheduler, Maintenance		14.73
01311 - Secretary I		14.73
01312 - Secretary II		16.55
01313 - Secretary III		18.44
01320 - Service Order Dispatcher		17.01
01410 - Supply Technician		20.41
01420 - Survey Worker		17.56

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

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

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

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

28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.39
28515 - Recreation Specialist		13.44
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		16.97
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.47
29020 - Hatch Tender		22.47
29030 - Line Handler		22.47
29041 - Stevedore I		20.81
29042 - Stevedore II		24.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 3)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 3)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 3)	27.16
30021 - Archeological Technician I		16.51
30022 - Archeological Technician II		18.47
30023 - Archeological Technician III		23.28
30030 - Cartographic Technician		23.24
30040 - Civil Engineering Technician		20.17
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.47
30063 - Drafter/CAD Operator III		20.59
30064 - Drafter/CAD Operator IV		24.60
30081 - Engineering Technician I		16.87
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.24
30085 - Engineering Technician V		32.10
30086 - Engineering Technician VI		38.83
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31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.75
31030 - Bus Driver		12.77
31043 - Driver Courier		12.12
31260 - Parking and Lot Attendant		7.89
31290 - Shuttle Bus Driver		13.26
31310 - Taxi Driver		9.86
31361 - Truckdriver, Light		13.26
31362 - Truckdriver, Medium		15.27
31363 - Truckdriver, Heavy		18.25
31364 - Truckdriver, Tractor-Trailer		18.25
99000 - Miscellaneous Occupations		

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2010 Revision No.: 20 Date Of Last Revision: 07/25/2014

State: Alabama

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.38
01020 - Administrative Assistant		20.41
01040 - Court Reporter		17.96

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

of the Government contract, by the contractor, by law, or by the nature of the work,

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2011 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Alabama

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

Fringe Benefits Required Follow the Occupational Listing

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

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

12025 - Dental Hygienist		27.88
12030 - EKG Technician		19.67
12035 - Electroneurodiagnostic Technologist		19.67
12040 - Emergency Medical Technician		14.75
12071 - Licensed Practical Nurse I		13.19
12072 - Licensed Practical Nurse II		14.75
12073 - Licensed Practical Nurse III		16.45
12100 - Medical Assistant		11.90
12130 - Medical Laboratory Technician		13.47
12160 - Medical Record Clerk		11.08
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		14.26
12210 - Nuclear Medicine Technologist		31.38
12221 - Nursing Assistant I		9.68
12222 - Nursing Assistant II		10.88
12223 - Nursing Assistant III		11.88
12224 - Nursing Assistant IV		13.33
12235 - Optical Dispenser		17.08
12236 - Optical Technician		14.51
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.33
12305 - Radiologic Technologist		20.45
12311 - Registered Nurse I		23.18
12312 - Registered Nurse II		28.35
12313 - Registered Nurse II, Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III, Anesthetist		34.30
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		18.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.64
13012 - Exhibits Specialist II		21.91
13013 - Exhibits Specialist III		26.80
13041 - Illustrator I		17.64
13042 - Illustrator II		21.91
13043 - Illustrator III		26.80
13047 - Librarian		24.25
13050 - Library Aide/Clerk		9.20
13054 - Library Information Technology Systems Administrator		21.91
13058 - Library Technician		14.14
13061 - Media Specialist I		15.08
13062 - Media Specialist II		16.86
13063 - Media Specialist III		18.82
13071 - Photographer I		12.89
13072 - Photographer II		15.77
13073 - Photographer III		18.72
13074 - Photographer IV		22.90
13075 - Photographer V		27.71
13110 - Video Teleconference Technician		14.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2012 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Alabama

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

Fringe Benefits Required Follow the Occupational Listing

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

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

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

13062 - Media Specialist II		16.86
13063 - Media Specialist III		18.82
13071 - Photographer I		12.89
13072 - Photographer II		15.77
13073 - Photographer III		18.72
13074 - Photographer IV		22.90
13075 - Photographer V		27.71
13110 - Video Teleconference Technician		14.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		31.14
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		20.72
15090 - Technical Instructor		18.94
15095 - Technical Instructor/Course Developer		25.49
15110 - Test Proctor		15.29
15120 - Tutor		15.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.48
16030 - Counter Attendant		8.48
16040 - Dry Cleaner		10.28
16070 - Finisher, Flatwork, Machine		8.48
16090 - Presser, Hand		8.48
16110 - Presser, Machine, Drycleaning		8.48
16130 - Presser, Machine, Shirts		8.48
16160 - Presser, Machine, Wearing Apparel, Laundry		8.48
16190 - Sewing Machine Operator		10.88
16220 - Tailor		11.50
16250 - Washer, Machine		9.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.30
19040 - Tool And Die Maker		21.60
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.53
21030 - Material Coordinator		19.21
21040 - Material Expediter		19.21
21050 - Material Handling Laborer		11.22
21071 - Order Filler		11.98
21080 - Production Line Worker (Food Processing)		13.53
21110 - Shipping Packer		12.87
21130 - Shipping/Receiving Clerk		12.87
21140 - Store Worker I		12.34
21150 - Stock Clerk		15.26
21210 - Tools And Parts Attendant		13.53
21410 - Warehouse Specialist		13.53

23000 - Mechanics And Maintenance And Repair Occupations

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2017
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Alaska

Area: Alaska Statewide

Fringe Benefits Required Follow the Occupational Listing

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

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

12305 - Radiologic Technologist		29.67
12311 - Registered Nurse I		28.98
12312 - Registered Nurse II		35.45
12313 - Registered Nurse II, Specialist		35.45
12314 - Registered Nurse III		42.88
12315 - Registered Nurse III, Anesthetist		42.88
12316 - Registered Nurse IV		51.40
12317 - Scheduler (Drug and Alcohol Testing)		25.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.09
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.09
13042 - Illustrator II		25.29
13043 - Illustrator III		30.90
13047 - Librarian		25.66
13050 - Library Aide/Clerk		15.59
13054 - Library Information Technology Systems Administrator		23.84
13058 - Library Technician		19.63
13061 - Media Specialist I		16.71
13062 - Media Specialist II		18.70
13063 - Media Specialist III		20.85
13071 - Photographer I		19.50
13072 - Photographer II		23.82
13073 - Photographer III		27.01
13074 - Photographer IV		33.05
13075 - Photographer V		35.10
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.09
14042 - Computer Operator II		19.12
14043 - Computer Operator III		24.42
14044 - Computer Operator IV		25.98
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.34
14160 - Personal Computer Support Technician		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		25.26
15070 - Flight Instructor (Pilot)		44.47
15080 - Graphic Artist		25.25
15090 - Technical Instructor		23.55
15095 - Technical Instructor/Course Developer		28.83
15110 - Test Proctor		19.12
15120 - Tutor		19.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.14
16030 - Counter Attendant		11.14
16040 - Dry Cleaner		14.19
16070 - Finisher, Flatwork, Machine		11.14
16090 - Presser, Hand		11.14
16110 - Presser, Machine, Drycleaning		11.14

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

of the Government contract, by the contractor, by law, or by the nature of the work,

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

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

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

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

Conformance Process:

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

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

Diane C. Koplewski
Director

Division of Wage Determinations

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

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

State: Alaska

Area: Alaska Statewide

Fringe Benefits Required Follow the Occupational Listing

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

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

12035 - Electroneurodiagnostic Technologist		29.90
12040 - Emergency Medical Technician		22.66
12071 - Licensed Practical Nurse I		18.31
12072 - Licensed Practical Nurse II		20.48
12073 - Licensed Practical Nurse III		22.84
12100 - Medical Assistant		17.49
12130 - Medical Laboratory Technician		21.01
12160 - Medical Record Clerk		16.04
12190 - Medical Record Technician		17.94
12195 - Medical Transcriptionist		20.41
12210 - Nuclear Medicine Technologist		43.70
12221 - Nursing Assistant I		13.27
12222 - Nursing Assistant II		14.92
12223 - Nursing Assistant III		16.28
12224 - Nursing Assistant IV		18.27
12235 - Optical Dispenser		20.20
12236 - Optical Technician		18.31
12250 - Pharmacy Technician		17.55
12280 - Phlebotomist		18.27
12305 - Radiologic Technologist		29.67
12311 - Registered Nurse I		28.98
12312 - Registered Nurse II		35.45
12313 - Registered Nurse II, Specialist		35.45
12314 - Registered Nurse III		42.88
12315 - Registered Nurse III, Anesthetist		42.88
12316 - Registered Nurse IV		51.40
12317 - Scheduler (Drug and Alcohol Testing)		25.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.09
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.09
13042 - Illustrator II		25.29
13043 - Illustrator III		30.90
13047 - Librarian		25.66
13050 - Library Aide/Clerk		15.59
13054 - Library Information Technology Systems Administrator		23.84
13058 - Library Technician		19.63
13061 - Media Specialist I		16.71
13062 - Media Specialist II		18.70
13063 - Media Specialist III		20.85
13071 - Photographer I		19.50
13072 - Photographer II		23.82
13073 - Photographer III		27.01
13074 - Photographer IV		33.05
13075 - Photographer V		35.10
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.09
14042 - Computer Operator II		19.12
14043 - Computer Operator III		24.42
14044 - Computer Operator IV		25.98
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.34
14160 - Personal Computer Support Technician		27.62

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2023 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Arizona

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
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05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.34
05010 - Automotive Electrician	20.30
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.42
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	21.59
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter, Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.03
07041 - Cook I	10.50
07042 - Cook II	12.16
07070 - Dishwasher	8.60
07130 - Food Service Worker	10.17
07210 - Meat Cutter	16.58
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50

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

13058 - Library Technician		14.08
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.81
13063 - Media Specialist III		18.75
13071 - Photographer I		14.99
13072 - Photographer II		17.27
13073 - Photographer III		21.32
13074 - Photographer IV		26.01
13075 - Photographer V		31.55
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.51
14043 - Computer Operator III		20.13
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		24.82
14071 - Computer Programmer I		23.00
14072 - Computer Programmer II		24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		40.22
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		21.91
15070 - Flight Instructor (Pilot)		40.22
15080 - Graphic Artist		21.68
15090 - Technical Instructor		20.91
15095 - Technical Instructor/Course Developer		25.58
15110 - Test Proctor		16.87
15120 - Tutor		16.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.32
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.05
16220 - Tailor		12.81
16250 - Washer, Machine		9.86
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.74
19040 - Tool And Die Maker		22.78
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.52
21030 - Material Coordinator		19.58
21040 - Material Expediter		19.58
21050 - Material Handling Laborer		11.91
21071 - Order Filler		12.24
21080 - Production Line Worker (Food Processing)		13.52
21110 - Shipping Packer		14.52
21130 - Shipping/Receiving Clerk		14.52
21140 - Store Worker I		9.13
21150 - Stock Clerk		14.39

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

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

State: Arizona

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

Fringe Benefits Required Follow the Occupational Listing

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

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

12280 - Phlebotomist		14.12
12305 - Radiologic Technologist		24.34
12311 - Registered Nurse I		26.93
12312 - Registered Nurse II		33.08
12313 - Registered Nurse II, Specialist		33.08
12314 - Registered Nurse III		40.02
12315 - Registered Nurse III, Anesthetist		40.02
12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		23.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.08
13012 - Exhibits Specialist II		21.08
13013 - Exhibits Specialist III		25.71
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		23.06
13050 - Library Aide/Clerk		14.20
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		14.08
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.81
13063 - Media Specialist III		18.75
13071 - Photographer I		14.99
13072 - Photographer II		17.27
13073 - Photographer III		21.32
13074 - Photographer IV		26.01
13075 - Photographer V		31.55
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.51
14043 - Computer Operator III		20.13
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		24.82
14071 - Computer Programmer I		23.00
14072 - Computer Programmer II		24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		40.22
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		21.91
15070 - Flight Instructor (Pilot)		40.22
15080 - Graphic Artist		21.68
15090 - Technical Instructor		20.91
15095 - Technical Instructor/Course Developer		25.58
15110 - Test Proctor		16.87
15120 - Tutor		16.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.32
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

of the Government contract, by the contractor, by law, or by the nature of the work,

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2025 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Arizona

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

Fringe Benefits Required Follow the Occupational Listing

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

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

12015 - Certified Physical Therapist Assistant	19.02
12020 - Dental Assistant	16.74
12025 - Dental Hygienist	35.60
12030 - EKG Technician	23.86
12035 - Electroneurodiagnostic Technologist	23.86
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	16.60
12072 - Licensed Practical Nurse II	18.57
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	13.11
12130 - Medical Laboratory Technician	17.19
12160 - Medical Record Clerk	12.44
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	33.36
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.80
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	22.48
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II, Specialist	30.63
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III, Anesthetist	37.06
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol Testing)	23.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.70
13012 - Exhibits Specialist II	21.53
13013 - Exhibits Specialist III	26.33
13041 - Illustrator I	18.56
13042 - Illustrator II	21.47
13043 - Illustrator III	26.26
13047 - Librarian	22.65
13050 - Library Aide/Clerk	12.42
13054 - Library Information Technology Systems Administrator	20.46
13058 - Library Technician	17.94
13061 - Media Specialist I	14.76
13062 - Media Specialist II	16.51
13063 - Media Specialist III	18.41
13071 - Photographer I	14.80
13072 - Photographer II	18.32
13073 - Photographer III	20.51
13074 - Photographer IV	25.09
13075 - Photographer V	30.35
13110 - Video Teleconference Technician	16.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.46
14042 - Computer Operator II	17.29
14043 - Computer Operator III	19.29
14044 - Computer Operator IV	21.43
14045 - Computer Operator V	23.73
14071 - Computer Programmer I	18.14
14072 - Computer Programmer II	22.30
14073 - Computer Programmer III	26.60
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I	27.28

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2026 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Arizona

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

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski, Director, Division of Wage Determinations

Wage Determination No.: 2005-2027
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of La Paz, Yuma

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

of the Government contract, by the contractor, by law, or by the nature of the work,

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski
Director

Division of Wage Determinations

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

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

State: Arizona

Area: Arizona Counties of La Paz, Yuma

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2033 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Arkansas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

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

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

Administrator		
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		13.74
13072 - Photographer II		15.37
13073 - Photographer III		19.04
13074 - Photographer IV		23.29
13075 - Photographer V		28.18
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		19.50
15090 - Technical Instructor		20.60
15095 - Technical Instructor/Course Developer		25.20
15110 - Test Proctor		16.63
15120 - Tutor		16.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72
16040 - Dry Cleaner		10.92
16070 - Finisher, Flatwork, Machine		8.72
16090 - Presser, Hand		8.72
16110 - Presser, Machine, Drycleaning		8.72
16130 - Presser, Machine, Shirts		8.72
16160 - Presser, Machine, Wearing Apparel, Laundry		8.72
16190 - Sewing Machine Operator		11.73
16220 - Tailor		12.57
16250 - Washer, Machine		9.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.14
19040 - Tool And Die Maker		20.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.29
21030 - Material Coordinator		18.80
21040 - Material Expediter		18.80
21050 - Material Handling Laborer		10.54
21071 - Order Filler		10.85
21080 - Production Line Worker (Food Processing)		13.29
21110 - Shipping Packer		13.07
21130 - Shipping/Receiving Clerk		13.07
21140 - Store Worker I		10.50

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2034
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Arkansas

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

Fringe Benefits Required Follow the Occupational Listing

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

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

12235 - Optical Dispenser		14.24
12236 - Optical Technician		14.18
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.17
12305 - Radiologic Technologist		22.88
12311 - Registered Nurse I		24.41
12312 - Registered Nurse II		29.86
12313 - Registered Nurse II, Specialist		29.86
12314 - Registered Nurse III		36.12
12315 - Registered Nurse III, Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		8.24
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		13.74
13072 - Photographer II		15.37
13073 - Photographer III		19.04
13074 - Photographer IV		23.29
13075 - Photographer V		28.18
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		19.50
15090 - Technical Instructor		20.60
15095 - Technical Instructor/Course Developer		25.20
15110 - Test Proctor		16.63
15120 - Tutor		16.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

of the Government contract, by the contractor, by law, or by the nature of the work,

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2035 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Arkansas

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

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

** NOTES APPLYING TO THIS WAGE DETERMINATION **

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

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

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

Diane C. Koplewski
Director

Division of
Wage Determinations

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

State: Arkansas

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

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

** UNIFORM ALLOWANCE **

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

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

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2037 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Arkansas

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

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

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

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

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

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Arkansas

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

Fringe Benefits Required Follow the Occupational Listing

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

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

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

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

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

the request.

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

6) The contractor informs the affected employees.

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2043 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

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

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

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

14071 - Computer Programmer I		
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		25.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		28.99
15060 - Educational Technologist		27.08
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.98
15090 - Technical Instructor		19.96
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		17.86
15120 - Tutor		17.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.95
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.25
16220 - Tailor		12.91
16250 - Washer, Machine		10.28
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.66
19040 - Tool And Die Maker		28.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.04
21030 - Material Coordinator		23.14
21040 - Material Expediter		23.14
21050 - Material Handling Laborer		11.54
21071 - Order Filler		12.17
21080 - Production Line Worker (Food Processing)		13.04
21110 - Shipping Packer		13.93
21130 - Shipping/Receiving Clerk		13.93
21140 - Store Worker I		11.22
21150 - Stock Clerk		14.72
21210 - Tools And Parts Attendant		13.04
21410 - Warehouse Specialist		13.04
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.23
23021 - Aircraft Mechanic I		26.79
23022 - Aircraft Mechanic II		28.23
23023 - Aircraft Mechanic III		29.66
23040 - Aircraft Mechanic Helper		21.12
23050 - Aircraft, Painter		22.31
23060 - Aircraft Servicer		24.18
23080 - Aircraft Worker		25.24
23110 - Appliance Mechanic		22.62
23120 - Bicycle Repairer		15.26
23125 - Cable Splicer		31.37
23130 - Carpenter, Maintenance		22.86
23140 - Carpet Layer		17.92

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2044 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.60
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		21.14
01040 - Court Reporter		24.94
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		14.48
01060 - Dispatcher, Motor Vehicle		17.44
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.04
01112 - General Clerk II		14.83
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		20.00
01141 - Messenger Courier		11.54
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.45
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		17.56
01263 - Personnel Assistant (Employment) III		18.77
01270 - Production Control Clerk		23.14
01280 - Receptionist		11.49
01290 - Rental Clerk		12.72
01300 - Scheduler, Maintenance		16.03
01311 - Secretary I		16.03
01312 - Secretary II		17.93
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		16.53
01410 - Supply Technician		22.22
01420 - Survey Worker		16.34
01531 - Travel Clerk I		12.88
01532 - Travel Clerk II		13.57
01533 - Travel Clerk III		14.67
01611 - Word Processor I		14.72
01612 - Word Processor II		16.51
01613 - Word Processor III		18.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.07
05010 - Automotive Electrician		18.24
05040 - Automotive Glass Installer		17.52
05070 - Automotive Worker		17.52
05110 - Mobile Equipment Servicer		15.83
05130 - Motor Equipment Metal Mechanic		18.99
05160 - Motor Equipment Metal Worker		17.52
05190 - Motor Vehicle Mechanic		18.99
05220 - Motor Vehicle Mechanic Helper		14.66
05250 - Motor Vehicle Upholstery Worker		17.00
05280 - Motor Vehicle Wrecker		17.52
05310 - Painter, Automotive		18.23
05340 - Radiator Repair Specialist		17.52
05370 - Tire Repairer		13.87

05400 - Transmission Repair Specialist	18.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	13.37
07042 - Cook II	15.20
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.32
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	13.56
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	8.98
11260 - Pruner	11.87
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	25.35
12015 - Certified Physical Therapist Assistant	25.67
12020 - Dental Assistant	16.35
12025 - Dental Hygienist	41.60
12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	16.52
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	13.50
12190 - Medical Record Technician	15.10
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	40.62
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.54
12223 - Nursing Assistant III	12.58
12224 - Nursing Assistant IV	14.12
12235 - Optical Dispenser	14.73
12236 - Optical Technician	16.52
12250 - Pharmacy Technician	16.87
12280 - Phlebotomist	16.50
12305 - Radiologic Technologist	26.48
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.72
12313 - Registered Nurse II, Specialist	29.72
12314 - Registered Nurse III	35.96
12315 - Registered Nurse III, Anesthetist	35.96
12316 - Registered Nurse IV	43.10
12317 - Scheduler (Drug and Alcohol Testing)	22.89

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.13
13012 - Exhibits Specialist II		24.95
13013 - Exhibits Specialist III		30.52
13041 - Illustrator I		20.13
13042 - Illustrator II		24.95
13043 - Illustrator III		30.52
13047 - Librarian		27.62
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems Administrator		24.95
13058 - Library Technician		19.47
13061 - Media Specialist I		18.00
13062 - Media Specialist II		20.13
13063 - Media Specialist III		22.45
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.95
13074 - Photographer IV		30.52
13075 - Photographer V		36.92
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.28
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		25.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		28.99
15060 - Educational Technologist		27.08
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.98
15090 - Technical Instructor		19.96
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		17.86
15120 - Tutor		17.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.95
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.25
16220 - Tailor		12.91
16250 - Washer, Machine		10.28
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.66
19040 - Tool And Die Maker		28.13

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.04
21030 - Material Coordinator	23.14
21040 - Material Expediter	23.14
21050 - Material Handling Laborer	11.54
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	13.04
21110 - Shipping Packer	13.93
21130 - Shipping/Receiving Clerk	13.93
21140 - Store Worker I	11.22
21150 - Stock Clerk	14.72
21210 - Tools And Parts Attendant	13.04
21410 - Warehouse Specialist	13.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23021 - Aircraft Mechanic I	26.79
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.66
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft, Painter	22.31
23060 - Aircraft Servicer	24.18
23080 - Aircraft Worker	25.24
23110 - Appliance Mechanic	22.62
23120 - Bicycle Repairer	15.26
23125 - Cable Splicer	31.37
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	26.52
23181 - Electronics Technician Maintenance I	26.31
23182 - Electronics Technician Maintenance II	27.90
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	20.33
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	19.01
23311 - Fuel Distribution System Mechanic	26.97
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	26.79
23381 - Ground Support Equipment Servicer	24.18
23382 - Ground Support Equipment Worker	25.24
23391 - Gunsmith I	19.01
23392 - Gunsmith II	21.62
23393 - Gunsmith III	24.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.88
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	24.53
23460 - Instrument Mechanic	28.25
23465 - Laboratory/Shelter Mechanic	22.93
23470 - Laborer	11.54
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	22.52
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	13.36
23591 - Metrology Technician I	28.25
23592 - Metrology Technician II	29.74
23593 - Metrology Technician III	31.26
23640 - Millwright	24.89
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.43

23810 - Plumber, Maintenance	22.50
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	21.71
23890 - Sheet-Metal Worker, Maintenance	22.68
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	24.61
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	22.97
23960 - Welder, Combination, Maintenance	23.78
23965 - Well Driller	24.22
23970 - Woodcraft Worker	24.22
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	11.17
24610 - Chore Aide	13.07
24620 - Family Readiness And Support Services Coordinator	13.80
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.17
25040 - Sewage Plant Operator	21.07
25070 - Stationary Engineer	29.17
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant Operator	21.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.33
27007 - Baggage Inspector	11.00
27008 - Corrections Officer	31.29
27010 - Court Security Officer	29.33
27030 - Detection Dog Handler	12.30
27040 - Detention Officer	31.29
27070 - Firefighter	29.06
27101 - Guard I	11.00
27102 - Guard II	12.30
27131 - Police Officer I	31.37
27132 - Police Officer II	34.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.62
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.40
28630 - Sports Official	12.14
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.75
29020 - Hatch Tender	25.75
29030 - Line Handler	25.75
29041 - Stevedore I	21.85
29042 - Stevedore II	27.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.78
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.91
30022 - Archeological Technician II	23.13
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.50

30040 - Civil Engineering Technician		28.72
30061 - Drafter/CAD Operator I		19.91
30062 - Drafter/CAD Operator II		26.44
30063 - Drafter/CAD Operator III		26.80
30064 - Drafter/CAD Operator IV		32.98
30081 - Engineering Technician I		17.68
30082 - Engineering Technician II		20.62
30083 - Engineering Technician III		23.07
30084 - Engineering Technician IV		28.59
30085 - Engineering Technician V		34.97
30086 - Engineering Technician VI		42.20
30090 - Environmental Technician		24.34
30210 - Laboratory Technician		24.11
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.79
30362 - Paralegal/Legal Assistant II		25.77
30363 - Paralegal/Legal Assistant III		31.52
30364 - Paralegal/Legal Assistant IV		38.14
30390 - Photo-Optics Technician		27.58
30461 - Technical Writer I		29.04
30462 - Technical Writer II		35.52
30463 - Technical Writer III		42.97
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	26.80
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.36
31030 - Bus Driver		16.67
31043 - Driver Courier		13.85
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		14.87
31310 - Taxi Driver		10.82
31361 - Truckdriver, Light		14.87
31362 - Truckdriver, Medium		17.64
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		10.75
99050 - Desk Clerk		8.95
99095 - Embalmer		23.59
99251 - Laboratory Animal Caretaker I		9.26
99252 - Laboratory Animal Caretaker II		9.94
99310 - Mortician		23.59
99410 - Pest Controller		13.90
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		19.26
99711 - Recycling Specialist		22.54
99730 - Refuse Collector		17.57
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		10.81
99830 - Survey Party Chief		28.28
99831 - Surveying Aide		18.77
99832 - Surveying Technician		25.72
99840 - Vending Machine Attendant		14.66
99841 - Vending Machine Repairer		18.36
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2045 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.44
01040 - Court Reporter		25.29
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher, Motor Vehicle		17.58
01070 - Document Preparation Clerk		12.89
01090 - Duplicating Machine Operator		12.89
01111 - General Clerk I		12.25
01112 - General Clerk II		13.23
01113 - General Clerk III		15.04
01120 - Housing Referral Assistant		18.03
01141 - Messenger Courier		10.28
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.55
01261 - Personnel Assistant (Employment) I		15.37
01262 - Personnel Assistant (Employment) II		17.19
01263 - Personnel Assistant (Employment) III		19.17
01270 - Production Control Clerk		19.13

01280 - Receptionist	11.63
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.45
01311 - Secretary I	14.45
01312 - Secretary II	16.43
01313 - Secretary III	18.03
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	20.44
01420 - Survey Worker	16.05
01531 - Travel Clerk I	13.48
01532 - Travel Clerk II	13.85
01533 - Travel Clerk III	14.98
01611 - Word Processor I	13.93
01612 - Word Processor II	15.64
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.11
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	15.97
05070 - Automotive Worker	15.97
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	17.75
05160 - Motor Equipment Metal Worker	15.97
05190 - Motor Vehicle Mechanic	18.11
05220 - Motor Vehicle Mechanic Helper	13.43
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	15.97
05310 - Painter, Automotive	16.84
05340 - Radiator Repair Specialist	15.97
05370 - Tire Repairer	11.82
05400 - Transmission Repair Specialist	17.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.05
07042 - Cook II	13.70
07070 - Dishwasher	8.63
07130 - Food Service Worker	9.20
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.99
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	15.99
09090 - Furniture Refinisher Helper	12.75
09110 - Furniture Repairer, Minor	13.01
09130 - Upholsterer	15.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	10.23
11090 - Gardener	13.47
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	13.77
11240 - Maid or Houseman	9.34
11260 - Pruner	12.57
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	25.15
12015 - Certified Physical Therapist Assistant	25.08

12020 - Dental Assistant		15.73
12025 - Dental Hygienist		31.79
12030 - EKG Technician		26.03
12035 - Electroneurodiagnostic Technologist		26.03
12040 - Emergency Medical Technician		18.28
12071 - Licensed Practical Nurse I		18.29
12072 - Licensed Practical Nurse II		20.46
12073 - Licensed Practical Nurse III		22.81
12100 - Medical Assistant		13.58
12130 - Medical Laboratory Technician		19.69
12160 - Medical Record Clerk		13.53
12190 - Medical Record Technician		15.14
12195 - Medical Transcriptionist		18.11
12210 - Nuclear Medicine Technologist		44.40
12221 - Nursing Assistant I		10.75
12222 - Nursing Assistant II		12.09
12223 - Nursing Assistant III		13.19
12224 - Nursing Assistant IV		14.81
12235 - Optical Dispenser		16.98
12236 - Optical Technician		15.10
12250 - Pharmacy Technician		16.06
12280 - Phlebotomist		14.81
12305 - Radiologic Technologist		27.37
12311 - Registered Nurse I		25.22
12312 - Registered Nurse II		30.85
12313 - Registered Nurse II, Specialist		30.85
12314 - Registered Nurse III		37.32
12315 - Registered Nurse III, Anesthetist		37.32
12316 - Registered Nurse IV		44.73
12317 - Scheduler (Drug and Alcohol Testing)		25.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.06
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.21
13041 - Illustrator I		20.06
13042 - Illustrator II		23.06
13043 - Illustrator III		28.21
13047 - Librarian		27.51
13050 - Library Aide/Clerk		13.42
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		17.66
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.04
13063 - Media Specialist III		22.33
13071 - Photographer I		16.14
13072 - Photographer II		18.36
13073 - Photographer III		20.35
13074 - Photographer IV		25.47
13075 - Photographer V		30.81
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.36
14042 - Computer Operator II		17.30
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		22.17
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		18.30
14072 - Computer Programmer II		22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.36
14160 - Personal Computer Support Technician	22.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.58
15020 - Aircrew Training Devices Instructor (Rated)	34.58
15030 - Air Crew Training Devices Instructor (Pilot)	41.39
15050 - Computer Based Training Specialist / Instructor	28.58
15060 - Educational Technologist	36.57
15070 - Flight Instructor (Pilot)	41.39
15080 - Graphic Artist	22.54
15090 - Technical Instructor	22.62
15095 - Technical Instructor/Course Developer	27.69
15110 - Test Proctor	18.55
15120 - Tutor	18.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.82
16030 - Counter Attendant	9.82
16040 - Dry Cleaner	11.83
16070 - Finisher, Flatwork, Machine	9.82
16090 - Presser, Hand	9.82
16110 - Presser, Machine, Drycleaning	9.82
16130 - Presser, Machine, Shirts	9.82
16160 - Presser, Machine, Wearing Apparel, Laundry	9.82
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.18
16250 - Washer, Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.95
19040 - Tool And Die Maker	26.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.60
21030 - Material Coordinator	19.13
21040 - Material Expediter	19.13
21050 - Material Handling Laborer	11.10
21071 - Order Filler	12.61
21080 - Production Line Worker (Food Processing)	13.53
21110 - Shipping Packer	13.60
21130 - Shipping/Receiving Clerk	13.54
21140 - Store Worker I	11.42
21150 - Stock Clerk	14.99
21210 - Tools And Parts Attendant	13.60
21410 - Warehouse Specialist	13.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.55
23021 - Aircraft Mechanic I	21.40
23022 - Aircraft Mechanic II	22.55
23023 - Aircraft Mechanic III	23.69
23040 - Aircraft Mechanic Helper	16.21
23050 - Aircraft, Painter	20.09
23060 - Aircraft Servicer	18.18
23080 - Aircraft Worker	19.27
23110 - Appliance Mechanic	21.29
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	23.42
23130 - Carpenter, Maintenance	22.37
23140 - Carpet Layer	18.84
23160 - Electrician, Maintenance	23.30
23181 - Electronics Technician Maintenance I	20.76
23182 - Electronics Technician Maintenance II	23.48
23183 - Electronics Technician Maintenance III	24.80
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	21.16

23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	17.47
23380 - Ground Support Equipment Mechanic	21.40
23381 - Ground Support Equipment Servicer	18.18
23382 - Ground Support Equipment Worker	19.27
23391 - Gunsmith I	18.38
23392 - Gunsmith II	20.91
23393 - Gunsmith III	23.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	21.93
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.17
23470 - Laborer	11.10
23510 - Locksmith	21.70
23530 - Machinery Maintenance Mechanic	22.85
23550 - Machinist, Maintenance	20.01
23580 - Maintenance Trades Helper	12.63
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.41
23593 - Metrology Technician III	26.70
23640 - Millwright	24.11
23710 - Office Appliance Repairer	18.48
23760 - Painter, Maintenance	16.29
23790 - Pipefitter, Maintenance	23.30
23810 - Plumber, Maintenance	22.05
23820 - Pneudraulic Systems Mechanic	23.42
23850 - Rigger	23.42
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker, Maintenance	22.14
23910 - Small Engine Mechanic	20.19
23931 - Telecommunications Mechanic I	26.35
23932 - Telecommunications Mechanic II	27.77
23950 - Telephone Lineman	26.39
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	22.91
23970 - Woodcraft Worker	23.42
23980 - Woodworker	15.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.49
24580 - Child Care Center Clerk	12.76
24610 - Chore Aide	9.35
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	10.65
27008 - Corrections Officer	25.90
27010 - Court Security Officer	25.90
27030 - Detection Dog Handler	14.33
27040 - Detention Officer	25.90

27070 - Firefighter		25.39
27101 - Guard I		10.65
27102 - Guard II		14.33
27131 - Police Officer I		30.42
27132 - Police Officer II		33.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.26
28042 - Carnival Equipment Repairer		12.00
28043 - Carnival Equpment Worker		8.82
28210 - Gate Attendant/Gate Tender		14.55
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		16.27
28510 - Recreation Aide/Health Facility Attendant		12.02
28515 - Recreation Specialist		20.12
28630 - Sports Official		12.96
28690 - Swimming Pool Operator		18.41
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.91
29020 - Hatch Tender		20.91
29030 - Line Handler		20.91
29041 - Stevedore I		19.65
29042 - Stevedore II		22.83
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.65
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		23.08
30030 - Cartographic Technician		23.08
30040 - Civil Engineering Technician		25.83
30061 - Drafter/CAD Operator I		16.65
30062 - Drafter/CAD Operator II		18.26
30063 - Drafter/CAD Operator III		20.77
30064 - Drafter/CAD Operator IV		25.55
30081 - Engineering Technician I		15.79
30082 - Engineering Technician II		17.23
30083 - Engineering Technician III		20.69
30084 - Engineering Technician IV		22.60
30085 - Engineering Technician V		27.64
30086 - Engineering Technician VI		33.44
30090 - Environmental Technician		22.63
30210 - Laboratory Technician		18.05
30240 - Mathematical Technician		23.08
30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		22.66
30363 - Paralegal/Legal Assistant III		27.72
30364 - Paralegal/Legal Assistant IV		33.54
30390 - Photo-Optics Technician		23.08
30461 - Technical Writer I		22.24
30462 - Technical Writer II		27.20
30463 - Technical Writer III		32.91
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.77
30621 - Weather Observer, Senior	(see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.44
31030 - Bus Driver		16.72

31043 - Driver Courier	12.66
31260 - Parking and Lot Attendant	9.81
31290 - Shuttle Bus Driver	14.17
31310 - Taxi Driver	11.17
31361 - Truckdriver, Light	14.17
31362 - Truckdriver, Medium	16.14
31363 - Truckdriver, Heavy	19.65
31364 - Truckdriver, Tractor-Trailer	19.65
99000 - Miscellaneous Occupations	
99030 - Cashier	10.06
99050 - Desk Clerk	9.60
99095 - Embalmer	26.70
99251 - Laboratory Animal Caretaker I	10.97
99252 - Laboratory Animal Caretaker II	11.68
99310 - Mortician	26.70
99410 - Pest Controller	14.27
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	18.39
99730 - Refuse Collector	15.72
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.60
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	11.83
99841 - Vending Machine Repairer	16.17
99842 - Vending Machine Repairer Helper	12.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2046 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89

01013 - Accounting Clerk III	17.78
01020 - Administrative Assistant	20.44
01040 - Court Reporter	25.29
01051 - Data Entry Operator I	13.83
01052 - Data Entry Operator II	15.08
01060 - Dispatcher, Motor Vehicle	17.58
01070 - Document Preparation Clerk	12.89
01090 - Duplicating Machine Operator	12.89
01111 - General Clerk I	12.25
01112 - General Clerk II	13.23
01113 - General Clerk III	15.04
01120 - Housing Referral Assistant	18.03
01141 - Messenger Courier	10.28
01191 - Order Clerk I	12.42
01192 - Order Clerk II	13.55
01261 - Personnel Assistant (Employment) I	15.37
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.17
01270 - Production Control Clerk	19.13
01280 - Receptionist	11.63
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.45
01311 - Secretary I	14.45
01312 - Secretary II	16.43
01313 - Secretary III	18.03
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	20.44
01420 - Survey Worker	16.05
01531 - Travel Clerk I	13.48
01532 - Travel Clerk II	13.85
01533 - Travel Clerk III	14.98
01611 - Word Processor I	13.93
01612 - Word Processor II	15.64
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.11
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	15.97
05070 - Automotive Worker	15.97
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	17.75
05160 - Motor Equipment Metal Worker	15.97
05190 - Motor Vehicle Mechanic	18.11
05220 - Motor Vehicle Mechanic Helper	13.43
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	15.97
05310 - Painter, Automotive	16.84
05340 - Radiator Repair Specialist	15.97
05370 - Tire Repairer	11.82
05400 - Transmission Repair Specialist	17.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.05
07042 - Cook II	13.70
07070 - Dishwasher	8.63
07130 - Food Service Worker	9.20
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.99
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	15.99
09090 - Furniture Refinisher Helper	12.75

09110 - Furniture Repairer, Minor	13.01
09130 - Upholsterer	15.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	10.23
11090 - Gardener	13.47
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	13.77
11240 - Maid or Houseman	9.34
11260 - Pruner	12.57
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	25.15
12015 - Certified Physical Therapist Assistant	25.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	31.79
12030 - EKG Technician	26.03
12035 - Electroneurodiagnostic Technologist	26.03
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	18.29
12072 - Licensed Practical Nurse II	20.46
12073 - Licensed Practical Nurse III	22.81
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	19.69
12160 - Medical Record Clerk	13.53
12190 - Medical Record Technician	15.14
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	44.40
12221 - Nursing Assistant I	10.75
12222 - Nursing Assistant II	12.09
12223 - Nursing Assistant III	13.19
12224 - Nursing Assistant IV	14.81
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.10
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	14.81
12305 - Radiologic Technologist	27.37
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.85
12313 - Registered Nurse II, Specialist	30.85
12314 - Registered Nurse III	37.32
12315 - Registered Nurse III, Anesthetist	37.32
12316 - Registered Nurse IV	44.73
12317 - Scheduler (Drug and Alcohol Testing)	25.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.06
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.21
13041 - Illustrator I	20.06
13042 - Illustrator II	23.06
13043 - Illustrator III	28.21
13047 - Librarian	27.51
13050 - Library Aide/Clerk	13.42
13054 - Library Information Technology Systems Administrator	24.84
13058 - Library Technician	17.66
13061 - Media Specialist I	17.91
13062 - Media Specialist II	20.04

13063 - Media Specialist III		22.33
13071 - Photographer I		16.14
13072 - Photographer II		18.36
13073 - Photographer III		20.35
13074 - Photographer IV		25.47
13075 - Photographer V		30.81
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.36
14042 - Computer Operator II		17.30
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		22.17
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		18.30
14072 - Computer Programmer II		22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.36
14160 - Personal Computer Support Technician		22.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		36.57
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		22.54
15090 - Technical Instructor		22.62
15095 - Technical Instructor/Course Developer		27.69
15110 - Test Proctor		18.55
15120 - Tutor		18.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.82
16030 - Counter Attendant		9.82
16040 - Dry Cleaner		11.83
16070 - Finisher, Flatwork, Machine		9.82
16090 - Presser, Hand		9.82
16110 - Presser, Machine, Drycleaning		9.82
16130 - Presser, Machine, Shirts		9.82
16160 - Presser, Machine, Wearing Apparel, Laundry		9.82
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.18
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.95
19040 - Tool And Die Maker		26.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.60
21030 - Material Coordinator		19.13
21040 - Material Expediter		19.13
21050 - Material Handling Laborer		11.10
21071 - Order Filler		12.61
21080 - Production Line Worker (Food Processing)		13.53
21110 - Shipping Packer		13.60
21130 - Shipping/Receiving Clerk		13.54
21140 - Store Worker I		11.42
21150 - Stock Clerk		14.99
21210 - Tools And Parts Attendant		13.60
21410 - Warehouse Specialist		13.60
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	22.55
23021 - Aircraft Mechanic I	21.40
23022 - Aircraft Mechanic II	22.55
23023 - Aircraft Mechanic III	23.69
23040 - Aircraft Mechanic Helper	16.21
23050 - Aircraft, Painter	20.09
23060 - Aircraft Servicer	18.18
23080 - Aircraft Worker	19.27
23110 - Appliance Mechanic	21.29
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	23.42
23130 - Carpenter, Maintenance	22.37
23140 - Carpet Layer	18.84
23160 - Electrician, Maintenance	23.30
23181 - Electronics Technician Maintenance I	20.76
23182 - Electronics Technician Maintenance II	23.48
23183 - Electronics Technician Maintenance III	24.80
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	17.47
23380 - Ground Support Equipment Mechanic	21.40
23381 - Ground Support Equipment Servicer	18.18
23382 - Ground Support Equipment Worker	19.27
23391 - Gunsmith I	18.38
23392 - Gunsmith II	20.91
23393 - Gunsmith III	23.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	21.93
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.17
23470 - Laborer	11.10
23510 - Locksmith	21.70
23530 - Machinery Maintenance Mechanic	22.85
23550 - Machinist, Maintenance	20.01
23580 - Maintenance Trades Helper	12.63
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.41
23593 - Metrology Technician III	26.70
23640 - Millwright	24.11
23710 - Office Appliance Repairer	18.48
23760 - Painter, Maintenance	16.29
23790 - Pipefitter, Maintenance	23.30
23810 - Plumber, Maintenance	22.05
23820 - Pneudraulic Systems Mechanic	23.42
23850 - Rigger	23.42
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker, Maintenance	22.14
23910 - Small Engine Mechanic	20.19
23931 - Telecommunications Mechanic I	26.35
23932 - Telecommunications Mechanic II	27.77
23950 - Telephone Lineman	26.39
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	22.91
23970 - Woodcraft Worker	23.42
23980 - Woodworker	15.62
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	10.49
24580 - Child Care Center Clerk	12.76
24610 - Chore Aide	9.35
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	10.65
27008 - Corrections Officer	25.90
27010 - Court Security Officer	25.90
27030 - Detection Dog Handler	14.33
27040 - Detention Officer	25.90
27070 - Firefighter	25.39
27101 - Guard I	10.65
27102 - Guard II	14.33
27131 - Police Officer I	30.42
27132 - Police Officer II	33.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.26
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Equpment Worker	8.82
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.02
28515 - Recreation Specialist	20.12
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.91
29020 - Hatch Tender	20.91
29030 - Line Handler	20.91
29041 - Stevedore I	19.65
29042 - Stevedore II	22.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.65
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.08
30030 - Cartographic Technician	23.08
30040 - Civil Engineering Technician	25.83
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	18.26
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.55
30081 - Engineering Technician I	15.79
30082 - Engineering Technician II	17.23
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	22.60
30085 - Engineering Technician V	27.64
30086 - Engineering Technician VI	33.44
30090 - Environmental Technician	22.63
30210 - Laboratory Technician	18.05
30240 - Mathematical Technician	23.08

30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		22.66
30363 - Paralegal/Legal Assistant III		27.72
30364 - Paralegal/Legal Assistant IV		33.54
30390 - Photo-Optics Technician		23.08
30461 - Technical Writer I		22.24
30462 - Technical Writer II		27.20
30463 - Technical Writer III		32.91
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.77
30621 - Weather Observer, Senior	(see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.44
31030 - Bus Driver		16.72
31043 - Driver Courier		12.66
31260 - Parking and Lot Attendant		9.81
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		11.17
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		16.14
31363 - Truckdriver, Heavy		19.65
31364 - Truckdriver, Tractor-Trailer		19.65
99000 - Miscellaneous Occupations		
99030 - Cashier		10.06
99050 - Desk Clerk		9.60
99095 - Embalmer		26.70
99251 - Laboratory Animal Caretaker I		10.97
99252 - Laboratory Animal Caretaker II		11.68
99310 - Mortician		26.70
99410 - Pest Controller		14.27
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.85
99711 - Recycling Specialist		18.39
99730 - Refuse Collector		15.72
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		12.60
99830 - Survey Party Chief		30.95
99831 - Surveying Aide		20.58
99832 - Surveying Technician		28.14
99840 - Vending Machine Attendant		11.83
99841 - Vending Machine Repairer		16.17
99842 - Vending Machine Repairer Helper		12.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2047
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.45
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93

01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.38
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	38.39
12030 - EKG Technician	28.14
12035 - Electroneurodiagnostic Technologist	28.14
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.43
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.82

12130 - Medical Laboratory Technician		19.73
12160 - Medical Record Clerk		16.07
12190 - Medical Record Technician		18.53
12195 - Medical Transcriptionist		19.35
12210 - Nuclear Medicine Technologist		36.54
12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.46
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		17.00
12236 - Optical Technician		15.71
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.03
12305 - Radiologic Technologist		25.24
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.83
13012 - Exhibits Specialist II		30.76
13013 - Exhibits Specialist III		37.63
13041 - Illustrator I		27.84
13042 - Illustrator II		34.51
13043 - Illustrator III		42.16
13047 - Librarian		31.80
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		28.71
13058 - Library Technician		22.40
13061 - Media Specialist I		20.36
13062 - Media Specialist II		22.76
13063 - Media Specialist III		25.38
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		26.61
13074 - Photographer IV		33.56
13075 - Photographer V		40.61
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		27.35
14071 - Computer Programmer I	(see 1)	27.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		36.09

15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	26.72
15090 - Technical Instructor	25.70
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.54
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.54
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.53
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	14.54
21410 - Warehouse Specialist	14.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	20.11
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	32.84
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	23.67
23182 - Electronics Technician Maintenance II	25.21
23183 - Electronics Technician Maintenance III	26.76
23260 - Fabric Worker	23.87
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	25.94
23312 - Fuel Distribution System Operator	19.83
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	20.03
23392 - Gunsmith II	23.16
23393 - Gunsmith III	26.19
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	32.18
23460 - Instrument Mechanic	27.13
23465 - Laboratory/Shelter Mechanic	24.67
23470 - Laborer	12.49
23510 - Locksmith	20.69
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	27.13
23592 - Metrology Technician II	28.74

23593 - Metrology Technician III	31.63
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.24
23820 - Pneudraulic Systems Mechanic	26.19
23850 - Rigger	26.81
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	26.30
23932 - Telecommunications Mechanic II	27.86
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	24.56
23970 - Woodcraft Worker	23.90
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.03
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.59
25040 - Sewage Plant Operator	28.83
25070 - Stationary Engineer	27.59
25190 - Ventilation Equipment Tender	19.34
25210 - Water Treatment Plant Operator	28.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.01
27070 - Firefighter	29.97
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equpment Worker	9.67
28210 - Gate Attendant/Gate Tender	14.16
28310 - Lifeguard	13.48
28350 - Park Attendant (Aide)	15.83
28510 - Recreation Aide/Health Facility Attendant	11.56
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.61
28690 - Swimming Pool Operator	16.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.42
29020 - Hatch Tender	23.42
29030 - Line Handler	23.42
29041 - Stevedore I	21.88
29042 - Stevedore II	24.95
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.98

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		22.52
30022 - Archeological Technician II		24.21
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		30.78
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		27.72
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.83
30362 - Paralegal/Legal Assistant II		27.04
30363 - Paralegal/Legal Assistant III		33.08
30364 - Paralegal/Legal Assistant IV		40.03
30390 - Photo-Optics Technician		33.92
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.89
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.42
30621 - Weather Observer, Senior	(see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.63
31030 - Bus Driver		19.62
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		9.39
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		12.65
99095 - Embalmer		23.19
99251 - Laboratory Animal Caretaker I		11.02
99252 - Laboratory Animal Caretaker II		12.08
99310 - Mortician		34.35
99410 - Pest Controller		15.19
99510 - Photofinishing Worker		16.36
99710 - Recycling Laborer		21.03
99711 - Recycling Specialist		24.67
99730 - Refuse Collector		18.76
99810 - Sales Clerk		17.13
99820 - School Crossing Guard		9.51
99830 - Survey Party Chief		37.97
99831 - Surveying Aide		21.26
99832 - Surveying Technician		27.95

99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	15.42
99842 - Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2048 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90

01141 - Messenger Courier	11.45
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01280 - Receptionist	14.51
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.93
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	17.13

11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.38
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	38.39
12030 - EKG Technician	28.14
12035 - Electroneurodiagnostic Technologist	28.14
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.43
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	16.07
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	19.35
12210 - Nuclear Medicine Technologist	36.54
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	17.00
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	14.03
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	25.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	31.80
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	28.71
13058 - Library Technician	22.40
13061 - Media Specialist I	20.36
13062 - Media Specialist II	22.76
13063 - Media Specialist III	25.38
13071 - Photographer I	17.95
13072 - Photographer II	20.08
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	20.08
14000 - Information Technology Occupations	
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14102 - Computer Systems Analyst II	(see 1)	
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15095 - Technical Instructor/Course Developer		31.47
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15120 - Tutor		20.77
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19040 - Tool And Die Maker		23.95
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21020 - Forklift Operator		14.54
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.02
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		14.54
21110 - Shipping Packer		15.08
21130 - Shipping/Receiving Clerk		15.08
21140 - Store Worker I		11.53
21150 - Stock Clerk		17.13
21210 - Tools And Parts Attendant		14.54
21410 - Warehouse Specialist		14.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.78
23021 - Aircraft Mechanic I		29.10
23022 - Aircraft Mechanic II		30.78
23023 - Aircraft Mechanic III		31.94
23040 - Aircraft Mechanic Helper		20.38
23050 - Aircraft, Painter		24.41
23060 - Aircraft Servicer		23.55
23080 - Aircraft Worker		24.58
23110 - Appliance Mechanic		20.11
23120 - Bicycle Repairer		15.47
23125 - Cable Splicer		32.84
23130 - Carpenter, Maintenance		27.67
23140 - Carpet Layer		21.12
23160 - Electrician, Maintenance		30.18
23181 - Electronics Technician Maintenance I		23.67
23182 - Electronics Technician Maintenance II		25.21
23183 - Electronics Technician Maintenance III		26.76
23260 - Fabric Worker		23.87
23290 - Fire Alarm System Mechanic		22.33
23310 - Fire Extinguisher Repairer		20.03
23311 - Fuel Distribution System Mechanic		25.94
23312 - Fuel Distribution System Operator		19.83
23370 - General Maintenance Worker		23.26
23380 - Ground Support Equipment Mechanic		29.10

23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	20.03
23392 - Gunsmith II	23.16
23393 - Gunsmith III	26.19
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	32.18
23460 - Instrument Mechanic	27.13
23465 - Laboratory/Shelter Mechanic	24.67
23470 - Laborer	12.49
23510 - Locksmith	20.69
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	27.13
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	31.63
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.24
23820 - Pneudraulic Systems Mechanic	26.19
23850 - Rigger	26.81
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	26.30
23932 - Telecommunications Mechanic II	27.86
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	24.56
23970 - Woodcraft Worker	23.90
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.03
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.59
25040 - Sewage Plant Operator	28.83
25070 - Stationary Engineer	27.59
25190 - Ventilation Equipment Tender	19.34
25210 - Water Treatment Plant Operator	28.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.01
27070 - Firefighter	29.97
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equpment Worker	9.67

28210 - Gate Attendant/Gate Tender		14.16
28310 - Lifeguard		13.48
28350 - Park Attendant (Aide)		15.83
28510 - Recreation Aide/Health Facility Attendant		11.56
28515 - Recreation Specialist		19.61
28630 - Sports Official		12.61
28690 - Swimming Pool Operator		16.97
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.42
29020 - Hatch Tender		23.42
29030 - Line Handler		23.42
29041 - Stevedore I		21.88
29042 - Stevedore II		24.95
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		22.52
30022 - Archeological Technician II		24.21
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		30.78
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		27.72
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.83
30362 - Paralegal/Legal Assistant II		27.04
30363 - Paralegal/Legal Assistant III		33.08
30364 - Paralegal/Legal Assistant IV		40.03
30390 - Photo-Optics Technician		33.92
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.89
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.42
30621 - Weather Observer, Senior	(see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.63
31030 - Bus Driver		19.62
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		9.39
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		

99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	23.19
99251 - Laboratory Animal Caretaker I	11.02
99252 - Laboratory Animal Caretaker II	12.08
99310 - Mortician	34.35
99410 - Pest Controller	15.19
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	21.03
99711 - Recycling Specialist	24.67
99730 - Refuse Collector	18.76
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	9.51
99830 - Survey Party Chief	37.97
99831 - Surveying Aide	21.26
99832 - Surveying Technician	27.95
99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	15.42
99842 - Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2049 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.65
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		23.99
01040 - Court Reporter		18.52
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		15.11
01060 - Dispatcher, Motor Vehicle		18.79

01070 - Document Preparation Clerk	15.42
01090 - Duplicating Machine Operator	14.11
01111 - General Clerk I	15.14
01112 - General Clerk II	16.12
01113 - General Clerk III	18.55
01120 - Housing Referral Assistant	21.01
01141 - Messenger Courier	15.78
01191 - Order Clerk I	13.72
01192 - Order Clerk II	15.01
01261 - Personnel Assistant (Employment) I	16.46
01262 - Personnel Assistant (Employment) II	19.76
01263 - Personnel Assistant (Employment) III	22.92
01270 - Production Control Clerk	22.92
01280 - Receptionist	15.93
01290 - Rental Clerk	16.25
01300 - Scheduler, Maintenance	19.25
01311 - Secretary I	19.25
01312 - Secretary II	21.45
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	15.59
01410 - Supply Technician	23.99
01420 - Survey Worker	19.82
01531 - Travel Clerk I	13.53
01532 - Travel Clerk II	14.35
01533 - Travel Clerk III	15.40
01611 - Word Processor I	15.04
01612 - Word Processor II	16.90
01613 - Word Processor III	18.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.62
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	20.98
05070 - Automotive Worker	20.98
05110 - Mobile Equipment Servicer	17.87
05130 - Motor Equipment Metal Mechanic	24.32
05160 - Motor Equipment Metal Worker	20.98
05190 - Motor Vehicle Mechanic	21.82
05220 - Motor Vehicle Mechanic Helper	16.88
05250 - Motor Vehicle Upholstery Worker	19.94
05280 - Motor Vehicle Wrecker	20.98
05310 - Painter, Automotive	22.00
05340 - Radiator Repair Specialist	20.98
05370 - Tire Repairer	13.10
05400 - Transmission Repair Specialist	24.32
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	15.22
07042 - Cook II	16.97
07070 - Dishwasher	10.40
07130 - Food Service Worker	10.06
07210 - Meat Cutter	17.83
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	19.82
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	11.52
11090 - Gardener	17.50

11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.32
11260 - Pruner	12.82
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	13.81
12000 - Health Occupations	
12010 - Ambulance Driver	21.51
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	25.92
12015 - Certified Physical Therapist Assistant	25.48
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	48.13
12030 - EKG Technician	31.29
12035 - Electroneurodiagnostic Technologist	31.29
12040 - Emergency Medical Technician	20.01
12071 - Licensed Practical Nurse I	21.15
12072 - Licensed Practical Nurse II	23.66
12073 - Licensed Practical Nurse III	26.38
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	23.27
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	17.11
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	17.36
12236 - Optical Technician	21.15
12250 - Pharmacy Technician	20.69
12280 - Phlebotomist	15.86
12305 - Radiologic Technologist	32.35
12311 - Registered Nurse I	28.49
12312 - Registered Nurse II	34.86
12313 - Registered Nurse II, Specialist	34.86
12314 - Registered Nurse III	42.17
12315 - Registered Nurse III, Anesthetist	42.17
12316 - Registered Nurse IV	50.54
12317 - Scheduler (Drug and Alcohol Testing)	28.14
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.69
13012 - Exhibits Specialist II	27.50
13013 - Exhibits Specialist III	34.40
13041 - Illustrator I	22.69
13042 - Illustrator II	28.11
13043 - Illustrator III	34.40
13047 - Librarian	30.27
13050 - Library Aide/Clerk	16.40
13054 - Library Information Technology Systems Administrator	27.30
13058 - Library Technician	18.04
13061 - Media Specialist I	17.31
13062 - Media Specialist II	19.22
13063 - Media Specialist III	21.33
13071 - Photographer I	17.39
13072 - Photographer II	20.82
13073 - Photographer III	25.80
13074 - Photographer IV	31.55
13075 - Photographer V	38.18

13110 - Video Teleconference Technician		19.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.75
14043 - Computer Operator III		20.89
14044 - Computer Operator IV		23.24
14045 - Computer Operator V		23.72
14071 - Computer Programmer I	(see 1)	25.23
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		23.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.67
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		29.67
15060 - Educational Technologist		33.83
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		26.61
15090 - Technical Instructor		22.00
15095 - Technical Instructor/Course Developer		26.91
15110 - Test Proctor		19.50
15120 - Tutor		19.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01
16030 - Counter Attendant		11.01
16040 - Dry Cleaner		13.09
16070 - Finisher, Flatwork, Machine		11.01
16090 - Presser, Hand		11.01
16110 - Presser, Machine, Drycleaning		11.01
16130 - Presser, Machine, Shirts		11.01
16160 - Presser, Machine, Wearing Apparel, Laundry		11.01
16190 - Sewing Machine Operator		13.75
16220 - Tailor		14.45
16250 - Washer, Machine		11.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.00
19040 - Tool And Die Maker		26.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.70
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		12.82
21071 - Order Filler		15.57
21080 - Production Line Worker (Food Processing)		15.70
21110 - Shipping Packer		14.34
21130 - Shipping/Receiving Clerk		14.34
21140 - Store Worker I		15.38
21150 - Stock Clerk		18.12
21210 - Tools And Parts Attendant		15.90
21410 - Warehouse Specialist		15.70
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.48
23021 - Aircraft Mechanic I		23.01
23022 - Aircraft Mechanic II		22.48
23023 - Aircraft Mechanic III		23.42
23040 - Aircraft Mechanic Helper		17.82
23050 - Aircraft, Painter		20.93

23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.96
23110 - Appliance Mechanic	24.49
23120 - Bicycle Repairer	14.26
23125 - Cable Splicer	23.36
23130 - Carpenter, Maintenance	25.95
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	24.45
23183 - Electronics Technician Maintenance III	26.69
23260 - Fabric Worker	20.07
23290 - Fire Alarm System Mechanic	26.10
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	20.87
23370 - General Maintenance Worker	18.35
23380 - Ground Support Equipment Mechanic	23.01
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.96
23391 - Gunsmith I	18.97
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.33
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	23.36
23465 - Laboratory/Shelter Mechanic	22.26
23470 - Laborer	13.29
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	26.79
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	15.14
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.43
23593 - Metrology Technician III	25.44
23640 - Millwright	23.36
23710 - Office Appliance Repairer	22.68
23760 - Painter, Maintenance	22.60
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	24.93
23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.36
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	28.94
23910 - Small Engine Mechanic	20.99
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.83
23950 - Telephone Lineman	23.36
23960 - Welder, Combination, Maintenance	18.55
23965 - Well Driller	23.36
23970 - Woodcraft Worker	23.36
23980 - Woodworker	18.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	17.56
24630 - Homemaker	17.56

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.77
25040 - Sewage Plant Operator	27.24
25070 - Stationary Engineer	28.77
25190 - Ventilation Equipment Tender	21.46
25210 - Water Treatment Plant Operator	27.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.28
27007 - Baggage Inspector	11.48
27008 - Corrections Officer	30.61
27010 - Court Security Officer	30.20
27030 - Detection Dog Handler	13.65
27040 - Detention Officer	33.67
27070 - Firefighter	26.06
27101 - Guard I	11.48
27102 - Guard II	13.65
27131 - Police Officer I	34.33
27132 - Police Officer II	38.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.93
28042 - Carnival Equipment Repairer	13.65
28043 - Carnival Equpment Worker	10.77
28210 - Gate Attendant/Gate Tender	14.88
28310 - Lifeguard	14.61
28350 - Park Attendant (Aide)	16.68
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	15.58
28630 - Sports Official	13.28
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.16
29020 - Hatch Tender	21.16
29030 - Line Handler	21.16
29041 - Stevedore I	17.82
29042 - Stevedore II	22.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.63
30023 - Archeological Technician III	28.05
30030 - Cartographic Technician	28.05
30040 - Civil Engineering Technician	30.21
30061 - Drafter/CAD Operator I	20.25
30062 - Drafter/CAD Operator II	22.65
30063 - Drafter/CAD Operator III	25.24
30064 - Drafter/CAD Operator IV	31.07
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	19.47
30083 - Engineering Technician III	24.33
30084 - Engineering Technician IV	30.39
30085 - Engineering Technician V	34.33
30086 - Engineering Technician VI	39.21
30090 - Environmental Technician	28.05
30210 - Laboratory Technician	22.91
30240 - Mathematical Technician	28.05
30361 - Paralegal/Legal Assistant I	21.55
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	32.63
30364 - Paralegal/Legal Assistant IV	39.44
30390 - Photo-Optics Technician	28.05
30461 - Technical Writer I	22.51

30462 - Technical Writer II		27.53
30463 - Technical Writer III		33.32
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.24
30621 - Weather Observer, Senior	(see 2)	28.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.87
31030 - Bus Driver		19.17
31043 - Driver Courier		12.20
31260 - Parking and Lot Attendant		10.15
31290 - Shuttle Bus Driver		12.94
31310 - Taxi Driver		12.31
31361 - Truckdriver, Light		12.94
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		19.34
31364 - Truckdriver, Tractor-Trailer		19.34
99000 - Miscellaneous Occupations		
99030 - Cashier		16.13
99050 - Desk Clerk		13.17
99095 - Embalmer		25.27
99251 - Laboratory Animal Caretaker I		15.87
99252 - Laboratory Animal Caretaker II		16.83
99310 - Mortician		25.27
99410 - Pest Controller		16.75
99510 - Photofinishing Worker		13.88
99710 - Recycling Laborer		11.45
99711 - Recycling Specialist		20.57
99730 - Refuse Collector		16.80
99810 - Sales Clerk		12.72
99820 - School Crossing Guard		12.54
99830 - Survey Party Chief		26.68
99831 - Surveying Aide		13.98
99832 - Surveying Technician		19.14
99840 - Vending Machine Attendant		19.30
99841 - Vending Machine Repairer		22.83
99842 - Vending Machine Repairer Helper		19.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2050 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.65
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		23.99
01040 - Court Reporter		18.52
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		15.11
01060 - Dispatcher, Motor Vehicle		18.79
01070 - Document Preparation Clerk		15.42
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		15.14
01112 - General Clerk II		16.12
01113 - General Clerk III		18.55
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		15.78
01191 - Order Clerk I		13.72
01192 - Order Clerk II		15.01
01261 - Personnel Assistant (Employment) I		16.46
01262 - Personnel Assistant (Employment) II		19.76
01263 - Personnel Assistant (Employment) III		22.92
01270 - Production Control Clerk		22.92
01280 - Receptionist		15.93
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		19.25
01311 - Secretary I		19.25
01312 - Secretary II		21.45
01313 - Secretary III		23.96
01320 - Service Order Dispatcher		15.59
01410 - Supply Technician		23.99
01420 - Survey Worker		19.82
01531 - Travel Clerk I		13.53
01532 - Travel Clerk II		14.35
01533 - Travel Clerk III		15.40
01611 - Word Processor I		15.04
01612 - Word Processor II		16.90
01613 - Word Processor III		18.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.62
05010 - Automotive Electrician		19.76
05040 - Automotive Glass Installer		20.98
05070 - Automotive Worker		20.98
05110 - Mobile Equipment Servicer		17.87
05130 - Motor Equipment Metal Mechanic		24.32
05160 - Motor Equipment Metal Worker		20.98
05190 - Motor Vehicle Mechanic		21.82
05220 - Motor Vehicle Mechanic Helper		16.88
05250 - Motor Vehicle Upholstery Worker		19.94
05280 - Motor Vehicle Wrecker		20.98
05310 - Painter, Automotive		22.00
05340 - Radiator Repair Specialist		20.98
05370 - Tire Repairer		13.10
05400 - Transmission Repair Specialist		24.32

07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	15.22
07042 - Cook II	16.97
07070 - Dishwasher	10.40
07130 - Food Service Worker	10.06
07210 - Meat Cutter	17.83
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	19.82
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	11.52
11090 - Gardener	17.50
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.32
11260 - Pruner	12.82
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	13.81
12000 - Health Occupations	
12010 - Ambulance Driver	21.51
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	25.92
12015 - Certified Physical Therapist Assistant	25.48
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	48.13
12030 - EKG Technician	31.29
12035 - Electroneurodiagnostic Technologist	31.29
12040 - Emergency Medical Technician	20.01
12071 - Licensed Practical Nurse I	21.15
12072 - Licensed Practical Nurse II	23.66
12073 - Licensed Practical Nurse III	26.38
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	23.27
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	17.11
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	17.36
12236 - Optical Technician	21.15
12250 - Pharmacy Technician	20.69
12280 - Phlebotomist	15.86
12305 - Radiologic Technologist	32.35
12311 - Registered Nurse I	28.49
12312 - Registered Nurse II	34.86
12313 - Registered Nurse II, Specialist	34.86
12314 - Registered Nurse III	42.17
12315 - Registered Nurse III, Anesthetist	42.17
12316 - Registered Nurse IV	50.54
12317 - Scheduler (Drug and Alcohol Testing)	28.14
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		22.69
13012 - Exhibits Specialist II		27.50
13013 - Exhibits Specialist III		34.40
13041 - Illustrator I		22.69
13042 - Illustrator II		28.11
13043 - Illustrator III		34.40
13047 - Librarian		30.27
13050 - Library Aide/Clerk		16.40
13054 - Library Information Technology Systems Administrator		27.30
13058 - Library Technician		18.04
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.22
13063 - Media Specialist III		21.33
13071 - Photographer I		17.39
13072 - Photographer II		20.82
13073 - Photographer III		25.80
13074 - Photographer IV		31.55
13075 - Photographer V		38.18
13110 - Video Teleconference Technician		19.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.75
14043 - Computer Operator III		20.89
14044 - Computer Operator IV		23.24
14045 - Computer Operator V		23.72
14071 - Computer Programmer I	(see 1)	25.23
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		23.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.67
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		29.67
15060 - Educational Technologist		33.83
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		26.61
15090 - Technical Instructor		22.00
15095 - Technical Instructor/Course Developer		26.91
15110 - Test Proctor		19.50
15120 - Tutor		19.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01
16030 - Counter Attendant		11.01
16040 - Dry Cleaner		13.09
16070 - Finisher, Flatwork, Machine		11.01
16090 - Presser, Hand		11.01
16110 - Presser, Machine, Drycleaning		11.01
16130 - Presser, Machine, Shirts		11.01
16160 - Presser, Machine, Wearing Apparel, Laundry		11.01
16190 - Sewing Machine Operator		13.75
16220 - Tailor		14.45
16250 - Washer, Machine		11.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.00
19040 - Tool And Die Maker		26.42
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	15.70
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	12.82
21071 - Order Filler	15.57
21080 - Production Line Worker (Food Processing)	15.70
21110 - Shipping Packer	14.34
21130 - Shipping/Receiving Clerk	14.34
21140 - Store Worker I	15.38
21150 - Stock Clerk	18.12
21210 - Tools And Parts Attendant	15.90
21410 - Warehouse Specialist	15.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.48
23021 - Aircraft Mechanic I	23.01
23022 - Aircraft Mechanic II	22.48
23023 - Aircraft Mechanic III	23.42
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft, Painter	20.93
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.96
23110 - Appliance Mechanic	24.49
23120 - Bicycle Repairer	14.26
23125 - Cable Splicer	23.36
23130 - Carpenter, Maintenance	25.95
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	24.45
23183 - Electronics Technician Maintenance III	26.69
23260 - Fabric Worker	20.07
23290 - Fire Alarm System Mechanic	26.10
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	20.87
23370 - General Maintenance Worker	18.35
23380 - Ground Support Equipment Mechanic	23.01
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.96
23391 - Gunsmith I	18.97
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.33
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	23.36
23465 - Laboratory/Shelter Mechanic	22.26
23470 - Laborer	13.29
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	26.79
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	15.14
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.43
23593 - Metrology Technician III	25.44
23640 - Millwright	23.36
23710 - Office Appliance Repairer	22.68
23760 - Painter, Maintenance	22.60
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	24.93

23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.36
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	28.94
23910 - Small Engine Mechanic	20.99
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.83
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27007 - Baggage Inspector	11.48
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27040 - Detention Officer	33.67
27070 - Firefighter	26.06
27101 - Guard I	11.48
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27131 - Police Officer I	34.33
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30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.63
30023 - Archeological Technician III	28.05
30030 - Cartographic Technician	28.05
30040 - Civil Engineering Technician	30.21

30061 - Drafter/CAD Operator I		20.25
30062 - Drafter/CAD Operator II		22.65
30063 - Drafter/CAD Operator III		25.24
30064 - Drafter/CAD Operator IV		31.07
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		19.47
30083 - Engineering Technician III		24.33
30084 - Engineering Technician IV		30.39
30085 - Engineering Technician V		34.33
30086 - Engineering Technician VI		39.21
30090 - Environmental Technician		28.05
30210 - Laboratory Technician		22.91
30240 - Mathematical Technician		28.05
30361 - Paralegal/Legal Assistant I		21.55
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant III		32.63
30364 - Paralegal/Legal Assistant IV		39.44
30390 - Photo-Optics Technician		28.05
30461 - Technical Writer I		22.51
30462 - Technical Writer II		27.53
30463 - Technical Writer III		33.32
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.24
30621 - Weather Observer, Senior	(see 2)	28.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.87
31030 - Bus Driver		19.17
31043 - Driver Courier		12.20
31260 - Parking and Lot Attendant		10.15
31290 - Shuttle Bus Driver		12.94
31310 - Taxi Driver		12.31
31361 - Truckdriver, Light		12.94
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		19.34
31364 - Truckdriver, Tractor-Trailer		19.34
99000 - Miscellaneous Occupations		
99030 - Cashier		16.13
99050 - Desk Clerk		13.17
99095 - Embalmer		25.27
99251 - Laboratory Animal Caretaker I		15.87
99252 - Laboratory Animal Caretaker II		16.83
99310 - Mortician		25.27
99410 - Pest Controller		16.75
99510 - Photofinishing Worker		13.88
99710 - Recycling Laborer		11.45
99711 - Recycling Specialist		20.57
99730 - Refuse Collector		16.80
99810 - Sales Clerk		12.72
99820 - School Crossing Guard		12.54
99830 - Survey Party Chief		26.68
99831 - Surveying Aide		13.98
99832 - Surveying Technician		19.14
99840 - Vending Machine Attendant		19.30
99841 - Vending Machine Repairer		22.83
99842 - Vending Machine Repairer Helper		19.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2051 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		28.31
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.37
01090 - Duplicating Machine Operator		15.37
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.97
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.03
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		18.47
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		24.26
01410 - Supply Technician		30.87
01420 - Survey Worker		24.06

01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.95
05040 - Automotive Glass Installer	21.76
05070 - Automotive Worker	24.96
05110 - Mobile Equipment Servicer	21.71
05130 - Motor Equipment Metal Mechanic	26.06
05160 - Motor Equipment Metal Worker	23.84
05190 - Motor Vehicle Mechanic	26.07
05220 - Motor Vehicle Mechanic Helper	20.54
05250 - Motor Vehicle Upholstery Worker	22.78
05280 - Motor Vehicle Wrecker	23.84
05310 - Painter, Automotive	24.96
05340 - Radiator Repair Specialist	23.84
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	26.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.83
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.00
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	11.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	21.13
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer, Minor	19.28
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.93
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	24.53
12072 - Licensed Practical Nurse II	27.47
12073 - Licensed Practical Nurse III	30.62
12100 - Medical Assistant	20.98

12130 - Medical Laboratory Technician		23.05
12160 - Medical Record Clerk		21.00
12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		45.90
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		21.80
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.69
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		35.21
12311 - Registered Nurse I		43.85
12312 - Registered Nurse II		53.66
12313 - Registered Nurse II, Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III, Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.45
13012 - Exhibits Specialist II		31.05
13013 - Exhibits Specialist III		37.98
13041 - Illustrator I		24.07
13042 - Illustrator II		29.81
13043 - Illustrator III		36.48
13047 - Librarian		35.64
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.23
13074 - Photographer IV		34.56
13075 - Photographer V		39.08
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.38

15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	31.77
15090 - Technical Instructor	28.46
15095 - Technical Instructor/Course Developer	34.82
15110 - Test Proctor	22.97
15120 - Tutor	22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.02
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	26.53
21040 - Material Expediter	26.53
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.51
21130 - Shipping/Receiving Clerk	17.51
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	22.12
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	25.34
23080 - Aircraft Worker	26.87
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	16.15
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	24.69
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	29.93
23312 - Fuel Distribution System Operator	23.97
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	25.34
23382 - Ground Support Equipment Worker	26.87
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46

23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	23.20
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.53
23710 - Office Appliance Repairer	23.42
23760 - Painter, Maintenance	23.13
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	30.33
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	29.56
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	20.20
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.42
23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	29.48
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.88
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	30.14
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	30.14
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.91
28042 - Carnival Equipment Repairer	16.16
28043 - Carnival Equpment Worker	10.77

28210 - Gate Attendant/Gate Tender		18.04
28310 - Lifeguard		13.82
28350 - Park Attendant (Aide)		20.19
28510 - Recreation Aide/Health Facility Attendant		15.30
28515 - Recreation Specialist		17.44
28630 - Sports Official		15.85
28690 - Swimming Pool Operator		21.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.10
29020 - Hatch Tender		29.10
29030 - Line Handler		29.10
29041 - Stevedore I		27.42
29042 - Stevedore II		30.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.02
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		23.47
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30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		31.67
30061 - Drafter/CAD Operator I		24.86
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30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.51
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30363 - Paralegal/Legal Assistant III		35.65
30364 - Paralegal/Legal Assistant IV		43.11
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30462 - Technical Writer II		32.03
30463 - Technical Writer III		38.31
30491 - Unexploded Ordnance (UXO) Technician I		26.92
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30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.82
30621 - Weather Observer, Senior	(see 2)	30.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.41
31030 - Bus Driver		20.03
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		13.64
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		

99030 - Cashier	12.06
99050 - Desk Clerk	13.00
99095 - Embalmer	25.13
99251 - Laboratory Animal Caretaker I	14.45
99252 - Laboratory Animal Caretaker II	15.64
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	24.32
99711 - Recycling Specialist	27.68
99730 - Refuse Collector	21.87
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	31.52
99831 - Surveying Aide	18.98
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2052 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		28.31
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.37
01090 - Duplicating Machine Operator		15.37

01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.97
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.03
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	18.47
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.26
01410 - Supply Technician	30.87
01420 - Survey Worker	24.06
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.95
05040 - Automotive Glass Installer	21.76
05070 - Automotive Worker	24.96
05110 - Mobile Equipment Servicer	21.71
05130 - Motor Equipment Metal Mechanic	26.06
05160 - Motor Equipment Metal Worker	23.84
05190 - Motor Vehicle Mechanic	26.07
05220 - Motor Vehicle Mechanic Helper	20.54
05250 - Motor Vehicle Upholstery Worker	22.78
05280 - Motor Vehicle Wrecker	23.84
05310 - Painter, Automotive	24.96
05340 - Radiator Repair Specialist	23.84
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	26.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.83
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.00
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	11.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	21.13
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer, Minor	19.28
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89

11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.93
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	24.53
12072 - Licensed Practical Nurse II	27.47
12073 - Licensed Practical Nurse III	30.62
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	45.90
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	21.80
12236 - Optical Technician	18.22
12250 - Pharmacy Technician	21.69
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	35.21
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.45
13012 - Exhibits Specialist II	31.05
13013 - Exhibits Specialist III	37.98
13041 - Illustrator I	24.07
13042 - Illustrator II	29.81
13043 - Illustrator III	36.48
13047 - Librarian	35.64
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96
13071 - Photographer I	20.39
13072 - Photographer II	22.81
13073 - Photographer III	28.23
13074 - Photographer IV	34.56
13075 - Photographer V	39.08
13110 - Video Teleconference Technician	23.30
14000 - Information Technology Occupations	

14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.38
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.77
15090 - Technical Instructor		28.46
15095 - Technical Instructor/Course Developer		34.82
15110 - Test Proctor		22.97
15120 - Tutor		22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.57
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.86
16220 - Tailor		17.13
16250 - Washer, Machine		12.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.02
19040 - Tool And Die Maker		26.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.56
21030 - Material Coordinator		26.53
21040 - Material Expediter		26.53
21050 - Material Handling Laborer		16.69
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		19.56
21110 - Shipping Packer		17.51
21130 - Shipping/Receiving Clerk		17.51
21140 - Store Worker I		14.54
21150 - Stock Clerk		20.01
21210 - Tools And Parts Attendant		19.56
21410 - Warehouse Specialist		19.56
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.51
23021 - Aircraft Mechanic I		29.02
23022 - Aircraft Mechanic II		30.51
23023 - Aircraft Mechanic III		31.80
23040 - Aircraft Mechanic Helper		22.12
23050 - Aircraft, Painter		27.52
23060 - Aircraft Servicer		25.34
23080 - Aircraft Worker		26.87

23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	16.15
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	24.69
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	29.93
23312 - Fuel Distribution System Operator	23.97
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	25.34
23382 - Ground Support Equipment Worker	26.87
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	23.20
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.53
23710 - Office Appliance Repairer	23.42
23760 - Painter, Maintenance	23.13
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	30.33
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	29.56
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	20.20
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.42
23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	29.48
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18

25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.88
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	30.14
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	30.14
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.91
28042 - Carnival Equipment Repairer	16.16
28043 - Carnival Equpment Worker	10.77
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	17.44
28630 - Sports Official	15.85
28690 - Swimming Pool Operator	21.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.02
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.47
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.51
30210 - Laboratory Technician	23.42
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	25.89
30462 - Technical Writer II	32.03
30463 - Technical Writer III	38.31

30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.82
30621 - Weather Observer, Senior	(see 2)	30.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.41
31030 - Bus Driver		20.03
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		13.64
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.06
99050 - Desk Clerk		13.00
99095 - Embalmer		25.13
99251 - Laboratory Animal Caretaker I		14.45
99252 - Laboratory Animal Caretaker II		15.64
99310 - Mortician		29.47
99410 - Pest Controller		18.10
99510 - Photofinishing Worker		17.25
99710 - Recycling Laborer		24.32
99711 - Recycling Specialist		27.68
99730 - Refuse Collector		21.87
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		12.89
99830 - Survey Party Chief		31.52
99831 - Surveying Aide		18.98
99832 - Surveying Technician		27.74
99840 - Vending Machine Attendant		16.67
99841 - Vending Machine Repairer		19.22
99842 - Vending Machine Repairer Helper		16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2053 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.15
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.61
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93
01531 - Travel Clerk I		13.19
01532 - Travel Clerk II		13.98
01533 - Travel Clerk III		14.85
01611 - Word Processor I		15.18
01612 - Word Processor II		16.87
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.65
05010 - Automotive Electrician		22.18
05040 - Automotive Glass Installer		20.84
05070 - Automotive Worker		20.84
05110 - Mobile Equipment Servicer		19.16
05130 - Motor Equipment Metal Mechanic		23.56
05160 - Motor Equipment Metal Worker		20.84
05190 - Motor Vehicle Mechanic		23.56
05220 - Motor Vehicle Mechanic Helper		18.38
05250 - Motor Vehicle Upholstery Worker		20.40
05280 - Motor Vehicle Wrecker		20.84
05310 - Painter, Automotive		22.18
05340 - Radiator Repair Specialist		20.84

05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	17.59
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	28.73
12015 - Certified Physical Therapist Assistant	26.89
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	40.12
12030 - EKG Technician	25.07
12035 - Electroneurodiagnostic Technologist	25.07
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	18.38
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	39.64
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	15.70
12236 - Optical Technician	14.87
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	14.03
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77

12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.91
13013 - Exhibits Specialist III		35.57
13041 - Illustrator I		21.72
13042 - Illustrator II		26.91
13043 - Illustrator III		34.63
13047 - Librarian		29.81
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		26.91
13058 - Library Technician		22.40
13061 - Media Specialist I		19.42
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.22
13071 - Photographer I		16.93
13072 - Photographer II		18.94
13073 - Photographer III		24.13
13074 - Photographer IV		32.91
13075 - Photographer V		39.80
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.97
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		22.59
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		18.40
15120 - Tutor		18.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.67
16030 - Counter Attendant		9.67
16040 - Dry Cleaner		12.40
16070 - Finisher, Flatwork, Machine		9.67
16090 - Presser, Hand		9.67
16110 - Presser, Machine, Drycleaning		9.67
16130 - Presser, Machine, Shirts		9.67
16160 - Presser, Machine, Wearing Apparel, Laundry		9.67
16190 - Sewing Machine Operator		13.33
16220 - Tailor		14.24
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.83

19040 - Tool And Die Maker	21.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.58
21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	14.58
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	10.87
21150 - Stock Clerk	15.52
21210 - Tools And Parts Attendant	14.58
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.91
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.31
23023 - Aircraft Mechanic III	29.39
23040 - Aircraft Mechanic Helper	18.96
23050 - Aircraft, Painter	24.00
23060 - Aircraft Servicer	21.46
23080 - Aircraft Worker	22.69
23110 - Appliance Mechanic	21.63
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	31.83
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	23.38
23160 - Electrician, Maintenance	29.81
23181 - Electronics Technician Maintenance I	25.49
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	28.89
23260 - Fabric Worker	19.50
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	27.85
23312 - Fuel Distribution System Operator	20.98
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.69
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.93
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.79
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.44
23430 - Heavy Equipment Mechanic	25.21
23440 - Heavy Equipment Operator	29.54
23460 - Instrument Mechanic	27.28
23465 - Laboratory/Shelter Mechanic	23.62
23470 - Laborer	12.83
23510 - Locksmith	19.84
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.51
23591 - Metrology Technician I	27.28
23592 - Metrology Technician II	28.38
23593 - Metrology Technician III	30.20
23640 - Millwright	22.51
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	21.05

23790 - Pipefitter, Maintenance	25.18
23810 - Plumber, Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	21.93
23890 - Sheet-Metal Worker, Maintenance	22.86
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	24.47
23932 - Telecommunications Mechanic II	25.86
23950 - Telephone Lineman	23.53
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	28.17
23970 - Woodcraft Worker	24.85
23980 - Woodworker	16.95
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	26.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	31.01
27070 - Firefighter	25.20
27101 - Guard I	13.15
27102 - Guard II	15.95
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	9.48
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.86
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	19.86
28630 - Sports Official	12.86
28690 - Swimming Pool Operator	18.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.99
29020 - Hatch Tender	21.99
29030 - Line Handler	21.99
29041 - Stevedore I	21.28
29042 - Stevedore II	23.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.26
30021 - Archeological Technician I	23.33
30022 - Archeological Technician II	24.00
30023 - Archeological Technician III	34.21

30030 - Cartographic Technician		34.35
30040 - Civil Engineering Technician		27.74
30061 - Drafter/CAD Operator I		24.64
30062 - Drafter/CAD Operator II		27.72
30063 - Drafter/CAD Operator III		30.79
30064 - Drafter/CAD Operator IV		37.88
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		26.89
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.25
30362 - Paralegal/Legal Assistant II		26.32
30363 - Paralegal/Legal Assistant III		32.20
30364 - Paralegal/Legal Assistant IV		38.69
30390 - Photo-Optics Technician		33.63
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.19
30463 - Technical Writer III		35.70
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.03
30621 - Weather Observer, Senior	(see 2)	32.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.97
31030 - Bus Driver		19.85
31043 - Driver Courier		13.10
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.90
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		21.82
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		11.25
99095 - Embalmer		22.03
99251 - Laboratory Animal Caretaker I		12.73
99252 - Laboratory Animal Caretaker II		13.81
99310 - Mortician		25.51
99410 - Pest Controller		16.58
99510 - Photofinishing Worker		15.19
99710 - Recycling Laborer		20.68
99711 - Recycling Specialist		26.15
99730 - Refuse Collector		17.96
99810 - Sales Clerk		17.13
99820 - School Crossing Guard		10.19
99830 - Survey Party Chief		38.64
99831 - Surveying Aide		20.42
99832 - Surveying Technician		27.93
99840 - Vending Machine Attendant		14.10
99841 - Vending Machine Repairer		16.77
99842 - Vending Machine Repairer Helper		14.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2054 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.15
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.61
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93
01531 - Travel Clerk I		13.19

01532 - Travel Clerk II	13.98
01533 - Travel Clerk III	14.85
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.65
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	17.59
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	28.73
12015 - Certified Physical Therapist Assistant	26.89
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	40.12
12030 - EKG Technician	25.07
12035 - Electroneurodiagnostic Technologist	25.07
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	18.38
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	19.73

12160 - Medical Record Clerk		15.93
12190 - Medical Record Technician		18.17
12195 - Medical Transcriptionist		18.08
12210 - Nuclear Medicine Technologist		39.64
12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.46
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		15.70
12236 - Optical Technician		14.87
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.03
12305 - Radiologic Technologist		25.24
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.91
13013 - Exhibits Specialist III		35.57
13041 - Illustrator I		21.72
13042 - Illustrator II		26.91
13043 - Illustrator III		34.63
13047 - Librarian		29.81
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		26.91
13058 - Library Technician		22.40
13061 - Media Specialist I		19.42
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.22
13071 - Photographer I		16.93
13072 - Photographer II		18.94
13073 - Photographer III		24.13
13074 - Photographer IV		32.91
13075 - Photographer V		39.80
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.97
15070 - Flight Instructor (Pilot)		50.37

15080 - Graphic Artist	22.59
15090 - Technical Instructor	21.28
15095 - Technical Instructor/Course Developer	26.03
15110 - Test Proctor	18.40
15120 - Tutor	18.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.67
16030 - Counter Attendant	9.67
16040 - Dry Cleaner	12.40
16070 - Finisher, Flatwork, Machine	9.67
16090 - Presser, Hand	9.67
16110 - Presser, Machine, Drycleaning	9.67
16130 - Presser, Machine, Shirts	9.67
16160 - Presser, Machine, Wearing Apparel, Laundry	9.67
16190 - Sewing Machine Operator	13.33
16220 - Tailor	14.24
16250 - Washer, Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.83
19040 - Tool And Die Maker	21.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.58
21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	14.58
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	10.87
21150 - Stock Clerk	15.52
21210 - Tools And Parts Attendant	14.58
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.91
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.31
23023 - Aircraft Mechanic III	29.39
23040 - Aircraft Mechanic Helper	18.96
23050 - Aircraft, Painter	24.00
23060 - Aircraft Servicer	21.46
23080 - Aircraft Worker	22.69
23110 - Appliance Mechanic	21.63
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	31.83
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	23.38
23160 - Electrician, Maintenance	29.81
23181 - Electronics Technician Maintenance I	25.49
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	28.89
23260 - Fabric Worker	19.50
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	27.85
23312 - Fuel Distribution System Operator	20.98
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.69
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.93
23393 - Gunsmith III	24.85

23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.79
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.44
23430 - Heavy Equipment Mechanic	25.21
23440 - Heavy Equipment Operator	29.54
23460 - Instrument Mechanic	27.28
23465 - Laboratory/Shelter Mechanic	23.62
23470 - Laborer	12.83
23510 - Locksmith	19.84
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.51
23591 - Metrology Technician I	27.28
23592 - Metrology Technician II	28.38
23593 - Metrology Technician III	30.20
23640 - Millwright	22.51
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.18
23810 - Plumber, Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	21.93
23890 - Sheet-Metal Worker, Maintenance	22.86
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	24.47
23932 - Telecommunications Mechanic II	25.86
23950 - Telephone Lineman	23.53
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	28.17
23970 - Woodcraft Worker	24.85
23980 - Woodworker	16.95
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	26.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	31.01
27070 - Firefighter	25.20
27101 - Guard I	13.15
27102 - Guard II	15.95
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	9.48
28210 - Gate Attendant/Gate Tender	14.46

28310 - Lifeguard		12.86
28350 - Park Attendant (Aide)		16.18
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		19.86
28630 - Sports Official		12.86
28690 - Swimming Pool Operator		18.32
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.99
29020 - Hatch Tender		21.99
29030 - Line Handler		21.99
29041 - Stevedore I		21.28
29042 - Stevedore II		23.67
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		23.33
30022 - Archeological Technician II		24.00
30023 - Archeological Technician III		34.21
30030 - Cartographic Technician		34.35
30040 - Civil Engineering Technician		27.74
30061 - Drafter/CAD Operator I		24.64
30062 - Drafter/CAD Operator II		27.72
30063 - Drafter/CAD Operator III		30.79
30064 - Drafter/CAD Operator IV		37.88
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		26.89
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.25
30362 - Paralegal/Legal Assistant II		26.32
30363 - Paralegal/Legal Assistant III		32.20
30364 - Paralegal/Legal Assistant IV		38.69
30390 - Photo-Optics Technician		33.63
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.19
30463 - Technical Writer III		35.70
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.03
30621 - Weather Observer, Senior	(see 2)	32.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.97
31030 - Bus Driver		19.85
31043 - Driver Courier		13.10
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.90
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		21.82
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13

99050 - Desk Clerk	11.25
99095 - Embalmer	22.03
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.81
99310 - Mortician	25.51
99410 - Pest Controller	16.58
99510 - Photofinishing Worker	15.19
99710 - Recycling Laborer	20.68
99711 - Recycling Specialist	26.15
99730 - Refuse Collector	17.96
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	10.19
99830 - Survey Party Chief	38.64
99831 - Surveying Aide	20.42
99832 - Surveying Technician	27.93
99840 - Vending Machine Attendant	14.10
99841 - Vending Machine Repairer	16.77
99842 - Vending Machine Repairer Helper	14.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2055 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01040 - Court Reporter		20.96
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42

01060 - Dispatcher, Motor Vehicle	18.84
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	13.29
01112 - General Clerk II	14.50
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	21.81
01280 - Receptionist	14.72
01290 - Rental Clerk	16.57
01300 - Scheduler, Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	25.83
01420 - Survey Worker	18.84
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.94
01533 - Travel Clerk III	16.05
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	13.92
07042 - Cook II	16.01
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.39
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	12.51

11090 - Gardener	16.37
11122 - Housekeeping Aide	13.76
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	10.40
11260 - Pruner	13.31
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	25.69
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	41.99
12030 - EKG Technician	25.68
12035 - Electroneurodiagnostic Technologist	25.68
12040 - Emergency Medical Technician	16.57
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	18.62
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	42.90
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	16.41
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.44
12305 - Radiologic Technologist	29.94
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II, Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III, Anesthetist	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	26.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.05
13054 - Library Information Technology Systems Administrator	25.79
13058 - Library Technician	17.11
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53
13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56

13075 - Photographer V		39.20
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		37.05
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15090 - Technical Instructor		21.60
15095 - Technical Instructor/Course Developer		26.48
15110 - Test Proctor		17.84
15120 - Tutor		17.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.76
16030 - Counter Attendant		9.76
16040 - Dry Cleaner		13.10
16070 - Finisher, Flatwork, Machine		9.76
16090 - Presser, Hand		9.76
16110 - Presser, Machine, Drycleaning		9.76
16130 - Presser, Machine, Shirts		9.76
16160 - Presser, Machine, Wearing Apparel, Laundry		9.76
16190 - Sewing Machine Operator		14.22
16220 - Tailor		15.33
16250 - Washer, Machine		10.85
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.22
19040 - Tool And Die Maker		24.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.22
21030 - Material Coordinator		21.81
21040 - Material Expediter		21.81
21050 - Material Handling Laborer		15.20
21071 - Order Filler		15.43
21080 - Production Line Worker (Food Processing)		19.22
21110 - Shipping Packer		14.55
21130 - Shipping/Receiving Clerk		14.55
21140 - Store Worker I		12.62
21150 - Stock Clerk		17.17
21210 - Tools And Parts Attendant		19.22
21410 - Warehouse Specialist		19.22
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.72
23021 - Aircraft Mechanic I		27.16
23022 - Aircraft Mechanic II		28.72
23023 - Aircraft Mechanic III		30.30
23040 - Aircraft Mechanic Helper		19.32

23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	23.20
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	24.67
23810 - Plumber, Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.38
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.67

24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	27.37
27010 - Court Security Officer	27.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	27.37
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	32.38
27132 - Police Officer II	36.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Equpment Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	27.13
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30210 - Laboratory Technician	19.51
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30390 - Photo-Optics Technician	28.16

30461 - Technical Writer I		24.40
30462 - Technical Writer II		29.85
30463 - Technical Writer III		36.10
30491 - Unexploded Ordnance (UXO) Technician I		24.34
30492 - Unexploded Ordnance (UXO) Technician II		29.44
30493 - Unexploded Ordnance (UXO) Technician III		35.29
30494 - Unexploded (UXO) Safety Escort		24.34
30495 - Unexploded (UXO) Sweep Personnel		24.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.34
30621 - Weather Observer, Senior	(see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.45
31030 - Bus Driver		17.68
31043 - Driver Courier		13.82
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.93
31310 - Taxi Driver		11.57
31361 - Truckdriver, Light		14.93
31362 - Truckdriver, Medium		18.52
31363 - Truckdriver, Heavy		20.48
31364 - Truckdriver, Tractor-Trailer		20.48
99000 - Miscellaneous Occupations		
99030 - Cashier		11.97
99050 - Desk Clerk		11.35
99095 - Embalmer		23.02
99251 - Laboratory Animal Caretaker I		11.89
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician		25.00
99410 - Pest Controller		16.38
99510 - Photofinishing Worker		15.20
99710 - Recycling Laborer		21.81
99711 - Recycling Specialist		26.05
99730 - Refuse Collector		19.70
99810 - Sales Clerk		12.32
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		38.36
99831 - Surveying Aide		20.83
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		13.92
99841 - Vending Machine Repairer		16.61
99842 - Vending Machine Repairer Helper		13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2056 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01040 - Court Reporter		20.96
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		14.88
01192 - Order Clerk II		16.24
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		21.81
01280 - Receptionist		14.72
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		18.84
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		14.68
01612 - Word Processor II		16.48
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.71
05010 - Automotive Electrician		21.36
05040 - Automotive Glass Installer		20.24
05070 - Automotive Worker		20.24
05110 - Mobile Equipment Servicer		17.99
05130 - Motor Equipment Metal Mechanic		22.49
05160 - Motor Equipment Metal Worker		20.24
05190 - Motor Vehicle Mechanic		20.99
05220 - Motor Vehicle Mechanic Helper		16.87
05250 - Motor Vehicle Upholstery Worker		19.11
05280 - Motor Vehicle Wrecker		20.24
05310 - Painter, Automotive		21.36

05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	13.92
07042 - Cook II	16.01
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.39
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	12.51
11090 - Gardener	16.37
11122 - Housekeeping Aide	13.76
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	10.40
11260 - Pruner	13.31
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	25.69
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	41.99
12030 - EKG Technician	25.68
12035 - Electroneurodiagnostic Technologist	25.68
12040 - Emergency Medical Technician	16.57
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	18.62
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	42.90
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	16.41
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.44
12305 - Radiologic Technologist	29.94
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II, Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III, Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		26.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		17.11
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		37.05
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15090 - Technical Instructor		21.60
15095 - Technical Instructor/Course Developer		26.48
15110 - Test Proctor		17.84
15120 - Tutor		17.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.76
16030 - Counter Attendant		9.76
16040 - Dry Cleaner		13.10
16070 - Finisher, Flatwork, Machine		9.76
16090 - Presser, Hand		9.76
16110 - Presser, Machine, Drycleaning		9.76
16130 - Presser, Machine, Shirts		9.76
16160 - Presser, Machine, Wearing Apparel, Laundry		9.76
16190 - Sewing Machine Operator		14.22
16220 - Tailor		15.33
16250 - Washer, Machine		10.85
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	24.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	21.81
21040 - Material Expediter	21.81
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	14.55
21130 - Shipping/Receiving Clerk	14.55
21140 - Store Worker I	12.62
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.16
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	23.20
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46

23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	24.67
23810 - Plumber, Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.38
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	27.37
27010 - Court Security Officer	27.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	27.37
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	32.38
27132 - Police Officer II	36.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Equpment Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74

30023 - Archeological Technician III		28.16
30030 - Cartographic Technician		28.16
30040 - Civil Engineering Technician		27.13
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.34
30064 - Drafter/CAD Operator IV		31.19
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.23
30085 - Engineering Technician V		32.20
30086 - Engineering Technician VI		38.82
30090 - Environmental Technician		23.61
30210 - Laboratory Technician		19.51
30240 - Mathematical Technician		28.16
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		24.85
30363 - Paralegal/Legal Assistant III		30.39
30364 - Paralegal/Legal Assistant IV		36.76
30390 - Photo-Optics Technician		28.16
30461 - Technical Writer I		24.40
30462 - Technical Writer II		29.85
30463 - Technical Writer III		36.10
30491 - Unexploded Ordnance (UXO) Technician I		24.34
30492 - Unexploded Ordnance (UXO) Technician II		29.44
30493 - Unexploded Ordnance (UXO) Technician III		35.29
30494 - Unexploded (UXO) Safety Escort		24.34
30495 - Unexploded (UXO) Sweep Personnel		24.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.34
30621 - Weather Observer, Senior	(see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.45
31030 - Bus Driver		17.68
31043 - Driver Courier		13.82
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.93
31310 - Taxi Driver		11.57
31361 - Truckdriver, Light		14.93
31362 - Truckdriver, Medium		18.52
31363 - Truckdriver, Heavy		20.48
31364 - Truckdriver, Tractor-Trailer		20.48
99000 - Miscellaneous Occupations		
99030 - Cashier		11.97
99050 - Desk Clerk		11.35
99095 - Embalmer		23.02
99251 - Laboratory Animal Caretaker I		11.89
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician		25.00
99410 - Pest Controller		16.38
99510 - Photofinishing Worker		15.20
99710 - Recycling Laborer		21.81
99711 - Recycling Specialist		26.05
99730 - Refuse Collector		19.70
99810 - Sales Clerk		12.32
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		38.36
99831 - Surveying Aide		20.83
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		13.92
99841 - Vending Machine Repairer		16.61
99842 - Vending Machine Repairer Helper		13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2057 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.52
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		25.04
01040 - Court Reporter		19.16
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.63
01090 - Duplicating Machine Operator		14.63
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34
01113 - General Clerk III		17.22
01120 - Housing Referral Assistant		20.30
01141 - Messenger Courier		12.23
01191 - Order Clerk I		14.73
01192 - Order Clerk II		16.08
01261 - Personnel Assistant (Employment) I		18.29
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		23.10
01270 - Production Control Clerk		22.89
01280 - Receptionist		13.16
01290 - Rental Clerk		16.09
01300 - Scheduler, Maintenance		17.28
01311 - Secretary I		17.28
01312 - Secretary II		18.08
01313 - Secretary III		20.30

01320 - Service Order Dispatcher	17.60
01410 - Supply Technician	24.51
01420 - Survey Worker	19.16
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.21
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	12.84
07042 - Cook II	13.58
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	9.85
11260 - Pruner	13.45
11270 - Tractor Operator	14.90
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	25.81
12015 - Certified Physical Therapist Assistant	27.54
12020 - Dental Assistant	17.68
12025 - Dental Hygienist	40.91
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	19.25

12072 - Licensed Practical Nurse II		21.53
12073 - Licensed Practical Nurse III		24.01
12100 - Medical Assistant		14.37
12130 - Medical Laboratory Technician		20.67
12160 - Medical Record Clerk		15.16
12190 - Medical Record Technician		16.54
12195 - Medical Transcriptionist		19.21
12210 - Nuclear Medicine Technologist		36.75
12221 - Nursing Assistant I		10.38
12222 - Nursing Assistant II		11.67
12223 - Nursing Assistant III		12.74
12224 - Nursing Assistant IV		14.30
12235 - Optical Dispenser		21.24
12236 - Optical Technician		16.53
12250 - Pharmacy Technician		17.36
12280 - Phlebotomist		14.34
12305 - Radiologic Technologist		30.68
12311 - Registered Nurse I		29.75
12312 - Registered Nurse II		35.92
12313 - Registered Nurse II, Specialist		35.92
12314 - Registered Nurse III		42.67
12315 - Registered Nurse III, Anesthetist		42.67
12316 - Registered Nurse IV		51.14
12317 - Scheduler (Drug and Alcohol Testing)		24.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.91
13012 - Exhibits Specialist II		25.91
13013 - Exhibits Specialist III		31.68
13041 - Illustrator I		21.12
13042 - Illustrator II		26.16
13043 - Illustrator III		32.00
13047 - Librarian		28.91
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		26.11
13058 - Library Technician		17.77
13061 - Media Specialist I		18.84
13062 - Media Specialist II		21.07
13063 - Media Specialist III		23.50
13071 - Photographer I		16.33
13072 - Photographer II		18.44
13073 - Photographer III		22.63
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.02
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.22
14044 - Computer Operator IV		23.58
14045 - Computer Operator V		26.11
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.02
14160 - Personal Computer Support Technician		23.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91

15030 - Air Crew Training Devices Instructor (Pilot)	44.25
15050 - Computer Based Training Specialist / Instructor	30.51
15060 - Educational Technologist	30.67
15070 - Flight Instructor (Pilot)	44.25
15080 - Graphic Artist	23.93
15090 - Technical Instructor	26.13
15095 - Technical Instructor/Course Developer	31.96
15110 - Test Proctor	21.83
15120 - Tutor	21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.79
16030 - Counter Attendant	9.79
16040 - Dry Cleaner	12.02
16070 - Finisher, Flatwork, Machine	9.79
16090 - Presser, Hand	9.79
16110 - Presser, Machine, Drycleaning	9.79
16130 - Presser, Machine, Shirts	9.79
16160 - Presser, Machine, Wearing Apparel, Laundry	9.79
16190 - Sewing Machine Operator	12.81
16220 - Tailor	13.55
16250 - Washer, Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.94
19040 - Tool And Die Maker	23.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.88
21030 - Material Coordinator	22.89
21040 - Material Expediter	22.89
21050 - Material Handling Laborer	13.07
21071 - Order Filler	15.33
21080 - Production Line Worker (Food Processing)	18.88
21110 - Shipping Packer	14.04
21130 - Shipping/Receiving Clerk	14.04
21140 - Store Worker I	12.48
21150 - Stock Clerk	16.40
21210 - Tools And Parts Attendant	18.88
21410 - Warehouse Specialist	18.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.52
23021 - Aircraft Mechanic I	25.55
23022 - Aircraft Mechanic II	26.52
23023 - Aircraft Mechanic III	27.54
23040 - Aircraft Mechanic Helper	18.88
23050 - Aircraft, Painter	22.46
23060 - Aircraft Servicer	21.08
23080 - Aircraft Worker	21.88
23110 - Appliance Mechanic	20.66
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	26.10
23130 - Carpenter, Maintenance	22.28
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	23.07
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	23.97
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	23.50
23310 - Fire Extinguisher Repairer	19.48
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	25.55
23381 - Ground Support Equipment Servicer	21.08

23382 - Ground Support Equipment Worker	21.88
23391 - Gunsmith I	19.48
23392 - Gunsmith II	22.16
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.46
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	24.17
23465 - Laboratory/Shelter Mechanic	23.51
23470 - Laborer	12.27
23510 - Locksmith	20.96
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	20.86
23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	24.17
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	30.26
23640 - Millwright	29.26
23710 - Office Appliance Repairer	21.74
23760 - Painter, Maintenance	21.93
23790 - Pipefitter, Maintenance	24.76
23810 - Plumber, Maintenance	23.93
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	23.07
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	26.33
23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	26.11
23960 - Welder, Combination, Maintenance	23.82
23965 - Well Driller	24.96
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	10.20
24620 - Family Readiness And Support Services Coordinator	17.12
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	26.45
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.72
25210 - Water Treatment Plant Operator	26.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.53
27007 - Baggage Inspector	13.86
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	13.86
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		15.20
28042 - Carnival Equipment Repairer		16.19
28043 - Carnival Equpment Worker		10.89
28210 - Gate Attendant/Gate Tender		15.62
28310 - Lifeguard		13.53
28350 - Park Attendant (Aide)		17.38
28510 - Recreation Aide/Health Facility Attendant		12.67
28515 - Recreation Specialist		21.52
28630 - Sports Official		13.84
28690 - Swimming Pool Operator		17.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.99
29020 - Hatch Tender		28.99
29030 - Line Handler		28.99
29041 - Stevedore I		27.21
29042 - Stevedore II		30.76
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.91
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.55
30021 - Archeological Technician I		20.59
30022 - Archeological Technician II		22.84
30023 - Archeological Technician III		28.30
30030 - Cartographic Technician		28.30
30040 - Civil Engineering Technician		25.89
30061 - Drafter/CAD Operator I		20.42
30062 - Drafter/CAD Operator II		22.84
30063 - Drafter/CAD Operator III		25.47
30064 - Drafter/CAD Operator IV		31.34
30081 - Engineering Technician I		18.88
30082 - Engineering Technician II		21.19
30083 - Engineering Technician III		23.70
30084 - Engineering Technician IV		29.36
30085 - Engineering Technician V		35.91
30086 - Engineering Technician VI		43.45
30090 - Environmental Technician		22.65
30210 - Laboratory Technician		21.62
30240 - Mathematical Technician		27.79
30361 - Paralegal/Legal Assistant I		21.72
30362 - Paralegal/Legal Assistant II		26.91
30363 - Paralegal/Legal Assistant III		32.91
30364 - Paralegal/Legal Assistant IV		39.82
30390 - Photo-Optics Technician		28.30
30461 - Technical Writer I		23.46
30462 - Technical Writer II		28.69
30463 - Technical Writer III		34.71
30491 - Unexploded Ordnance (UXO) Technician I		24.73
30492 - Unexploded Ordnance (UXO) Technician II		29.92
30493 - Unexploded Ordnance (UXO) Technician III		35.87
30494 - Unexploded (UXO) Safety Escort		24.73
30495 - Unexploded (UXO) Sweep Personnel		24.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.47
30621 - Weather Observer, Senior	(see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.37
31030 - Bus Driver		17.56
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		14.66
31310 - Taxi Driver		12.33
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		18.11

31363 - Truckdriver, Heavy	20.85
31364 - Truckdriver, Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99030 - Cashier	12.02
99050 - Desk Clerk	10.60
99095 - Embalmer	21.58
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	14.55
99310 - Mortician	23.74
99410 - Pest Controller	14.26
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.98
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	11.77
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	14.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2058 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01011 - Accounting Clerk I		15.61
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01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16

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01090 - Duplicating Machine Operator	14.63
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01313 - Secretary III	20.30
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01420 - Survey Worker	19.16
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.21
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	12.84
07042 - Cook II	13.58
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18

11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	9.85
11260 - Pruner	13.45
11270 - Tractor Operator	14.90
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	25.81
12015 - Certified Physical Therapist Assistant	27.54
12020 - Dental Assistant	17.68
12025 - Dental Hygienist	40.91
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	19.25
12072 - Licensed Practical Nurse II	21.53
12073 - Licensed Practical Nurse III	24.01
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	20.67
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.54
12195 - Medical Transcriptionist	19.21
12210 - Nuclear Medicine Technologist	36.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	21.24
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	17.36
12280 - Phlebotomist	14.34
12305 - Radiologic Technologist	30.68
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II, Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III, Anesthetist	42.67
12316 - Registered Nurse IV	51.14
12317 - Scheduler (Drug and Alcohol Testing)	24.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	28.91
13050 - Library Aide/Clerk	13.29
13054 - Library Information Technology Systems Administrator	26.11
13058 - Library Technician	17.77
13061 - Media Specialist I	18.84
13062 - Media Specialist II	21.07
13063 - Media Specialist III	23.50
13071 - Photographer I	16.33
13072 - Photographer II	18.44
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	33.49

13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.02
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.22
14044 - Computer Operator IV		23.58
14045 - Computer Operator V		26.11
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.02
14160 - Personal Computer Support Technician		23.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		30.67
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		23.93
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		31.96
15110 - Test Proctor		21.83
15120 - Tutor		21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.79
16030 - Counter Attendant		9.79
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.79
16090 - Presser, Hand		9.79
16110 - Presser, Machine, Drycleaning		9.79
16130 - Presser, Machine, Shirts		9.79
16160 - Presser, Machine, Wearing Apparel, Laundry		9.79
16190 - Sewing Machine Operator		12.81
16220 - Tailor		13.55
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.94
19040 - Tool And Die Maker		23.80
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.88
21030 - Material Coordinator		22.89
21040 - Material Expediter		22.89
21050 - Material Handling Laborer		13.07
21071 - Order Filler		15.33
21080 - Production Line Worker (Food Processing)		18.88
21110 - Shipping Packer		14.04
21130 - Shipping/Receiving Clerk		14.04
21140 - Store Worker I		12.48
21150 - Stock Clerk		16.40
21210 - Tools And Parts Attendant		18.88
21410 - Warehouse Specialist		18.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.52
23021 - Aircraft Mechanic I		25.55
23022 - Aircraft Mechanic II		26.52
23023 - Aircraft Mechanic III		27.54
23040 - Aircraft Mechanic Helper		18.88
23050 - Aircraft, Painter		22.46

23060 - Aircraft Servicer	21.08
23080 - Aircraft Worker	21.88
23110 - Appliance Mechanic	20.66
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	26.10
23130 - Carpenter, Maintenance	22.28
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	23.07
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	23.97
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	23.50
23310 - Fire Extinguisher Repairer	19.48
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	25.55
23381 - Ground Support Equipment Servicer	21.08
23382 - Ground Support Equipment Worker	21.88
23391 - Gunsmith I	19.48
23392 - Gunsmith II	22.16
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.46
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	24.17
23465 - Laboratory/Shelter Mechanic	23.51
23470 - Laborer	12.27
23510 - Locksmith	20.96
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	20.86
23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	24.17
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	30.26
23640 - Millwright	29.26
23710 - Office Appliance Repairer	21.74
23760 - Painter, Maintenance	21.93
23790 - Pipefitter, Maintenance	24.76
23810 - Plumber, Maintenance	23.93
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	23.07
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	26.33
23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	26.11
23960 - Welder, Combination, Maintenance	23.82
23965 - Well Driller	24.96
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	10.20
24620 - Family Readiness And Support Services Coordinator	17.12
24630 - Homemaker	20.77

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	26.45
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.72
25210 - Water Treatment Plant Operator	26.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.53
27007 - Baggage Inspector	13.86
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	13.86
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.19
28043 - Carnival Equpment Worker	10.89
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.53
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	17.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.91
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.55
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	25.89
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19
30083 - Engineering Technician III	23.70
30084 - Engineering Technician IV	29.36
30085 - Engineering Technician V	35.91
30086 - Engineering Technician VI	43.45
30090 - Environmental Technician	22.65
30210 - Laboratory Technician	21.62
30240 - Mathematical Technician	27.79
30361 - Paralegal/Legal Assistant I	21.72
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30390 - Photo-Optics Technician	28.30
30461 - Technical Writer I	23.46

30462 - Technical Writer II		28.69
30463 - Technical Writer III		34.71
30491 - Unexploded Ordnance (UXO) Technician I		24.73
30492 - Unexploded Ordnance (UXO) Technician II		29.92
30493 - Unexploded Ordnance (UXO) Technician III		35.87
30494 - Unexploded (UXO) Safety Escort		24.73
30495 - Unexploded (UXO) Sweep Personnel		24.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.47
30621 - Weather Observer, Senior	(see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.37
31030 - Bus Driver		17.56
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		14.66
31310 - Taxi Driver		12.33
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		18.11
31363 - Truckdriver, Heavy		20.85
31364 - Truckdriver, Tractor-Trailer		20.85
99000 - Miscellaneous Occupations		
99030 - Cashier		12.02
99050 - Desk Clerk		10.60
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		13.87
99252 - Laboratory Animal Caretaker II		14.55
99310 - Mortician		23.74
99410 - Pest Controller		14.26
99510 - Photofinishing Worker		16.54
99710 - Recycling Laborer		19.84
99711 - Recycling Specialist		24.10
99730 - Refuse Collector		18.98
99810 - Sales Clerk		13.18
99820 - School Crossing Guard		11.77
99830 - Survey Party Chief		28.85
99831 - Surveying Aide		18.84
99832 - Surveying Technician		26.23
99840 - Vending Machine Attendant		14.19
99841 - Vending Machine Repairer		16.89
99842 - Vending Machine Repairer Helper		14.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2059 Revision No.: 15

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		27.93
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.51
01090 - Duplicating Machine Operator		15.51
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.60
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.20
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		19.43
01300 - Scheduler, Maintenance		23.10
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		28.67
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.75
05010 - Automotive Electrician		24.75
05040 - Automotive Glass Installer		21.60

05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	16.43
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	12.45
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	13.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.82
09040 - Furniture Handler	15.17
09080 - Furniture Refinisher	21.82
09090 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	45.90
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	22.64

12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.69
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		35.21
12311 - Registered Nurse I		43.85
12312 - Registered Nurse II		53.66
12313 - Registered Nurse II, Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III, Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.67
13012 - Exhibits Specialist II		31.80
13013 - Exhibits Specialist III		38.86
13041 - Illustrator I		24.07
13042 - Illustrator II		29.81
13043 - Illustrator III		36.48
13047 - Librarian		35.64
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.23
13074 - Photographer IV		34.56
13075 - Photographer V		41.81
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.97
15020 - Aircrew Training Devices Instructor (Rated)		44.74
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.03
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.77
15090 - Technical Instructor		28.46
15095 - Technical Instructor/Course Developer		34.82
15110 - Test Proctor		22.97
15120 - Tutor		22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.57

16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.84
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.79
21130 - Shipping/Receiving Clerk	17.79
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	21.20
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	24.55
23080 - Aircraft Worker	26.05
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	18.57
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	23.74
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	26.05
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00

23510 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.38
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	25.25
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	31.31
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	27.83
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.27
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.15
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	17.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.75
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	25.35
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.59
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Equpment Worker	12.45
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	21.02
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10

29030 - Line Handler		29.10
29041 - Stevedore I		27.42
29042 - Stevedore II		30.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		23.47
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		31.67
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.51
30210 - Laboratory Technician		23.42
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.52
30362 - Paralegal/Legal Assistant II		29.13
30363 - Paralegal/Legal Assistant III		35.65
30364 - Paralegal/Legal Assistant IV		43.11
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		26.03
30462 - Technical Writer II		31.72
30463 - Technical Writer III		38.31
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	32.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.39
31030 - Bus Driver		20.01
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		12.49
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		15.44
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.64
31363 - Truckdriver, Heavy		22.39
31364 - Truckdriver, Tractor-Trailer		22.39
99000 - Miscellaneous Occupations		
99030 - Cashier		13.32
99050 - Desk Clerk		13.67
99095 - Embalmer		25.13
99251 - Laboratory Animal Caretaker I		15.27
99252 - Laboratory Animal Caretaker II		16.53
99310 - Mortician		29.47
99410 - Pest Controller		18.30
99510 - Photofinishing Worker		17.70
99710 - Recycling Laborer		25.19
99711 - Recycling Specialist		28.66

99730 - Refuse Collector	22.65
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	40.68
99831 - Surveying Aide	23.51
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	15.59
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2060 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		27.93
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.51
01090 - Duplicating Machine Operator		15.51
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31

01113 - General Clerk III	19.60
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.58
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	19.43
01300 - Scheduler, Maintenance	23.10
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	16.43
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	12.45
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	13.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.82
09040 - Furniture Handler	15.17
09080 - Furniture Refinisher	21.82
09090 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80

11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
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12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
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12236 - Optical Technician	18.22
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12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.67
13012 - Exhibits Specialist II	31.80
13013 - Exhibits Specialist III	38.86
13041 - Illustrator I	24.07
13042 - Illustrator II	29.81
13043 - Illustrator III	36.48
13047 - Librarian	35.64
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96
13071 - Photographer I	20.39
13072 - Photographer II	22.81
13073 - Photographer III	28.23
13074 - Photographer IV	34.56
13075 - Photographer V	41.81
13110 - Video Teleconference Technician	23.30
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18

14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.97
15020 - Aircrew Training Devices Instructor (Rated)		44.74
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.03
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.77
15090 - Technical Instructor		28.46
15095 - Technical Instructor/Course Developer		34.82
15110 - Test Proctor		22.97
15120 - Tutor		22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.57
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.86
16220 - Tailor		17.13
16250 - Washer, Machine		12.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.84
19040 - Tool And Die Maker		26.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.56
21030 - Material Coordinator		28.05
21040 - Material Expediter		28.05
21050 - Material Handling Laborer		16.69
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		19.56
21110 - Shipping Packer		17.79
21130 - Shipping/Receiving Clerk		17.79
21140 - Store Worker I		14.54
21150 - Stock Clerk		20.01
21210 - Tools And Parts Attendant		19.56
21410 - Warehouse Specialist		19.56
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.51
23021 - Aircraft Mechanic I		29.02
23022 - Aircraft Mechanic II		30.51
23023 - Aircraft Mechanic III		31.80
23040 - Aircraft Mechanic Helper		21.20
23050 - Aircraft, Painter		25.78
23060 - Aircraft Servicer		24.55
23080 - Aircraft Worker		26.05
23110 - Appliance Mechanic		22.85
23120 - Bicycle Repairer		18.57

23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	23.74
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	26.05
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.38
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	25.25
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	31.31
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	27.83
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.27
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.15
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	17.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18

25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.75
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	25.35
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.59
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Equpment Worker	12.45
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	21.02
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.51
30210 - Laboratory Technician	23.42
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	26.03
30462 - Technical Writer II	31.72
30463 - Technical Writer III	38.31
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56

30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	32.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.39
31030 - Bus Driver		20.01
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		12.49
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		15.44
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.64
31363 - Truckdriver, Heavy		22.39
31364 - Truckdriver, Tractor-Trailer		22.39
99000 - Miscellaneous Occupations		
99030 - Cashier		13.32
99050 - Desk Clerk		13.67
99095 - Embalmer		25.13
99251 - Laboratory Animal Caretaker I		15.27
99252 - Laboratory Animal Caretaker II		16.53
99310 - Mortician		29.47
99410 - Pest Controller		18.30
99510 - Photofinishing Worker		17.70
99710 - Recycling Laborer		25.19
99711 - Recycling Specialist		28.66
99730 - Refuse Collector		22.65
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		13.75
99830 - Survey Party Chief		40.68
99831 - Surveying Aide		23.51
99832 - Surveying Technician		27.74
99840 - Vending Machine Attendant		15.59
99841 - Vending Machine Repairer		18.24
99842 - Vending Machine Repairer Helper		15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2061 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.02
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.32
05010 - Automotive Electrician		22.49
05040 - Automotive Glass Installer		19.58
05070 - Automotive Worker		21.48
05110 - Mobile Equipment Servicer		19.56
05130 - Motor Equipment Metal Mechanic		23.48
05160 - Motor Equipment Metal Worker		21.48
05190 - Motor Vehicle Mechanic		23.46
05220 - Motor Vehicle Mechanic Helper		18.56
05250 - Motor Vehicle Upholstery Worker		20.54
05280 - Motor Vehicle Wrecker		21.48
05310 - Painter, Automotive		22.49
05340 - Radiator Repair Specialist		21.52
05370 - Tire Repairer		14.48
05400 - Transmission Repair Specialist		23.48
07000 - Food Preparation And Service Occupations		

07010 - Baker	12.82
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	25.46
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	35.90
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.96
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	19.51
12236 - Optical Technician	18.22
12250 - Pharmacy Technician	21.25
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	33.12
12311 - Registered Nurse I	38.63
12312 - Registered Nurse II	47.23
12313 - Registered Nurse II, Specialist	47.23
12314 - Registered Nurse III	57.12
12315 - Registered Nurse III, Anesthetist	57.12
12316 - Registered Nurse IV	68.53
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.87

13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		25.34
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13110 - Video Teleconference Technician		22.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		33.44
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		26.67
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		32.10
15110 - Test Proctor		22.20
15120 - Tutor		22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.25
16030 - Counter Attendant		11.25
16040 - Dry Cleaner		14.57
16070 - Finisher, Flatwork, Machine		11.25
16090 - Presser, Hand		11.25
16110 - Presser, Machine, Drycleaning		11.25
16130 - Presser, Machine, Shirts		11.25
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.86
16220 - Tailor		17.13
16250 - Washer, Machine		12.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.96
19040 - Tool And Die Maker		25.80
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.76

21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	15.36
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	16.76
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	16.76
21410 - Warehouse Specialist	16.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.62
23021 - Aircraft Mechanic I	27.23
23022 - Aircraft Mechanic II	28.62
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft, Painter	26.49
23060 - Aircraft Servicer	23.02
23080 - Aircraft Worker	24.52
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	26.60
23130 - Carpenter, Maintenance	24.84
23140 - Carpet Layer	24.72
23160 - Electrician, Maintenance	35.53
23181 - Electronics Technician Maintenance I	24.83
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	21.26
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	25.99
23312 - Fuel Distribution System Operator	20.56
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	27.23
23381 - Ground Support Equipment Servicer	23.02
23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.87
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 - Laboratory/Shelter Mechanic	25.23
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60

23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	16.95
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	18.24
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	19.21
28630 - Sports Official	14.34
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.66
29020 - Hatch Tender	26.66
29030 - Line Handler	26.66
29041 - Stevedore I	25.14
29042 - Stevedore II	28.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	20.43
30022 - Archeological Technician II	23.52
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	30.55
30061 - Drafter/CAD Operator I	25.69

30062 - Drafter/CAD Operator II		28.74
30063 - Drafter/CAD Operator III		32.03
30064 - Drafter/CAD Operator IV		38.48
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.74
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.18
30362 - Paralegal/Legal Assistant II		28.66
30363 - Paralegal/Legal Assistant III		35.07
30364 - Paralegal/Legal Assistant IV		42.42
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.57
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.76
31260 - Parking and Lot Attendant		10.94
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		13.45
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		11.89
99050 - Desk Clerk		11.13
99095 - Embalmer		26.92
99251 - Laboratory Animal Caretaker I		13.07
99252 - Laboratory Animal Caretaker II		14.15
99310 - Mortician		29.38
99410 - Pest Controller		17.21
99510 - Photofinishing Worker		13.29
99710 - Recycling Laborer		20.42
99711 - Recycling Specialist		24.54
99730 - Refuse Collector		18.38
99810 - Sales Clerk		14.49
99820 - School Crossing Guard		15.75
99830 - Survey Party Chief		26.14
99831 - Surveying Aide		13.15
99832 - Surveying Technician		16.58
99840 - Vending Machine Attendant		14.98
99841 - Vending Machine Repairer		17.39
99842 - Vending Machine Repairer Helper		14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2062 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.02
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34

01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	22.49
05040 - Automotive Glass Installer	19.58
05070 - Automotive Worker	21.48
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	23.48
05160 - Motor Equipment Metal Worker	21.48
05190 - Motor Vehicle Mechanic	23.46
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.48
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	23.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	25.46
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	35.90
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00

12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		42.96
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		19.51
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.25
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		33.12
12311 - Registered Nurse I		38.63
12312 - Registered Nurse II		47.23
12313 - Registered Nurse II, Specialist		47.23
12314 - Registered Nurse III		57.12
12315 - Registered Nurse III, Anesthetist		57.12
12316 - Registered Nurse IV		68.53
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.87
13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		25.34
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13110 - Video Teleconference Technician		22.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		33.44
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		26.67

15090 - Technical Instructor	26.13
15095 - Technical Instructor/Course Developer	32.10
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.25
16030 - Counter Attendant	11.25
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	11.25
16090 - Presser, Hand	11.25
16110 - Presser, Machine, Drycleaning	11.25
16130 - Presser, Machine, Shirts	11.25
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
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19010 - Machine-Tool Operator (Tool Room)	21.96
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23010 - Aerospace Structural Welder	28.62
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23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning	28.41

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.87
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 - Laboratory/Shelter Mechanic	25.23
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	16.95
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	11.70

28350 - Park Attendant (Aide)		18.24
28510 - Recreation Aide/Health Facility Attendant		15.30
28515 - Recreation Specialist		19.21
28630 - Sports Official		14.34
28690 - Swimming Pool Operator		19.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.66
29020 - Hatch Tender		26.66
29030 - Line Handler		26.66
29041 - Stevedore I		25.14
29042 - Stevedore II		28.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		20.43
30022 - Archeological Technician II		23.52
30023 - Archeological Technician III		32.49
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		30.55
30061 - Drafter/CAD Operator I		25.69
30062 - Drafter/CAD Operator II		28.74
30063 - Drafter/CAD Operator III		32.03
30064 - Drafter/CAD Operator IV		38.48
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.74
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.18
30362 - Paralegal/Legal Assistant II		28.66
30363 - Paralegal/Legal Assistant III		35.07
30364 - Paralegal/Legal Assistant IV		42.42
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.57
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.76
31260 - Parking and Lot Attendant		10.94
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		13.45
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		11.89
99050 - Desk Clerk		11.13

99095 - Embalmer	26.92
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.15
99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2063 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		22.82
01040 - Court Reporter		25.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.34
01060 - Dispatcher, Motor Vehicle		17.32

01070 - Document Preparation Clerk	14.12
01090 - Duplicating Machine Operator	14.12
01111 - General Clerk I	13.48
01112 - General Clerk II	14.97
01113 - General Clerk III	17.05
01120 - Housing Referral Assistant	21.86
01141 - Messenger Courier	11.96
01191 - Order Clerk I	13.24
01192 - Order Clerk II	14.59
01261 - Personnel Assistant (Employment) I	17.00
01262 - Personnel Assistant (Employment) II	19.01
01263 - Personnel Assistant (Employment) III	21.09
01270 - Production Control Clerk	20.40
01280 - Receptionist	13.14
01290 - Rental Clerk	12.32
01300 - Scheduler, Maintenance	16.47
01311 - Secretary I	16.47
01312 - Secretary II	18.42
01313 - Secretary III	21.86
01320 - Service Order Dispatcher	16.55
01410 - Supply Technician	22.82
01420 - Survey Worker	18.03
01531 - Travel Clerk I	13.04
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.75
01612 - Word Processor II	16.56
01613 - Word Processor III	18.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.91
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.02
05110 - Mobile Equipment Servicer	16.41
05130 - Motor Equipment Metal Mechanic	19.58
05160 - Motor Equipment Metal Worker	18.02
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	14.21
05250 - Motor Vehicle Upholstery Worker	17.13
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.29
07041 - Cook I	12.50
07042 - Cook II	13.74
07070 - Dishwasher	9.90
07130 - Food Service Worker	10.06
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	10.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	13.38
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.47
11060 - Elevator Operator	12.10
11090 - Gardener	14.19

11122 - Housekeeping Aide	12.10
11150 - Janitor	12.10
11210 - Laborer, Grounds Maintenance	11.76
11240 - Maid or Houseman	9.57
11260 - Pruner	10.44
11270 - Tractor Operator	13.51
11330 - Trail Maintenance Worker	11.76
11360 - Window Cleaner	13.38
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	26.06
12020 - Dental Assistant	19.46
12025 - Dental Hygienist	38.53
12030 - EKG Technician	24.78
12035 - Electroneurodiagnostic Technologist	24.78
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	19.17
12072 - Licensed Practical Nurse II	21.45
12073 - Licensed Practical Nurse III	23.91
12100 - Medical Assistant	14.88
12130 - Medical Laboratory Technician	18.24
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine Technologist	47.13
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	20.26
12236 - Optical Technician	19.17
12250 - Pharmacy Technician	18.55
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	29.58
12311 - Registered Nurse I	26.61
12312 - Registered Nurse II	32.54
12313 - Registered Nurse II, Specialist	32.54
12314 - Registered Nurse III	39.34
12315 - Registered Nurse III, Anesthetist	39.34
12316 - Registered Nurse IV	47.16
12317 - Scheduler (Drug and Alcohol Testing)	24.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.35
13012 - Exhibits Specialist II	28.92
13013 - Exhibits Specialist III	35.39
13041 - Illustrator I	23.35
13042 - Illustrator II	28.92
13043 - Illustrator III	35.39
13047 - Librarian	32.03
13050 - Library Aide/Clerk	15.08
13054 - Library Information Technology Systems Administrator	28.92
13058 - Library Technician	18.79
13061 - Media Specialist I	20.87
13062 - Media Specialist II	23.35
13063 - Media Specialist III	26.03
13071 - Photographer I	19.97
13072 - Photographer II	22.32
13073 - Photographer III	28.46
13074 - Photographer IV	32.11
13075 - Photographer V	34.60

13110 - Video Teleconference Technician		21.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.98
14043 - Computer Operator III		22.28
14044 - Computer Operator IV		24.75
14045 - Computer Operator V		27.42
14071 - Computer Programmer I	(see 1)	23.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician	(see 2)	24.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		27.13
15070 - Flight Instructor (Pilot)		42.09
15080 - Graphic Artist		23.48
15090 - Technical Instructor		22.99
15095 - Technical Instructor/Course Developer		28.12
15110 - Test Proctor		18.56
15120 - Tutor		18.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		11.84
16070 - Finisher, Flatwork, Machine		9.77
16090 - Presser, Hand		9.77
16110 - Presser, Machine, Drycleaning		9.77
16130 - Presser, Machine, Shirts		9.77
16160 - Presser, Machine, Wearing Apparel, Laundry		9.77
16190 - Sewing Machine Operator		12.52
16220 - Tailor		13.17
16250 - Washer, Machine		10.37
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.57
19040 - Tool And Die Maker		27.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.97
21030 - Material Coordinator		20.40
21040 - Material Expediter		20.40
21050 - Material Handling Laborer		12.25
21071 - Order Filler		15.11
21080 - Production Line Worker (Food Processing)		15.97
21110 - Shipping Packer		14.99
21130 - Shipping/Receiving Clerk		14.99
21140 - Store Worker I		11.44
21150 - Stock Clerk		16.26
21210 - Tools And Parts Attendant		15.97
21410 - Warehouse Specialist		15.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.20
23021 - Aircraft Mechanic I		27.07
23022 - Aircraft Mechanic II		28.20
23023 - Aircraft Mechanic III		29.22
23040 - Aircraft Mechanic Helper		20.61
23050 - Aircraft, Painter		26.03

23060 - Aircraft Servicer	23.80
23080 - Aircraft Worker	24.90
23110 - Appliance Mechanic	20.33
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	21.88
23160 - Electrician, Maintenance	29.38
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	23.57
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	21.37
23290 - Fire Alarm System Mechanic	24.48
23310 - Fire Extinguisher Repairer	19.87
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	22.74
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	19.87
23392 - Gunsmith II	22.54
23393 - Gunsmith III	24.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	24.53
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	12.25
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	25.37
23550 - Machinist, Maintenance	22.87
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	24.53
23592 - Metrology Technician II	25.55
23593 - Metrology Technician III	27.56
23640 - Millwright	24.53
23710 - Office Appliance Repairer	23.39
23760 - Painter, Maintenance	18.38
23790 - Pipefitter, Maintenance	24.97
23810 - Plumber, Maintenance	23.98
23820 - Pneudraulic Systems Mechanic	24.53
23850 - Rigger	24.53
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	24.66
23910 - Small Engine Mechanic	21.58
23931 - Telecommunications Mechanic I	24.14
23932 - Telecommunications Mechanic II	24.84
23950 - Telephone Lineman	27.24
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.53
23970 - Woodcraft Worker	24.53
23980 - Woodworker	19.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	12.48
27008 - Corrections Officer	28.63
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	13.96
27040 - Detention Officer	28.63
27070 - Firefighter	23.21
27101 - Guard I	12.48
27102 - Guard II	13.96
27131 - Police Officer I	32.52
27132 - Police Officer II	36.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Equpment Worker	10.35
28210 - Gate Attendant/Gate Tender	15.28
28310 - Lifeguard	12.12
28350 - Park Attendant (Aide)	17.09
28510 - Recreation Aide/Health Facility Attendant	12.48
28515 - Recreation Specialist	19.32
28630 - Sports Official	13.62
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.54
29020 - Hatch Tender	22.54
29030 - Line Handler	22.54
29041 - Stevedore I	21.37
29042 - Stevedore II	23.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	27.48
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	30.26
30021 - Archeological Technician I	18.29
30022 - Archeological Technician II	20.46
30023 - Archeological Technician III	25.35
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	27.81
30061 - Drafter/CAD Operator I	18.29
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	23.27
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21
30083 - Engineering Technician III	21.06
30084 - Engineering Technician IV	29.71
30085 - Engineering Technician V	33.15
30086 - Engineering Technician VI	40.11
30090 - Environmental Technician	26.67
30210 - Laboratory Technician	20.45
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	19.60
30362 - Paralegal/Legal Assistant II	25.03
30363 - Paralegal/Legal Assistant III	30.59
30364 - Paralegal/Legal Assistant IV	36.99
30390 - Photo-Optics Technician	25.86
30461 - Technical Writer I	24.02

30462 - Technical Writer II		29.38
30463 - Technical Writer III		35.55
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.27
30621 - Weather Observer, Senior	(see 3)	25.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.62
31030 - Bus Driver		20.94
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		9.61
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		12.48
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		17.73
31363 - Truckdriver, Heavy		17.89
31364 - Truckdriver, Tractor-Trailer		17.89
99000 - Miscellaneous Occupations		
99030 - Cashier		11.10
99050 - Desk Clerk		11.32
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.23
99310 - Mortician		25.32
99410 - Pest Controller		18.38
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		21.38
99711 - Recycling Specialist		23.67
99730 - Refuse Collector		19.26
99810 - Sales Clerk		12.55
99820 - School Crossing Guard		13.08
99830 - Survey Party Chief		28.30
99831 - Surveying Aide		18.63
99832 - Surveying Technician		25.56
99840 - Vending Machine Attendant		18.63
99841 - Vending Machine Repairer		21.51
99842 - Vending Machine Repairer Helper		18.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2064
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		22.82
01040 - Court Reporter		25.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.34
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		13.48
01112 - General Clerk II		14.97
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		11.96
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.59
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.09
01270 - Production Control Clerk		20.40
01280 - Receptionist		13.14
01290 - Rental Clerk		12.32
01300 - Scheduler, Maintenance		16.47
01311 - Secretary I		16.47
01312 - Secretary II		18.42
01313 - Secretary III		21.86
01320 - Service Order Dispatcher		16.55
01410 - Supply Technician		22.82
01420 - Survey Worker		18.03
01531 - Travel Clerk I		13.04
01532 - Travel Clerk II		13.73
01533 - Travel Clerk III		14.57
01611 - Word Processor I		14.75
01612 - Word Processor II		16.56
01613 - Word Processor III		18.52
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.91
05010 - Automotive Electrician		18.81
05040 - Automotive Glass Installer		18.02
05070 - Automotive Worker		18.02
05110 - Mobile Equipment Servicer		16.41
05130 - Motor Equipment Metal Mechanic		19.58
05160 - Motor Equipment Metal Worker		18.02
05190 - Motor Vehicle Mechanic		18.68

05220 - Motor Vehicle Mechanic Helper	14.21
05250 - Motor Vehicle Upholstery Worker	17.13
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.29
07041 - Cook I	12.50
07042 - Cook II	13.74
07070 - Dishwasher	9.90
07130 - Food Service Worker	10.06
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	10.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	13.38
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.47
11060 - Elevator Operator	12.10
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.10
11150 - Janitor	12.10
11210 - Laborer, Grounds Maintenance	11.76
11240 - Maid or Houseman	9.57
11260 - Pruner	10.44
11270 - Tractor Operator	13.51
11330 - Trail Maintenance Worker	11.76
11360 - Window Cleaner	13.38
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	26.06
12020 - Dental Assistant	19.46
12025 - Dental Hygienist	38.53
12030 - EKG Technician	24.78
12035 - Electroneurodiagnostic Technologist	24.78
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	19.17
12072 - Licensed Practical Nurse II	21.45
12073 - Licensed Practical Nurse III	23.91
12100 - Medical Assistant	14.88
12130 - Medical Laboratory Technician	18.24
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine Technologist	47.13
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	20.26
12236 - Optical Technician	19.17
12250 - Pharmacy Technician	18.55
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	29.58
12311 - Registered Nurse I	26.61

12312 - Registered Nurse II		32.54
12313 - Registered Nurse II, Specialist		32.54
12314 - Registered Nurse III		39.34
12315 - Registered Nurse III, Anesthetist		39.34
12316 - Registered Nurse IV		47.16
12317 - Scheduler (Drug and Alcohol Testing)		24.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.35
13012 - Exhibits Specialist II		28.92
13013 - Exhibits Specialist III		35.39
13041 - Illustrator I		23.35
13042 - Illustrator II		28.92
13043 - Illustrator III		35.39
13047 - Librarian		32.03
13050 - Library Aide/Clerk		15.08
13054 - Library Information Technology Systems Administrator		28.92
13058 - Library Technician		18.79
13061 - Media Specialist I		20.87
13062 - Media Specialist II		23.35
13063 - Media Specialist III		26.03
13071 - Photographer I		19.97
13072 - Photographer II		22.32
13073 - Photographer III		28.46
13074 - Photographer IV		32.11
13075 - Photographer V		34.60
13110 - Video Teleconference Technician		21.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.98
14043 - Computer Operator III		22.28
14044 - Computer Operator IV		24.75
14045 - Computer Operator V		27.42
14071 - Computer Programmer I	(see 1)	23.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		24.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		27.13
15070 - Flight Instructor (Pilot)		42.09
15080 - Graphic Artist		23.48
15090 - Technical Instructor		22.99
15095 - Technical Instructor/Course Developer		28.12
15110 - Test Proctor		18.56
15120 - Tutor		18.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		11.84
16070 - Finisher, Flatwork, Machine		9.77
16090 - Presser, Hand		9.77
16110 - Presser, Machine, Drycleaning		9.77
16130 - Presser, Machine, Shirts		9.77
16160 - Presser, Machine, Wearing Apparel, Laundry		9.77

16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.17
16250 - Washer, Machine	10.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.57
19040 - Tool And Die Maker	27.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	20.40
21040 - Material Expediter	20.40
21050 - Material Handling Laborer	12.25
21071 - Order Filler	15.11
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	14.99
21130 - Shipping/Receiving Clerk	14.99
21140 - Store Worker I	11.44
21150 - Stock Clerk	16.26
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.20
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.20
23023 - Aircraft Mechanic III	29.22
23040 - Aircraft Mechanic Helper	20.61
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	23.80
23080 - Aircraft Worker	24.90
23110 - Appliance Mechanic	20.33
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	21.88
23160 - Electrician, Maintenance	29.38
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	23.57
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	21.37
23290 - Fire Alarm System Mechanic	24.48
23310 - Fire Extinguisher Repairer	19.87
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	22.74
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	19.87
23392 - Gunsmith II	22.54
23393 - Gunsmith III	24.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	24.53
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	12.25
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	25.37
23550 - Machinist, Maintenance	22.87
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	24.53

23592 - Metrology Technician II	25.55
23593 - Metrology Technician III	27.56
23640 - Millwright	24.53
23710 - Office Appliance Repairer	23.39
23760 - Painter, Maintenance	18.38
23790 - Pipefitter, Maintenance	24.97
23810 - Plumber, Maintenance	23.98
23820 - Pneudraulic Systems Mechanic	24.53
23850 - Rigger	24.53
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	24.66
23910 - Small Engine Mechanic	21.58
23931 - Telecommunications Mechanic I	24.14
23932 - Telecommunications Mechanic II	24.84
23950 - Telephone Lineman	27.24
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.53
23970 - Woodcraft Worker	24.53
23980 - Woodworker	19.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	12.48
27008 - Corrections Officer	28.63
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	13.96
27040 - Detention Officer	28.63
27070 - Firefighter	23.21
27101 - Guard I	12.48
27102 - Guard II	13.96
27131 - Police Officer I	32.52
27132 - Police Officer II	36.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Equpment Worker	10.35
28210 - Gate Attendant/Gate Tender	15.28
28310 - Lifeguard	12.12
28350 - Park Attendant (Aide)	17.09
28510 - Recreation Aide/Health Facility Attendant	12.48
28515 - Recreation Specialist	19.32
28630 - Sports Official	13.62
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.54
29020 - Hatch Tender	22.54
29030 - Line Handler	22.54
29041 - Stevedore I	21.37
29042 - Stevedore II	23.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.85

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.48
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
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30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		19.60
30362 - Paralegal/Legal Assistant II		25.03
30363 - Paralegal/Legal Assistant III		30.59
30364 - Paralegal/Legal Assistant IV		36.99
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		24.02
30462 - Technical Writer II		29.38
30463 - Technical Writer III		35.55
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.27
30621 - Weather Observer, Senior	(see 2)	25.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.62
31030 - Bus Driver		20.94
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		9.61
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		12.48
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		17.73
31363 - Truckdriver, Heavy		17.89
31364 - Truckdriver, Tractor-Trailer		17.89
99000 - Miscellaneous Occupations		
99030 - Cashier		11.10
99050 - Desk Clerk		11.32
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.23
99310 - Mortician		25.32
99410 - Pest Controller		18.38
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		21.38
99711 - Recycling Specialist		23.67
99730 - Refuse Collector		19.26
99810 - Sales Clerk		12.55
99820 - School Crossing Guard		13.08
99830 - Survey Party Chief		28.30
99831 - Surveying Aide		18.63

99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	18.63
99841 - Vending Machine Repairer	21.51
99842 - Vending Machine Repairer Helper	18.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2067 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		20.68
01040 - Court Reporter		18.28
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		19.64
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.14
01120 - Housing Referral Assistant		20.39
01141 - Messenger Courier		12.28
01191 - Order Clerk I		13.75
01192 - Order Clerk II		14.95
01261 - Personnel Assistant (Employment) I		16.24
01262 - Personnel Assistant (Employment) II		18.17
01263 - Personnel Assistant (Employment) III		20.11
01270 - Production Control Clerk		19.89

01280 - Receptionist	12.45
01290 - Rental Clerk	12.58
01300 - Scheduler, Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	22.65
01420 - Survey Worker	16.22
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	14.05
01533 - Travel Clerk III	15.10
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.80
05010 - Automotive Electrician	19.64
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.47
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	19.81
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.80
05280 - Motor Vehicle Wrecker	18.69
05310 - Painter, Automotive	19.29
05340 - Radiator Repair Specialist	18.69
05370 - Tire Repairer	14.13
05400 - Transmission Repair Specialist	20.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	13.74
07042 - Cook II	14.99
07070 - Dishwasher	9.09
07130 - Food Service Worker	10.51
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	12.18
11090 - Gardener	16.13
11122 - Housekeeping Aide	12.18
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.17
11260 - Pruner	12.49
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	13.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.71
12011 - Breath Alcohol Technician	16.43
12012 - Certified Occupational Therapist Assistant	24.42
12015 - Certified Physical Therapist Assistant	24.42

12020 - Dental Assistant		15.31
12025 - Dental Hygienist		39.05
12030 - EKG Technician		27.12
12035 - Electroneurodiagnostic Technologist		27.12
12040 - Emergency Medical Technician		16.30
12071 - Licensed Practical Nurse I		19.12
12072 - Licensed Practical Nurse II		21.38
12073 - Licensed Practical Nurse III		23.85
12100 - Medical Assistant		13.23
12130 - Medical Laboratory Technician		18.79
12160 - Medical Record Clerk		16.34
12190 - Medical Record Technician		19.19
12195 - Medical Transcriptionist		16.34
12210 - Nuclear Medicine Technologist		41.37
12221 - Nursing Assistant I		10.00
12222 - Nursing Assistant II		11.24
12223 - Nursing Assistant III		12.27
12224 - Nursing Assistant IV		13.77
12235 - Optical Dispenser		16.61
12236 - Optical Technician		14.91
12250 - Pharmacy Technician		17.34
12280 - Phlebotomist		16.46
12305 - Radiologic Technologist		32.96
12311 - Registered Nurse I		24.46
12312 - Registered Nurse II		29.92
12313 - Registered Nurse II, Specialist		29.76
12314 - Registered Nurse III		36.20
12315 - Registered Nurse III, Anesthetist		36.20
12316 - Registered Nurse IV		43.38
12317 - Scheduler (Drug and Alcohol Testing)		24.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.15
13012 - Exhibits Specialist II		29.54
13013 - Exhibits Specialist III		36.13
13041 - Illustrator I		23.16
13042 - Illustrator II		29.54
13043 - Illustrator III		36.13
13047 - Librarian		32.70
13050 - Library Aide/Clerk		13.47
13054 - Library Information Technology Systems Administrator		29.54
13058 - Library Technician		16.26
13061 - Media Specialist I		16.29
13062 - Media Specialist II		18.23
13063 - Media Specialist III		20.32
13071 - Photographer I		15.00
13072 - Photographer II		16.54
13073 - Photographer III		20.61
13074 - Photographer IV		25.20
13075 - Photographer V		30.49
13110 - Video Teleconference Technician		18.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.53
14042 - Computer Operator II		17.63
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.36
14071 - Computer Programmer I	(see 1)	20.21
14072 - Computer Programmer II	(see 1)	25.48
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.53
14160 - Personal Computer Support Technician	21.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.84
15020 - Aircrew Training Devices Instructor (Rated)	33.69
15030 - Air Crew Training Devices Instructor (Pilot)	39.69
15050 - Computer Based Training Specialist / Instructor	27.84
15060 - Educational Technologist	30.32
15070 - Flight Instructor (Pilot)	39.69
15080 - Graphic Artist	19.23
15090 - Technical Instructor	19.30
15095 - Technical Instructor/Course Developer	23.61
15110 - Test Proctor	15.57
15120 - Tutor	15.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.19
16030 - Counter Attendant	9.19
16040 - Dry Cleaner	12.33
16070 - Finisher, Flatwork, Machine	9.19
16090 - Presser, Hand	9.19
16110 - Presser, Machine, Drycleaning	9.19
16130 - Presser, Machine, Shirts	9.19
16160 - Presser, Machine, Wearing Apparel, Laundry	9.19
16190 - Sewing Machine Operator	13.39
16220 - Tailor	14.44
16250 - Washer, Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.47
19040 - Tool And Die Maker	23.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.85
21030 - Material Coordinator	19.89
21040 - Material Expediter	19.89
21050 - Material Handling Laborer	14.09
21071 - Order Filler	12.01
21080 - Production Line Worker (Food Processing)	15.85
21110 - Shipping Packer	16.15
21130 - Shipping/Receiving Clerk	16.15
21140 - Store Worker I	14.60
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	15.85
21410 - Warehouse Specialist	15.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.23
23021 - Aircraft Mechanic I	21.28
23022 - Aircraft Mechanic II	22.23
23023 - Aircraft Mechanic III	23.21
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft, Painter	20.30
23060 - Aircraft Servicer	18.46
23080 - Aircraft Worker	19.48
23110 - Appliance Mechanic	22.18
23120 - Bicycle Repairer	14.13
23125 - Cable Splicer	22.79
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	17.09
23160 - Electrician, Maintenance	25.03
23181 - Electronics Technician Maintenance I	25.35
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	20.54

23310 - Fire Extinguisher Repairer	18.56
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.77
23370 - General Maintenance Worker	18.96
23380 - Ground Support Equipment Mechanic	21.28
23381 - Ground Support Equipment Servicer	18.46
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	18.56
23392 - Gunsmith II	20.84
23393 - Gunsmith III	22.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	24.89
23440 - Heavy Equipment Operator	30.51
23460 - Instrument Mechanic	25.08
23465 - Laboratory/Shelter Mechanic	21.97
23470 - Laborer	14.09
23510 - Locksmith	21.76
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist, Maintenance	20.79
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	25.08
23592 - Metrology Technician II	26.20
23593 - Metrology Technician III	27.36
23640 - Millwright	23.30
23710 - Office Appliance Repairer	21.49
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	23.20
23810 - Plumber, Maintenance	22.26
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.79
23870 - Scale Mechanic	20.84
23890 - Sheet-Metal Worker, Maintenance	23.59
23910 - Small Engine Mechanic	20.68
23931 - Telecommunications Mechanic I	25.68
23932 - Telecommunications Mechanic II	26.83
23950 - Telephone Lineman	27.08
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	22.79
23970 - Woodcraft Worker	22.79
23980 - Woodworker	15.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.56
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	17.62
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.25
25040 - Sewage Plant Operator	27.03
25070 - Stationary Engineer	27.25
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	27.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.79
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	27.42
27010 - Court Security Officer	27.42
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	27.42

27070 - Firefighter		24.77
27101 - Guard I		10.95
27102 - Guard II		18.61
27131 - Police Officer I		27.31
27132 - Police Officer II		30.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.99
28042 - Carnival Equipment Repairer		11.46
28043 - Carnival Equpment Worker		9.40
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.39
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.54
28515 - Recreation Specialist		17.31
28630 - Sports Official		11.39
28690 - Swimming Pool Operator		16.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.20
29020 - Hatch Tender		23.20
29030 - Line Handler		23.20
29041 - Stevedore I		21.93
29042 - Stevedore II		24.46
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		19.89
30022 - Archeological Technician II		22.25
30023 - Archeological Technician III		27.58
30030 - Cartographic Technician		27.58
30040 - Civil Engineering Technician		26.27
30061 - Drafter/CAD Operator I		19.89
30062 - Drafter/CAD Operator II		22.25
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		16.22
30082 - Engineering Technician II		18.20
30083 - Engineering Technician III		20.59
30084 - Engineering Technician IV		25.23
30085 - Engineering Technician V		30.86
30086 - Engineering Technician VI		37.33
30090 - Environmental Technician		22.40
30210 - Laboratory Technician		24.82
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.90
30362 - Paralegal/Legal Assistant II		25.90
30363 - Paralegal/Legal Assistant III		31.68
30364 - Paralegal/Legal Assistant IV		38.33
30390 - Photo-Optics Technician		26.83
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.31
30463 - Technical Writer III		37.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
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30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		16.97

31043 - Driver Courier	15.25
31260 - Parking and Lot Attendant	12.64
31290 - Shuttle Bus Driver	16.06
31310 - Taxi Driver	14.41
31361 - Truckdriver, Light	16.06
31362 - Truckdriver, Medium	16.78
31363 - Truckdriver, Heavy	20.78
31364 - Truckdriver, Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99030 - Cashier	10.52
99050 - Desk Clerk	9.76
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.77
99252 - Laboratory Animal Caretaker II	12.53
99310 - Mortician	25.80
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	25.11
99730 - Refuse Collector	20.19
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	12.55
99830 - Survey Party Chief	34.32
99831 - Surveying Aide	20.72
99832 - Surveying Technician	28.39
99840 - Vending Machine Attendant	10.98
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2068 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51

01013 - Accounting Clerk III	18.46
01020 - Administrative Assistant	20.68
01040 - Court Reporter	18.28
01051 - Data Entry Operator I	12.69
01052 - Data Entry Operator II	13.85
01060 - Dispatcher, Motor Vehicle	19.64
01070 - Document Preparation Clerk	14.56
01090 - Duplicating Machine Operator	14.56
01111 - General Clerk I	13.18
01112 - General Clerk II	14.38
01113 - General Clerk III	16.14
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	12.28
01191 - Order Clerk I	13.75
01192 - Order Clerk II	14.95
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	19.89
01280 - Receptionist	12.45
01290 - Rental Clerk	12.58
01300 - Scheduler, Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	22.65
01420 - Survey Worker	16.22
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	14.05
01533 - Travel Clerk III	15.10
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.80
05010 - Automotive Electrician	19.64
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.47
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	19.81
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.80
05280 - Motor Vehicle Wrecker	18.69
05310 - Painter, Automotive	19.29
05340 - Radiator Repair Specialist	18.69
05370 - Tire Repairer	14.13
05400 - Transmission Repair Specialist	20.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	13.74
07042 - Cook II	14.99
07070 - Dishwasher	9.09
07130 - Food Service Worker	10.51
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94

09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	12.18
11090 - Gardener	16.13
11122 - Housekeeping Aide	12.18
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.17
11260 - Pruner	12.49
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	13.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.71
12011 - Breath Alcohol Technician	16.43
12012 - Certified Occupational Therapist Assistant	24.42
12015 - Certified Physical Therapist Assistant	24.42
12020 - Dental Assistant	15.31
12025 - Dental Hygienist	39.05
12030 - EKG Technician	27.12
12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	16.30
12071 - Licensed Practical Nurse I	19.12
12072 - Licensed Practical Nurse II	21.38
12073 - Licensed Practical Nurse III	23.85
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	18.79
12160 - Medical Record Clerk	16.34
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	16.34
12210 - Nuclear Medicine Technologist	41.37
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.27
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	16.61
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	32.96
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II, Specialist	29.76
12314 - Registered Nurse III	36.20
12315 - Registered Nurse III, Anesthetist	36.20
12316 - Registered Nurse IV	43.38
12317 - Scheduler (Drug and Alcohol Testing)	24.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.15
13012 - Exhibits Specialist II	29.54
13013 - Exhibits Specialist III	36.13
13041 - Illustrator I	23.16
13042 - Illustrator II	29.54
13043 - Illustrator III	36.13
13047 - Librarian	32.70
13050 - Library Aide/Clerk	13.47
13054 - Library Information Technology Systems Administrator	29.54
13058 - Library Technician	16.26
13061 - Media Specialist I	16.29
13062 - Media Specialist II	18.23

13063 - Media Specialist III		20.32
13071 - Photographer I		15.00
13072 - Photographer II		16.54
13073 - Photographer III		20.61
13074 - Photographer IV		25.20
13075 - Photographer V		30.49
13110 - Video Teleconference Technician		18.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.53
14042 - Computer Operator II		17.63
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.36
14071 - Computer Programmer I	(see 1)	20.21
14072 - Computer Programmer II	(see 1)	25.48
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.53
14160 - Personal Computer Support Technician		21.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.84
15020 - Aircrew Training Devices Instructor (Rated)		33.69
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.84
15060 - Educational Technologist		30.32
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		19.23
15090 - Technical Instructor		19.30
15095 - Technical Instructor/Course Developer		23.61
15110 - Test Proctor		15.57
15120 - Tutor		15.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.19
16030 - Counter Attendant		9.19
16040 - Dry Cleaner		12.33
16070 - Finisher, Flatwork, Machine		9.19
16090 - Presser, Hand		9.19
16110 - Presser, Machine, Drycleaning		9.19
16130 - Presser, Machine, Shirts		9.19
16160 - Presser, Machine, Wearing Apparel, Laundry		9.19
16190 - Sewing Machine Operator		13.39
16220 - Tailor		14.44
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.47
19040 - Tool And Die Maker		23.70
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.85
21030 - Material Coordinator		19.89
21040 - Material Expediter		19.89
21050 - Material Handling Laborer		14.09
21071 - Order Filler		12.01
21080 - Production Line Worker (Food Processing)		15.85
21110 - Shipping Packer		16.15
21130 - Shipping/Receiving Clerk		16.15
21140 - Store Worker I		14.60
21150 - Stock Clerk		17.39
21210 - Tools And Parts Attendant		15.85
21410 - Warehouse Specialist		15.85
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	22.23
23021 - Aircraft Mechanic I	21.28
23022 - Aircraft Mechanic II	22.23
23023 - Aircraft Mechanic III	23.21
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft, Painter	20.30
23060 - Aircraft Servicer	18.46
23080 - Aircraft Worker	19.48
23110 - Appliance Mechanic	22.18
23120 - Bicycle Repairer	14.13
23125 - Cable Splicer	22.79
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	17.09
23160 - Electrician, Maintenance	25.03
23181 - Electronics Technician Maintenance I	25.35
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	20.54
23310 - Fire Extinguisher Repairer	18.56
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.77
23370 - General Maintenance Worker	18.96
23380 - Ground Support Equipment Mechanic	21.28
23381 - Ground Support Equipment Servicer	18.46
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	18.56
23392 - Gunsmith II	20.84
23393 - Gunsmith III	22.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	24.89
23440 - Heavy Equipment Operator	30.51
23460 - Instrument Mechanic	25.08
23465 - Laboratory/Shelter Mechanic	21.97
23470 - Laborer	14.09
23510 - Locksmith	21.76
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist, Maintenance	20.79
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	25.08
23592 - Metrology Technician II	26.20
23593 - Metrology Technician III	27.36
23640 - Millwright	23.30
23710 - Office Appliance Repairer	21.49
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	23.20
23810 - Plumber, Maintenance	22.26
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.79
23870 - Scale Mechanic	20.84
23890 - Sheet-Metal Worker, Maintenance	23.59
23910 - Small Engine Mechanic	20.68
23931 - Telecommunications Mechanic I	25.68
23932 - Telecommunications Mechanic II	26.83
23950 - Telephone Lineman	27.08
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	22.79
23970 - Woodcraft Worker	22.79
23980 - Woodworker	15.41
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	12.56
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	17.62
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.25
25040 - Sewage Plant Operator	27.03
25070 - Stationary Engineer	27.25
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	27.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.79
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	27.42
27010 - Court Security Officer	27.42
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	27.42
27070 - Firefighter	24.77
27101 - Guard I	10.95
27102 - Guard II	18.61
27131 - Police Officer I	27.31
27132 - Police Officer II	30.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	11.46
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.39
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.54
28515 - Recreation Specialist	17.31
28630 - Sports Official	11.39
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.93
29042 - Stevedore II	24.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	26.27
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	20.59
30084 - Engineering Technician IV	25.23
30085 - Engineering Technician V	30.86
30086 - Engineering Technician VI	37.33
30090 - Environmental Technician	22.40
30210 - Laboratory Technician	24.82
30240 - Mathematical Technician	27.58

30361 - Paralegal/Legal Assistant I		20.90
30362 - Paralegal/Legal Assistant II		25.90
30363 - Paralegal/Legal Assistant III		31.68
30364 - Paralegal/Legal Assistant IV		38.33
30390 - Photo-Optics Technician		26.83
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.31
30463 - Technical Writer III		37.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		16.97
31043 - Driver Courier		15.25
31260 - Parking and Lot Attendant		12.64
31290 - Shuttle Bus Driver		16.06
31310 - Taxi Driver		14.41
31361 - Truckdriver, Light		16.06
31362 - Truckdriver, Medium		16.78
31363 - Truckdriver, Heavy		20.78
31364 - Truckdriver, Tractor-Trailer		20.78
99000 - Miscellaneous Occupations		
99030 - Cashier		10.52
99050 - Desk Clerk		9.76
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.77
99252 - Laboratory Animal Caretaker II		12.53
99310 - Mortician		25.80
99410 - Pest Controller		17.45
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		21.82
99711 - Recycling Specialist		25.11
99730 - Refuse Collector		20.19
99810 - Sales Clerk		12.68
99820 - School Crossing Guard		12.55
99830 - Survey Party Chief		34.32
99831 - Surveying Aide		20.72
99832 - Surveying Technician		28.39
99840 - Vending Machine Attendant		10.98
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2069
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.73
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.82
01090 - Duplicating Machine Operator		15.82
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		12.83
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		22.62
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		13.54
01532 - Travel Clerk II		14.74
01533 - Travel Clerk III		15.97
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.77
05010 - Automotive Electrician		23.26
05040 - Automotive Glass Installer		20.29
05070 - Automotive Worker		23.26
05110 - Mobile Equipment Servicer		20.22
05130 - Motor Equipment Metal Mechanic		24.26

05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter, Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	19.81
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.82
11090 - Gardener	19.46
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.71
11240 - Maid or Houseman	12.54
11260 - Pruner	16.62
11270 - Tractor Operator	19.48
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	23.33
12012 - Certified Occupational Therapist Assistant	31.20
12015 - Certified Physical Therapist Assistant	23.44
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	49.41
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	21.46
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.94
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.03
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	16.98
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	20.11
12280 - Phlebotomist	18.81

12305 - Radiologic Technologist		29.71
12311 - Registered Nurse I		35.72
12312 - Registered Nurse II		43.70
12313 - Registered Nurse II, Specialist		43.70
12314 - Registered Nurse III		52.94
12315 - Registered Nurse III, Anesthetist		52.94
12316 - Registered Nurse IV		63.36
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		31.06
13013 - Exhibits Specialist III		38.01
13041 - Illustrator I		25.08
13042 - Illustrator II		31.06
13043 - Illustrator III		38.01
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		16.05
13072 - Photographer II		17.92
13073 - Photographer III		22.41
13074 - Photographer IV		27.18
13075 - Photographer V		32.89
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		31.96
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		25.32
15090 - Technical Instructor		23.14
15095 - Technical Instructor/Course Developer		28.25
15110 - Test Proctor		19.00
15120 - Tutor		19.00
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.16
16030 - Counter Attendant		10.16
16040 - Dry Cleaner		13.25
16070 - Finisher, Flatwork, Machine		10.16
16090 - Presser, Hand		10.16
16110 - Presser, Machine, Drycleaning		10.16

16130 - Presser, Machine, Shirts	10.16
16160 - Presser, Machine, Wearing Apparel, Laundry	10.16
16190 - Sewing Machine Operator	14.28
16220 - Tailor	15.29
16250 - Washer, Machine	11.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.09
19040 - Tool And Die Maker	28.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.78
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.58
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	17.78
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	17.78
21410 - Warehouse Specialist	17.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.18
23021 - Aircraft Mechanic I	26.81
23022 - Aircraft Mechanic II	28.18
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	25.05
23060 - Aircraft Servicer	22.68
23080 - Aircraft Worker	23.85
23110 - Appliance Mechanic	26.11
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	26.04
23130 - Carpenter, Maintenance	26.17
23140 - Carpet Layer	23.21
23160 - Electrician, Maintenance	34.84
23181 - Electronics Technician Maintenance I	29.50
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.86
23260 - Fabric Worker	22.02
23290 - Fire Alarm System Mechanic	23.38
23310 - Fire Extinguisher Repairer	20.60
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	20.80
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	26.81
23381 - Ground Support Equipment Servicer	22.68
23382 - Ground Support Equipment Worker	23.85
23391 - Gunsmith I	20.60
23392 - Gunsmith II	23.38
23393 - Gunsmith III	26.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.92
23430 - Heavy Equipment Mechanic	27.02
23440 - Heavy Equipment Operator	29.36
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	24.70
23470 - Laborer	14.76
23510 - Locksmith	19.81
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28

23580 - Maintenance Trades Helper	16.53
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	31.95
23593 - Metrology Technician III	33.30
23640 - Millwright	26.04
23710 - Office Appliance Repairer	21.66
23760 - Painter, Maintenance	22.21
23790 - Pipefitter, Maintenance	28.02
23810 - Plumber, Maintenance	26.13
23820 - Pneudraulic Systems Mechanic	26.04
23850 - Rigger	26.04
23870 - Scale Mechanic	23.38
23890 - Sheet-Metal Worker, Maintenance	27.26
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	26.96
23932 - Telecommunications Mechanic II	28.34
23950 - Telephone Lineman	27.10
23960 - Welder, Combination, Maintenance	22.75
23965 - Well Driller	24.54
23970 - Woodcraft Worker	26.04
23980 - Woodworker	20.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.74
24580 - Child Care Center Clerk	17.13
24610 - Chore Aide	11.94
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	30.72
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	30.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.80
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.15
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	14.14
28515 - Recreation Specialist	20.43
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	17.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.05
29020 - Hatch Tender	27.05
29030 - Line Handler	27.05
29041 - Stevedore I	26.37
29042 - Stevedore II	28.77

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		26.28
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		30.39
30210 - Laboratory Technician		21.15
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		24.61
30362 - Paralegal/Legal Assistant II		30.73
30363 - Paralegal/Legal Assistant III		37.61
30364 - Paralegal/Legal Assistant IV		45.49
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		27.62
30462 - Technical Writer II		33.78
30463 - Technical Writer III		38.75
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		11.67
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		14.22
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.46
31364 - Truckdriver, Tractor-Trailer		21.46
99000 - Miscellaneous Occupations		
99030 - Cashier		13.32
99050 - Desk Clerk		12.16
99095 - Embalmer		25.67
99251 - Laboratory Animal Caretaker I		12.49
99252 - Laboratory Animal Caretaker II		13.52
99310 - Mortician		29.41
99410 - Pest Controller		19.24
99510 - Photofinishing Worker		14.96
99710 - Recycling Laborer		22.18
99711 - Recycling Specialist		24.46
99730 - Refuse Collector		19.77
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		13.01

99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	14.24
99841 - Vending Machine Repairer	16.60
99842 - Vending Machine Repairer Helper	14.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2070 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.73
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.82
01090 - Duplicating Machine Operator		15.82
01111 - General Clerk I		15.87

01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	12.83
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.58
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	16.25
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	22.62
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.97
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.77
05010 - Automotive Electrician	23.26
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter, Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	19.81
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.82
11090 - Gardener	19.46
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.71

11240 - Maid or Houseman	12.54
11260 - Pruner	16.62
11270 - Tractor Operator	19.48
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	23.33
12012 - Certified Occupational Therapist Assistant	31.20
12015 - Certified Physical Therapist Assistant	23.44
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	49.41
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	21.46
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.94
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.03
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	16.98
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	20.11
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	29.71
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70
12313 - Registered Nurse II, Specialist	43.70
12314 - Registered Nurse III	52.94
12315 - Registered Nurse III, Anesthetist	52.94
12316 - Registered Nurse IV	63.36
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.90
13012 - Exhibits Specialist II	31.06
13013 - Exhibits Specialist III	38.01
13041 - Illustrator I	25.08
13042 - Illustrator II	31.06
13043 - Illustrator III	38.01
13047 - Librarian	34.41
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96
13071 - Photographer I	16.05
13072 - Photographer II	17.92
13073 - Photographer III	22.41
13074 - Photographer IV	27.18
13075 - Photographer V	32.89
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80

14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		31.96
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		25.32
15090 - Technical Instructor		23.14
15095 - Technical Instructor/Course Developer		28.25
15110 - Test Proctor		19.00
15120 - Tutor		19.00
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.16
16030 - Counter Attendant		10.16
16040 - Dry Cleaner		13.25
16070 - Finisher, Flatwork, Machine		10.16
16090 - Presser, Hand		10.16
16110 - Presser, Machine, Drycleaning		10.16
16130 - Presser, Machine, Shirts		10.16
16160 - Presser, Machine, Wearing Apparel, Laundry		10.16
16190 - Sewing Machine Operator		14.28
16220 - Tailor		15.29
16250 - Washer, Machine		11.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.09
19040 - Tool And Die Maker		28.58
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.78
21030 - Material Coordinator		28.05
21040 - Material Expediter		28.05
21050 - Material Handling Laborer		16.58
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		17.78
21110 - Shipping Packer		17.59
21130 - Shipping/Receiving Clerk		17.59
21140 - Store Worker I		14.54
21150 - Stock Clerk		20.01
21210 - Tools And Parts Attendant		17.78
21410 - Warehouse Specialist		17.78
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.18
23021 - Aircraft Mechanic I		26.81
23022 - Aircraft Mechanic II		28.18
23023 - Aircraft Mechanic III		29.37
23040 - Aircraft Mechanic Helper		19.58
23050 - Aircraft, Painter		25.05
23060 - Aircraft Servicer		22.68
23080 - Aircraft Worker		23.85
23110 - Appliance Mechanic		26.11

23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	26.04
23130 - Carpenter, Maintenance	26.17
23140 - Carpet Layer	23.21
23160 - Electrician, Maintenance	34.84
23181 - Electronics Technician Maintenance I	29.50
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.86
23260 - Fabric Worker	22.02
23290 - Fire Alarm System Mechanic	23.38
23310 - Fire Extinguisher Repairer	20.60
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	20.80
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	26.81
23381 - Ground Support Equipment Servicer	22.68
23382 - Ground Support Equipment Worker	23.85
23391 - Gunsmith I	20.60
23392 - Gunsmith II	23.38
23393 - Gunsmith III	26.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.92
23430 - Heavy Equipment Mechanic	27.02
23440 - Heavy Equipment Operator	29.36
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	24.70
23470 - Laborer	14.76
23510 - Locksmith	19.81
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.53
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	31.95
23593 - Metrology Technician III	33.30
23640 - Millwright	26.04
23710 - Office Appliance Repairer	21.66
23760 - Painter, Maintenance	22.21
23790 - Pipefitter, Maintenance	28.02
23810 - Plumber, Maintenance	26.13
23820 - Pneudraulic Systems Mechanic	26.04
23850 - Rigger	26.04
23870 - Scale Mechanic	23.38
23890 - Sheet-Metal Worker, Maintenance	27.26
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	26.96
23932 - Telecommunications Mechanic II	28.34
23950 - Telephone Lineman	27.10
23960 - Welder, Combination, Maintenance	22.75
23965 - Well Driller	24.54
23970 - Woodcraft Worker	26.04
23980 - Woodworker	20.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.74
24580 - Child Care Center Clerk	17.13
24610 - Chore Aide	11.94
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	30.72

25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	30.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.80
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.15
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	14.14
28515 - Recreation Specialist	20.43
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	17.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.05
29020 - Hatch Tender	27.05
29030 - Line Handler	27.05
29041 - Stevedore I	26.37
29042 - Stevedore II	28.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	26.28
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	30.39
30210 - Laboratory Technician	21.15
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	24.61
30362 - Paralegal/Legal Assistant II	30.73
30363 - Paralegal/Legal Assistant III	37.61
30364 - Paralegal/Legal Assistant IV	45.49
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	27.62
30462 - Technical Writer II	33.78
30463 - Technical Writer III	38.75
30491 - Unexploded Ordnance (UXO) Technician I	26.92

30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		11.67
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		14.22
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.46
31364 - Truckdriver, Tractor-Trailer		21.46
99000 - Miscellaneous Occupations		
99030 - Cashier		13.32
99050 - Desk Clerk		12.16
99095 - Embalmer		25.67
99251 - Laboratory Animal Caretaker I		12.49
99252 - Laboratory Animal Caretaker II		13.52
99310 - Mortician		29.41
99410 - Pest Controller		19.24
99510 - Photofinishing Worker		14.96
99710 - Recycling Laborer		22.18
99711 - Recycling Specialist		24.46
99730 - Refuse Collector		19.77
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		13.01
99830 - Survey Party Chief		39.30
99831 - Surveying Aide		18.71
99832 - Surveying Technician		25.67
99840 - Vending Machine Attendant		14.24
99841 - Vending Machine Repairer		16.60
99842 - Vending Machine Repairer Helper		14.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
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OCCUPATION NOTES:

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2071
Revision No.: 16
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.95
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.33
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93
01531 - Travel Clerk I		12.97
01532 - Travel Clerk II		13.88
01533 - Travel Clerk III		14.63
01611 - Word Processor I		15.18
01612 - Word Processor II		16.87
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.09
05010 - Automotive Electrician		22.68

05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.48
07042 - Cook II	15.40
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	10.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	19.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	21.85
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	29.68
12030 - EKG Technician	29.99
12035 - Electroneurodiagnostic Technologist	29.99
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.11
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	18.27
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	18.39
12210 - Nuclear Medicine Technologist	44.62
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03

12235 - Optical Dispenser		16.80
12236 - Optical Technician		17.01
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.19
12305 - Radiologic Technologist		26.67
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.95
13012 - Exhibits Specialist II		28.43
13013 - Exhibits Specialist III		34.78
13041 - Illustrator I		22.71
13042 - Illustrator II		28.13
13043 - Illustrator III		35.13
13047 - Librarian		29.23
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		23.79
13058 - Library Technician		22.40
13061 - Media Specialist I		17.17
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.41
13071 - Photographer I		16.73
13072 - Photographer II		20.70
13073 - Photographer III		26.61
13074 - Photographer IV		35.57
13075 - Photographer V		39.24
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 2)	27.07
14072 - Computer Programmer II	(see 2)	
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.63
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		24.07
15090 - Technical Instructor		23.63
15095 - Technical Instructor/Course Developer		28.90
15110 - Test Proctor		19.07
15120 - Tutor		19.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.61
16030 - Counter Attendant		9.61

16040 - Dry Cleaner 11.51
16070 - Finisher, Flatwork, Machine 9.61
16090 - Presser, Hand 9.61
16110 - Presser, Machine, Drycleaning 9.61
16130 - Presser, Machine, Shirts 9.61
16160 - Presser, Machine, Wearing Apparel, Laundry 9.61
16190 - Sewing Machine Operator 12.19
16220 - Tailor 12.87
16250 - Washer, Machine 10.22
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.75
19040 - Tool And Die Maker 23.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.54
21030 - Material Coordinator 23.10
21040 - Material Expediter 23.10
21050 - Material Handling Laborer 13.02
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 14.54
21110 - Shipping Packer 15.08
21130 - Shipping/Receiving Clerk 15.08
21140 - Store Worker I 11.53
21150 - Stock Clerk 16.46
21210 - Tools And Parts Attendant 14.54
21410 - Warehouse Specialist 14.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.01
23021 - Aircraft Mechanic I 27.51
23022 - Aircraft Mechanic II 29.01
23023 - Aircraft Mechanic III 30.15
23040 - Aircraft Mechanic Helper 19.27
23050 - Aircraft, Painter 25.88
23060 - Aircraft Servicer 22.10
23080 - Aircraft Worker 23.08
23110 - Appliance Mechanic 22.54
23120 - Bicycle Repairer 14.54
23125 - Cable Splicer 26.40
23130 - Carpenter, Maintenance 27.67
23140 - Carpet Layer 22.30
23160 - Electrician, Maintenance 30.18
23181 - Electronics Technician Maintenance I 26.46
23182 - Electronics Technician Maintenance II 28.18
23183 - Electronics Technician Maintenance III 29.92
23260 - Fabric Worker 20.83
23290 - Fire Alarm System Mechanic 22.30
23310 - Fire Extinguisher Repairer 19.28
23311 - Fuel Distribution System Mechanic 26.19
23312 - Fuel Distribution System Operator 20.03
23370 - General Maintenance Worker 23.26
23380 - Ground Support Equipment Mechanic 27.51
23381 - Ground Support Equipment Servicer 22.10
23382 - Ground Support Equipment Worker 23.08
23391 - Gunsmith I 19.28
23392 - Gunsmith II 22.30
23393 - Gunsmith III 25.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 24.59
23430 - Heavy Equipment Mechanic 27.03
23440 - Heavy Equipment Operator 29.39
23460 - Instrument Mechanic 25.21
23465 - Laboratory/Shelter Mechanic 23.75

23470 - Laborer	13.40
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	26.70
23593 - Metrology Technician III	28.79
23640 - Millwright	25.21
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	26.17
23870 - Scale Mechanic	22.30
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	22.55
23932 - Telecommunications Mechanic II	23.88
23950 - Telephone Lineman	26.70
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	17.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	19.15
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.11
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	31.01
27070 - Firefighter	28.78
27101 - Guard I	13.15
27102 - Guard II	19.70
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.64
28043 - Carnival Equpment Worker	10.30
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	13.81
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	18.39
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	20.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.28

29020 - Hatch Tender		29.28
29030 - Line Handler		29.28
29041 - Stevedore I		29.18
29042 - Stevedore II		32.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	30.26
30021 - Archeological Technician I		24.38
30022 - Archeological Technician II		27.39
30023 - Archeological Technician III		33.92
30030 - Cartographic Technician		34.33
30040 - Civil Engineering Technician		28.53
30061 - Drafter/CAD Operator I		24.49
30062 - Drafter/CAD Operator II		27.39
30063 - Drafter/CAD Operator III		30.35
30064 - Drafter/CAD Operator IV		37.58
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		25.20
30210 - Laboratory Technician		24.99
30240 - Mathematical Technician		33.80
30361 - Paralegal/Legal Assistant I		21.43
30362 - Paralegal/Legal Assistant II		26.55
30363 - Paralegal/Legal Assistant III		32.48
30364 - Paralegal/Legal Assistant IV		39.30
30390 - Photo-Optics Technician		30.73
30461 - Technical Writer I		26.29
30462 - Technical Writer II		32.15
30463 - Technical Writer III		38.91
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	27.39
30621 - Weather Observer, Senior	(see 1)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		18.67
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		10.31
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.24
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		14.89
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		10.43
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		12.42
99252 - Laboratory Animal Caretaker II		13.55
99310 - Mortician		25.32
99410 - Pest Controller		15.55
99510 - Photofinishing Worker		15.95
99710 - Recycling Laborer		19.53

99711 - Recycling Specialist	23.86
99730 - Refuse Collector	17.37
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	11.71
99830 - Survey Party Chief	27.80
99831 - Surveying Aide	16.49
99832 - Surveying Technician	22.62
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	18.63
99842 - Vending Machine Repairer Helper	16.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

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links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2072 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.95
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.33
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53

01270 - Production Control Clerk	23.51
01280 - Receptionist	14.51
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.93
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.88
01533 - Travel Clerk III	14.63
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.09
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.48
07042 - Cook II	15.40
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	10.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	19.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	31.09

12015 - Certified Physical Therapist Assistant		21.85
12020 - Dental Assistant		17.27
12025 - Dental Hygienist		29.68
12030 - EKG Technician		29.99
12035 - Electroneurodiagnostic Technologist		29.99
12040 - Emergency Medical Technician		17.82
12071 - Licensed Practical Nurse I		18.11
12072 - Licensed Practical Nurse II		20.68
12073 - Licensed Practical Nurse III		23.72
12100 - Medical Assistant		14.56
12130 - Medical Laboratory Technician		18.27
12160 - Medical Record Clerk		15.93
12190 - Medical Record Technician		17.82
12195 - Medical Transcriptionist		18.39
12210 - Nuclear Medicine Technologist		44.62
12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.46
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		16.80
12236 - Optical Technician		17.01
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.19
12305 - Radiologic Technologist		26.67
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.95
13012 - Exhibits Specialist II		28.43
13013 - Exhibits Specialist III		34.78
13041 - Illustrator I		22.71
13042 - Illustrator II		28.13
13043 - Illustrator III		35.13
13047 - Librarian		29.23
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		23.79
13058 - Library Technician		22.40
13061 - Media Specialist I		17.17
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.41
13071 - Photographer I		16.73
13072 - Photographer II		20.70
13073 - Photographer III		26.61
13074 - Photographer IV		35.57
13075 - Photographer V		39.24
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.63
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		24.07
15090 - Technical Instructor		23.63
15095 - Technical Instructor/Course Developer		28.90
15110 - Test Proctor		19.07
15120 - Tutor		19.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.61
16030 - Counter Attendant		9.61
16040 - Dry Cleaner		11.51
16070 - Finisher, Flatwork, Machine		9.61
16090 - Presser, Hand		9.61
16110 - Presser, Machine, Drycleaning		9.61
16130 - Presser, Machine, Shirts		9.61
16160 - Presser, Machine, Wearing Apparel, Laundry		9.61
16190 - Sewing Machine Operator		12.19
16220 - Tailor		12.87
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.75
19040 - Tool And Die Maker		23.05
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.54
21030 - Material Coordinator		23.10
21040 - Material Expediter		23.10
21050 - Material Handling Laborer		13.02
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		14.54
21110 - Shipping Packer		15.08
21130 - Shipping/Receiving Clerk		15.08
21140 - Store Worker I		11.53
21150 - Stock Clerk		16.46
21210 - Tools And Parts Attendant		14.54
21410 - Warehouse Specialist		14.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.01
23021 - Aircraft Mechanic I		27.51
23022 - Aircraft Mechanic II		29.01
23023 - Aircraft Mechanic III		30.15
23040 - Aircraft Mechanic Helper		19.27
23050 - Aircraft, Painter		25.88
23060 - Aircraft Servicer		22.10
23080 - Aircraft Worker		23.08
23110 - Appliance Mechanic		22.54
23120 - Bicycle Repairer		14.54
23125 - Cable Splicer		26.40
23130 - Carpenter, Maintenance		27.67
23140 - Carpet Layer		22.30
23160 - Electrician, Maintenance		30.18
23181 - Electronics Technician Maintenance I		26.46
23182 - Electronics Technician Maintenance II		28.18
23183 - Electronics Technician Maintenance III		29.92
23260 - Fabric Worker		20.83

23290 - Fire Alarm System Mechanic	22.30
23310 - Fire Extinguisher Repairer	19.28
23311 - Fuel Distribution System Mechanic	26.19
23312 - Fuel Distribution System Operator	20.03
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	27.51
23381 - Ground Support Equipment Servicer	22.10
23382 - Ground Support Equipment Worker	23.08
23391 - Gunsmith I	19.28
23392 - Gunsmith II	22.30
23393 - Gunsmith III	25.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.59
23430 - Heavy Equipment Mechanic	27.03
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	25.21
23465 - Laboratory/Shelter Mechanic	23.75
23470 - Laborer	13.40
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	26.70
23593 - Metrology Technician III	28.79
23640 - Millwright	25.21
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	26.17
23870 - Scale Mechanic	22.30
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	22.55
23932 - Telecommunications Mechanic II	23.88
23950 - Telephone Lineman	26.70
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	17.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	19.15
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.11
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	19.70

27040 - Detention Officer		31.01
27070 - Firefighter		28.78
27101 - Guard I		13.15
27102 - Guard II		19.70
27131 - Police Officer I		36.78
27132 - Police Officer II		40.87
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.59
28042 - Carnival Equipment Repairer		14.64
28043 - Carnival Equpment Worker		10.30
28210 - Gate Attendant/Gate Tender		15.57
28310 - Lifeguard		13.81
28350 - Park Attendant (Aide)		17.41
28510 - Recreation Aide/Health Facility Attendant		12.71
28515 - Recreation Specialist		18.39
28630 - Sports Official		13.87
28690 - Swimming Pool Operator		20.34
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.28
29020 - Hatch Tender		29.28
29030 - Line Handler		29.28
29041 - Stevedore I		29.18
29042 - Stevedore II		32.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		24.38
30022 - Archeological Technician II		27.39
30023 - Archeological Technician III		33.92
30030 - Cartographic Technician		34.33
30040 - Civil Engineering Technician		28.53
30061 - Drafter/CAD Operator I		24.49
30062 - Drafter/CAD Operator II		27.39
30063 - Drafter/CAD Operator III		30.35
30064 - Drafter/CAD Operator IV		37.58
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		25.20
30210 - Laboratory Technician		24.99
30240 - Mathematical Technician		33.80
30361 - Paralegal/Legal Assistant I		21.43
30362 - Paralegal/Legal Assistant II		26.55
30363 - Paralegal/Legal Assistant III		32.48
30364 - Paralegal/Legal Assistant IV		39.30
30390 - Photo-Optics Technician		30.73
30461 - Technical Writer I		26.29
30462 - Technical Writer II		32.15
30463 - Technical Writer III		38.91
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.39
30621 - Weather Observer, Senior	(see 2)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96

31030 - Bus Driver	18.67
31043 - Driver Courier	13.27
31260 - Parking and Lot Attendant	10.31
31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	11.24
31361 - Truckdriver, Light	14.48
31362 - Truckdriver, Medium	14.89
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	10.43
99095 - Embalmer	25.32
99251 - Laboratory Animal Caretaker I	12.42
99252 - Laboratory Animal Caretaker II	13.55
99310 - Mortician	25.32
99410 - Pest Controller	15.55
99510 - Photofinishing Worker	15.95
99710 - Recycling Laborer	19.53
99711 - Recycling Specialist	23.86
99730 - Refuse Collector	17.37
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	11.71
99830 - Survey Party Chief	27.80
99831 - Surveying Aide	16.49
99832 - Surveying Technician	22.62
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	18.63
99842 - Vending Machine Repairer Helper	16.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2073 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Inyo, Kings, Tulare

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.80
01012 - Accounting Clerk II	16.61
01013 - Accounting Clerk III	18.57
01020 - Administrative Assistant	20.79
01040 - Court Reporter	17.55
01051 - Data Entry Operator I	11.00
01052 - Data Entry Operator II	12.34
01060 - Dispatcher, Motor Vehicle	17.75
01070 - Document Preparation Clerk	12.34
01090 - Duplicating Machine Operator	12.34
01111 - General Clerk I	12.73
01112 - General Clerk II	13.88
01113 - General Clerk III	15.60
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	10.82
01191 - Order Clerk I	11.30
01192 - Order Clerk II	12.34
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.55
01263 - Personnel Assistant (Employment) III	18.88
01270 - Production Control Clerk	19.15
01280 - Receptionist	12.08
01290 - Rental Clerk	15.25
01300 - Scheduler, Maintenance	15.25
01311 - Secretary I	15.25
01312 - Secretary II	17.55
01313 - Secretary III	19.02
01320 - Service Order Dispatcher	15.85
01410 - Supply Technician	20.79
01420 - Survey Worker	17.55
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	13.70
01533 - Travel Clerk III	14.84
01611 - Word Processor I	13.60
01612 - Word Processor II	15.26
01613 - Word Processor III	17.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.67
05010 - Automotive Electrician	18.50
05040 - Automotive Glass Installer	17.57
05070 - Automotive Worker	17.57
05110 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.57
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	14.73
05250 - Motor Vehicle Upholstery Worker	16.62
05280 - Motor Vehicle Wrecker	17.57
05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.57
05370 - Tire Repairer	11.81
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.86
07042 - Cook II	13.49
07070 - Dishwasher	10.34
07130 - Food Service Worker	10.34
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	15.70
09040 - Furniture Handler	11.40
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.07
11060 - Elevator Operator	11.57
11090 - Gardener	15.68
11122 - Housekeeping Aide	9.91
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.53
11240 - Maid or Houseman	9.10
11260 - Pruner	12.00
11270 - Tractor Operator	14.71
11330 - Trail Maintenance Worker	12.53
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	19.45
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	23.76
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	36.99
12030 - EKG Technician	30.50
12035 - Electroneurodiagnostic Technologist	30.50
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	13.12
12130 - Medical Laboratory Technician	17.00
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	15.42
12195 - Medical Transcriptionist	14.99
12210 - Nuclear Medicine Technologist	39.72
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14
12223 - Nursing Assistant III	12.16
12224 - Nursing Assistant IV	13.64
12235 - Optical Dispenser	17.50
12236 - Optical Technician	17.99
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	13.64
12305 - Radiologic Technologist	31.53
12311 - Registered Nurse I	26.76
12312 - Registered Nurse II	32.73
12313 - Registered Nurse II, Specialist	32.73
12314 - Registered Nurse III	39.59
12315 - Registered Nurse III, Anesthetist	39.59
12316 - Registered Nurse IV	47.45
12317 - Scheduler (Drug and Alcohol Testing)	24.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.33
13012 - Exhibits Specialist II	18.99
13013 - Exhibits Specialist III	23.22
13041 - Illustrator I	15.30
13042 - Illustrator II	18.99
13043 - Illustrator III	23.22
13047 - Librarian	21.03
13050 - Library Aide/Clerk	13.39
13054 - Library Information Technology Systems	18.99

Administrator		
13058 - Library Technician		15.08
13061 - Media Specialist I		13.70
13062 - Media Specialist II		15.33
13063 - Media Specialist III		17.09
13071 - Photographer I		13.00
13072 - Photographer II		14.53
13073 - Photographer III		18.01
13074 - Photographer IV		22.02
13075 - Photographer V		26.64
13110 - Video Teleconference Technician		13.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.42
14042 - Computer Operator II		15.01
14043 - Computer Operator III		16.74
14044 - Computer Operator IV		18.60
14045 - Computer Operator V		20.59
14071 - Computer Programmer I	(see 1)	22.91
14072 - Computer Programmer II		27.62
14073 - Computer Programmer III		
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.42
14160 - Personal Computer Support Technician		18.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		25.01
15070 - Flight Instructor (Pilot)		44.31
15080 - Graphic Artist		21.52
15090 - Technical Instructor		16.83
15095 - Technical Instructor/Course Developer		22.28
15110 - Test Proctor		14.39
15120 - Tutor		14.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.41
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51
16190 - Sewing Machine Operator		12.05
16220 - Tailor		12.71
16250 - Washer, Machine		10.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.21
19040 - Tool And Die Maker		22.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.35
21030 - Material Coordinator		19.84
21040 - Material Expediter		19.84
21050 - Material Handling Laborer		11.87
21071 - Order Filler		12.80
21080 - Production Line Worker (Food Processing)		13.35
21110 - Shipping Packer		13.98
21130 - Shipping/Receiving Clerk		13.98
21140 - Store Worker I		11.42

21150 - Stock Clerk	14.99
21210 - Tools And Parts Attendant	13.89
21410 - Warehouse Specialist	13.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.02
23021 - Aircraft Mechanic I	19.23
23022 - Aircraft Mechanic II	20.27
23023 - Aircraft Mechanic III	21.30
23040 - Aircraft Mechanic Helper	14.25
23050 - Aircraft, Painter	18.20
23060 - Aircraft Servicer	16.42
23080 - Aircraft Worker	17.36
23110 - Appliance Mechanic	18.21
23120 - Bicycle Repairer	12.50
23125 - Cable Splicer	25.28
23130 - Carpenter, Maintenance	19.10
23140 - Carpet Layer	15.03
23160 - Electrician, Maintenance	18.84
23181 - Electronics Technician Maintenance I	17.17
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	21.64
23260 - Fabric Worker	16.15
23290 - Fire Alarm System Mechanic	18.59
23310 - Fire Extinguisher Repairer	15.10
23311 - Fuel Distribution System Mechanic	19.23
23312 - Fuel Distribution System Operator	15.10
23370 - General Maintenance Worker	16.15
23380 - Ground Support Equipment Mechanic	19.23
23381 - Ground Support Equipment Servicer	16.42
23382 - Ground Support Equipment Worker	17.36
23391 - Gunsmith I	15.10
23392 - Gunsmith II	17.17
23393 - Gunsmith III	19.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.61
23430 - Heavy Equipment Mechanic	20.83
23440 - Heavy Equipment Operator	20.89
23460 - Instrument Mechanic	19.23
23465 - Laboratory/Shelter Mechanic	18.21
23470 - Laborer	11.45
23510 - Locksmith	18.21
23530 - Machinery Maintenance Mechanic	19.55
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	12.96
23591 - Metrology Technician I	19.23
23592 - Metrology Technician II	20.27
23593 - Metrology Technician III	21.30
23640 - Millwright	19.23
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	16.33
23790 - Pipefitter, Maintenance	19.85
23810 - Plumber, Maintenance	18.82
23820 - Pneudraulic Systems Mechanic	19.23
23850 - Rigger	19.23
23870 - Scale Mechanic	17.17
23890 - Sheet-Metal Worker, Maintenance	16.68
23910 - Small Engine Mechanic	15.12
23931 - Telecommunications Mechanic I	23.24
23932 - Telecommunications Mechanic II	24.08
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	16.51

23965 - Well Driller	19.23
23970 - Woodcraft Worker	19.23
23980 - Woodworker	15.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.79
24610 - Chore Aide	10.16
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	14.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.72
25040 - Sewage Plant Operator	19.49
25070 - Stationary Engineer	21.72
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	19.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.58
27007 - Baggage Inspector	10.26
27008 - Corrections Officer	24.10
27010 - Court Security Officer	24.17
27030 - Detection Dog Handler	14.04
27040 - Detention Officer	24.10
27070 - Firefighter	23.77
27101 - Guard I	10.26
27102 - Guard II	14.04
27131 - Police Officer I	29.11
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.25
28043 - Carnival Equpment Worker	10.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.65
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.49
28515 - Recreation Specialist	15.36
28630 - Sports Official	11.65
28690 - Swimming Pool Operator	16.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.63
29020 - Hatch Tender	17.63
29030 - Line Handler	17.63
29041 - Stevedore I	16.59
29042 - Stevedore II	18.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	19.14
30023 - Archeological Technician III	23.72
30030 - Cartographic Technician	23.72
30040 - Civil Engineering Technician	21.71
30061 - Drafter/CAD Operator I	17.11
30062 - Drafter/CAD Operator II	19.14
30063 - Drafter/CAD Operator III	21.35
30064 - Drafter/CAD Operator IV	26.26
30081 - Engineering Technician I	16.68
30082 - Engineering Technician II	18.72
30083 - Engineering Technician III	20.94
30084 - Engineering Technician IV	25.95
30085 - Engineering Technician V	31.74

30086 - Engineering Technician VI		38.40
30090 - Environmental Technician		23.32
30210 - Laboratory Technician		20.59
30240 - Mathematical Technician		23.32
30361 - Paralegal/Legal Assistant I		17.98
30362 - Paralegal/Legal Assistant II		20.72
30363 - Paralegal/Legal Assistant III		25.34
30364 - Paralegal/Legal Assistant IV		30.65
30390 - Photo-Optics Technician		23.72
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.15
30463 - Technical Writer III		34.94
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.35
30621 - Weather Observer, Senior	(see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.82
31030 - Bus Driver		14.69
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		14.32
31310 - Taxi Driver		13.93
31361 - Truckdriver, Light		14.32
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		20.08
31364 - Truckdriver, Tractor-Trailer		20.08
99000 - Miscellaneous Occupations		
99030 - Cashier		10.83
99050 - Desk Clerk		9.03
99095 - Embalmer		20.95
99251 - Laboratory Animal Caretaker I		11.18
99252 - Laboratory Animal Caretaker II		12.00
99310 - Mortician		20.95
99410 - Pest Controller		15.02
99510 - Photofinishing Worker		12.88
99710 - Recycling Laborer		14.47
99711 - Recycling Specialist		19.28
99730 - Refuse Collector		16.25
99810 - Sales Clerk		12.63
99820 - School Crossing Guard		12.29
99830 - Survey Party Chief		21.00
99831 - Surveying Aide		11.98
99832 - Surveying Technician		16.44
99840 - Vending Machine Attendant		16.17
99841 - Vending Machine Repairer		19.74
99842 - Vending Machine Repairer Helper		16.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2074
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Inyo, Kings, Tulare

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.80
01012 - Accounting Clerk II		16.61
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		20.79
01040 - Court Reporter		17.55
01051 - Data Entry Operator I		11.00
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.75
01070 - Document Preparation Clerk		12.34
01090 - Duplicating Machine Operator		12.34
01111 - General Clerk I		12.73
01112 - General Clerk II		13.88
01113 - General Clerk III		15.60
01120 - Housing Referral Assistant		20.61
01141 - Messenger Courier		10.82
01191 - Order Clerk I		11.30
01192 - Order Clerk II		12.34
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		17.55
01263 - Personnel Assistant (Employment) III		18.88
01270 - Production Control Clerk		19.15
01280 - Receptionist		12.08
01290 - Rental Clerk		15.25
01300 - Scheduler, Maintenance		15.25
01311 - Secretary I		15.25
01312 - Secretary II		17.55
01313 - Secretary III		19.02
01320 - Service Order Dispatcher		15.85
01410 - Supply Technician		20.79
01420 - Survey Worker		17.55
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.70
01533 - Travel Clerk III		14.84
01611 - Word Processor I		13.60
01612 - Word Processor II		15.26
01613 - Word Processor III		17.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.67
05010 - Automotive Electrician		18.50
05040 - Automotive Glass Installer		17.57
05070 - Automotive Worker		17.57
05110 - Mobile Equipment Servicer		15.69

05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.57
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	14.73
05250 - Motor Vehicle Upholstery Worker	16.62
05280 - Motor Vehicle Wrecker	17.57
05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.57
05370 - Tire Repairer	11.81
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.86
07042 - Cook II	13.49
07070 - Dishwasher	10.34
07130 - Food Service Worker	10.34
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.70
09040 - Furniture Handler	11.40
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.07
11060 - Elevator Operator	11.57
11090 - Gardener	15.68
11122 - Housekeeping Aide	9.91
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.53
11240 - Maid or Houseman	9.10
11260 - Pruner	12.00
11270 - Tractor Operator	14.71
11330 - Trail Maintenance Worker	12.53
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	19.45
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	23.76
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	36.99
12030 - EKG Technician	30.50
12035 - Electroneurodiagnostic Technologist	30.50
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	13.12
12130 - Medical Laboratory Technician	17.00
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	15.42
12195 - Medical Transcriptionist	14.99
12210 - Nuclear Medicine Technologist	39.72
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14
12223 - Nursing Assistant III	12.16
12224 - Nursing Assistant IV	13.64
12235 - Optical Dispenser	17.50
12236 - Optical Technician	17.99
12250 - Pharmacy Technician	15.42

12280 - Phlebotomist		13.64
12305 - Radiologic Technologist		31.53
12311 - Registered Nurse I		26.76
12312 - Registered Nurse II		32.73
12313 - Registered Nurse II, Specialist		32.73
12314 - Registered Nurse III		39.59
12315 - Registered Nurse III, Anesthetist		39.59
12316 - Registered Nurse IV		47.45
12317 - Scheduler (Drug and Alcohol Testing)		24.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.33
13012 - Exhibits Specialist II		18.99
13013 - Exhibits Specialist III		23.22
13041 - Illustrator I		15.30
13042 - Illustrator II		18.99
13043 - Illustrator III		23.22
13047 - Librarian		21.03
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		18.99
13058 - Library Technician		15.08
13061 - Media Specialist I		13.70
13062 - Media Specialist II		15.33
13063 - Media Specialist III		17.09
13071 - Photographer I		13.00
13072 - Photographer II		14.53
13073 - Photographer III		18.01
13074 - Photographer IV		22.02
13075 - Photographer V		26.64
13110 - Video Teleconference Technician		13.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.42
14042 - Computer Operator II		15.01
14043 - Computer Operator III		16.74
14044 - Computer Operator IV		18.60
14045 - Computer Operator V		20.59
14071 - Computer Programmer I	(see 1)	22.91
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.42
14160 - Personal Computer Support Technician		18.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		25.01
15070 - Flight Instructor (Pilot)		44.31
15080 - Graphic Artist		21.52
15090 - Technical Instructor		16.83
15095 - Technical Instructor/Course Developer		22.28
15110 - Test Proctor		14.39
15120 - Tutor		14.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.41
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51

16110 - Presser, Machine, Drycleaning 9.51
16130 - Presser, Machine, Shirts 9.51
16160 - Presser, Machine, Wearing Apparel, Laundry 9.51
16190 - Sewing Machine Operator 12.05
16220 - Tailor 12.71
16250 - Washer, Machine 10.12
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.21
19040 - Tool And Die Maker 22.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.35
21030 - Material Coordinator 19.84
21040 - Material Expediter 19.84
21050 - Material Handling Laborer 11.87
21071 - Order Filler 12.80
21080 - Production Line Worker (Food Processing) 13.35
21110 - Shipping Packer 13.98
21130 - Shipping/Receiving Clerk 13.98
21140 - Store Worker I 11.42
21150 - Stock Clerk 14.99
21210 - Tools And Parts Attendant 13.89
21410 - Warehouse Specialist 13.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.02
23021 - Aircraft Mechanic I 19.23
23022 - Aircraft Mechanic II 20.27
23023 - Aircraft Mechanic III 21.30
23040 - Aircraft Mechanic Helper 14.25
23050 - Aircraft, Painter 18.20
23060 - Aircraft Servicer 16.42
23080 - Aircraft Worker 17.36
23110 - Appliance Mechanic 18.21
23120 - Bicycle Repairer 12.50
23125 - Cable Splicer 25.28
23130 - Carpenter, Maintenance 19.10
23140 - Carpet Layer 15.03
23160 - Electrician, Maintenance 18.84
23181 - Electronics Technician Maintenance I 17.17
23182 - Electronics Technician Maintenance II 19.72
23183 - Electronics Technician Maintenance III 21.64
23260 - Fabric Worker 16.15
23290 - Fire Alarm System Mechanic 18.59
23310 - Fire Extinguisher Repairer 15.10
23311 - Fuel Distribution System Mechanic 19.23
23312 - Fuel Distribution System Operator 15.10
23370 - General Maintenance Worker 16.15
23380 - Ground Support Equipment Mechanic 19.23
23381 - Ground Support Equipment Servicer 16.42
23382 - Ground Support Equipment Worker 17.36
23391 - Gunsmith I 15.10
23392 - Gunsmith II 17.17
23393 - Gunsmith III 19.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic 19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 19.61
23430 - Heavy Equipment Mechanic 20.83
23440 - Heavy Equipment Operator 20.89
23460 - Instrument Mechanic 19.23
23465 - Laboratory/Shelter Mechanic 18.21
23470 - Laborer 11.45
23510 - Locksmith 18.21
23530 - Machinery Maintenance Mechanic 19.55

23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	12.96
23591 - Metrology Technician I	19.23
23592 - Metrology Technician II	20.27
23593 - Metrology Technician III	21.30
23640 - Millwright	19.23
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	16.33
23790 - Pipefitter, Maintenance	19.85
23810 - Plumber, Maintenance	18.82
23820 - Pneudraulic Systems Mechanic	19.23
23850 - Rigger	19.23
23870 - Scale Mechanic	17.17
23890 - Sheet-Metal Worker, Maintenance	16.68
23910 - Small Engine Mechanic	15.12
23931 - Telecommunications Mechanic I	23.24
23932 - Telecommunications Mechanic II	24.08
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	16.51
23965 - Well Driller	19.23
23970 - Woodcraft Worker	19.23
23980 - Woodworker	15.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.79
24610 - Chore Aide	10.16
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	14.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.72
25040 - Sewage Plant Operator	19.49
25070 - Stationary Engineer	21.72
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	19.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.58
27007 - Baggage Inspector	10.26
27008 - Corrections Officer	24.10
27010 - Court Security Officer	24.17
27030 - Detection Dog Handler	14.04
27040 - Detention Officer	24.10
27070 - Firefighter	23.77
27101 - Guard I	10.26
27102 - Guard II	14.04
27131 - Police Officer I	29.11
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.25
28043 - Carnival Equpment Worker	10.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.65
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.49
28515 - Recreation Specialist	15.36
28630 - Sports Official	11.65
28690 - Swimming Pool Operator	16.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.63
29020 - Hatch Tender	17.63
29030 - Line Handler	17.63
29041 - Stevedore I	16.59

29042 - Stevedore II		18.70
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.11
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.72
30030 - Cartographic Technician		23.72
30040 - Civil Engineering Technician		21.71
30061 - Drafter/CAD Operator I		17.11
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.35
30064 - Drafter/CAD Operator IV		26.26
30081 - Engineering Technician I		16.68
30082 - Engineering Technician II		18.72
30083 - Engineering Technician III		20.94
30084 - Engineering Technician IV		25.95
30085 - Engineering Technician V		31.74
30086 - Engineering Technician VI		38.40
30090 - Environmental Technician		23.32
30210 - Laboratory Technician		20.59
30240 - Mathematical Technician		23.32
30361 - Paralegal/Legal Assistant I		17.98
30362 - Paralegal/Legal Assistant II		20.72
30363 - Paralegal/Legal Assistant III		25.34
30364 - Paralegal/Legal Assistant IV		30.65
30390 - Photo-Optics Technician		23.72
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.15
30463 - Technical Writer III		34.94
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.35
30621 - Weather Observer, Senior	(see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.82
31030 - Bus Driver		14.69
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		14.32
31310 - Taxi Driver		13.93
31361 - Truckdriver, Light		14.32
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		20.08
31364 - Truckdriver, Tractor-Trailer		20.08
99000 - Miscellaneous Occupations		
99030 - Cashier		10.83
99050 - Desk Clerk		9.03
99095 - Embalmer		20.95
99251 - Laboratory Animal Caretaker I		11.18
99252 - Laboratory Animal Caretaker II		12.00
99310 - Mortician		20.95
99410 - Pest Controller		15.02
99510 - Photofinishing Worker		12.88
99710 - Recycling Laborer		14.47
99711 - Recycling Specialist		19.28
99730 - Refuse Collector		16.25
99810 - Sales Clerk		12.63

99820 - School Crossing Guard	12.29
99830 - Survey Party Chief	21.00
99831 - Surveying Aide	11.98
99832 - Surveying Technician	16.44
99840 - Vending Machine Attendant	16.17
99841 - Vending Machine Repairer	19.74
99842 - Vending Machine Repairer Helper	16.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2079 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.94
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		19.57
01040 - Court Reporter		20.06
01051 - Data Entry Operator I		11.25
01052 - Data Entry Operator II		12.61
01060 - Dispatcher, Motor Vehicle		17.30
01070 - Document Preparation Clerk		13.64
01090 - Duplicating Machine Operator		13.64
01111 - General Clerk I		12.60
01112 - General Clerk II		13.75
01113 - General Clerk III		15.43
01120 - Housing Referral Assistant		18.39
01141 - Messenger Courier		12.32
01191 - Order Clerk I		13.68
01192 - Order Clerk II		14.93
01261 - Personnel Assistant (Employment) I		15.47
01262 - Personnel Assistant (Employment) II		17.58
01263 - Personnel Assistant (Employment) III		20.64

01270 - Production Control Clerk	21.41
01280 - Receptionist	12.50
01290 - Rental Clerk	10.89
01300 - Scheduler, Maintenance	14.89
01311 - Secretary I	14.89
01312 - Secretary II	16.58
01313 - Secretary III	18.39
01320 - Service Order Dispatcher	14.02
01410 - Supply Technician	20.86
01420 - Survey Worker	15.38
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.26
01611 - Word Processor I	14.44
01612 - Word Processor II	16.28
01613 - Word Processor III	18.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.23
05010 - Automotive Electrician	17.73
05040 - Automotive Glass Installer	16.68
05070 - Automotive Worker	16.68
05110 - Mobile Equipment Servicer	14.60
05130 - Motor Equipment Metal Mechanic	18.76
05160 - Motor Equipment Metal Worker	16.68
05190 - Motor Vehicle Mechanic	20.25
05220 - Motor Vehicle Mechanic Helper	15.76
05250 - Motor Vehicle Upholstery Worker	16.34
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter, Automotive	18.54
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	11.76
05400 - Transmission Repair Specialist	20.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	10.63
07042 - Cook II	12.27
07070 - Dishwasher	8.82
07130 - Food Service Worker	10.00
07210 - Meat Cutter	16.50
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.06
09040 - Furniture Handler	12.08
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.72
09130 - Upholsterer	16.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	10.58
11090 - Gardener	14.40
11122 - Housekeeping Aide	11.93
11150 - Janitor	11.93
11210 - Laborer, Grounds Maintenance	11.83
11240 - Maid or Houseman	9.18
11260 - Pruner	11.93
11270 - Tractor Operator	14.13
11330 - Trail Maintenance Worker	11.83
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	17.08
12012 - Certified Occupational Therapist Assistant	23.51

12015 - Certified Physical Therapist Assistant		18.99
12020 - Dental Assistant		16.47
12025 - Dental Hygienist		33.17
12030 - EKG Technician		24.94
12035 - Electroneurodiagnostic Technologist		24.94
12040 - Emergency Medical Technician		17.08
12071 - Licensed Practical Nurse I		14.71
12072 - Licensed Practical Nurse II		16.45
12073 - Licensed Practical Nurse III		18.35
12100 - Medical Assistant		13.83
12130 - Medical Laboratory Technician		16.79
12160 - Medical Record Clerk		14.27
12190 - Medical Record Technician		15.96
12195 - Medical Transcriptionist		16.54
12210 - Nuclear Medicine Technologist		36.16
12221 - Nursing Assistant I		10.18
12222 - Nursing Assistant II		11.44
12223 - Nursing Assistant III		12.49
12224 - Nursing Assistant IV		14.01
12235 - Optical Dispenser		16.45
12236 - Optical Technician		14.71
12250 - Pharmacy Technician		14.36
12280 - Phlebotomist		14.01
12305 - Radiologic Technologist		21.97
12311 - Registered Nurse I		23.18
12312 - Registered Nurse II		28.35
12313 - Registered Nurse II, Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III, Anesthetist		34.40
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		20.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.78
13041 - Illustrator I		23.47
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		13.34
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.37
13071 - Photographer I		14.70
13072 - Photographer II		17.33
13073 - Photographer III		21.47
13074 - Photographer IV		24.77
13075 - Photographer V		29.97
13110 - Video Teleconference Technician		17.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.08
14043 - Computer Operator III		18.14
14044 - Computer Operator IV		20.15
14045 - Computer Operator V		23.51
14071 - Computer Programmer I		27.57
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.00
14160 - Personal Computer Support Technician	20.15
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.70
15020 - Aircrew Training Devices Instructor (Rated)	35.93
15030 - Air Crew Training Devices Instructor (Pilot)	43.07
15050 - Computer Based Training Specialist / Instructor	29.70
15060 - Educational Technologist	32.81
15070 - Flight Instructor (Pilot)	43.07
15080 - Graphic Artist	20.20
15090 - Technical Instructor	20.20
15095 - Technical Instructor/Course Developer	24.72
15110 - Test Proctor	16.31
15120 - Tutor	16.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.81
16030 - Counter Attendant	8.81
16040 - Dry Cleaner	10.69
16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	11.22
16220 - Tailor	11.84
16250 - Washer, Machine	9.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.38
19040 - Tool And Die Maker	25.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.80
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	11.47
21071 - Order Filler	12.04
21080 - Production Line Worker (Food Processing)	12.80
21110 - Shipping Packer	13.23
21130 - Shipping/Receiving Clerk	13.23
21140 - Store Worker I	9.95
21150 - Stock Clerk	13.41
21210 - Tools And Parts Attendant	12.80
21410 - Warehouse Specialist	12.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.91
23021 - Aircraft Mechanic I	22.62
23022 - Aircraft Mechanic II	23.91
23023 - Aircraft Mechanic III	25.18
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	18.87
23080 - Aircraft Worker	19.64
23110 - Appliance Mechanic	16.98
23120 - Bicycle Repairer	12.91
23125 - Cable Splicer	24.33
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	18.28
23160 - Electrician, Maintenance	21.01
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	17.06

23290 - Fire Alarm System Mechanic	20.69
23310 - Fire Extinguisher Repairer	15.87
23311 - Fuel Distribution System Mechanic	26.10
23312 - Fuel Distribution System Operator	19.01
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.62
23381 - Ground Support Equipment Servicer	18.87
23382 - Ground Support Equipment Worker	19.93
23391 - Gunsmith I	15.87
23392 - Gunsmith II	18.32
23393 - Gunsmith III	20.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.10
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	23.08
23465 - Laboratory/Shelter Mechanic	19.50
23470 - Laborer	11.47
23510 - Locksmith	16.24
23530 - Machinery Maintenance Mechanic	20.69
23550 - Machinist, Maintenance	18.15
23580 - Maintenance Trades Helper	16.27
23591 - Metrology Technician I	23.08
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.69
23640 - Millwright	20.69
23710 - Office Appliance Repairer	19.19
23760 - Painter, Maintenance	16.21
23790 - Pipefitter, Maintenance	21.84
23810 - Plumber, Maintenance	20.71
23820 - Pneudraulic Systems Mechanic	20.69
23850 - Rigger	20.69
23870 - Scale Mechanic	18.32
23890 - Sheet-Metal Worker, Maintenance	23.40
23910 - Small Engine Mechanic	14.38
23931 - Telecommunications Mechanic I	24.24
23932 - Telecommunications Mechanic II	26.77
23950 - Telephone Lineman	20.89
23960 - Welder, Combination, Maintenance	15.86
23965 - Well Driller	19.25
23970 - Woodcraft Worker	20.69
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	13.96
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.42
24630 - Homemaker	17.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.56
25040 - Sewage Plant Operator	21.66
25070 - Stationary Engineer	23.56
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	21.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.55
27007 - Baggage Inspector	12.99
27008 - Corrections Officer	22.41
27010 - Court Security Officer	20.70
27030 - Detection Dog Handler	15.25

27040 - Detention Officer		22.41
27070 - Firefighter		19.80
27101 - Guard I		12.99
27102 - Guard II		15.25
27131 - Police Officer I		22.77
27132 - Police Officer II		23.92
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.99
28042 - Carnival Equipment Repairer		11.70
28043 - Carnival Equpment Worker		8.57
28210 - Gate Attendant/Gate Tender		14.50
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		16.21
28510 - Recreation Aide/Health Facility Attendant		14.40
28515 - Recreation Specialist		14.40
28630 - Sports Official		12.91
28690 - Swimming Pool Operator		14.34
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.32
29020 - Hatch Tender		18.32
29030 - Line Handler		18.32
29041 - Stevedore I		17.10
29042 - Stevedore II		19.50
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.60
30022 - Archeological Technician II		19.59
30023 - Archeological Technician III		22.21
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		25.49
30061 - Drafter/CAD Operator I		19.31
30062 - Drafter/CAD Operator II		21.70
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.67
30083 - Engineering Technician III		20.87
30084 - Engineering Technician IV		25.86
30085 - Engineering Technician V		31.64
30086 - Engineering Technician VI		38.28
30090 - Environmental Technician		26.27
30210 - Laboratory Technician		19.72
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		16.35
30362 - Paralegal/Legal Assistant II		20.25
30363 - Paralegal/Legal Assistant III		24.60
30364 - Paralegal/Legal Assistant IV		29.77
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.47
30463 - Technical Writer III		32.02
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62

31030 - Bus Driver	16.18
31043 - Driver Courier	13.88
31260 - Parking and Lot Attendant	9.12
31290 - Shuttle Bus Driver	15.02
31310 - Taxi Driver	10.43
31361 - Truckdriver, Light	15.02
31362 - Truckdriver, Medium	16.18
31363 - Truckdriver, Heavy	17.34
31364 - Truckdriver, Tractor-Trailer	17.34
99000 - Miscellaneous Occupations	
99030 - Cashier	10.05
99050 - Desk Clerk	9.99
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.70
99252 - Laboratory Animal Caretaker II	12.28
99310 - Mortician	22.74
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.95
99711 - Recycling Specialist	17.58
99730 - Refuse Collector	13.56
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	13.46
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	16.22
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	15.97
99842 - Vending Machine Repairer Helper	13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2080
Revision No.: 16
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.94
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		19.57
01040 - Court Reporter		20.06
01051 - Data Entry Operator I		11.25
01052 - Data Entry Operator II		12.61
01060 - Dispatcher, Motor Vehicle		17.30
01070 - Document Preparation Clerk		13.64
01090 - Duplicating Machine Operator		13.64
01111 - General Clerk I		12.60
01112 - General Clerk II		13.75
01113 - General Clerk III		15.43
01120 - Housing Referral Assistant		18.39
01141 - Messenger Courier		12.32
01191 - Order Clerk I		13.68
01192 - Order Clerk II		14.93
01261 - Personnel Assistant (Employment) I		15.47
01262 - Personnel Assistant (Employment) II		17.58
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		21.41
01280 - Receptionist		12.50
01290 - Rental Clerk		10.89
01300 - Scheduler, Maintenance		14.89
01311 - Secretary I		14.89
01312 - Secretary II		16.58
01313 - Secretary III		18.39
01320 - Service Order Dispatcher		14.02
01410 - Supply Technician		20.86
01420 - Survey Worker		15.38
01531 - Travel Clerk I		11.73
01532 - Travel Clerk II		12.56
01533 - Travel Clerk III		13.26
01611 - Word Processor I		14.44
01612 - Word Processor II		16.28
01613 - Word Processor III		18.20
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.23
05010 - Automotive Electrician		17.73
05040 - Automotive Glass Installer		16.68

05070 - Automotive Worker	16.68
05110 - Mobile Equipment Servicer	14.60
05130 - Motor Equipment Metal Mechanic	18.76
05160 - Motor Equipment Metal Worker	16.68
05190 - Motor Vehicle Mechanic	20.25
05220 - Motor Vehicle Mechanic Helper	15.76
05250 - Motor Vehicle Upholstery Worker	16.34
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter, Automotive	18.54
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	11.76
05400 - Transmission Repair Specialist	20.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	10.63
07042 - Cook II	12.27
07070 - Dishwasher	8.82
07130 - Food Service Worker	10.00
07210 - Meat Cutter	16.50
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.06
09040 - Furniture Handler	12.08
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.72
09130 - Upholsterer	16.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	10.58
11090 - Gardener	14.40
11122 - Housekeeping Aide	11.93
11150 - Janitor	11.93
11210 - Laborer, Grounds Maintenance	11.83
11240 - Maid or Houseman	9.18
11260 - Pruner	11.93
11270 - Tractor Operator	14.13
11330 - Trail Maintenance Worker	11.83
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	17.08
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	18.99
12020 - Dental Assistant	16.47
12025 - Dental Hygienist	33.17
12030 - EKG Technician	24.94
12035 - Electroneurodiagnostic Technologist	24.94
12040 - Emergency Medical Technician	17.08
12071 - Licensed Practical Nurse I	14.71
12072 - Licensed Practical Nurse II	16.45
12073 - Licensed Practical Nurse III	18.35
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	16.79
12160 - Medical Record Clerk	14.27
12190 - Medical Record Technician	15.96
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	36.16
12221 - Nursing Assistant I	10.18
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.49
12224 - Nursing Assistant IV	14.01
12235 - Optical Dispenser	16.45

12236 - Optical Technician		14.71
12250 - Pharmacy Technician		14.36
12280 - Phlebotomist		14.01
12305 - Radiologic Technologist		21.97
12311 - Registered Nurse I		23.18
12312 - Registered Nurse II		28.35
12313 - Registered Nurse II, Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III, Anesthetist		34.40
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		20.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.78
13041 - Illustrator I		23.47
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		13.34
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.37
13071 - Photographer I		14.70
13072 - Photographer II		17.33
13073 - Photographer III		21.47
13074 - Photographer IV		24.77
13075 - Photographer V		29.97
13110 - Video Teleconference Technician		17.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.08
14043 - Computer Operator III		18.14
14044 - Computer Operator IV		20.15
14045 - Computer Operator V		23.51
14071 - Computer Programmer I		27.57
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.00
14160 - Personal Computer Support Technician		20.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.70
15020 - Aircrew Training Devices Instructor (Rated)		35.93
15030 - Air Crew Training Devices Instructor (Pilot)		43.07
15050 - Computer Based Training Specialist / Instructor		29.70
15060 - Educational Technologist		32.81
15070 - Flight Instructor (Pilot)		43.07
15080 - Graphic Artist		20.20
15090 - Technical Instructor		20.20
15095 - Technical Instructor/Course Developer		24.72
15110 - Test Proctor		16.31
15120 - Tutor		16.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		10.69

16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	11.22
16220 - Tailor	11.84
16250 - Washer, Machine	9.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.38
19040 - Tool And Die Maker	25.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.80
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	11.47
21071 - Order Filler	12.04
21080 - Production Line Worker (Food Processing)	12.80
21110 - Shipping Packer	13.23
21130 - Shipping/Receiving Clerk	13.23
21140 - Store Worker I	9.95
21150 - Stock Clerk	13.41
21210 - Tools And Parts Attendant	12.80
21410 - Warehouse Specialist	12.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.91
23021 - Aircraft Mechanic I	22.62
23022 - Aircraft Mechanic II	23.91
23023 - Aircraft Mechanic III	25.18
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	18.87
23080 - Aircraft Worker	19.64
23110 - Appliance Mechanic	16.98
23120 - Bicycle Repairer	12.91
23125 - Cable Splicer	24.33
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	18.28
23160 - Electrician, Maintenance	21.01
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	17.06
23290 - Fire Alarm System Mechanic	20.69
23310 - Fire Extinguisher Repairer	15.87
23311 - Fuel Distribution System Mechanic	26.10
23312 - Fuel Distribution System Operator	19.01
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.62
23381 - Ground Support Equipment Servicer	18.87
23382 - Ground Support Equipment Worker	19.93
23391 - Gunsmith I	15.87
23392 - Gunsmith II	18.32
23393 - Gunsmith III	20.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.10
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	23.08
23465 - Laboratory/Shelter Mechanic	19.50
23470 - Laborer	11.47

23510 - Locksmith	16.24
23530 - Machinery Maintenance Mechanic	20.69
23550 - Machinist, Maintenance	18.15
23580 - Maintenance Trades Helper	16.27
23591 - Metrology Technician I	23.08
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.69
23640 - Millwright	20.69
23710 - Office Appliance Repairer	19.19
23760 - Painter, Maintenance	16.21
23790 - Pipefitter, Maintenance	21.84
23810 - Plumber, Maintenance	20.71
23820 - Pneudraulic Systems Mechanic	20.69
23850 - Rigger	20.69
23870 - Scale Mechanic	18.32
23890 - Sheet-Metal Worker, Maintenance	23.40
23910 - Small Engine Mechanic	14.38
23931 - Telecommunications Mechanic I	24.24
23932 - Telecommunications Mechanic II	26.77
23950 - Telephone Lineman	20.89
23960 - Welder, Combination, Maintenance	15.86
23965 - Well Driller	19.25
23970 - Woodcraft Worker	20.69
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	13.96
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.42
24630 - Homemaker	17.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.56
25040 - Sewage Plant Operator	21.66
25070 - Stationary Engineer	23.56
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	21.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.55
27007 - Baggage Inspector	12.99
27008 - Corrections Officer	22.41
27010 - Court Security Officer	20.70
27030 - Detection Dog Handler	15.25
27040 - Detention Officer	22.41
27070 - Firefighter	19.80
27101 - Guard I	12.99
27102 - Guard II	15.25
27131 - Police Officer I	22.77
27132 - Police Officer II	23.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	11.70
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	14.50
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	14.40
28515 - Recreation Specialist	14.40
28630 - Sports Official	12.91
28690 - Swimming Pool Operator	14.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.32
29020 - Hatch Tender	18.32

29030 - Line Handler		18.32
29041 - Stevedore I		17.10
29042 - Stevedore II		19.50
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I	(see 2)	16.60
30022 - Archeological Technician II		19.59
30023 - Archeological Technician III		22.21
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		25.49
30061 - Drafter/CAD Operator I		19.31
30062 - Drafter/CAD Operator II		21.70
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.67
30083 - Engineering Technician III		20.87
30084 - Engineering Technician IV		25.86
30085 - Engineering Technician V		31.64
30086 - Engineering Technician VI		38.28
30090 - Environmental Technician		26.27
30210 - Laboratory Technician		19.72
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		16.35
30362 - Paralegal/Legal Assistant II		20.25
30363 - Paralegal/Legal Assistant III		24.60
30364 - Paralegal/Legal Assistant IV		29.77
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.47
30463 - Technical Writer III		32.02
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		16.18
31043 - Driver Courier		13.88
31260 - Parking and Lot Attendant		9.12
31290 - Shuttle Bus Driver		15.02
31310 - Taxi Driver		10.43
31361 - Truckdriver, Light		15.02
31362 - Truckdriver, Medium		16.18
31363 - Truckdriver, Heavy		17.34
31364 - Truckdriver, Tractor-Trailer		17.34
99000 - Miscellaneous Occupations		
99030 - Cashier		10.05
99050 - Desk Clerk		9.99
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.70
99252 - Laboratory Animal Caretaker II		12.28
99310 - Mortician		22.74
99410 - Pest Controller		17.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.95
99711 - Recycling Specialist		17.58

99730 - Refuse Collector	13.56
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	13.46
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	16.22
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	15.97
99842 - Vending Machine Repairer Helper	13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years, and 6 weeks after 25 years. Length of service includes the whole span of continuous

service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2081 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		26.31
01040 - Court Reporter		19.59
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher, Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		16.40
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		14.93
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		16.67
01262 - Personnel Assistant (Employment) II		18.65
01263 - Personnel Assistant (Employment) III		20.79
01270 - Production Control Clerk		22.33
01280 - Receptionist		14.27
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		17.15
01311 - Secretary I		17.15
01312 - Secretary II		19.19
01313 - Secretary III		21.75
01320 - Service Order Dispatcher		14.37
01410 - Supply Technician		26.31
01420 - Survey Worker		17.77
01531 - Travel Clerk I		13.55
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.19
01611 - Word Processor I		14.15
01612 - Word Processor II		15.88
01613 - Word Processor III		17.77
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.19
05010 - Automotive Electrician		20.43
05040 - Automotive Glass Installer		19.36
05070 - Automotive Worker		19.36
05110 - Mobile Equipment Servicer		17.61
05130 - Motor Equipment Metal Mechanic		20.82
05160 - Motor Equipment Metal Worker		19.36
05190 - Motor Vehicle Mechanic		20.82
05220 - Motor Vehicle Mechanic Helper		16.41
05250 - Motor Vehicle Upholstery Worker		19.36
05280 - Motor Vehicle Wrecker		19.36
05310 - Painter, Automotive		19.69
05340 - Radiator Repair Specialist		19.36
05370 - Tire Repairer		14.98
05400 - Transmission Repair Specialist		20.82
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.52

07041 - Cook I	13.06
07042 - Cook II	15.10
07070 - Dishwasher	9.69
07130 - Food Service Worker	10.90
07210 - Meat Cutter	15.13
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer, Minor	18.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.08
11060 - Elevator Operator	11.08
11090 - Gardener	18.19
11122 - Housekeeping Aide	12.46
11150 - Janitor	12.01
11210 - Laborer, Grounds Maintenance	14.67
11240 - Maid or Houseman	9.16
11260 - Pruner	13.16
11270 - Tractor Operator	17.30
11330 - Trail Maintenance Worker	14.67
11360 - Window Cleaner	13.37
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	20.66
12012 - Certified Occupational Therapist Assistant	19.48
12015 - Certified Physical Therapist Assistant	18.75
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	36.80
12030 - EKG Technician	24.05
12035 - Electroneurodiagnostic Technologist	24.05
12040 - Emergency Medical Technician	18.18
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.66
12073 - Licensed Practical Nurse III	23.03
12100 - Medical Assistant	15.94
12130 - Medical Laboratory Technician	17.47
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	18.73
12210 - Nuclear Medicine Technologist	36.64
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	20.66
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	16.23
12305 - Radiologic Technologist	26.85
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67
12313 - Registered Nurse II, Specialist	36.67
12314 - Registered Nurse III	43.96
12315 - Registered Nurse III, Anesthetist	43.96
12316 - Registered Nurse IV	53.17
12317 - Scheduler (Drug and Alcohol Testing)	27.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.46
13012 - Exhibits Specialist II	22.87

13013 - Exhibits Specialist III		27.97
13041 - Illustrator I		20.05
13042 - Illustrator II		23.10
13043 - Illustrator III		28.26
13047 - Librarian		28.29
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		25.55
13058 - Library Technician		17.64
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.99
13071 - Photographer I		16.85
13072 - Photographer II		18.85
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.56
13110 - Video Teleconference Technician		18.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I		24.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.81
14160 - Personal Computer Support Technician		24.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		21.93
15090 - Technical Instructor		21.99
15095 - Technical Instructor/Course Developer		26.89
15110 - Test Proctor		17.74
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.84
16030 - Counter Attendant		9.84
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.84
16090 - Presser, Hand		9.84
16110 - Presser, Machine, Drycleaning		9.84
16130 - Presser, Machine, Shirts		9.84
16160 - Presser, Machine, Wearing Apparel, Laundry		9.84
16190 - Sewing Machine Operator		13.57
16220 - Tailor		14.48
16250 - Washer, Machine		10.93
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.32
19040 - Tool And Die Maker		21.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.96
21030 - Material Coordinator		22.33

21040 - Material Expediter	22.33
21050 - Material Handling Laborer	17.36
21071 - Order Filler	13.44
21080 - Production Line Worker (Food Processing)	14.96
21110 - Shipping Packer	15.20
21130 - Shipping/Receiving Clerk	15.20
21140 - Store Worker I	11.90
21150 - Stock Clerk	15.99
21210 - Tools And Parts Attendant	16.28
21410 - Warehouse Specialist	14.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.73
23021 - Aircraft Mechanic I	27.10
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.70
23040 - Aircraft Mechanic Helper	19.22
23050 - Aircraft, Painter	25.80
23060 - Aircraft Servicer	22.49
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	30.57
23130 - Carpenter, Maintenance	19.40
23140 - Carpet Layer	18.72
23160 - Electrician, Maintenance	24.90
23181 - Electronics Technician Maintenance I	22.14
23182 - Electronics Technician Maintenance II	23.65
23183 - Electronics Technician Maintenance III	25.12
23260 - Fabric Worker	20.52
23290 - Fire Alarm System Mechanic	21.09
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	23.46
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	19.16
23380 - Ground Support Equipment Mechanic	27.10
23381 - Ground Support Equipment Servicer	22.49
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	17.13
23392 - Gunsmith II	19.81
23393 - Gunsmith III	22.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.73
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	20.98
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.87
23510 - Locksmith	20.97
23530 - Machinery Maintenance Mechanic	23.43
23550 - Machinist, Maintenance	19.33
23580 - Maintenance Trades Helper	15.26
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.91
23593 - Metrology Technician III	31.16
23640 - Millwright	22.48
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	17.84
23790 - Pipefitter, Maintenance	24.59
23810 - Plumber, Maintenance	21.93
23820 - Pneudraulic Systems Mechanic	22.48
23850 - Rigger	22.48

23870 - Scale Mechanic	19.81
23890 - Sheet-Metal Worker, Maintenance	19.85
23910 - Small Engine Mechanic	17.92
23931 - Telecommunications Mechanic I	27.08
23932 - Telecommunications Mechanic II	28.50
23950 - Telephone Lineman	23.34
23960 - Welder, Combination, Maintenance	19.79
23965 - Well Driller	20.88
23970 - Woodcraft Worker	22.48
23980 - Woodworker	17.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.69
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	15.93
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	22.79
25070 - Stationary Engineer	24.70
25190 - Ventilation Equipment Tender	17.33
25210 - Water Treatment Plant Operator	22.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.94
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	23.36
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	24.05
27070 - Firefighter	29.32
27101 - Guard I	13.19
27102 - Guard II	21.32
27131 - Police Officer I	29.14
27132 - Police Officer II	32.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	14.10
28043 - Carnival Equpment Worker	10.23
28210 - Gate Attendant/Gate Tender	15.14
28310 - Lifeguard	11.73
28350 - Park Attendant (Aide)	16.75
28510 - Recreation Aide/Health Facility Attendant	12.36
28515 - Recreation Specialist	16.28
28630 - Sports Official	13.49
28690 - Swimming Pool Operator	17.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	21.91
29042 - Stevedore II	25.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.39
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.47
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.16
30021 - Archeological Technician I	19.40
30022 - Archeological Technician II	21.70
30023 - Archeological Technician III	26.89
30030 - Cartographic Technician	26.41
30040 - Civil Engineering Technician	24.61
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.65

30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		24.08
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.62
30361 - Paralegal/Legal Assistant I		19.46
30362 - Paralegal/Legal Assistant II		24.11
30363 - Paralegal/Legal Assistant III		29.49
30364 - Paralegal/Legal Assistant IV		35.68
30390 - Photo-Optics Technician		26.62
30461 - Technical Writer I		26.26
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO) Technician I		24.40
30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.89
31030 - Bus Driver		15.89
31043 - Driver Courier		14.49
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.89
31361 - Truckdriver, Light		15.55
31362 - Truckdriver, Medium		19.65
31363 - Truckdriver, Heavy		20.37
31364 - Truckdriver, Tractor-Trailer		20.37
99000 - Miscellaneous Occupations		
99030 - Cashier		10.78
99050 - Desk Clerk		10.42
99095 - Embalmer		23.94
99251 - Laboratory Animal Caretaker I		10.92
99252 - Laboratory Animal Caretaker II		11.74
99310 - Mortician		24.19
99410 - Pest Controller		20.41
99510 - Photofinishing Worker		12.03
99710 - Recycling Laborer		18.59
99711 - Recycling Specialist		22.42
99730 - Refuse Collector		16.70
99810 - Sales Clerk		12.60
99820 - School Crossing Guard		12.64
99830 - Survey Party Chief		22.70
99831 - Surveying Aide		12.60
99832 - Surveying Technician		20.64
99840 - Vending Machine Attendant		14.38
99841 - Vending Machine Repairer		17.05
99842 - Vending Machine Repairer Helper		14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2082 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		26.31
01040 - Court Reporter		19.59
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher, Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		16.40
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		14.93
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		16.67
01262 - Personnel Assistant (Employment) II		18.65
01263 - Personnel Assistant (Employment) III		20.79
01270 - Production Control Clerk		22.33
01280 - Receptionist		14.27
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		17.15
01311 - Secretary I		17.15
01312 - Secretary II		19.19
01313 - Secretary III		21.75
01320 - Service Order Dispatcher		14.37
01410 - Supply Technician		26.31
01420 - Survey Worker		17.77
01531 - Travel Clerk I		13.55
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.19

01611 - Word Processor I	14.15
01612 - Word Processor II	15.88
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.19
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	20.82
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	20.82
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter, Automotive	19.69
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	20.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	13.06
07042 - Cook II	15.10
07070 - Dishwasher	9.69
07130 - Food Service Worker	10.90
07210 - Meat Cutter	15.13
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer, Minor	18.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.08
11060 - Elevator Operator	11.08
11090 - Gardener	18.19
11122 - Housekeeping Aide	12.46
11150 - Janitor	12.01
11210 - Laborer, Grounds Maintenance	14.67
11240 - Maid or Houseman	9.16
11260 - Pruner	13.16
11270 - Tractor Operator	17.30
11330 - Trail Maintenance Worker	14.67
11360 - Window Cleaner	13.37
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	20.66
12012 - Certified Occupational Therapist Assistant	19.48
12015 - Certified Physical Therapist Assistant	18.75
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	36.80
12030 - EKG Technician	24.05
12035 - Electroneurodiagnostic Technologist	24.05
12040 - Emergency Medical Technician	18.18
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.66
12073 - Licensed Practical Nurse III	23.03
12100 - Medical Assistant	15.94
12130 - Medical Laboratory Technician	17.47
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	18.04

12195 - Medical Transcriptionist		18.73
12210 - Nuclear Medicine Technologist		36.64
12221 - Nursing Assistant I		11.78
12222 - Nursing Assistant II		13.25
12223 - Nursing Assistant III		14.46
12224 - Nursing Assistant IV		16.23
12235 - Optical Dispenser		20.66
12236 - Optical Technician		18.46
12250 - Pharmacy Technician		15.81
12280 - Phlebotomist		16.23
12305 - Radiologic Technologist		26.85
12311 - Registered Nurse I		29.98
12312 - Registered Nurse II		36.67
12313 - Registered Nurse II, Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III, Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		27.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.46
13012 - Exhibits Specialist II		22.87
13013 - Exhibits Specialist III		27.97
13041 - Illustrator I		20.05
13042 - Illustrator II		23.10
13043 - Illustrator III		28.26
13047 - Librarian		28.29
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		25.55
13058 - Library Technician		17.64
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.99
13071 - Photographer I		16.85
13072 - Photographer II		18.85
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.56
13110 - Video Teleconference Technician		18.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I		24.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.81
14160 - Personal Computer Support Technician		24.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		21.93
15090 - Technical Instructor		21.99

15095 - Technical Instructor/Course Developer	26.89
15110 - Test Proctor	17.74
15120 - Tutor	17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.84
16030 - Counter Attendant	9.84
16040 - Dry Cleaner	12.71
16070 - Finisher, Flatwork, Machine	9.84
16090 - Presser, Hand	9.84
16110 - Presser, Machine, Drycleaning	9.84
16130 - Presser, Machine, Shirts	9.84
16160 - Presser, Machine, Wearing Apparel, Laundry	9.84
16190 - Sewing Machine Operator	13.57
16220 - Tailor	14.48
16250 - Washer, Machine	10.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.32
19040 - Tool And Die Maker	21.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.96
21030 - Material Coordinator	22.33
21040 - Material Expediter	22.33
21050 - Material Handling Laborer	17.36
21071 - Order Filler	13.44
21080 - Production Line Worker (Food Processing)	14.96
21110 - Shipping Packer	15.20
21130 - Shipping/Receiving Clerk	15.20
21140 - Store Worker I	11.90
21150 - Stock Clerk	15.99
21210 - Tools And Parts Attendant	16.28
21410 - Warehouse Specialist	14.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.73
23021 - Aircraft Mechanic I	27.10
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.70
23040 - Aircraft Mechanic Helper	19.22
23050 - Aircraft, Painter	25.80
23060 - Aircraft Servicer	22.49
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	30.57
23130 - Carpenter, Maintenance	19.40
23140 - Carpet Layer	18.72
23160 - Electrician, Maintenance	24.90
23181 - Electronics Technician Maintenance I	22.14
23182 - Electronics Technician Maintenance II	23.65
23183 - Electronics Technician Maintenance III	25.12
23260 - Fabric Worker	20.52
23290 - Fire Alarm System Mechanic	21.09
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	23.46
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	19.16
23380 - Ground Support Equipment Mechanic	27.10
23381 - Ground Support Equipment Servicer	22.49
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	17.13
23392 - Gunsmith II	19.81
23393 - Gunsmith III	22.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.73

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	20.98
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.87
23510 - Locksmith	20.97
23530 - Machinery Maintenance Mechanic	23.43
23550 - Machinist, Maintenance	19.33
23580 - Maintenance Trades Helper	15.26
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.91
23593 - Metrology Technician III	31.16
23640 - Millwright	22.48
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	17.84
23790 - Pipefitter, Maintenance	24.59
23810 - Plumber, Maintenance	21.93
23820 - Pneudraulic Systems Mechanic	22.48
23850 - Rigger	22.48
23870 - Scale Mechanic	19.81
23890 - Sheet-Metal Worker, Maintenance	19.85
23910 - Small Engine Mechanic	17.92
23931 - Telecommunications Mechanic I	27.08
23932 - Telecommunications Mechanic II	28.50
23950 - Telephone Lineman	23.34
23960 - Welder, Combination, Maintenance	19.79
23965 - Well Driller	20.88
23970 - Woodcraft Worker	22.48
23980 - Woodworker	17.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.69
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	15.93
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	22.79
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25190 - Ventilation Equipment Tender	17.33
25210 - Water Treatment Plant Operator	22.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.94
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	23.36
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	24.05
27070 - Firefighter	29.32
27101 - Guard I	13.19
27102 - Guard II	21.32
27131 - Police Officer I	29.14
27132 - Police Officer II	32.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	14.10
28043 - Carnival Equpment Worker	10.23
28210 - Gate Attendant/Gate Tender	15.14
28310 - Lifeguard	11.73
28350 - Park Attendant (Aide)	16.75

28510 - Recreation Aide/Health Facility Attendant		12.36
28515 - Recreation Specialist		16.28
28630 - Sports Official		13.49
28690 - Swimming Pool Operator		17.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.50
29020 - Hatch Tender		23.50
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30000 - Technical Occupations		
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30023 - Archeological Technician III		26.89
30030 - Cartographic Technician		26.41
30040 - Civil Engineering Technician		24.61
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.65
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		24.08
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.62
30361 - Paralegal/Legal Assistant I		19.46
30362 - Paralegal/Legal Assistant II		24.11
30363 - Paralegal/Legal Assistant III		29.49
30364 - Paralegal/Legal Assistant IV		35.68
30390 - Photo-Optics Technician		26.62
30461 - Technical Writer I		26.26
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO) Technician I		24.40
30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.89
31030 - Bus Driver		15.89
31043 - Driver Courier		14.49
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.89
31361 - Truckdriver, Light		15.55
31362 - Truckdriver, Medium		19.65
31363 - Truckdriver, Heavy		20.37
31364 - Truckdriver, Tractor-Trailer		20.37
99000 - Miscellaneous Occupations		
99030 - Cashier		10.78
99050 - Desk Clerk		10.42
99095 - Embalmer		23.94

99251 - Laboratory Animal Caretaker I	10.92
99252 - Laboratory Animal Caretaker II	11.74
99310 - Mortician	24.19
99410 - Pest Controller	20.41
99510 - Photofinishing Worker	12.03
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.42
99730 - Refuse Collector	16.70
99810 - Sales Clerk	12.60
99820 - School Crossing Guard	12.64
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	14.38
99841 - Vending Machine Repairer	17.05
99842 - Vending Machine Repairer Helper	14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2083 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.52
01012 - Accounting Clerk II		12.81
01013 - Accounting Clerk III		14.04
01020 - Administrative Assistant		18.72
01040 - Court Reporter		14.92
01051 - Data Entry Operator I		11.03
01052 - Data Entry Operator II		12.32

01060 - Dispatcher, Motor Vehicle	18.65
01070 - Document Preparation Clerk	12.91
01090 - Duplicating Machine Operator	12.91
01111 - General Clerk I	10.64
01112 - General Clerk II	11.61
01113 - General Clerk III	13.03
01120 - Housing Referral Assistant	15.89
01141 - Messenger Courier	11.40
01191 - Order Clerk I	11.32
01192 - Order Clerk II	12.35
01261 - Personnel Assistant (Employment) I	13.80
01262 - Personnel Assistant (Employment) II	15.44
01263 - Personnel Assistant (Employment) III	17.22
01270 - Production Control Clerk	19.53
01280 - Receptionist	11.54
01290 - Rental Clerk	12.33
01300 - Scheduler, Maintenance	12.74
01311 - Secretary I	12.74
01312 - Secretary II	14.92
01313 - Secretary III	15.89
01320 - Service Order Dispatcher	17.03
01410 - Supply Technician	18.72
01420 - Survey Worker	12.94
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.26
01611 - Word Processor I	12.15
01612 - Word Processor II	13.64
01613 - Word Processor III	15.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.17
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	15.65
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	18.88
05220 - Motor Vehicle Mechanic Helper	14.74
05250 - Motor Vehicle Upholstery Worker	18.68
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter, Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	11.61
05400 - Transmission Repair Specialist	18.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	11.26
07042 - Cook II	12.87
07070 - Dishwasher	8.60
07130 - Food Service Worker	9.39
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.69
09080 - Furniture Refinisher	18.57
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer, Minor	16.20
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	11.20

11090 - Gardener	16.10
11122 - Housekeeping Aide	10.13
11150 - Janitor	11.20
11210 - Laborer, Grounds Maintenance	12.66
11240 - Maid or Houseman	8.63
11260 - Pruner	11.48
11270 - Tractor Operator	15.21
11330 - Trail Maintenance Worker	12.66
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.53
12012 - Certified Occupational Therapist Assistant	22.82
12015 - Certified Physical Therapist Assistant	19.49
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	32.70
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.75
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	15.87
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	16.04
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	9.13
12222 - Nursing Assistant II	10.26
12223 - Nursing Assistant III	11.20
12224 - Nursing Assistant IV	12.57
12235 - Optical Dispenser	13.97
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	12.57
12305 - Radiologic Technologist	25.98
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II, Specialist	28.83
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III, Anesthetist	34.88
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	21.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.28
13012 - Exhibits Specialist II	21.40
13013 - Exhibits Specialist III	26.18
13041 - Illustrator I	17.28
13042 - Illustrator II	21.40
13043 - Illustrator III	26.18
13047 - Librarian	23.71
13050 - Library Aide/Clerk	13.76
13054 - Library Information Technology Systems Administrator	21.40
13058 - Library Technician	16.30
13061 - Media Specialist I	13.61
13062 - Media Specialist II	16.31
13063 - Media Specialist III	18.18
13071 - Photographer I	13.93
13072 - Photographer II	15.58
13073 - Photographer III	19.30
13074 - Photographer IV	23.61

13075 - Photographer V		29.12
13110 - Video Teleconference Technician		15.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I		16.10
14072 - Computer Programmer II		19.95
14073 - Computer Programmer III		24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.06
15020 - Aircrew Training Devices Instructor (Rated)		31.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.45
15050 - Computer Based Training Specialist / Instructor		26.06
15060 - Educational Technologist		23.25
15070 - Flight Instructor (Pilot)		37.45
15080 - Graphic Artist		20.15
15090 - Technical Instructor		16.56
15095 - Technical Instructor/Course Developer		20.26
15110 - Test Proctor		14.59
15120 - Tutor		14.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		10.69
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		11.22
16220 - Tailor		11.84
16250 - Washer, Machine		9.53
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.89
19040 - Tool And Die Maker		23.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.20
21030 - Material Coordinator		19.53
21040 - Material Expediter		19.53
21050 - Material Handling Laborer		13.18
21071 - Order Filler		12.21
21080 - Production Line Worker (Food Processing)		13.20
21110 - Shipping Packer		13.03
21130 - Shipping/Receiving Clerk		13.03
21140 - Store Worker I		9.95
21150 - Stock Clerk		13.41
21210 - Tools And Parts Attendant		13.20
21410 - Warehouse Specialist		13.20
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.81
23021 - Aircraft Mechanic I		19.70
23022 - Aircraft Mechanic II		20.81
23023 - Aircraft Mechanic III		21.93
23040 - Aircraft Mechanic Helper		15.18

23050 - Aircraft, Painter	19.60
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	17.78
23110 - Appliance Mechanic	18.57
23120 - Bicycle Repairer	10.55
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	19.30
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	22.61
23181 - Electronics Technician Maintenance I	17.36
23182 - Electronics Technician Maintenance II	19.18
23183 - Electronics Technician Maintenance III	20.35
23260 - Fabric Worker	16.28
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	15.11
23311 - Fuel Distribution System Mechanic	19.70
23312 - Fuel Distribution System Operator	15.11
23370 - General Maintenance Worker	15.41
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	17.78
23391 - Gunsmith I	15.11
23392 - Gunsmith II	17.45
23393 - Gunsmith III	19.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.29
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.00
23460 - Instrument Mechanic	19.70
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	13.18
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.84
23550 - Machinist, Maintenance	17.33
23580 - Maintenance Trades Helper	13.70
23591 - Metrology Technician I	19.70
23592 - Metrology Technician II	20.81
23593 - Metrology Technician III	21.93
23640 - Millwright	20.86
23710 - Office Appliance Repairer	18.57
23760 - Painter, Maintenance	16.91
23790 - Pipefitter, Maintenance	21.35
23810 - Plumber, Maintenance	18.96
23820 - Pneudraulic Systems Mechanic	19.70
23850 - Rigger	19.70
23870 - Scale Mechanic	17.45
23890 - Sheet-Metal Worker, Maintenance	18.71
23910 - Small Engine Mechanic	17.45
23931 - Telecommunications Mechanic I	24.80
23932 - Telecommunications Mechanic II	25.11
23950 - Telephone Lineman	19.70
23960 - Welder, Combination, Maintenance	15.85
23965 - Well Driller	19.70
23970 - Woodcraft Worker	19.70
23980 - Woodworker	15.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	9.09
24620 - Family Readiness And Support Services Coordinator	13.54

24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.13
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	20.87
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	20.87
27070 - Firefighter	19.16
27101 - Guard I	13.69
27102 - Guard II	15.31
27131 - Police Officer I	22.09
27132 - Police Officer II	24.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.42
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	17.64
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.93
29020 - Hatch Tender	17.93
29030 - Line Handler	17.93
29041 - Stevedore I	16.28
29042 - Stevedore II	19.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.61
30022 - Archeological Technician II	16.37
30023 - Archeological Technician III	20.26
30030 - Cartographic Technician	20.10
30040 - Civil Engineering Technician	20.81
30061 - Drafter/CAD Operator I	14.73
30062 - Drafter/CAD Operator II	16.47
30063 - Drafter/CAD Operator III	18.37
30064 - Drafter/CAD Operator IV	21.94
30081 - Engineering Technician I	11.83
30082 - Engineering Technician II	14.62
30083 - Engineering Technician III	16.36
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
30086 - Engineering Technician VI	29.95
30090 - Environmental Technician	20.10
30210 - Laboratory Technician	19.70
30240 - Mathematical Technician	20.10
30361 - Paralegal/Legal Assistant I	16.39
30362 - Paralegal/Legal Assistant II	20.32
30363 - Paralegal/Legal Assistant III	24.86
30364 - Paralegal/Legal Assistant IV	30.07
30390 - Photo-Optics Technician	20.10

30461 - Technical Writer I		18.77
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.76
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.81
30621 - Weather Observer, Senior	(see 2)	19.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		14.54
31043 - Driver Courier		13.75
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		12.66
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		14.94
31363 - Truckdriver, Heavy		16.01
31364 - Truckdriver, Tractor-Trailer		16.01
99000 - Miscellaneous Occupations		
99030 - Cashier		9.49
99050 - Desk Clerk		10.20
99095 - Embalmer		23.64
99251 - Laboratory Animal Caretaker I		14.39
99252 - Laboratory Animal Caretaker II		15.11
99310 - Mortician		23.64
99410 - Pest Controller		17.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.21
99711 - Recycling Specialist		14.58
99730 - Refuse Collector		11.08
99810 - Sales Clerk		11.58
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		15.86
99831 - Surveying Aide		12.05
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		14.58
99841 - Vending Machine Repairer		18.22
99842 - Vending Machine Repairer Helper		14.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2084 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.52
01012 - Accounting Clerk II		12.81
01013 - Accounting Clerk III		14.04
01020 - Administrative Assistant		18.72
01040 - Court Reporter		14.92
01051 - Data Entry Operator I		11.03
01052 - Data Entry Operator II		12.32
01060 - Dispatcher, Motor Vehicle		18.65
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		10.64
01112 - General Clerk II		11.61
01113 - General Clerk III		13.03
01120 - Housing Referral Assistant		15.89
01141 - Messenger Courier		11.40
01191 - Order Clerk I		11.32
01192 - Order Clerk II		12.35
01261 - Personnel Assistant (Employment) I		13.80
01262 - Personnel Assistant (Employment) II		15.44
01263 - Personnel Assistant (Employment) III		17.22
01270 - Production Control Clerk		19.53
01280 - Receptionist		11.54
01290 - Rental Clerk		12.33
01300 - Scheduler, Maintenance		12.74
01311 - Secretary I		12.74
01312 - Secretary II		14.92
01313 - Secretary III		15.89
01320 - Service Order Dispatcher		17.03
01410 - Supply Technician		18.72
01420 - Survey Worker		12.94
01531 - Travel Clerk I		11.73
01532 - Travel Clerk II		12.56
01533 - Travel Clerk III		13.26
01611 - Word Processor I		12.15
01612 - Word Processor II		13.64
01613 - Word Processor III		15.26
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.17
05010 - Automotive Electrician		20.69
05040 - Automotive Glass Installer		18.99
05070 - Automotive Worker		18.99
05110 - Mobile Equipment Servicer		15.65
05130 - Motor Equipment Metal Mechanic		20.69
05160 - Motor Equipment Metal Worker		18.99
05190 - Motor Vehicle Mechanic		18.88
05220 - Motor Vehicle Mechanic Helper		14.74
05250 - Motor Vehicle Upholstery Worker		18.68

05280 - Motor Vehicle Wrecker	18.99
05310 - Painter, Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	11.61
05400 - Transmission Repair Specialist	18.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	11.26
07042 - Cook II	12.87
07070 - Dishwasher	8.60
07130 - Food Service Worker	9.39
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.69
09080 - Furniture Refinisher	18.57
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer, Minor	16.20
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	11.20
11090 - Gardener	16.10
11122 - Housekeeping Aide	10.13
11150 - Janitor	11.20
11210 - Laborer, Grounds Maintenance	12.66
11240 - Maid or Houseman	8.63
11260 - Pruner	11.48
11270 - Tractor Operator	15.21
11330 - Trail Maintenance Worker	12.66
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.53
12012 - Certified Occupational Therapist Assistant	22.82
12015 - Certified Physical Therapist Assistant	19.49
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	32.70
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.75
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	15.87
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	16.04
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	9.13
12222 - Nursing Assistant II	10.26
12223 - Nursing Assistant III	11.20
12224 - Nursing Assistant IV	12.57
12235 - Optical Dispenser	13.97
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	12.57
12305 - Radiologic Technologist	25.98
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II, Specialist	28.83

12314 - Registered Nurse III		34.88
12315 - Registered Nurse III, Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		21.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.28
13012 - Exhibits Specialist II		21.40
13013 - Exhibits Specialist III		26.18
13041 - Illustrator I		17.28
13042 - Illustrator II		21.40
13043 - Illustrator III		26.18
13047 - Librarian		23.71
13050 - Library Aide/Clerk		13.76
13054 - Library Information Technology Systems Administrator		21.40
13058 - Library Technician		16.30
13061 - Media Specialist I		13.61
13062 - Media Specialist II		16.31
13063 - Media Specialist III		18.18
13071 - Photographer I		13.93
13072 - Photographer II		15.58
13073 - Photographer III		19.30
13074 - Photographer IV		23.61
13075 - Photographer V		29.12
13110 - Video Teleconference Technician		15.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I		16.10
14072 - Computer Programmer II		19.95
14073 - Computer Programmer III		24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.06
15020 - Aircrew Training Devices Instructor (Rated)		31.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.45
15050 - Computer Based Training Specialist / Instructor		26.06
15060 - Educational Technologist		23.25
15070 - Flight Instructor (Pilot)		37.45
15080 - Graphic Artist		20.15
15090 - Technical Instructor		16.56
15095 - Technical Instructor/Course Developer		20.26
15110 - Test Proctor		14.59
15120 - Tutor		14.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		10.69
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		11.22
16220 - Tailor		11.84

16250 - Washer, Machine	9.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.89
19040 - Tool And Die Maker	23.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.20
21030 - Material Coordinator	19.53
21040 - Material Expediter	19.53
21050 - Material Handling Laborer	13.18
21071 - Order Filler	12.21
21080 - Production Line Worker (Food Processing)	13.20
21110 - Shipping Packer	13.03
21130 - Shipping/Receiving Clerk	13.03
21140 - Store Worker I	9.95
21150 - Stock Clerk	13.41
21210 - Tools And Parts Attendant	13.20
21410 - Warehouse Specialist	13.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.81
23021 - Aircraft Mechanic I	19.70
23022 - Aircraft Mechanic II	20.81
23023 - Aircraft Mechanic III	21.93
23040 - Aircraft Mechanic Helper	15.18
23050 - Aircraft, Painter	19.60
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	17.78
23110 - Appliance Mechanic	18.57
23120 - Bicycle Repairer	10.55
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	19.30
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	22.61
23181 - Electronics Technician Maintenance I	17.36
23182 - Electronics Technician Maintenance II	19.18
23183 - Electronics Technician Maintenance III	20.35
23260 - Fabric Worker	16.28
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	15.11
23311 - Fuel Distribution System Mechanic	19.70
23312 - Fuel Distribution System Operator	15.11
23370 - General Maintenance Worker	15.41
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	17.78
23391 - Gunsmith I	15.11
23392 - Gunsmith II	17.45
23393 - Gunsmith III	19.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.29
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.00
23460 - Instrument Mechanic	19.70
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	13.18
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.84
23550 - Machinist, Maintenance	17.33
23580 - Maintenance Trades Helper	13.70
23591 - Metrology Technician I	19.70
23592 - Metrology Technician II	20.81
23593 - Metrology Technician III	21.93

23640 - Millwright	20.86
23710 - Office Appliance Repairer	18.57
23760 - Painter, Maintenance	16.91
23790 - Pipefitter, Maintenance	21.35
23810 - Plumber, Maintenance	18.96
23820 - Pneudraulic Systems Mechanic	19.70
23850 - Rigger	19.70
23870 - Scale Mechanic	17.45
23890 - Sheet-Metal Worker, Maintenance	18.71
23910 - Small Engine Mechanic	17.45
23931 - Telecommunications Mechanic I	24.80
23932 - Telecommunications Mechanic II	25.11
23950 - Telephone Lineman	19.70
23960 - Welder, Combination, Maintenance	15.85
23965 - Well Driller	19.70
23970 - Woodcraft Worker	19.70
23980 - Woodworker	15.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	9.09
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.13
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	20.87
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	20.87
27070 - Firefighter	19.16
27101 - Guard I	13.69
27102 - Guard II	15.31
27131 - Police Officer I	22.09
27132 - Police Officer II	24.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.42
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	17.64
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.93
29020 - Hatch Tender	17.93
29030 - Line Handler	17.93
29041 - Stevedore I	16.28
29042 - Stevedore II	19.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		14.61
30022 - Archeological Technician II		16.37
30023 - Archeological Technician III		20.26
30030 - Cartographic Technician		20.10
30040 - Civil Engineering Technician		20.81
30061 - Drafter/CAD Operator I		14.73
30062 - Drafter/CAD Operator II		16.47
30063 - Drafter/CAD Operator III		18.37
30064 - Drafter/CAD Operator IV		21.94
30081 - Engineering Technician I		11.83
30082 - Engineering Technician II		14.62
30083 - Engineering Technician III		16.36
30084 - Engineering Technician IV		20.24
30085 - Engineering Technician V		24.76
30086 - Engineering Technician VI		29.95
30090 - Environmental Technician		20.10
30210 - Laboratory Technician		19.70
30240 - Mathematical Technician		20.10
30361 - Paralegal/Legal Assistant I		16.39
30362 - Paralegal/Legal Assistant II		20.32
30363 - Paralegal/Legal Assistant III		24.86
30364 - Paralegal/Legal Assistant IV		30.07
30390 - Photo-Optics Technician		20.10
30461 - Technical Writer I		18.77
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.76
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.81
30621 - Weather Observer, Senior	(see 2)	19.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		14.54
31043 - Driver Courier		13.75
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		12.66
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		14.94
31363 - Truckdriver, Heavy		16.01
31364 - Truckdriver, Tractor-Trailer		16.01
99000 - Miscellaneous Occupations		
99030 - Cashier		9.49
99050 - Desk Clerk		10.20
99095 - Embalmer		23.64
99251 - Laboratory Animal Caretaker I		14.39
99252 - Laboratory Animal Caretaker II		15.11
99310 - Mortician		23.64
99410 - Pest Controller		17.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.21
99711 - Recycling Specialist		14.58
99730 - Refuse Collector		11.08
99810 - Sales Clerk		11.58
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		15.86
99831 - Surveying Aide		12.05
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		14.58

99841 - Vending Machine Repairer	18.22
99842 - Vending Machine Repairer Helper	14.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2087 Revision No.: 17 Date Of Last Revision: 07/25/2014

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48

01012 - Accounting Clerk II	18.48
01013 - Accounting Clerk III	20.70
01020 - Administrative Assistant	29.92
01040 - Court Reporter	18.41
01051 - Data Entry Operator I	15.62
01052 - Data Entry Operator II	17.16
01060 - Dispatcher, Motor Vehicle	18.33
01070 - Document Preparation Clerk	14.41
01090 - Duplicating Machine Operator	14.41
01111 - General Clerk I	16.86
01112 - General Clerk II	18.39
01113 - General Clerk III	20.64
01120 - Housing Referral Assistant	24.22
01141 - Messenger Courier	15.37
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.83
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	24.62
01280 - Receptionist	14.28
01290 - Rental Clerk	16.43
01300 - Scheduler, Maintenance	19.41
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	29.92
01420 - Survey Worker	18.76
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.62
01612 - Word Processor II	17.53
01613 - Word Processor III	19.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.15
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	14.28
07042 - Cook II	15.54
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.14
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.43

09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.34
11060 - Elevator Operator	12.12
11090 - Gardener	17.12
11122 - Housekeeping Aide	13.33
11150 - Janitor	14.48
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98
11270 - Tractor Operator	16.33
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.33
12011 - Breath Alcohol Technician	21.91
12012 - Certified Occupational Therapist Assistant	23.63
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	18.78
12025 - Dental Hygienist	33.86
12030 - EKG Technician	22.98
12035 - Electroneurodiagnostic Technologist	22.98
12040 - Emergency Medical Technician	19.33
12071 - Licensed Practical Nurse I	20.30
12072 - Licensed Practical Nurse II	22.71
12073 - Licensed Practical Nurse III	25.31
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	20.59
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.49
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine Technologist	34.94
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	23.64
12236 - Optical Technician	17.82
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	29.22
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II, Specialist	34.04
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III, Anesthetist	41.18
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	24.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	25.48
13013 - Exhibits Specialist III	31.18
13041 - Illustrator I	22.34
13042 - Illustrator II	27.66
13043 - Illustrator III	33.85
13047 - Librarian	28.78
13050 - Library Aide/Clerk	12.85
13054 - Library Information Technology Systems Administrator	25.98
13058 - Library Technician	17.48
13061 - Media Specialist I	18.75

13062 - Media Specialist II		20.98
13063 - Media Specialist III		23.38
13071 - Photographer I		19.17
13072 - Photographer II		22.01
13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13110 - Video Teleconference Technician		18.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.10
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.10
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13
15050 - Computer Based Training Specialist / Instructor		30.22
15060 - Educational Technologist		32.49
15070 - Flight Instructor (Pilot)		48.13
15080 - Graphic Artist		23.64
15090 - Technical Instructor		23.23
15095 - Technical Instructor/Course Developer		28.43
15110 - Test Proctor		19.69
15120 - Tutor		19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.30
16030 - Counter Attendant		10.30
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		10.30
16090 - Presser, Hand		10.30
16110 - Presser, Machine, Drycleaning		10.30
16130 - Presser, Machine, Shirts		10.30
16160 - Presser, Machine, Wearing Apparel, Laundry		10.30
16190 - Sewing Machine Operator		14.34
16220 - Tailor		15.48
16250 - Washer, Machine		11.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.78
19040 - Tool And Die Maker		25.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.36
21030 - Material Coordinator		22.51
21040 - Material Expediter		22.51
21050 - Material Handling Laborer		13.94
21071 - Order Filler		14.22
21080 - Production Line Worker (Food Processing)		16.36
21110 - Shipping Packer		15.87
21130 - Shipping/Receiving Clerk		15.87
21140 - Store Worker I		13.41
21150 - Stock Clerk		17.93
21210 - Tools And Parts Attendant		16.36
21410 - Warehouse Specialist		16.36

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.85
23021 - Aircraft Mechanic I	23.69
23022 - Aircraft Mechanic II	24.85
23023 - Aircraft Mechanic III	26.09
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	23.09
23060 - Aircraft Servicer	20.95
23080 - Aircraft Worker	21.83
23110 - Appliance Mechanic	22.98
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	30.83
23130 - Carpenter, Maintenance	23.44
23140 - Carpet Layer	22.02
23160 - Electrician, Maintenance	26.01
23181 - Electronics Technician Maintenance I	23.88
23182 - Electronics Technician Maintenance II	24.92
23183 - Electronics Technician Maintenance III	25.95
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	22.93
23310 - Fire Extinguisher Repairer	20.24
23311 - Fuel Distribution System Mechanic	28.46
23312 - Fuel Distribution System Operator	24.06
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment Mechanic	23.69
23381 - Ground Support Equipment Servicer	20.95
23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	20.24
23392 - Gunsmith II	22.02
23393 - Gunsmith III	23.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.42
23430 - Heavy Equipment Mechanic	23.04
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	23.22
23465 - Laboratory/Shelter Mechanic	22.98
23470 - Laborer	13.56
23510 - Locksmith	23.17
23530 - Machinery Maintenance Mechanic	22.27
23550 - Machinist, Maintenance	21.11
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	23.22
23592 - Metrology Technician II	24.05
23593 - Metrology Technician III	25.02
23640 - Millwright	22.49
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	22.30
23790 - Pipefitter, Maintenance	28.15
23810 - Plumber, Maintenance	26.57
23820 - Pneudraulic Systems Mechanic	23.93
23850 - Rigger	23.93
23870 - Scale Mechanic	22.02
23890 - Sheet-Metal Worker, Maintenance	25.58
23910 - Small Engine Mechanic	19.45
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	24.24
23960 - Welder, Combination, Maintenance	21.54
23965 - Well Driller	23.22
23970 - Woodcraft Worker	23.93
23980 - Woodworker	18.67

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	10.73
24620 - Family Readiness And Support Services Coordinator	20.65
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.09
25040 - Sewage Plant Operator	24.49
25070 - Stationary Engineer	27.09
25190 - Ventilation Equipment Tender	21.78
25210 - Water Treatment Plant Operator	24.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.90
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	27.33
27010 - Court Security Officer	27.33
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	27.33
27070 - Firefighter	27.14
27101 - Guard I	13.99
27102 - Guard II	19.25
27131 - Police Officer I	27.52
27132 - Police Officer II	30.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.10
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equpment Worker	11.09
28210 - Gate Attendant/Gate Tender	16.95
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	18.97
28510 - Recreation Aide/Health Facility Attendant	13.84
28515 - Recreation Specialist	20.49
28630 - Sports Official	15.10
28690 - Swimming Pool Operator	17.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.15
29020 - Hatch Tender	31.15
29030 - Line Handler	31.15
29041 - Stevedore I	29.93
29042 - Stevedore II	32.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.32
30022 - Archeological Technician II	20.49
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.37
30040 - Civil Engineering Technician	31.76
30061 - Drafter/CAD Operator I	18.32
30062 - Drafter/CAD Operator II	20.49
30063 - Drafter/CAD Operator III	22.83
30064 - Drafter/CAD Operator IV	28.11
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	20.82
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	33.14
30086 - Engineering Technician VI	38.16
30090 - Environmental Technician	21.21
30210 - Laboratory Technician	20.03

30240 - Mathematical Technician		25.37
30361 - Paralegal/Legal Assistant I		20.67
30362 - Paralegal/Legal Assistant II		25.60
30363 - Paralegal/Legal Assistant III		31.32
30364 - Paralegal/Legal Assistant IV		37.90
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		22.64
30462 - Technical Writer II		27.70
30463 - Technical Writer III		33.51
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.83
30621 - Weather Observer, Senior	(see 2)	25.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.63
31030 - Bus Driver		16.97
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.64
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		15.47
31361 - Truckdriver, Light		16.47
31362 - Truckdriver, Medium		20.26
31363 - Truckdriver, Heavy		22.21
31364 - Truckdriver, Tractor-Trailer		22.21
99000 - Miscellaneous Occupations		
99030 - Cashier		10.14
99050 - Desk Clerk		11.13
99095 - Embalmer		27.92
99251 - Laboratory Animal Caretaker I		11.25
99252 - Laboratory Animal Caretaker II		11.83
99310 - Mortician		37.63
99410 - Pest Controller		15.45
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		17.51
99711 - Recycling Specialist		19.23
99730 - Refuse Collector		15.76
99810 - Sales Clerk		16.37
99820 - School Crossing Guard		13.95
99830 - Survey Party Chief		22.39
99831 - Surveying Aide		12.35
99832 - Surveying Technician		20.35
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		16.49
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2088
Revision No.: 18
Date Of Last Revision: 07/25/2014

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		29.92
01040 - Court Reporter		18.41
01051 - Data Entry Operator I		15.62
01052 - Data Entry Operator II		17.16
01060 - Dispatcher, Motor Vehicle		18.33
01070 - Document Preparation Clerk		14.41
01090 - Duplicating Machine Operator		14.41
01111 - General Clerk I		16.86
01112 - General Clerk II		18.39
01113 - General Clerk III		20.64
01120 - Housing Referral Assistant		24.22
01141 - Messenger Courier		15.37
01191 - Order Clerk I		15.42
01192 - Order Clerk II		16.83
01261 - Personnel Assistant (Employment) I		17.77

01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	24.62
01280 - Receptionist	14.28
01290 - Rental Clerk	16.43
01300 - Scheduler, Maintenance	19.41
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	29.92
01420 - Survey Worker	18.76
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.62
01612 - Word Processor II	17.53
01613 - Word Processor III	19.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.15
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	14.28
07042 - Cook II	15.54
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.14
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.43
09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.34
11060 - Elevator Operator	12.12
11090 - Gardener	17.12
11122 - Housekeeping Aide	13.33
11150 - Janitor	14.48
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98
11270 - Tractor Operator	16.33
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.33

12011 - Breath Alcohol Technician		21.91
12012 - Certified Occupational Therapist Assistant		23.63
12015 - Certified Physical Therapist Assistant		25.26
12020 - Dental Assistant		18.78
12025 - Dental Hygienist		33.86
12030 - EKG Technician		22.98
12035 - Electroneurodiagnostic Technologist		22.98
12040 - Emergency Medical Technician		19.33
12071 - Licensed Practical Nurse I		20.30
12072 - Licensed Practical Nurse II		22.71
12073 - Licensed Practical Nurse III		25.31
12100 - Medical Assistant		16.12
12130 - Medical Laboratory Technician		20.59
12160 - Medical Record Clerk		17.44
12190 - Medical Record Technician		19.49
12195 - Medical Transcriptionist		16.91
12210 - Nuclear Medicine Technologist		34.94
12221 - Nursing Assistant I		12.00
12222 - Nursing Assistant II		13.50
12223 - Nursing Assistant III		14.73
12224 - Nursing Assistant IV		16.53
12235 - Optical Dispenser		23.64
12236 - Optical Technician		17.82
12250 - Pharmacy Technician		15.93
12280 - Phlebotomist		16.53
12305 - Radiologic Technologist		29.22
12311 - Registered Nurse I		27.82
12312 - Registered Nurse II		34.04
12313 - Registered Nurse II, Specialist		34.04
12314 - Registered Nurse III		41.18
12315 - Registered Nurse III, Anesthetist		41.18
12316 - Registered Nurse IV		49.36
12317 - Scheduler (Drug and Alcohol Testing)		24.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		25.48
13013 - Exhibits Specialist III		31.18
13041 - Illustrator I		22.34
13042 - Illustrator II		27.66
13043 - Illustrator III		33.85
13047 - Librarian		28.78
13050 - Library Aide/Clerk		12.85
13054 - Library Information Technology Systems Administrator		25.98
13058 - Library Technician		17.48
13061 - Media Specialist I		18.75
13062 - Media Specialist II		20.98
13063 - Media Specialist III		23.38
13071 - Photographer I		19.17
13072 - Photographer II		22.01
13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13110 - Video Teleconference Technician		18.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.10
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.10
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13
15050 - Computer Based Training Specialist / Instructor		30.22
15060 - Educational Technologist		32.49
15070 - Flight Instructor (Pilot)		48.13
15080 - Graphic Artist		23.64
15090 - Technical Instructor		23.23
15095 - Technical Instructor/Course Developer		28.43
15110 - Test Proctor		19.69
15120 - Tutor		19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.30
16030 - Counter Attendant		10.30
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		10.30
16090 - Presser, Hand		10.30
16110 - Presser, Machine, Drycleaning		10.30
16130 - Presser, Machine, Shirts		10.30
16160 - Presser, Machine, Wearing Apparel, Laundry		10.30
16190 - Sewing Machine Operator		14.34
16220 - Tailor		15.48
16250 - Washer, Machine		11.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.78
19040 - Tool And Die Maker		25.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.36
21030 - Material Coordinator		22.51
21040 - Material Expediter		22.51
21050 - Material Handling Laborer		13.94
21071 - Order Filler		14.22
21080 - Production Line Worker (Food Processing)		16.36
21110 - Shipping Packer		15.87
21130 - Shipping/Receiving Clerk		15.87
21140 - Store Worker I		13.41
21150 - Stock Clerk		17.93
21210 - Tools And Parts Attendant		16.36
21410 - Warehouse Specialist		16.36
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.85
23021 - Aircraft Mechanic I		23.69
23022 - Aircraft Mechanic II		24.85
23023 - Aircraft Mechanic III		26.09
23040 - Aircraft Mechanic Helper		19.11
23050 - Aircraft, Painter		23.09
23060 - Aircraft Servicer		20.95
23080 - Aircraft Worker		21.83
23110 - Appliance Mechanic		22.98
23120 - Bicycle Repairer		15.68
23125 - Cable Splicer		30.83
23130 - Carpenter, Maintenance		23.44
23140 - Carpet Layer		22.02
23160 - Electrician, Maintenance		26.01
23181 - Electronics Technician Maintenance I		23.88
23182 - Electronics Technician Maintenance II		24.92

23183 - Electronics Technician Maintenance III	25.95
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	22.93
23310 - Fire Extinguisher Repairer	20.24
23311 - Fuel Distribution System Mechanic	28.46
23312 - Fuel Distribution System Operator	24.06
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment Mechanic	23.69
23381 - Ground Support Equipment Servicer	20.95
23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	20.24
23392 - Gunsmith II	22.02
23393 - Gunsmith III	23.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.42
23430 - Heavy Equipment Mechanic	23.04
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	23.22
23465 - Laboratory/Shelter Mechanic	22.98
23470 - Laborer	13.56
23510 - Locksmith	23.17
23530 - Machinery Maintenance Mechanic	22.27
23550 - Machinist, Maintenance	21.11
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	23.22
23592 - Metrology Technician II	24.05
23593 - Metrology Technician III	25.02
23640 - Millwright	22.49
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	22.30
23790 - Pipefitter, Maintenance	28.15
23810 - Plumber, Maintenance	26.57
23820 - Pneudraulic Systems Mechanic	23.93
23850 - Rigger	23.93
23870 - Scale Mechanic	22.02
23890 - Sheet-Metal Worker, Maintenance	25.58
23910 - Small Engine Mechanic	19.45
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	24.24
23960 - Welder, Combination, Maintenance	21.54
23965 - Well Driller	23.22
23970 - Woodcraft Worker	23.93
23980 - Woodworker	18.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	10.73
24620 - Family Readiness And Support Services Coordinator	20.65
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.09
25040 - Sewage Plant Operator	24.49
25070 - Stationary Engineer	27.09
25190 - Ventilation Equipment Tender	21.78
25210 - Water Treatment Plant Operator	24.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.90
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	27.33

27010 - Court Security Officer		27.33
27030 - Detection Dog Handler		19.25
27040 - Detention Officer		27.33
27070 - Firefighter		27.14
27101 - Guard I		13.99
27102 - Guard II		19.25
27131 - Police Officer I		27.52
27132 - Police Officer II		30.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.10
28042 - Carnival Equipment Repairer		13.74
28043 - Carnival Equpment Worker		11.09
28210 - Gate Attendant/Gate Tender		16.95
28310 - Lifeguard		15.10
28350 - Park Attendant (Aide)		18.97
28510 - Recreation Aide/Health Facility Attendant		13.84
28515 - Recreation Specialist		20.49
28630 - Sports Official		15.10
28690 - Swimming Pool Operator		17.45
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.15
29020 - Hatch Tender		31.15
29030 - Line Handler		31.15
29041 - Stevedore I		29.93
29042 - Stevedore II		32.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.94
30021 - Archeological Technician I		18.32
30022 - Archeological Technician II		20.49
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.37
30040 - Civil Engineering Technician		31.76
30061 - Drafter/CAD Operator I		18.32
30062 - Drafter/CAD Operator II		20.49
30063 - Drafter/CAD Operator III		22.83
30064 - Drafter/CAD Operator IV		28.11
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		20.82
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		33.14
30086 - Engineering Technician VI		38.16
30090 - Environmental Technician		21.21
30210 - Laboratory Technician		20.03
30240 - Mathematical Technician		25.37
30361 - Paralegal/Legal Assistant I		20.67
30362 - Paralegal/Legal Assistant II		25.60
30363 - Paralegal/Legal Assistant III		31.32
30364 - Paralegal/Legal Assistant IV		37.90
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		22.64
30462 - Technical Writer II		27.70
30463 - Technical Writer III		33.51
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.83
30621 - Weather Observer, Senior	(see 2)	25.37

31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	(see 2)	11.63
31030 - Bus Driver		16.97
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.64
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		15.47
31361 - Truckdriver, Light		16.47
31362 - Truckdriver, Medium		20.26
31363 - Truckdriver, Heavy		22.21
31364 - Truckdriver, Tractor-Trailer		22.21
99000 - Miscellaneous Occupations		
99030 - Cashier		10.14
99050 - Desk Clerk		11.13
99095 - Embalmer		27.92
99251 - Laboratory Animal Caretaker I		11.25
99252 - Laboratory Animal Caretaker II		11.83
99310 - Mortician		37.63
99410 - Pest Controller		15.45
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		17.51
99711 - Recycling Specialist		19.23
99730 - Refuse Collector		15.76
99810 - Sales Clerk		16.37
99820 - School Crossing Guard		13.95
99830 - Survey Party Chief		22.39
99831 - Surveying Aide		12.35
99832 - Surveying Technician		20.35
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		16.49
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2089 Revision No.: 20 Date Of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven is listed on WD 2005-3027

New London County, Colchester Town ONLY is covered on 2005-2087, the rest of New London County - see WD 2005-3023

Hartford Metropolitan Statistical Area is listed on WD 200-2087

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		24.37
01040 - Court Reporter		19.67
01051 - Data Entry Operator I		13.79
01052 - Data Entry Operator II		15.05
01060 - Dispatcher, Motor Vehicle		19.65
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.69
01112 - General Clerk II		14.90
01113 - General Clerk III		17.00
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		14.44
01191 - Order Clerk I		15.25
01192 - Order Clerk II		18.40
01261 - Personnel Assistant (Employment) I		18.32
01262 - Personnel Assistant (Employment) II		20.49
01263 - Personnel Assistant (Employment) III		22.85
01270 - Production Control Clerk		22.72
01280 - Receptionist		14.59
01290 - Rental Clerk		15.52
01300 - Scheduler, Maintenance		17.58
01311 - Secretary I		17.58
01312 - Secretary II		19.67
01313 - Secretary III		22.21
01320 - Service Order Dispatcher		19.27
01410 - Supply Technician		24.37
01420 - Survey Worker		16.83
01531 - Travel Clerk I		13.24
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.70
01611 - Word Processor I		15.17
01612 - Word Processor II		17.03
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.50
05010 - Automotive Electrician		22.65
05040 - Automotive Glass Installer		21.90
05070 - Automotive Worker		21.90
05110 - Mobile Equipment Servicer		20.56
05130 - Motor Equipment Metal Mechanic		23.27
05160 - Motor Equipment Metal Worker		21.90
05190 - Motor Vehicle Mechanic		21.30
05220 - Motor Vehicle Mechanic Helper		19.81
05250 - Motor Vehicle Upholstery Worker		21.27

05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.46
07041 - Cook I	14.87
07042 - Cook II	16.18
07070 - Dishwasher	11.24
07130 - Food Service Worker	11.08
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	12.48
11090 - Gardener	16.24
11122 - Housekeeping Aide	13.48
11150 - Janitor	13.48
11210 - Laborer, Grounds Maintenance	14.36
11240 - Maid or Houseman	11.27
11260 - Pruner	13.81
11270 - Tractor Operator	15.96
11330 - Trail Maintenance Worker	14.36
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.06
12011 - Breath Alcohol Technician	19.92
12012 - Certified Occupational Therapist Assistant	26.56
12015 - Certified Physical Therapist Assistant	26.08
12020 - Dental Assistant	19.37
12025 - Dental Hygienist	36.73
12030 - EKG Technician	28.97
12035 - Electroneurodiagnostic Technologist	28.97
12040 - Emergency Medical Technician	18.06
12071 - Licensed Practical Nurse I	20.31
12072 - Licensed Practical Nurse II	22.72
12073 - Licensed Practical Nurse III	25.34
12100 - Medical Assistant	16.19
12130 - Medical Laboratory Technician	20.68
12160 - Medical Record Clerk	15.58
12190 - Medical Record Technician	17.43
12195 - Medical Transcriptionist	18.03
12210 - Nuclear Medicine Technologist	36.94
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	18.90
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	16.78
12305 - Radiologic Technologist	28.97
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14

12314 - Registered Nurse III		41.30
12315 - Registered Nurse III, Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		22.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.08
13050 - Library Aide/Clerk		12.46
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		16.83
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.29
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		28.35
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		25.72
15090 - Technical Instructor		24.06
15095 - Technical Instructor/Course Developer		29.43
15110 - Test Proctor		19.42
15120 - Tutor		19.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.08
16030 - Counter Attendant		10.08
16040 - Dry Cleaner		12.86
16070 - Finisher, Flatwork, Machine		10.08
16090 - Presser, Hand		10.08
16110 - Presser, Machine, Drycleaning		10.08
16130 - Presser, Machine, Shirts		10.08
16160 - Presser, Machine, Wearing Apparel, Laundry		10.08
16190 - Sewing Machine Operator		14.04
16220 - Tailor		15.16

16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.52
19040 - Tool And Die Maker	27.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	14.91
21130 - Shipping/Receiving Clerk	14.88
21140 - Store Worker I	13.41
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.88
23040 - Aircraft Mechanic Helper	22.29
23050 - Aircraft, Painter	26.63
23060 - Aircraft Servicer	24.52
23080 - Aircraft Worker	25.42
23110 - Appliance Mechanic	22.77
23120 - Bicycle Repairer	17.72
23125 - Cable Splicer	33.67
23130 - Carpenter, Maintenance	23.91
23140 - Carpet Layer	22.30
23160 - Electrician, Maintenance	25.70
23181 - Electronics Technician Maintenance I	24.69
23182 - Electronics Technician Maintenance II	25.76
23183 - Electronics Technician Maintenance III	26.83
23260 - Fabric Worker	21.97
23290 - Fire Alarm System Mechanic	23.54
23310 - Fire Extinguisher Repairer	21.02
23311 - Fuel Distribution System Mechanic	28.54
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	24.52
23382 - Ground Support Equipment Worker	25.42
23391 - Gunsmith I	21.02
23392 - Gunsmith II	22.87
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.87
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.79
23430 - Heavy Equipment Mechanic	24.80
23440 - Heavy Equipment Operator	26.55
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.86
23470 - Laborer	13.39
23510 - Locksmith	24.62
23530 - Machinery Maintenance Mechanic	23.34
23550 - Machinist, Maintenance	22.84
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.73
23593 - Metrology Technician III	26.78

23640 - Millwright	24.78
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	21.76
23790 - Pipefitter, Maintenance	27.74
23810 - Plumber, Maintenance	26.32
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	22.10
23870 - Scale Mechanic	22.87
23890 - Sheet-Metal Worker, Maintenance	22.72
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	25.52
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	23.52
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	10.35
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	23.91
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	20.87
25210 - Water Treatment Plant Operator	23.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.66
27007 - Baggage Inspector	13.83
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.05
27101 - Guard I	13.83
27102 - Guard II	19.88
27131 - Police Officer I	29.08
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.15
28042 - Carnival Equipment Repairer	11.76
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	15.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.78
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	20.80
28630 - Sports Official	13.37
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	25.32
29042 - Stevedore II	28.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		18.49
30022 - Archeological Technician II		21.33
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		27.35
30061 - Drafter/CAD Operator I		18.49
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.43
30064 - Drafter/CAD Operator IV		28.84
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.91
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		25.74
30085 - Engineering Technician V		30.54
30086 - Engineering Technician VI		36.92
30090 - Environmental Technician		24.81
30210 - Laboratory Technician		21.41
30240 - Mathematical Technician		26.66
30361 - Paralegal/Legal Assistant I		19.36
30362 - Paralegal/Legal Assistant II		23.99
30363 - Paralegal/Legal Assistant III		29.35
30364 - Paralegal/Legal Assistant IV		35.50
30390 - Photo-Optics Technician		26.66
30461 - Technical Writer I		22.99
30462 - Technical Writer II		28.13
30463 - Technical Writer III		34.04
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.43
30621 - Weather Observer, Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.39
31030 - Bus Driver		17.95
31043 - Driver Courier		14.89
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		14.53
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		19.84
31363 - Truckdriver, Heavy		21.05
31364 - Truckdriver, Tractor-Trailer		21.05
99000 - Miscellaneous Occupations		
99030 - Cashier		10.95
99050 - Desk Clerk		13.41
99095 - Embalmer		26.70
99251 - Laboratory Animal Caretaker I		13.19
99252 - Laboratory Animal Caretaker II		13.87
99310 - Mortician		32.85
99410 - Pest Controller		16.40
99510 - Photofinishing Worker		13.24
99710 - Recycling Laborer		17.60
99711 - Recycling Specialist		19.37
99730 - Refuse Collector		16.41
99810 - Sales Clerk		13.39
99820 - School Crossing Guard		13.24
99830 - Survey Party Chief		26.30
99831 - Surveying Aide		16.46
99832 - Surveying Technician		19.91
99840 - Vending Machine Attendant		14.74

99841 - Vending Machine Repairer	16.80
99842 - Vending Machine Repairer Helper	14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2090 Revision No.: 19 Date Of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven County is liisted on WD 2005-3028

New London County , Colchester Town ONLY is covered on WD 2005-2088. The rest of New London County - see WD 2005-3024

Hartford Metropolitan Statistical Area is listed on WD 2005-2088

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		24.37
01040 - Court Reporter		19.67
01051 - Data Entry Operator I		13.79
01052 - Data Entry Operator II		15.05
01060 - Dispatcher, Motor Vehicle		19.65
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.69
01112 - General Clerk II		14.90
01113 - General Clerk III		17.00
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		14.44
01191 - Order Clerk I		15.25

01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	22.72
01280 - Receptionist	14.59
01290 - Rental Clerk	15.52
01300 - Scheduler, Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	24.37
01420 - Survey Worker	16.83
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	15.17
01612 - Word Processor II	17.03
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.50
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.46
07041 - Cook I	14.87
07042 - Cook II	16.18
07070 - Dishwasher	11.24
07130 - Food Service Worker	11.08
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	12.48
11090 - Gardener	16.24
11122 - Housekeeping Aide	13.48
11150 - Janitor	13.48
11210 - Laborer, Grounds Maintenance	14.36
11240 - Maid or Houseman	11.27
11260 - Pruner	13.81
11270 - Tractor Operator	15.96
11330 - Trail Maintenance Worker	14.36
11360 - Window Cleaner	14.98

12000 - Health Occupations		
12010 - Ambulance Driver		18.06
12011 - Breath Alcohol Technician		19.92
12012 - Certified Occupational Therapist Assistant		26.56
12015 - Certified Physical Therapist Assistant		26.08
12020 - Dental Assistant		19.37
12025 - Dental Hygienist		36.73
12030 - EKG Technician		28.97
12035 - Electroneurodiagnostic Technologist		28.97
12040 - Emergency Medical Technician		18.06
12071 - Licensed Practical Nurse I		20.31
12072 - Licensed Practical Nurse II		22.72
12073 - Licensed Practical Nurse III		25.34
12100 - Medical Assistant		16.19
12130 - Medical Laboratory Technician		20.68
12160 - Medical Record Clerk		15.58
12190 - Medical Record Technician		17.43
12195 - Medical Transcriptionist		18.03
12210 - Nuclear Medicine Technologist		36.94
12221 - Nursing Assistant I		12.30
12222 - Nursing Assistant II		14.36
12223 - Nursing Assistant III		15.67
12224 - Nursing Assistant IV		16.78
12235 - Optical Dispenser		24.10
12236 - Optical Technician		18.90
12250 - Pharmacy Technician		15.11
12280 - Phlebotomist		16.78
12305 - Radiologic Technologist		28.97
12311 - Registered Nurse I		27.91
12312 - Registered Nurse II		34.14
12313 - Registered Nurse II, Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III, Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		22.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.08
13050 - Library Aide/Clerk		12.46
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		16.83
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15

14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.29
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		28.35
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		25.72
15090 - Technical Instructor		24.06
15095 - Technical Instructor/Course Developer		29.43
15110 - Test Proctor		19.42
15120 - Tutor		19.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.08
16030 - Counter Attendant		10.08
16040 - Dry Cleaner		12.86
16070 - Finisher, Flatwork, Machine		10.08
16090 - Presser, Hand		10.08
16110 - Presser, Machine, Drycleaning		10.08
16130 - Presser, Machine, Shirts		10.08
16160 - Presser, Machine, Wearing Apparel, Laundry		10.08
16190 - Sewing Machine Operator		14.04
16220 - Tailor		15.16
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.52
19040 - Tool And Die Maker		27.47
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.46
21030 - Material Coordinator		22.72
21040 - Material Expediter		22.72
21050 - Material Handling Laborer		15.84
21071 - Order Filler		14.33
21080 - Production Line Worker (Food Processing)		18.46
21110 - Shipping Packer		14.91
21130 - Shipping/Receiving Clerk		14.88
21140 - Store Worker I		13.41
21150 - Stock Clerk		17.93
21210 - Tools And Parts Attendant		18.46
21410 - Warehouse Specialist		18.46
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.72
23021 - Aircraft Mechanic I		27.73
23022 - Aircraft Mechanic II		28.72
23023 - Aircraft Mechanic III		29.88
23040 - Aircraft Mechanic Helper		22.29
23050 - Aircraft, Painter		26.63
23060 - Aircraft Servicer		24.52
23080 - Aircraft Worker		25.42
23110 - Appliance Mechanic		22.77
23120 - Bicycle Repairer		17.72
23125 - Cable Splicer		33.67
23130 - Carpenter, Maintenance		23.91
23140 - Carpet Layer		22.30
23160 - Electrician, Maintenance		25.70

23181 - Electronics Technician Maintenance I	24.69
23182 - Electronics Technician Maintenance II	25.76
23183 - Electronics Technician Maintenance III	26.83
23260 - Fabric Worker	21.97
23290 - Fire Alarm System Mechanic	23.54
23310 - Fire Extinguisher Repairer	21.02
23311 - Fuel Distribution System Mechanic	28.54
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	24.52
23382 - Ground Support Equipment Worker	25.42
23391 - Gunsmith I	21.02
23392 - Gunsmith II	22.87
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.87
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.79
23430 - Heavy Equipment Mechanic	24.80
23440 - Heavy Equipment Operator	26.55
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.86
23470 - Laborer	13.39
23510 - Locksmith	24.62
23530 - Machinery Maintenance Mechanic	23.34
23550 - Machinist, Maintenance	22.84
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.73
23593 - Metrology Technician III	26.78
23640 - Millwright	24.78
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	21.76
23790 - Pipefitter, Maintenance	27.74
23810 - Plumber, Maintenance	26.32
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	22.10
23870 - Scale Mechanic	22.87
23890 - Sheet-Metal Worker, Maintenance	22.72
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	25.52
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	23.52
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	10.35
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	23.91
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	20.87
25210 - Water Treatment Plant Operator	23.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.66

27007 - Baggage Inspector			13.83
27008 - Corrections Officer			27.19
27010 - Court Security Officer			27.19
27030 - Detection Dog Handler			19.88
27040 - Detention Officer			27.19
27070 - Firefighter			27.05
27101 - Guard I			13.83
27102 - Guard II			19.88
27131 - Police Officer I			29.08
27132 - Police Officer II			32.31
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			11.15
28042 - Carnival Equipment Repairer			11.76
28043 - Carnival Equpment Worker			10.96
28210 - Gate Attendant/Gate Tender			15.00
28310 - Lifeguard			12.47
28350 - Park Attendant (Aide)			16.78
28510 - Recreation Aide/Health Facility Attendant			12.25
28515 - Recreation Specialist			20.80
28630 - Sports Official			13.37
28690 - Swimming Pool Operator			17.71
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			26.35
29020 - Hatch Tender			26.35
29030 - Line Handler			26.35
29041 - Stevedore I			25.32
29042 - Stevedore II			28.29
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)		27.16
30021 - Archeological Technician I			18.49
30022 - Archeological Technician II			21.33
30023 - Archeological Technician III			26.41
30030 - Cartographic Technician			26.66
30040 - Civil Engineering Technician			27.35
30061 - Drafter/CAD Operator I			18.49
30062 - Drafter/CAD Operator II			21.95
30063 - Drafter/CAD Operator III			23.43
30064 - Drafter/CAD Operator IV			28.84
30081 - Engineering Technician I			16.86
30082 - Engineering Technician II			18.91
30083 - Engineering Technician III			21.96
30084 - Engineering Technician IV			25.74
30085 - Engineering Technician V			30.54
30086 - Engineering Technician VI			36.92
30090 - Environmental Technician			24.81
30210 - Laboratory Technician			21.41
30240 - Mathematical Technician			26.66
30361 - Paralegal/Legal Assistant I			19.36
30362 - Paralegal/Legal Assistant II			23.99
30363 - Paralegal/Legal Assistant III			29.35
30364 - Paralegal/Legal Assistant IV			35.50
30390 - Photo-Optics Technician			26.66
30461 - Technical Writer I			22.99
30462 - Technical Writer II			28.13
30463 - Technical Writer III			34.04
30491 - Unexploded Ordnance (UXO) Technician I			22.74
30492 - Unexploded Ordnance (UXO) Technician II			27.51
30493 - Unexploded Ordnance (UXO) Technician III			32.97
30494 - Unexploded (UXO) Safety Escort			22.74
30495 - Unexploded (UXO) Sweep Personnel			22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)		23.43

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.39
31030 - Bus Driver		17.95
31043 - Driver Courier		14.89
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		14.53
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		19.84
31363 - Truckdriver, Heavy		21.05
31364 - Truckdriver, Tractor-Trailer		21.05
99000 - Miscellaneous Occupations		
99030 - Cashier		10.95
99050 - Desk Clerk		13.41
99095 - Embalmer		26.70
99251 - Laboratory Animal Caretaker I		13.19
99252 - Laboratory Animal Caretaker II		13.87
99310 - Mortician		32.85
99410 - Pest Controller		16.40
99510 - Photofinishing Worker		13.24
99710 - Recycling Laborer		17.60
99711 - Recycling Specialist		19.37
99730 - Refuse Collector		16.41
99810 - Sales Clerk		13.39
99820 - School Crossing Guard		13.24
99830 - Survey Party Chief		26.30
99831 - Surveying Aide		16.46
99832 - Surveying Technician		19.91
99840 - Vending Machine Attendant		14.74
99841 - Vending Machine Repairer		16.80
99842 - Vending Machine Repairer Helper		14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2095 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.23
01013 - Accounting Clerk III		15.92
01020 - Administrative Assistant		19.76
01040 - Court Reporter		17.82
01051 - Data Entry Operator I		11.57
01052 - Data Entry Operator II		12.63
01060 - Dispatcher, Motor Vehicle		17.73
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.92
01112 - General Clerk II		13.01
01113 - General Clerk III		14.60
01120 - Housing Referral Assistant		19.16
01141 - Messenger Courier		12.13
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.09
01261 - Personnel Assistant (Employment) I		14.62
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		19.75
01280 - Receptionist		11.91
01290 - Rental Clerk		10.56
01300 - Scheduler, Maintenance		15.36
01311 - Secretary I		15.36
01312 - Secretary II		17.18
01313 - Secretary III		19.16
01320 - Service Order Dispatcher		17.66
01410 - Supply Technician		19.76
01420 - Survey Worker		13.80
01531 - Travel Clerk I		12.38
01532 - Travel Clerk II		13.31
01533 - Travel Clerk III		14.18
01611 - Word Processor I		13.55
01612 - Word Processor II		15.21
01613 - Word Processor III		17.01
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.51
05010 - Automotive Electrician		17.74
05040 - Automotive Glass Installer		15.50
05070 - Automotive Worker		17.04
05110 - Mobile Equipment Servicer		14.14
05130 - Motor Equipment Metal Mechanic		18.52
05160 - Motor Equipment Metal Worker		17.04
05190 - Motor Vehicle Mechanic		18.52
05220 - Motor Vehicle Mechanic Helper		13.46
05250 - Motor Vehicle Upholstery Worker		16.26
05280 - Motor Vehicle Wrecker		17.04
05310 - Painter, Automotive		17.85
05340 - Radiator Repair Specialist		17.04

05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	10.66
07042 - Cook II	12.03
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.28
07210 - Meat Cutter	16.74
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.35
09040 - Furniture Handler	11.10
09080 - Furniture Refinisher	14.39
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.18
09130 - Upholsterer	14.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	10.34
11090 - Gardener	13.20
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.14
11260 - Pruner	10.45
11270 - Tractor Operator	12.76
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.03
12011 - Breath Alcohol Technician	19.22
12012 - Certified Occupational Therapist Assistant	23.74
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	31.70
12030 - EKG Technician	23.24
12035 - Electroneurodiagnostic Technologist	23.24
12040 - Emergency Medical Technician	15.35
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	21.44
12100 - Medical Assistant	13.88
12130 - Medical Laboratory Technician	19.82
12160 - Medical Record Clerk	14.45
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	14.29
12210 - Nuclear Medicine Technologist	35.52
12221 - Nursing Assistant I	10.12
12222 - Nursing Assistant II	11.37
12223 - Nursing Assistant III	12.41
12224 - Nursing Assistant IV	13.93
12235 - Optical Dispenser	15.28
12236 - Optical Technician	16.89
12250 - Pharmacy Technician	13.95
12280 - Phlebotomist	13.93
12305 - Radiologic Technologist	28.03
12311 - Registered Nurse I	21.31
12312 - Registered Nurse II	26.10
12313 - Registered Nurse II, Specialist	26.10
12314 - Registered Nurse III	31.57
12315 - Registered Nurse III, Anesthetist	31.57
12316 - Registered Nurse IV	37.80

12317 - Scheduler (Drug and Alcohol Testing)		23.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.18
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.08
13041 - Illustrator I		19.18
13042 - Illustrator II		23.67
13043 - Illustrator III		26.46
13047 - Librarian		23.40
13050 - Library Aide/Clerk		10.76
13054 - Library Information Technology Systems Administrator		21.13
13058 - Library Technician		13.78
13061 - Media Specialist I		14.66
13062 - Media Specialist II		16.65
13063 - Media Specialist III		18.58
13071 - Photographer I		13.31
13072 - Photographer II		15.40
13073 - Photographer III		17.55
13074 - Photographer IV		21.57
13075 - Photographer V		25.31
13110 - Video Teleconference Technician		16.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.68
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	22.91
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.46
15020 - Aircrew Training Devices Instructor (Rated)		29.60
15030 - Air Crew Training Devices Instructor (Pilot)		32.57
15050 - Computer Based Training Specialist / Instructor		24.46
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		32.57
15080 - Graphic Artist		21.18
15090 - Technical Instructor		20.31
15095 - Technical Instructor/Course Developer		24.85
15110 - Test Proctor		16.39
15120 - Tutor		16.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		10.87
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.65
16220 - Tailor		12.46
16250 - Washer, Machine		9.42
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.09

19040 - Tool And Die Maker	23.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.95
21030 - Material Coordinator	19.75
21040 - Material Expediter	19.75
21050 - Material Handling Laborer	11.46
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	13.95
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	12.69
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	13.95
21410 - Warehouse Specialist	13.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.41
23021 - Aircraft Mechanic I	21.37
23022 - Aircraft Mechanic II	22.41
23023 - Aircraft Mechanic III	23.34
23040 - Aircraft Mechanic Helper	17.00
23050 - Aircraft, Painter	20.38
23060 - Aircraft Servicer	18.77
23080 - Aircraft Worker	19.20
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	26.30
23130 - Carpenter, Maintenance	18.39
23140 - Carpet Layer	17.30
23160 - Electrician, Maintenance	21.03
23181 - Electronics Technician Maintenance I	20.27
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.56
23310 - Fire Extinguisher Repairer	15.77
23311 - Fuel Distribution System Mechanic	19.55
23312 - Fuel Distribution System Operator	15.90
23370 - General Maintenance Worker	15.25
23380 - Ground Support Equipment Mechanic	21.37
23381 - Ground Support Equipment Servicer	18.77
23382 - Ground Support Equipment Worker	19.20
23391 - Gunsmith I	15.77
23392 - Gunsmith II	17.57
23393 - Gunsmith III	19.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.50
23430 - Heavy Equipment Mechanic	19.33
23440 - Heavy Equipment Operator	17.56
23460 - Instrument Mechanic	19.56
23465 - Laboratory/Shelter Mechanic	18.52
23470 - Laborer	11.46
23510 - Locksmith	18.52
23530 - Machinery Maintenance Mechanic	18.81
23550 - Machinist, Maintenance	20.61
23580 - Maintenance Trades Helper	11.97
23591 - Metrology Technician I	19.56
23592 - Metrology Technician II	20.51
23593 - Metrology Technician III	21.37
23640 - Millwright	19.56
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	15.76

23790 - Pipefitter, Maintenance	20.17
23810 - Plumber, Maintenance	19.68
23820 - Pneudraulic Systems Mechanic	19.56
23850 - Rigger	19.70
23870 - Scale Mechanic	17.57
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.39
23931 - Telecommunications Mechanic I	22.78
23932 - Telecommunications Mechanic II	23.71
23950 - Telephone Lineman	25.09
23960 - Welder, Combination, Maintenance	16.28
23965 - Well Driller	19.56
23970 - Woodcraft Worker	19.56
23980 - Woodworker	15.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.18
24580 - Child Care Center Clerk	12.70
24610 - Chore Aide	9.94
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	14.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.31
25040 - Sewage Plant Operator	16.72
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	14.76
25210 - Water Treatment Plant Operator	16.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.73
27007 - Baggage Inspector	13.43
27008 - Corrections Officer	17.14
27010 - Court Security Officer	16.99
27030 - Detection Dog Handler	15.02
27040 - Detention Officer	17.14
27070 - Firefighter	17.37
27101 - Guard I	13.43
27102 - Guard II	15.02
27131 - Police Officer I	18.75
27132 - Police Officer II	20.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.29
28042 - Carnival Equipment Repairer	8.86
28043 - Carnival Equpment Worker	9.64
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	15.59
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	13.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.78
29020 - Hatch Tender	16.78
29030 - Line Handler	16.78
29041 - Stevedore I	14.70
29042 - Stevedore II	17.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.93
30022 - Archeological Technician II	17.82
30023 - Archeological Technician III	22.09

30030 - Cartographic Technician		22.09
30040 - Civil Engineering Technician		20.90
30061 - Drafter/CAD Operator I		15.93
30062 - Drafter/CAD Operator II		17.82
30063 - Drafter/CAD Operator III		19.88
30064 - Drafter/CAD Operator IV		24.45
30081 - Engineering Technician I		12.86
30082 - Engineering Technician II		14.81
30083 - Engineering Technician III		16.56
30084 - Engineering Technician IV		20.52
30085 - Engineering Technician V		25.10
30086 - Engineering Technician VI		29.59
30090 - Environmental Technician		22.09
30210 - Laboratory Technician		18.13
30240 - Mathematical Technician		22.09
30361 - Paralegal/Legal Assistant I		16.01
30362 - Paralegal/Legal Assistant II		19.83
30363 - Paralegal/Legal Assistant III		24.27
30364 - Paralegal/Legal Assistant IV		29.36
30390 - Photo-Optics Technician		22.09
30461 - Technical Writer I		18.84
30462 - Technical Writer II		23.02
30463 - Technical Writer III		27.86
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.88
30621 - Weather Observer, Senior	(see 2)	21.99
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.00
31030 - Bus Driver		15.03
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		10.00
31290 - Shuttle Bus Driver		14.07
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.07
31362 - Truckdriver, Medium		14.60
31363 - Truckdriver, Heavy		16.54
31364 - Truckdriver, Tractor-Trailer		16.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.77
99050 - Desk Clerk		9.68
99095 - Embalmer		25.07
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.13
99310 - Mortician		27.58
99410 - Pest Controller		13.40
99510 - Photofinishing Worker		11.58
99710 - Recycling Laborer		13.62
99711 - Recycling Specialist		15.78
99730 - Refuse Collector		12.46
99810 - Sales Clerk		11.40
99820 - School Crossing Guard		10.63
99830 - Survey Party Chief		19.00
99831 - Surveying Aide		12.45
99832 - Surveying Technician		17.05
99840 - Vending Machine Attendant		11.46
99841 - Vending Machine Repairer		13.52
99842 - Vending Machine Repairer Helper		11.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2096 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.23
01013 - Accounting Clerk III		15.92
01020 - Administrative Assistant		19.76
01040 - Court Reporter		17.82
01051 - Data Entry Operator I		11.57
01052 - Data Entry Operator II		12.63
01060 - Dispatcher, Motor Vehicle		17.73
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.92
01112 - General Clerk II		13.01
01113 - General Clerk III		14.60
01120 - Housing Referral Assistant		19.16
01141 - Messenger Courier		12.13
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.09
01261 - Personnel Assistant (Employment) I		14.62
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		19.75
01280 - Receptionist		11.91
01290 - Rental Clerk		10.56
01300 - Scheduler, Maintenance		15.36
01311 - Secretary I		15.36
01312 - Secretary II		17.18

01313 - Secretary III	19.16
01320 - Service Order Dispatcher	17.66
01410 - Supply Technician	19.76
01420 - Survey Worker	13.80
01531 - Travel Clerk I	12.38
01532 - Travel Clerk II	13.31
01533 - Travel Clerk III	14.18
01611 - Word Processor I	13.55
01612 - Word Processor II	15.21
01613 - Word Processor III	17.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.51
05010 - Automotive Electrician	17.74
05040 - Automotive Glass Installer	15.50
05070 - Automotive Worker	17.04
05110 - Mobile Equipment Servicer	14.14
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.04
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	13.46
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.04
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	17.04
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	10.66
07042 - Cook II	12.03
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.28
07210 - Meat Cutter	16.74
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.35
09040 - Furniture Handler	11.10
09080 - Furniture Refinisher	14.39
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.18
09130 - Upholsterer	14.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	10.34
11090 - Gardener	13.20
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.14
11260 - Pruner	10.45
11270 - Tractor Operator	12.76
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.03
12011 - Breath Alcohol Technician	19.22
12012 - Certified Occupational Therapist Assistant	23.74
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	31.70
12030 - EKG Technician	23.24
12035 - Electroneurodiagnostic Technologist	23.24
12040 - Emergency Medical Technician	15.35

12071 - Licensed Practical Nurse I		17.19
12072 - Licensed Practical Nurse II		19.22
12073 - Licensed Practical Nurse III		21.44
12100 - Medical Assistant		13.88
12130 - Medical Laboratory Technician		19.82
12160 - Medical Record Clerk		14.45
12190 - Medical Record Technician		16.16
12195 - Medical Transcriptionist		14.29
12210 - Nuclear Medicine Technologist		35.52
12221 - Nursing Assistant I		10.12
12222 - Nursing Assistant II		11.37
12223 - Nursing Assistant III		12.41
12224 - Nursing Assistant IV		13.93
12235 - Optical Dispenser		15.28
12236 - Optical Technician		16.89
12250 - Pharmacy Technician		13.95
12280 - Phlebotomist		13.93
12305 - Radiologic Technologist		28.03
12311 - Registered Nurse I		21.31
12312 - Registered Nurse II		26.10
12313 - Registered Nurse II, Specialist		26.10
12314 - Registered Nurse III		31.57
12315 - Registered Nurse III, Anesthetist		31.57
12316 - Registered Nurse IV		37.80
12317 - Scheduler (Drug and Alcohol Testing)		23.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.18
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.08
13041 - Illustrator I		19.18
13042 - Illustrator II		23.67
13043 - Illustrator III		26.46
13047 - Librarian		23.40
13050 - Library Aide/Clerk		10.76
13054 - Library Information Technology Systems Administrator		21.13
13058 - Library Technician		13.78
13061 - Media Specialist I		14.66
13062 - Media Specialist II		16.65
13063 - Media Specialist III		18.58
13071 - Photographer I		13.31
13072 - Photographer II		15.40
13073 - Photographer III		17.55
13074 - Photographer IV		21.57
13075 - Photographer V		25.31
13110 - Video Teleconference Technician		16.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.68
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	22.91
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.46

15020 - Aircrew Training Devices Instructor (Rated)	29.60
15030 - Air Crew Training Devices Instructor (Pilot)	32.57
15050 - Computer Based Training Specialist / Instructor	24.46
15060 - Educational Technologist	26.44
15070 - Flight Instructor (Pilot)	32.57
15080 - Graphic Artist	21.18
15090 - Technical Instructor	20.31
15095 - Technical Instructor/Course Developer	24.85
15110 - Test Proctor	16.39
15120 - Tutor	16.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.67
16040 - Dry Cleaner	10.87
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.65
16220 - Tailor	12.46
16250 - Washer, Machine	9.42
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.09
19040 - Tool And Die Maker	23.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.95
21030 - Material Coordinator	19.75
21040 - Material Expediter	19.75
21050 - Material Handling Laborer	11.46
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	13.95
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	12.69
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	13.95
21410 - Warehouse Specialist	13.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.41
23021 - Aircraft Mechanic I	21.37
23022 - Aircraft Mechanic II	22.41
23023 - Aircraft Mechanic III	23.34
23040 - Aircraft Mechanic Helper	17.00
23050 - Aircraft, Painter	20.38
23060 - Aircraft Servicer	18.77
23080 - Aircraft Worker	19.20
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	26.30
23130 - Carpenter, Maintenance	18.39
23140 - Carpet Layer	17.30
23160 - Electrician, Maintenance	21.03
23181 - Electronics Technician Maintenance I	20.27
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.56
23310 - Fire Extinguisher Repairer	15.77
23311 - Fuel Distribution System Mechanic	19.55
23312 - Fuel Distribution System Operator	15.90
23370 - General Maintenance Worker	15.25
23380 - Ground Support Equipment Mechanic	21.37

23381 - Ground Support Equipment Servicer	18.77
23382 - Ground Support Equipment Worker	19.20
23391 - Gunsmith I	15.77
23392 - Gunsmith II	17.57
23393 - Gunsmith III	19.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.50
23430 - Heavy Equipment Mechanic	19.33
23440 - Heavy Equipment Operator	17.56
23460 - Instrument Mechanic	19.56
23465 - Laboratory/Shelter Mechanic	18.52
23470 - Laborer	11.46
23510 - Locksmith	18.52
23530 - Machinery Maintenance Mechanic	18.81
23550 - Machinist, Maintenance	20.61
23580 - Maintenance Trades Helper	11.97
23591 - Metrology Technician I	19.56
23592 - Metrology Technician II	20.51
23593 - Metrology Technician III	21.37
23640 - Millwright	19.56
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	20.17
23810 - Plumber, Maintenance	19.68
23820 - Pneudraulic Systems Mechanic	19.56
23850 - Rigger	19.70
23870 - Scale Mechanic	17.57
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.39
23931 - Telecommunications Mechanic I	22.78
23932 - Telecommunications Mechanic II	23.71
23950 - Telephone Lineman	25.09
23960 - Welder, Combination, Maintenance	16.28
23965 - Well Driller	19.56
23970 - Woodcraft Worker	19.56
23980 - Woodworker	15.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.18
24580 - Child Care Center Clerk	12.70
24610 - Chore Aide	9.94
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	14.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.31
25040 - Sewage Plant Operator	16.72
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	14.76
25210 - Water Treatment Plant Operator	16.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.73
27007 - Baggage Inspector	13.43
27008 - Corrections Officer	17.14
27010 - Court Security Officer	16.99
27030 - Detection Dog Handler	15.02
27040 - Detention Officer	17.14
27070 - Firefighter	17.37
27101 - Guard I	13.43
27102 - Guard II	15.02
27131 - Police Officer I	18.75
27132 - Police Officer II	20.84

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		8.29
28042 - Carnival Equipment Repairer		8.86
28043 - Carnival Equpment Worker		9.64
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		15.59
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		13.89
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.78
29020 - Hatch Tender		16.78
29030 - Line Handler		16.78
29041 - Stevedore I		14.70
29042 - Stevedore II		17.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.93
30022 - Archeological Technician II		17.82
30023 - Archeological Technician III		22.09
30030 - Cartographic Technician		22.09
30040 - Civil Engineering Technician		20.90
30061 - Drafter/CAD Operator I		15.93
30062 - Drafter/CAD Operator II		17.82
30063 - Drafter/CAD Operator III		19.88
30064 - Drafter/CAD Operator IV		24.45
30081 - Engineering Technician I		12.86
30082 - Engineering Technician II		14.81
30083 - Engineering Technician III		16.56
30084 - Engineering Technician IV		20.52
30085 - Engineering Technician V		25.10
30086 - Engineering Technician VI		29.59
30090 - Environmental Technician		22.09
30210 - Laboratory Technician		18.13
30240 - Mathematical Technician		22.09
30361 - Paralegal/Legal Assistant I		16.01
30362 - Paralegal/Legal Assistant II		19.83
30363 - Paralegal/Legal Assistant III		24.27
30364 - Paralegal/Legal Assistant IV		29.36
30390 - Photo-Optics Technician		22.09
30461 - Technical Writer I		18.84
30462 - Technical Writer II		23.02
30463 - Technical Writer III		27.86
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.88
30621 - Weather Observer, Senior	(see 2)	21.99
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.00
31030 - Bus Driver		15.03
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		10.00
31290 - Shuttle Bus Driver		14.07
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.07

31362 - Truckdriver, Medium	14.60
31363 - Truckdriver, Heavy	16.54
31364 - Truckdriver, Tractor-Trailer	16.54
99000 - Miscellaneous Occupations	
99030 - Cashier	8.77
99050 - Desk Clerk	9.68
99095 - Embalmer	25.07
99251 - Laboratory Animal Caretaker I	11.24
99252 - Laboratory Animal Caretaker II	12.13
99310 - Mortician	27.58
99410 - Pest Controller	13.40
99510 - Photofinishing Worker	11.58
99710 - Recycling Laborer	13.62
99711 - Recycling Specialist	15.78
99730 - Refuse Collector	12.46
99810 - Sales Clerk	11.40
99820 - School Crossing Guard	10.63
99830 - Survey Party Chief	19.00
99831 - Surveying Aide	12.45
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	11.46
99841 - Vending Machine Repairer	13.52
99842 - Vending Machine Repairer Helper	11.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2097 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.53
01012 - Accounting Clerk II	16.31
01013 - Accounting Clerk III	18.24
01020 - Administrative Assistant	27.42
01040 - Court Reporter	21.74
01051 - Data Entry Operator I	14.22
01052 - Data Entry Operator II	15.51
01060 - Dispatcher, Motor Vehicle	17.92
01070 - Document Preparation Clerk	13.66
01090 - Duplicating Machine Operator	13.66
01111 - General Clerk I	13.45
01112 - General Clerk II	14.68
01113 - General Clerk III	16.48
01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	12.91
01191 - Order Clerk I	14.81
01192 - Order Clerk II	15.68
01261 - Personnel Assistant (Employment) I	16.56
01262 - Personnel Assistant (Employment) II	18.52
01263 - Personnel Assistant (Employment) III	20.64
01270 - Production Control Clerk	22.74
01280 - Receptionist	14.72
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.52
01311 - Secretary I	19.12
01312 - Secretary II	21.84
01313 - Secretary III	24.11
01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.02
01420 - Survey Worker	17.92
01531 - Travel Clerk I	13.22
01532 - Travel Clerk II	14.16
01533 - Travel Clerk III	15.16
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.36
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.19
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40

09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.14
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	34.99
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	26.93
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.66
13012 - Exhibits Specialist II	26.74
13013 - Exhibits Specialist III	31.85
13041 - Illustrator I	22.72
13042 - Illustrator II	28.98
13043 - Illustrator III	33.08
13047 - Librarian	32.55
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	28.66

13058 - Library Technician		18.32
13061 - Media Specialist I		18.36
13062 - Media Specialist II		20.56
13063 - Media Specialist III		22.88
13071 - Photographer I		17.96
13072 - Photographer II		20.21
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		21.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.07
16030 - Counter Attendant		9.07
16040 - Dry Cleaner		10.99
16070 - Finisher, Flatwork, Machine		9.07
16090 - Presser, Hand		9.07
16110 - Presser, Machine, Drycleaning		9.07
16130 - Presser, Machine, Shirts		9.07
16160 - Presser, Machine, Wearing Apparel, Laundry		9.07
16190 - Sewing Machine Operator		11.71
16220 - Tailor		12.51
16250 - Washer, Machine		9.79
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.94
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		20.91
21040 - Material Expediter		20.91
21050 - Material Handling Laborer		12.78
21071 - Order Filler		13.73
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45
21140 - Store Worker I		14.39
21150 - Stock Clerk		19.11

21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.75
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.75
23023 - Aircraft Mechanic III	28.06
23040 - Aircraft Mechanic Helper	19.86
23050 - Aircraft, Painter	23.81
23060 - Aircraft Servicer	22.76
23080 - Aircraft Worker	21.61
23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	16.17
23125 - Cable Splicer	31.33
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	28.70
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.79
23183 - Electronics Technician Maintenance III	29.80
23260 - Fabric Worker	20.10
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	22.07
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	22.76
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.46
23470 - Laborer	15.44
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	23.37
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.77
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.10

23970 - Woodcraft Worker	25.51
23980 - Woodworker	19.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	19.14
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	20.13
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.81
30040 - Civil Engineering Technician	23.40
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.43
30064 - Drafter/CAD Operator IV	31.30
30081 - Engineering Technician I	18.92
30082 - Engineering Technician II	21.23
30083 - Engineering Technician III	26.18
30084 - Engineering Technician IV	31.87
30085 - Engineering Technician V	38.78
30086 - Engineering Technician VI	42.58

30090 - Environmental Technician		25.50
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		19.08
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.98
30390 - Photo-Optics Technician		28.27
30461 - Technical Writer I		21.76
30462 - Technical Writer II		26.62
30463 - Technical Writer III		32.20
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.19
30621 - Weather Observer, Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.29
31030 - Bus Driver		18.56
31043 - Driver Courier		17.63
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.09
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		28.63
99251 - Laboratory Animal Caretaker I		11.48
99252 - Laboratory Animal Caretaker II		12.37
99310 - Mortician		33.98
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.57
99810 - Sales Clerk		12.68
99820 - School Crossing Guard		11.57
99830 - Survey Party Chief		19.84
99831 - Surveying Aide		13.14
99832 - Surveying Technician		18.07
99840 - Vending Machine Attendant		14.61
99841 - Vending Machine Repairer		16.98
99842 - Vending Machine Repairer Helper		14.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2098 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		21.74
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48

01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	12.91
01191 - Order Clerk I	14.81
01192 - Order Clerk II	15.68
01261 - Personnel Assistant (Employment) I	16.56
01262 - Personnel Assistant (Employment) II	18.52
01263 - Personnel Assistant (Employment) III	20.64
01270 - Production Control Clerk	22.74
01280 - Receptionist	14.72
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.52
01311 - Secretary I	19.12
01312 - Secretary II	21.84
01313 - Secretary III	24.11
01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.02
01420 - Survey Worker	17.92
01531 - Travel Clerk I	13.22
01532 - Travel Clerk II	14.16
01533 - Travel Clerk III	15.16
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.36
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.19
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83

11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.14
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	34.99
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	26.93
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.66
13012 - Exhibits Specialist II	26.74
13013 - Exhibits Specialist III	31.85
13041 - Illustrator I	22.72
13042 - Illustrator II	28.98
13043 - Illustrator III	33.08
13047 - Librarian	32.55
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	28.66
13058 - Library Technician	18.32
13061 - Media Specialist I	18.36
13062 - Media Specialist II	20.56
13063 - Media Specialist III	22.88
13071 - Photographer I	17.96
13072 - Photographer II	20.21
13073 - Photographer III	25.04
13074 - Photographer IV	30.62
13075 - Photographer V	37.06
13110 - Video Teleconference Technician	21.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.06

14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.07
16030 - Counter Attendant		9.07
16040 - Dry Cleaner		10.99
16070 - Finisher, Flatwork, Machine		9.07
16090 - Presser, Hand		9.07
16110 - Presser, Machine, Drycleaning		9.07
16130 - Presser, Machine, Shirts		9.07
16160 - Presser, Machine, Wearing Apparel, Laundry		9.07
16190 - Sewing Machine Operator		11.71
16220 - Tailor		12.51
16250 - Washer, Machine		9.79
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.94
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		20.91
21040 - Material Expediter		20.91
21050 - Material Handling Laborer		12.78
21071 - Order Filler		13.73
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45
21140 - Store Worker I		14.39
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		19.21
21410 - Warehouse Specialist		19.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.75
23021 - Aircraft Mechanic I		25.74
23022 - Aircraft Mechanic II		26.75
23023 - Aircraft Mechanic III		28.06
23040 - Aircraft Mechanic Helper		19.86
23050 - Aircraft, Painter		23.81
23060 - Aircraft Servicer		22.76
23080 - Aircraft Worker		21.61
23110 - Appliance Mechanic		21.01
23120 - Bicycle Repairer		16.17
23125 - Cable Splicer		31.33

23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	28.70
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.79
23183 - Electronics Technician Maintenance III	29.80
23260 - Fabric Worker	20.10
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	22.07
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	22.76
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.46
23470 - Laborer	15.44
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	23.37
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.77
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.10
23970 - Woodcraft Worker	25.51
23980 - Woodworker	19.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	18.03

25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	19.14
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.64
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	20.13
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.81
30040 - Civil Engineering Technician	23.40
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.43
30064 - Drafter/CAD Operator IV	31.30
30081 - Engineering Technician I	18.92
30082 - Engineering Technician II	21.23
30083 - Engineering Technician III	26.18
30084 - Engineering Technician IV	31.87
30085 - Engineering Technician V	38.78
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	25.50
30210 - Laboratory Technician	25.35
30240 - Mathematical Technician	28.72
30361 - Paralegal/Legal Assistant I	19.08
30362 - Paralegal/Legal Assistant II	23.64
30363 - Paralegal/Legal Assistant III	28.92
30364 - Paralegal/Legal Assistant IV	34.98
30390 - Photo-Optics Technician	28.27
30461 - Technical Writer I	21.76
30462 - Technical Writer II	26.62
30463 - Technical Writer III	32.20
30491 - Unexploded Ordnance (UXO) Technician I	24.25
30492 - Unexploded Ordnance (UXO) Technician II	29.35
30493 - Unexploded Ordnance (UXO) Technician III	35.17

30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.19
30621 - Weather Observer, Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.29
31030 - Bus Driver		18.56
31043 - Driver Courier		17.63
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.09
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		28.63
99251 - Laboratory Animal Caretaker I		11.48
99252 - Laboratory Animal Caretaker II		12.37
99310 - Mortician		33.98
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.57
99810 - Sales Clerk		12.68
99820 - School Crossing Guard		11.57
99830 - Survey Party Chief		19.84
99831 - Surveying Aide		13.14
99832 - Surveying Technician		18.07
99840 - Vending Machine Attendant		14.61
99841 - Vending Machine Repairer		16.98
99842 - Vending Machine Repairer Helper		14.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
  Length of service includes the whole span of continuous service with the present

contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2103 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30

01020 - Administrative Assistant	31.41
01040 - Court Reporter	21.84
01051 - Data Entry Operator I	14.38
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.21
01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.62
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.98
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94

09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.61
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36

13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		15.09
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		11.72
21150 - Stock Clerk		16.86
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.21

23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79

24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36

30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		22.71
99730 - Refuse Collector		16.40
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.63
99832 - Surveying Technician		20.85
99840 - Vending Machine Attendant		14.43
99841 - Vending Machine Repairer		18.73
99842 - Vending Machine Repairer Helper		14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2104
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.62
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.98
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63
01612 - Word Processor II		17.67
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.26
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15
05070 - Automotive Worker		22.15

05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80

12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
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15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88

16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	15.09
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90

23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13

29041 - Stevedore I		21.31
29042 - Stevedore II		24.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		22.71
99730 - Refuse Collector		16.40

99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2109 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Flagler, Volusia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.68
01012 - Accounting Clerk II		13.31
01013 - Accounting Clerk III		14.96
01020 - Administrative Assistant		17.20
01040 - Court Reporter		18.19
01051 - Data Entry Operator I		10.73
01052 - Data Entry Operator II		11.92
01060 - Dispatcher, Motor Vehicle		14.49
01070 - Document Preparation Clerk		11.78
01090 - Duplicating Machine Operator		11.78
01111 - General Clerk I		10.72
01112 - General Clerk II		11.70
01113 - General Clerk III		13.13
01120 - Housing Referral Assistant		15.48
01141 - Messenger Courier		11.59
01191 - Order Clerk I		10.98
01192 - Order Clerk II		11.98
01261 - Personnel Assistant (Employment) I		13.77
01262 - Personnel Assistant (Employment) II		15.40

01263 - Personnel Assistant (Employment) III	17.18
01270 - Production Control Clerk	16.86
01280 - Receptionist	11.11
01290 - Rental Clerk	11.01
01300 - Scheduler, Maintenance	12.41
01311 - Secretary I	12.41
01312 - Secretary II	13.88
01313 - Secretary III	15.48
01320 - Service Order Dispatcher	11.94
01410 - Supply Technician	17.20
01420 - Survey Worker	13.15
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	11.09
01612 - Word Processor II	12.44
01613 - Word Processor III	13.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.04
05010 - Automotive Electrician	15.68
05040 - Automotive Glass Installer	14.87
05070 - Automotive Worker	14.87
05110 - Mobile Equipment Servicer	12.78
05130 - Motor Equipment Metal Mechanic	16.51
05160 - Motor Equipment Metal Worker	14.87
05190 - Motor Vehicle Mechanic	16.51
05220 - Motor Vehicle Mechanic Helper	12.22
05250 - Motor Vehicle Upholstery Worker	14.04
05280 - Motor Vehicle Wrecker	14.87
05310 - Painter, Automotive	15.68
05340 - Radiator Repair Specialist	14.87
05370 - Tire Repairer	11.11
05400 - Transmission Repair Specialist	16.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.30
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	8.14
07130 - Food Service Worker	8.73
07210 - Meat Cutter	15.26
07260 - Waiter/Waitress	9.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.72
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	15.36
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.63
09130 - Upholsterer	15.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.98
11060 - Elevator Operator	9.31
11090 - Gardener	13.56
11122 - Housekeeping Aide	10.44
11150 - Janitor	10.44
11210 - Laborer, Grounds Maintenance	10.48
11240 - Maid or Houseman	9.15
11260 - Pruner	9.31
11270 - Tractor Operator	12.24
11330 - Trail Maintenance Worker	10.48
11360 - Window Cleaner	11.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	17.46

12012 - Certified Occupational Therapist Assistant		22.96
12015 - Certified Physical Therapist Assistant		23.64
12020 - Dental Assistant		15.48
12025 - Dental Hygienist		26.35
12030 - EKG Technician		17.37
12035 - Electroneurodiagnostic Technologist		17.37
12040 - Emergency Medical Technician		17.46
12071 - Licensed Practical Nurse I		14.96
12072 - Licensed Practical Nurse II		16.73
12073 - Licensed Practical Nurse III		18.66
12100 - Medical Assistant		12.75
12130 - Medical Laboratory Technician		16.25
12160 - Medical Record Clerk		13.47
12190 - Medical Record Technician		15.02
12195 - Medical Transcriptionist		14.58
12210 - Nuclear Medicine Technologist		36.12
12221 - Nursing Assistant I		10.39
12222 - Nursing Assistant II		11.68
12223 - Nursing Assistant III		12.75
12224 - Nursing Assistant IV		14.30
12235 - Optical Dispenser		16.18
12236 - Optical Technician		14.49
12250 - Pharmacy Technician		12.39
12280 - Phlebotomist		14.30
12305 - Radiologic Technologist		23.26
12311 - Registered Nurse I		21.74
12312 - Registered Nurse II		26.59
12313 - Registered Nurse II, Specialist		26.59
12314 - Registered Nurse III		32.18
12315 - Registered Nurse III, Anesthetist		32.18
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.78
13012 - Exhibits Specialist II		24.57
13013 - Exhibits Specialist III		30.06
13041 - Illustrator I		19.78
13042 - Illustrator II		24.57
13043 - Illustrator III		30.06
13047 - Librarian		27.69
13050 - Library Aide/Clerk		12.47
13054 - Library Information Technology Systems Administrator		24.57
13058 - Library Technician		14.28
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.62
13063 - Media Specialist III		18.52
13071 - Photographer I		15.57
13072 - Photographer II		17.66
13073 - Photographer III		22.17
13074 - Photographer IV		27.06
13075 - Photographer V		32.84
13110 - Video Teleconference Technician		14.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.84
14042 - Computer Operator II		17.02
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	18.74
14072 - Computer Programmer II	(see 1)	23.63
14073 - Computer Programmer III	(see 1)	26.35
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	25.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.84
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.38
15020 - Aircrew Training Devices Instructor (Rated)		31.25
15030 - Air Crew Training Devices Instructor (Pilot)		37.46
15050 - Computer Based Training Specialist / Instructor		25.38
15060 - Educational Technologist		27.29
15070 - Flight Instructor (Pilot)		37.46
15080 - Graphic Artist		18.60
15090 - Technical Instructor		17.77
15095 - Technical Instructor/Course Developer		21.74
15110 - Test Proctor		14.34
15120 - Tutor		14.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.54
16030 - Counter Attendant		9.54
16040 - Dry Cleaner		11.46
16070 - Finisher, Flatwork, Machine		9.54
16090 - Presser, Hand		9.54
16110 - Presser, Machine, Drycleaning		9.54
16130 - Presser, Machine, Shirts		9.54
16160 - Presser, Machine, Wearing Apparel, Laundry		9.54
16190 - Sewing Machine Operator		12.20
16220 - Tailor		12.84
16250 - Washer, Machine		10.13
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.51
19040 - Tool And Die Maker		20.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.28
21030 - Material Coordinator		16.86
21040 - Material Expediter		16.86
21050 - Material Handling Laborer		10.53
21071 - Order Filler		11.52
21080 - Production Line Worker (Food Processing)		13.28
21110 - Shipping Packer		13.04
21130 - Shipping/Receiving Clerk		13.04
21140 - Store Worker I		9.67
21150 - Stock Clerk		13.77
21210 - Tools And Parts Attendant		13.28
21410 - Warehouse Specialist		13.28
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.78
23021 - Aircraft Mechanic I		19.59
23022 - Aircraft Mechanic II		20.78
23023 - Aircraft Mechanic III		21.98
23040 - Aircraft Mechanic Helper		13.90
23050 - Aircraft, Painter		18.05
23060 - Aircraft Servicer		16.00
23080 - Aircraft Worker		17.19
23110 - Appliance Mechanic		15.92
23120 - Bicycle Repairer		10.18
23125 - Cable Splicer		20.65
23130 - Carpenter, Maintenance		17.22
23140 - Carpet Layer		16.47
23160 - Electrician, Maintenance		16.55
23181 - Electronics Technician Maintenance I		18.90
23182 - Electronics Technician Maintenance II		19.89
23183 - Electronics Technician Maintenance III		21.10

23260 - Fabric Worker	14.66
23290 - Fire Alarm System Mechanic	17.18
23310 - Fire Extinguisher Repairer	13.56
23311 - Fuel Distribution System Mechanic	15.78
23312 - Fuel Distribution System Operator	15.32
23370 - General Maintenance Worker	14.46
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.18
23391 - Gunsmith I	13.56
23392 - Gunsmith II	15.74
23393 - Gunsmith III	17.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.26
23430 - Heavy Equipment Mechanic	16.70
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	17.96
23465 - Laboratory/Shelter Mechanic	16.86
23470 - Laborer	10.53
23510 - Locksmith	15.36
23530 - Machinery Maintenance Mechanic	18.63
23550 - Machinist, Maintenance	16.19
23580 - Maintenance Trades Helper	10.99
23591 - Metrology Technician I	17.96
23592 - Metrology Technician II	19.05
23593 - Metrology Technician III	20.15
23640 - Millwright	17.96
23710 - Office Appliance Repairer	16.49
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	15.97
23810 - Plumber, Maintenance	15.49
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	15.74
23890 - Sheet-Metal Worker, Maintenance	15.55
23910 - Small Engine Mechanic	14.73
23931 - Telecommunications Mechanic I	20.47
23932 - Telecommunications Mechanic II	21.71
23950 - Telephone Lineman	20.03
23960 - Welder, Combination, Maintenance	14.88
23965 - Well Driller	17.96
23970 - Woodcraft Worker	17.96
23980 - Woodworker	15.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.82
24580 - Child Care Center Clerk	12.49
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	12.90
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.38
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	20.38
25190 - Ventilation Equipment Tender	14.16
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.19
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	17.40
27010 - Court Security Officer	17.40

27030 - Detection Dog Handler		13.11
27040 - Detention Officer		17.40
27070 - Firefighter		17.65
27101 - Guard I		10.22
27102 - Guard II		13.11
27131 - Police Officer I		17.10
27132 - Police Officer II		19.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.54
28042 - Carnival Equipment Repairer		12.76
28043 - Carnival Equpment Worker		8.99
28210 - Gate Attendant/Gate Tender		12.74
28310 - Lifeguard		11.35
28350 - Park Attendant (Aide)		14.25
28510 - Recreation Aide/Health Facility Attendant		10.40
28515 - Recreation Specialist		15.46
28630 - Sports Official		11.35
28690 - Swimming Pool Operator		15.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.29
29020 - Hatch Tender		18.29
29030 - Line Handler		18.29
29041 - Stevedore I		16.89
29042 - Stevedore II		19.58
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.06
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		25.08
30030 - Cartographic Technician		25.08
30040 - Civil Engineering Technician		20.19
30061 - Drafter/CAD Operator I		16.48
30062 - Drafter/CAD Operator II		20.55
30063 - Drafter/CAD Operator III		22.84
30064 - Drafter/CAD Operator IV		25.29
30081 - Engineering Technician I		14.18
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		20.31
30084 - Engineering Technician IV		24.79
30085 - Engineering Technician V		30.21
30086 - Engineering Technician VI		36.60
30090 - Environmental Technician		20.36
30210 - Laboratory Technician		17.85
30240 - Mathematical Technician		25.08
30361 - Paralegal/Legal Assistant I		17.29
30362 - Paralegal/Legal Assistant II		20.89
30363 - Paralegal/Legal Assistant III		25.55
30364 - Paralegal/Legal Assistant IV		30.90
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		24.79
30462 - Technical Writer II		30.21
30463 - Technical Writer III		35.56
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.22
30621 - Weather Observer, Senior	(see 2)	22.84
31000 - Transportation/Mobile Equipment Operation Occupations		

31020 - Bus Aide	11.35
31030 - Bus Driver	14.23
31043 - Driver Courier	11.98
31260 - Parking and Lot Attendant	8.80
31290 - Shuttle Bus Driver	13.02
31310 - Taxi Driver	11.29
31361 - Truckdriver, Light	13.02
31362 - Truckdriver, Medium	14.23
31363 - Truckdriver, Heavy	18.14
31364 - Truckdriver, Tractor-Trailer	18.14
99000 - Miscellaneous Occupations	
99030 - Cashier	8.69
99050 - Desk Clerk	9.95
99095 - Embalmer	25.34
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.75
99310 - Mortician	25.34
99410 - Pest Controller	15.05
99510 - Photofinishing Worker	12.91
99710 - Recycling Laborer	12.45
99711 - Recycling Specialist	15.08
99730 - Refuse Collector	11.05
99810 - Sales Clerk	13.44
99820 - School Crossing Guard	11.05
99830 - Survey Party Chief	16.32
99831 - Surveying Aide	10.69
99832 - Surveying Technician	14.64
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2110 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Flagler, Volusia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.68
01012 - Accounting Clerk II	13.31
01013 - Accounting Clerk III	14.96
01020 - Administrative Assistant	17.20
01040 - Court Reporter	18.19
01051 - Data Entry Operator I	10.73
01052 - Data Entry Operator II	11.92
01060 - Dispatcher, Motor Vehicle	14.49
01070 - Document Preparation Clerk	11.78
01090 - Duplicating Machine Operator	11.78
01111 - General Clerk I	10.72
01112 - General Clerk II	11.70
01113 - General Clerk III	13.13
01120 - Housing Referral Assistant	15.48
01141 - Messenger Courier	11.59
01191 - Order Clerk I	10.98
01192 - Order Clerk II	11.98
01261 - Personnel Assistant (Employment) I	13.77
01262 - Personnel Assistant (Employment) II	15.40
01263 - Personnel Assistant (Employment) III	17.18
01270 - Production Control Clerk	16.86
01280 - Receptionist	11.11
01290 - Rental Clerk	11.01
01300 - Scheduler, Maintenance	12.41
01311 - Secretary I	12.41
01312 - Secretary II	13.88
01313 - Secretary III	15.48
01320 - Service Order Dispatcher	11.94
01410 - Supply Technician	17.20
01420 - Survey Worker	13.15
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	11.09
01612 - Word Processor II	12.44
01613 - Word Processor III	13.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.04
05010 - Automotive Electrician	15.68
05040 - Automotive Glass Installer	14.87
05070 - Automotive Worker	14.87
05110 - Mobile Equipment Servicer	12.78
05130 - Motor Equipment Metal Mechanic	16.51
05160 - Motor Equipment Metal Worker	14.87
05190 - Motor Vehicle Mechanic	16.51
05220 - Motor Vehicle Mechanic Helper	12.22
05250 - Motor Vehicle Upholstery Worker	14.04
05280 - Motor Vehicle Wrecker	14.87
05310 - Painter, Automotive	15.68
05340 - Radiator Repair Specialist	14.87
05370 - Tire Repairer	11.11
05400 - Transmission Repair Specialist	16.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.30
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	8.14
07130 - Food Service Worker	8.73
07210 - Meat Cutter	15.26
07260 - Waiter/Waitress	9.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.72

09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	15.36
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.63
09130 - Upholsterer	15.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.98
11060 - Elevator Operator	9.31
11090 - Gardener	13.56
11122 - Housekeeping Aide	10.44
11150 - Janitor	10.44
11210 - Laborer, Grounds Maintenance	10.48
11240 - Maid or Houseman	9.15
11260 - Pruner	9.31
11270 - Tractor Operator	12.24
11330 - Trail Maintenance Worker	10.48
11360 - Window Cleaner	11.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	17.46
12012 - Certified Occupational Therapist Assistant	22.96
12015 - Certified Physical Therapist Assistant	23.64
12020 - Dental Assistant	15.48
12025 - Dental Hygienist	26.35
12030 - EKG Technician	17.37
12035 - Electroneurodiagnostic Technologist	17.37
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	14.96
12072 - Licensed Practical Nurse II	16.73
12073 - Licensed Practical Nurse III	18.66
12100 - Medical Assistant	12.75
12130 - Medical Laboratory Technician	16.25
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	14.58
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	10.39
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.75
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	16.18
12236 - Optical Technician	14.49
12250 - Pharmacy Technician	12.39
12280 - Phlebotomist	14.30
12305 - Radiologic Technologist	23.26
12311 - Registered Nurse I	21.74
12312 - Registered Nurse II	26.59
12313 - Registered Nurse II, Specialist	26.59
12314 - Registered Nurse III	32.18
12315 - Registered Nurse III, Anesthetist	32.18
12316 - Registered Nurse IV	38.54
12317 - Scheduler (Drug and Alcohol Testing)	20.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.78
13012 - Exhibits Specialist II	24.57
13013 - Exhibits Specialist III	30.06
13041 - Illustrator I	19.78
13042 - Illustrator II	24.57
13043 - Illustrator III	30.06
13047 - Librarian	27.69
13050 - Library Aide/Clerk	12.47
13054 - Library Information Technology Systems Administrator	24.57

13058 - Library Technician		14.28
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.62
13063 - Media Specialist III		18.52
13071 - Photographer I		15.57
13072 - Photographer II		17.66
13073 - Photographer III		22.17
13074 - Photographer IV		27.06
13075 - Photographer V		32.84
13110 - Video Teleconference Technician		14.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.84
14042 - Computer Operator II		17.02
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	18.74
14072 - Computer Programmer II	(see 1)	23.63
14073 - Computer Programmer III	(see 1)	26.35
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.84
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.38
15020 - Aircrew Training Devices Instructor (Rated)		31.25
15030 - Air Crew Training Devices Instructor (Pilot)		37.46
15050 - Computer Based Training Specialist / Instructor		25.38
15060 - Educational Technologist		27.29
15070 - Flight Instructor (Pilot)		37.46
15080 - Graphic Artist		18.60
15090 - Technical Instructor		17.77
15095 - Technical Instructor/Course Developer		21.74
15110 - Test Proctor		14.34
15120 - Tutor		14.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.54
16030 - Counter Attendant		9.54
16040 - Dry Cleaner		11.46
16070 - Finisher, Flatwork, Machine		9.54
16090 - Presser, Hand		9.54
16110 - Presser, Machine, Drycleaning		9.54
16130 - Presser, Machine, Shirts		9.54
16160 - Presser, Machine, Wearing Apparel, Laundry		9.54
16190 - Sewing Machine Operator		12.20
16220 - Tailor		12.84
16250 - Washer, Machine		10.13
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.51
19040 - Tool And Die Maker		20.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.28
21030 - Material Coordinator		16.86
21040 - Material Expediter		16.86
21050 - Material Handling Laborer		10.53
21071 - Order Filler		11.52
21080 - Production Line Worker (Food Processing)		13.28
21110 - Shipping Packer		13.04
21130 - Shipping/Receiving Clerk		13.04
21140 - Store Worker I		9.67
21150 - Stock Clerk		13.77

21210 - Tools And Parts Attendant	13.28
21410 - Warehouse Specialist	13.28
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.78
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.78
23023 - Aircraft Mechanic III	21.98
23040 - Aircraft Mechanic Helper	13.90
23050 - Aircraft, Painter	18.05
23060 - Aircraft Servicer	16.00
23080 - Aircraft Worker	17.19
23110 - Appliance Mechanic	15.92
23120 - Bicycle Repairer	10.18
23125 - Cable Splicer	20.65
23130 - Carpenter, Maintenance	17.22
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	16.55
23181 - Electronics Technician Maintenance I	18.90
23182 - Electronics Technician Maintenance II	19.89
23183 - Electronics Technician Maintenance III	21.10
23260 - Fabric Worker	14.66
23290 - Fire Alarm System Mechanic	17.18
23310 - Fire Extinguisher Repairer	13.56
23311 - Fuel Distribution System Mechanic	15.78
23312 - Fuel Distribution System Operator	15.32
23370 - General Maintenance Worker	14.46
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.18
23391 - Gunsmith I	13.56
23392 - Gunsmith II	15.74
23393 - Gunsmith III	17.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.26
23430 - Heavy Equipment Mechanic	16.70
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	17.96
23465 - Laboratory/Shelter Mechanic	16.86
23470 - Laborer	10.53
23510 - Locksmith	15.36
23530 - Machinery Maintenance Mechanic	18.63
23550 - Machinist, Maintenance	16.19
23580 - Maintenance Trades Helper	10.99
23591 - Metrology Technician I	17.96
23592 - Metrology Technician II	19.05
23593 - Metrology Technician III	20.15
23640 - Millwright	17.96
23710 - Office Appliance Repairer	16.49
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	15.97
23810 - Plumber, Maintenance	15.49
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	15.74
23890 - Sheet-Metal Worker, Maintenance	15.55
23910 - Small Engine Mechanic	14.73
23931 - Telecommunications Mechanic I	20.47
23932 - Telecommunications Mechanic II	21.71
23950 - Telephone Lineman	20.03
23960 - Welder, Combination, Maintenance	14.88
23965 - Well Driller	17.96

23970 - Woodcraft Worker	17.96
23980 - Woodworker	15.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.82
24580 - Child Care Center Clerk	12.49
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	12.90
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.38
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	20.38
25190 - Ventilation Equipment Tender	14.16
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.19
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	17.40
27010 - Court Security Officer	17.40
27030 - Detection Dog Handler	13.11
27040 - Detention Officer	17.40
27070 - Firefighter	17.65
27101 - Guard I	10.22
27102 - Guard II	13.11
27131 - Police Officer I	17.10
27132 - Police Officer II	19.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.76
28043 - Carnival Equpment Worker	8.99
28210 - Gate Attendant/Gate Tender	12.74
28310 - Lifeguard	11.35
28350 - Park Attendant (Aide)	14.25
28510 - Recreation Aide/Health Facility Attendant	10.40
28515 - Recreation Specialist	15.46
28630 - Sports Official	11.35
28690 - Swimming Pool Operator	15.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	16.89
29042 - Stevedore II	19.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.06
30022 - Archeological Technician II	20.72
30023 - Archeological Technician III	25.08
30030 - Cartographic Technician	25.08
30040 - Civil Engineering Technician	20.19
30061 - Drafter/CAD Operator I	16.48
30062 - Drafter/CAD Operator II	20.55
30063 - Drafter/CAD Operator III	22.84
30064 - Drafter/CAD Operator IV	25.29
30081 - Engineering Technician I	14.18
30082 - Engineering Technician II	17.62
30083 - Engineering Technician III	20.31
30084 - Engineering Technician IV	24.79
30085 - Engineering Technician V	30.21
30086 - Engineering Technician VI	36.60

30090 - Environmental Technician		20.36
30210 - Laboratory Technician		17.85
30240 - Mathematical Technician		25.08
30361 - Paralegal/Legal Assistant I		17.29
30362 - Paralegal/Legal Assistant II		20.89
30363 - Paralegal/Legal Assistant III		25.55
30364 - Paralegal/Legal Assistant IV		30.90
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		24.79
30462 - Technical Writer II		30.21
30463 - Technical Writer III		35.56
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.22
30621 - Weather Observer, Senior	(see 2)	22.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.35
31030 - Bus Driver		14.23
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		13.02
31310 - Taxi Driver		11.29
31361 - Truckdriver, Light		13.02
31362 - Truckdriver, Medium		14.23
31363 - Truckdriver, Heavy		18.14
31364 - Truckdriver, Tractor-Trailer		18.14
99000 - Miscellaneous Occupations		
99030 - Cashier		8.69
99050 - Desk Clerk		9.95
99095 - Embalmer		25.34
99251 - Laboratory Animal Caretaker I		10.23
99252 - Laboratory Animal Caretaker II		10.75
99310 - Mortician		25.34
99410 - Pest Controller		15.05
99510 - Photofinishing Worker		12.91
99710 - Recycling Laborer		12.45
99711 - Recycling Specialist		15.08
99730 - Refuse Collector		11.05
99810 - Sales Clerk		13.44
99820 - School Crossing Guard		11.05
99830 - Survey Party Chief		16.32
99831 - Surveying Aide		10.69
99832 - Surveying Technician		14.64
99840 - Vending Machine Attendant		14.77
99841 - Vending Machine Repairer		16.29
99842 - Vending Machine Repairer Helper		14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2111
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		23.21
01420 - Survey Worker		18.82
01531 - Travel Clerk I		12.57
01532 - Travel Clerk II		13.48
01533 - Travel Clerk III		14.33
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93
01613 - Word Processor III		16.71
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.74

05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	13.95
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95

12224 - Nursing Assistant IV		14.87
12235 - Optical Dispenser		17.57
12236 - Optical Technician		15.24
12250 - Pharmacy Technician		15.81
12280 - Phlebotomist		14.87
12305 - Radiologic Technologist		25.46
12311 - Registered Nurse I		26.32
12312 - Registered Nurse II		29.80
12313 - Registered Nurse II, Specialist		29.80
12314 - Registered Nurse III		36.04
12315 - Registered Nurse III, Anesthetist		36.04
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		19.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		23.54
13013 - Exhibits Specialist III		28.80
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		30.22
13047 - Librarian		30.39
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		16.53
13061 - Media Specialist I		16.17
13062 - Media Specialist II		18.41
13063 - Media Specialist III		20.54
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.70
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		23.71
15090 - Technical Instructor		21.38
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.26
15120 - Tutor		17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62

16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.18
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.60
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.04
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	18.65
23312 - Fuel Distribution System Operator	13.82
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09

23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	19.57
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	17.92
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		21.65
29020 - Hatch Tender		21.65
29030 - Line Handler		21.65
29041 - Stevedore I		20.86
29042 - Stevedore II		24.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.74
30021 - Archeological Technician I		15.98
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30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
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30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		32.87
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		14.86
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		11.02
31361 - Truckdriver, Light		16.45
31362 - Truckdriver, Medium		17.99
31363 - Truckdriver, Heavy		19.54
31364 - Truckdriver, Tractor-Trailer		19.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.31
99050 - Desk Clerk		10.67
99095 - Embalmer		21.54
99251 - Laboratory Animal Caretaker I		10.75
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		24.52
99410 - Pest Controller		14.26
99510 - Photofinishing Worker		11.95

99710 - Recycling Laborer	15.31
99711 - Recycling Specialist	19.30
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	11.12
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2112 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88

01262 - Personnel Assistant (Employment) II	17.90
01263 - Personnel Assistant (Employment) III	20.30
01270 - Production Control Clerk	20.00
01280 - Receptionist	13.44
01290 - Rental Clerk	14.93
01300 - Scheduler, Maintenance	16.74
01311 - Secretary I	16.74
01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	15.35
01410 - Supply Technician	23.21
01420 - Survey Worker	18.82
01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.74
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34

12011 - Breath Alcohol Technician		17.33
12012 - Certified Occupational Therapist Assistant		26.46
12015 - Certified Physical Therapist Assistant		24.15
12020 - Dental Assistant		15.13
12025 - Dental Hygienist		31.91
12030 - EKG Technician		22.01
12035 - Electroneurodiagnostic Technologist		22.01
12040 - Emergency Medical Technician		15.34
12071 - Licensed Practical Nurse I		15.49
12072 - Licensed Practical Nurse II		17.33
12073 - Licensed Practical Nurse III		19.32
12100 - Medical Assistant		15.38
12130 - Medical Laboratory Technician		17.89
12160 - Medical Record Clerk		13.95
12190 - Medical Record Technician		15.38
12195 - Medical Transcriptionist		15.86
12210 - Nuclear Medicine Technologist		34.45
12221 - Nursing Assistant I		10.55
12222 - Nursing Assistant II		11.87
12223 - Nursing Assistant III		12.95
12224 - Nursing Assistant IV		14.87
12235 - Optical Dispenser		17.57
12236 - Optical Technician		15.24
12250 - Pharmacy Technician		15.81
12280 - Phlebotomist		14.87
12305 - Radiologic Technologist		25.46
12311 - Registered Nurse I		26.32
12312 - Registered Nurse II		29.80
12313 - Registered Nurse II, Specialist		29.80
12314 - Registered Nurse III		36.04
12315 - Registered Nurse III, Anesthetist		36.04
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		19.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		23.54
13013 - Exhibits Specialist III		28.80
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		30.22
13047 - Librarian		30.39
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		16.53
13061 - Media Specialist I		16.17
13062 - Media Specialist II		18.41
13063 - Media Specialist III		20.54
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.70
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.41
14160 - Personal Computer Support Technician	22.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	41.70
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	26.06
15070 - Flight Instructor (Pilot)	41.70
15080 - Graphic Artist	23.71
15090 - Technical Instructor	21.38
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.26
15120 - Tutor	17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.18
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.60
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	26.58

23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.04
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	18.65
23312 - Fuel Distribution System Operator	13.82
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15

27010 - Court Security Officer		28.50
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		25.15
27070 - Firefighter		26.09
27101 - Guard I		10.61
27102 - Guard II		18.11
27131 - Police Officer I		30.90
27132 - Police Officer II		34.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.37
28042 - Carnival Equipment Repairer		14.74
28043 - Carnival Equpment Worker		9.40
28210 - Gate Attendant/Gate Tender		14.63
28310 - Lifeguard		13.49
28350 - Park Attendant (Aide)		16.39
28510 - Recreation Aide/Health Facility Attendant		11.96
28515 - Recreation Specialist		19.57
28630 - Sports Official		13.04
28690 - Swimming Pool Operator		17.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.65
29020 - Hatch Tender		21.65
29030 - Line Handler		21.65
29041 - Stevedore I		20.86
29042 - Stevedore II		24.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.74
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		18.25
30023 - Archeological Technician III		24.98
30030 - Cartographic Technician		25.86
30040 - Civil Engineering Technician		23.88
30061 - Drafter/CAD Operator I		18.66
30062 - Drafter/CAD Operator II		20.89
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.66
30081 - Engineering Technician I		18.79
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		20.88
30210 - Laboratory Technician		18.62
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		32.87
30491 - Unexploded Ordnance (UXO) Technician I		24.06
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30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.78
31030 - Bus Driver	14.86
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	11.02
31361 - Truckdriver, Light	16.45
31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99030 - Cashier	9.31
99050 - Desk Clerk	10.67
99095 - Embalmer	21.54
99251 - Laboratory Animal Caretaker I	10.75
99252 - Laboratory Animal Caretaker II	11.86
99310 - Mortician	24.52
99410 - Pest Controller	14.26
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.31
99711 - Recycling Specialist	19.30
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	11.12
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2113 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.80
01020 - Administrative Assistant		18.03
01040 - Court Reporter		14.78
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		12.51
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.15
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.04
01192 - Order Clerk II		13.14
01261 - Personnel Assistant (Employment) I		13.67
01262 - Personnel Assistant (Employment) II		15.29
01263 - Personnel Assistant (Employment) III		17.05
01270 - Production Control Clerk		17.01
01280 - Receptionist		11.59
01290 - Rental Clerk		10.86
01300 - Scheduler, Maintenance		12.97
01311 - Secretary I		12.97
01312 - Secretary II		14.78
01313 - Secretary III		16.29
01320 - Service Order Dispatcher		13.44
01410 - Supply Technician		18.03
01420 - Survey Worker		14.78
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		13.45
01533 - Travel Clerk III		14.49
01611 - Word Processor I		12.19
01612 - Word Processor II		13.68
01613 - Word Processor III		15.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.13
05010 - Automotive Electrician		16.92
05040 - Automotive Glass Installer		14.59
05070 - Automotive Worker		14.98
05110 - Mobile Equipment Servicer		12.16
05130 - Motor Equipment Metal Mechanic		16.92
05160 - Motor Equipment Metal Worker		14.98
05190 - Motor Vehicle Mechanic		16.92
05220 - Motor Vehicle Mechanic Helper		12.02
05250 - Motor Vehicle Upholstery Worker		14.98
05280 - Motor Vehicle Wrecker		14.98
05310 - Painter, Automotive		15.96
05340 - Radiator Repair Specialist		14.98
05370 - Tire Repairer		9.52
05400 - Transmission Repair Specialist		16.92
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.46
07041 - Cook I		10.48
07042 - Cook II		12.16
07070 - Dishwasher		7.98
07130 - Food Service Worker		8.82

07210 - Meat Cutter	12.98
07260 - Waiter/Waitress	9.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.97
09040 - Furniture Handler	9.38
09080 - Furniture Refinisher	13.97
09090 - Furniture Refinisher Helper	9.38
09110 - Furniture Repairer, Minor	12.06
09130 - Upholsterer	13.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.88
11060 - Elevator Operator	9.88
11090 - Gardener	14.48
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.36
11260 - Pruner	9.87
11270 - Tractor Operator	13.33
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.26
12011 - Breath Alcohol Technician	15.04
12012 - Certified Occupational Therapist Assistant	22.51
12015 - Certified Physical Therapist Assistant	20.96
12020 - Dental Assistant	17.01
12025 - Dental Hygienist	20.52
12030 - EKG Technician	20.75
12035 - Electroneurodiagnostic Technologist	20.75
12040 - Emergency Medical Technician	14.26
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	18.02
12160 - Medical Record Clerk	14.30
12190 - Medical Record Technician	17.01
12195 - Medical Transcriptionist	12.93
12210 - Nuclear Medicine Technologist	33.17
12221 - Nursing Assistant I	9.83
12222 - Nursing Assistant II	11.06
12223 - Nursing Assistant III	12.07
12224 - Nursing Assistant IV	13.54
12235 - Optical Dispenser	17.38
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.54
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	19.98
12312 - Registered Nurse II	24.44
12313 - Registered Nurse II, Specialist	24.44
12314 - Registered Nurse III	29.57
12315 - Registered Nurse III, Anesthetist	29.57
12316 - Registered Nurse IV	35.43
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.34
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	29.31
13041 - Illustrator I	17.56
13042 - Illustrator II	21.97
13043 - Illustrator III	27.74

13047 - Librarian		26.53
13050 - Library Aide/Clerk		13.46
13054 - Library Information Technology Systems Administrator		22.14
13058 - Library Technician		14.87
13061 - Media Specialist I		13.10
13062 - Media Specialist II		14.87
13063 - Media Specialist III		16.58
13071 - Photographer I		12.81
13072 - Photographer II		15.03
13073 - Photographer III		18.61
13074 - Photographer IV		22.76
13075 - Photographer V		27.54
13110 - Video Teleconference Technician		15.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.52
14042 - Computer Operator II		16.48
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.77
14045 - Computer Operator V		23.01
14071 - Computer Programmer I	(see 1)	17.10
14072 - Computer Programmer II	(see 1)	21.19
14073 - Computer Programmer III	(see 1)	25.92
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.10
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.52
14160 - Personal Computer Support Technician		20.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.76
15020 - Aircrew Training Devices Instructor (Rated)		26.33
15030 - Air Crew Training Devices Instructor (Pilot)		30.98
15050 - Computer Based Training Specialist / Instructor		21.76
15060 - Educational Technologist		23.72
15070 - Flight Instructor (Pilot)		30.98
15080 - Graphic Artist		17.91
15090 - Technical Instructor		17.86
15095 - Technical Instructor/Course Developer		21.85
15110 - Test Proctor		14.41
15120 - Tutor		14.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.79
16220 - Tailor		12.51
16250 - Washer, Machine		9.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.89
19040 - Tool And Die Maker		20.04
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.22
21030 - Material Coordinator		17.01
21040 - Material Expediter		17.01
21050 - Material Handling Laborer		11.64
21071 - Order Filler		10.60
21080 - Production Line Worker (Food Processing)		13.22

21110 - Shipping Packer	10.99
21130 - Shipping/Receiving Clerk	10.99
21140 - Store Worker I	9.85
21150 - Stock Clerk	14.02
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.40
23021 - Aircraft Mechanic I	16.93
23022 - Aircraft Mechanic II	17.95
23023 - Aircraft Mechanic III	19.00
23040 - Aircraft Mechanic Helper	11.76
23050 - Aircraft, Painter	16.69
23060 - Aircraft Servicer	13.83
23080 - Aircraft Worker	14.86
23110 - Appliance Mechanic	18.63
23120 - Bicycle Repairer	8.90
23125 - Cable Splicer	18.51
23130 - Carpenter, Maintenance	15.93
23140 - Carpet Layer	14.84
23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician Maintenance I	17.37
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.83
23290 - Fire Alarm System Mechanic	15.19
23310 - Fire Extinguisher Repairer	12.79
23311 - Fuel Distribution System Mechanic	16.41
23312 - Fuel Distribution System Operator	12.52
23370 - General Maintenance Worker	14.32
23380 - Ground Support Equipment Mechanic	16.93
23381 - Ground Support Equipment Servicer	13.83
23382 - Ground Support Equipment Worker	14.86
23391 - Gunsmith I	12.79
23392 - Gunsmith II	14.84
23393 - Gunsmith III	16.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.42
23430 - Heavy Equipment Mechanic	16.87
23440 - Heavy Equipment Operator	14.44
23460 - Instrument Mechanic	16.93
23465 - Laboratory/Shelter Mechanic	15.89
23470 - Laborer	11.64
23510 - Locksmith	15.84
23530 - Machinery Maintenance Mechanic	18.65
23550 - Machinist, Maintenance	17.13
23580 - Maintenance Trades Helper	10.35
23591 - Metrology Technician I	16.93
23592 - Metrology Technician II	17.95
23593 - Metrology Technician III	19.00
23640 - Millwright	16.93
23710 - Office Appliance Repairer	16.45
23760 - Painter, Maintenance	14.45
23790 - Pipefitter, Maintenance	16.12
23810 - Plumber, Maintenance	15.21
23820 - Pneudraulic Systems Mechanic	16.93
23850 - Rigger	16.93
23870 - Scale Mechanic	14.84
23890 - Sheet-Metal Worker, Maintenance	15.76
23910 - Small Engine Mechanic	14.58
23931 - Telecommunications Mechanic I	18.70

23932 - Telecommunications Mechanic II	19.84
23950 - Telephone Lineman	19.10
23960 - Welder, Combination, Maintenance	14.83
23965 - Well Driller	16.93
23970 - Woodcraft Worker	16.93
23980 - Woodworker	12.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.55
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.40
24620 - Family Readiness And Support Services Coordinator	13.27
24630 - Homemaker	14.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	19.12
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	19.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.87
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.13
27010 - Court Security Officer	17.13
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.13
27070 - Firefighter	17.20
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	18.01
27132 - Police Officer II	19.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.55
28043 - Carnival Equpment Worker	9.25
28210 - Gate Attendant/Gate Tender	13.25
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.82
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	14.17
28630 - Sports Official	11.81
28690 - Swimming Pool Operator	15.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	14.86
29020 - Hatch Tender	14.84
29030 - Line Handler	14.84
29041 - Stevedore I	13.83
29042 - Stevedore II	16.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.94
30022 - Archeological Technician II	18.54
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	20.97
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	14.12
30082 - Engineering Technician II	15.85

30083 - Engineering Technician III		18.18
30084 - Engineering Technician IV		22.52
30085 - Engineering Technician V		27.55
30086 - Engineering Technician VI		33.33
30090 - Environmental Technician		19.24
30210 - Laboratory Technician		17.67
30240 - Mathematical Technician		23.18
30361 - Paralegal/Legal Assistant I		15.94
30362 - Paralegal/Legal Assistant II		18.83
30363 - Paralegal/Legal Assistant III		23.03
30364 - Paralegal/Legal Assistant IV		27.87
30390 - Photo-Optics Technician		23.67
30461 - Technical Writer I		16.84
30462 - Technical Writer II		20.60
30463 - Technical Writer III		24.92
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.30
30621 - Weather Observer, Senior	(see 2)	23.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.69
31030 - Bus Driver		14.09
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		9.48
31290 - Shuttle Bus Driver		13.03
31310 - Taxi Driver		10.91
31361 - Truckdriver, Light		13.03
31362 - Truckdriver, Medium		14.09
31363 - Truckdriver, Heavy		15.69
31364 - Truckdriver, Tractor-Trailer		15.69
99000 - Miscellaneous Occupations		
99030 - Cashier		8.53
99050 - Desk Clerk		9.20
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.27
99252 - Laboratory Animal Caretaker II		9.73
99310 - Mortician		22.74
99410 - Pest Controller		12.99
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.18
99711 - Recycling Specialist		15.41
99730 - Refuse Collector		10.65
99810 - Sales Clerk		12.28
99820 - School Crossing Guard		10.51
99830 - Survey Party Chief		18.83
99831 - Surveying Aide		11.70
99832 - Surveying Technician		16.03
99840 - Vending Machine Attendant		13.62
99841 - Vending Machine Repairer		18.85
99842 - Vending Machine Repairer Helper		13.62

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HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2114 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.80
01020 - Administrative Assistant		18.03
01040 - Court Reporter		14.78
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		12.51
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.15
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		11.03

01191 - Order Clerk I	12.04
01192 - Order Clerk II	13.14
01261 - Personnel Assistant (Employment) I	13.67
01262 - Personnel Assistant (Employment) II	15.29
01263 - Personnel Assistant (Employment) III	17.05
01270 - Production Control Clerk	17.01
01280 - Receptionist	11.59
01290 - Rental Clerk	10.86
01300 - Scheduler, Maintenance	12.97
01311 - Secretary I	12.97
01312 - Secretary II	14.78
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	13.44
01410 - Supply Technician	18.03
01420 - Survey Worker	14.78
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.45
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.19
01612 - Word Processor II	13.68
01613 - Word Processor III	15.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.13
05010 - Automotive Electrician	16.92
05040 - Automotive Glass Installer	14.59
05070 - Automotive Worker	14.98
05110 - Mobile Equipment Servicer	12.16
05130 - Motor Equipment Metal Mechanic	16.92
05160 - Motor Equipment Metal Worker	14.98
05190 - Motor Vehicle Mechanic	16.92
05220 - Motor Vehicle Mechanic Helper	12.02
05250 - Motor Vehicle Upholstery Worker	14.98
05280 - Motor Vehicle Wrecker	14.98
05310 - Painter, Automotive	15.96
05340 - Radiator Repair Specialist	14.98
05370 - Tire Repairer	9.52
05400 - Transmission Repair Specialist	16.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.48
07042 - Cook II	12.16
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.98
07260 - Waiter/Waitress	9.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.97
09040 - Furniture Handler	9.38
09080 - Furniture Refinisher	13.97
09090 - Furniture Refinisher Helper	9.38
09110 - Furniture Repairer, Minor	12.06
09130 - Upholsterer	13.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.88
11060 - Elevator Operator	9.88
11090 - Gardener	14.48
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.36
11260 - Pruner	9.87
11270 - Tractor Operator	13.33
11330 - Trail Maintenance Worker	11.12

11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.26
12011 - Breath Alcohol Technician	15.04
12012 - Certified Occupational Therapist Assistant	22.51
12015 - Certified Physical Therapist Assistant	20.96
12020 - Dental Assistant	17.01
12025 - Dental Hygienist	20.52
12030 - EKG Technician	20.75
12035 - Electroneurodiagnostic Technologist	20.75
12040 - Emergency Medical Technician	14.26
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	18.02
12160 - Medical Record Clerk	14.30
12190 - Medical Record Technician	17.01
12195 - Medical Transcriptionist	12.93
12210 - Nuclear Medicine Technologist	33.17
12221 - Nursing Assistant I	9.83
12222 - Nursing Assistant II	11.06
12223 - Nursing Assistant III	12.07
12224 - Nursing Assistant IV	13.54
12235 - Optical Dispenser	17.38
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.54
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	19.98
12312 - Registered Nurse II	24.44
12313 - Registered Nurse II, Specialist	24.44
12314 - Registered Nurse III	29.57
12315 - Registered Nurse III, Anesthetist	29.57
12316 - Registered Nurse IV	35.43
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.34
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	29.31
13041 - Illustrator I	17.56
13042 - Illustrator II	21.97
13043 - Illustrator III	27.74
13047 - Librarian	26.53
13050 - Library Aide/Clerk	13.46
13054 - Library Information Technology Systems Administrator	22.14
13058 - Library Technician	14.87
13061 - Media Specialist I	13.10
13062 - Media Specialist II	14.87
13063 - Media Specialist III	16.58
13071 - Photographer I	12.81
13072 - Photographer II	15.03
13073 - Photographer III	18.61
13074 - Photographer IV	22.76
13075 - Photographer V	27.54
13110 - Video Teleconference Technician	15.01
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.52
14042 - Computer Operator II	16.48
14043 - Computer Operator III	18.70
14044 - Computer Operator IV	20.77
14045 - Computer Operator V	23.01

14071 - Computer Programmer I	(see 1)	17.10
14072 - Computer Programmer II	(see 1)	21.19
14073 - Computer Programmer III	(see 1)	25.92
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.10
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.52
14160 - Personal Computer Support Technician		20.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.76
15020 - Aircrew Training Devices Instructor (Rated)		26.33
15030 - Air Crew Training Devices Instructor (Pilot)		30.98
15050 - Computer Based Training Specialist / Instructor		21.76
15060 - Educational Technologist		23.72
15070 - Flight Instructor (Pilot)		30.98
15080 - Graphic Artist		17.91
15090 - Technical Instructor		17.86
15095 - Technical Instructor/Course Developer		21.85
15110 - Test Proctor		14.41
15120 - Tutor		14.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.79
16220 - Tailor		12.51
16250 - Washer, Machine		9.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.89
19040 - Tool And Die Maker		20.04
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.22
21030 - Material Coordinator		17.01
21040 - Material Expediter		17.01
21050 - Material Handling Laborer		11.64
21071 - Order Filler		10.60
21080 - Production Line Worker (Food Processing)		13.22
21110 - Shipping Packer		10.99
21130 - Shipping/Receiving Clerk		10.99
21140 - Store Worker I		9.85
21150 - Stock Clerk		14.02
21210 - Tools And Parts Attendant		13.22
21410 - Warehouse Specialist		13.22
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		17.40
23021 - Aircraft Mechanic I		16.93
23022 - Aircraft Mechanic II		17.95
23023 - Aircraft Mechanic III		19.00
23040 - Aircraft Mechanic Helper		11.76
23050 - Aircraft, Painter		16.69
23060 - Aircraft Servicer		13.83
23080 - Aircraft Worker		14.86
23110 - Appliance Mechanic		18.63
23120 - Bicycle Repairer		8.90
23125 - Cable Splicer		18.51
23130 - Carpenter, Maintenance		15.93
23140 - Carpet Layer		14.84

23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician Maintenance I	17.37
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.83
23290 - Fire Alarm System Mechanic	15.19
23310 - Fire Extinguisher Repairer	12.79
23311 - Fuel Distribution System Mechanic	16.41
23312 - Fuel Distribution System Operator	12.52
23370 - General Maintenance Worker	14.32
23380 - Ground Support Equipment Mechanic	16.93
23381 - Ground Support Equipment Servicer	13.83
23382 - Ground Support Equipment Worker	14.86
23391 - Gunsmith I	12.79
23392 - Gunsmith II	14.84
23393 - Gunsmith III	16.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.42
23430 - Heavy Equipment Mechanic	16.87
23440 - Heavy Equipment Operator	14.44
23460 - Instrument Mechanic	16.93
23465 - Laboratory/Shelter Mechanic	15.89
23470 - Laborer	11.64
23510 - Locksmith	15.84
23530 - Machinery Maintenance Mechanic	18.65
23550 - Machinist, Maintenance	17.13
23580 - Maintenance Trades Helper	10.35
23591 - Metrology Technician I	16.93
23592 - Metrology Technician II	17.95
23593 - Metrology Technician III	19.00
23640 - Millwright	16.93
23710 - Office Appliance Repairer	16.45
23760 - Painter, Maintenance	14.45
23790 - Pipefitter, Maintenance	16.12
23810 - Plumber, Maintenance	15.21
23820 - Pneudraulic Systems Mechanic	16.93
23850 - Rigger	16.93
23870 - Scale Mechanic	14.84
23890 - Sheet-Metal Worker, Maintenance	15.76
23910 - Small Engine Mechanic	14.58
23931 - Telecommunications Mechanic I	18.70
23932 - Telecommunications Mechanic II	19.84
23950 - Telephone Lineman	19.10
23960 - Welder, Combination, Maintenance	14.83
23965 - Well Driller	16.93
23970 - Woodcraft Worker	16.93
23980 - Woodworker	12.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.55
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.40
24620 - Family Readiness And Support Services Coordinator	13.27
24630 - Homemaker	14.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	19.12
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	19.12
27000 - Protective Service Occupations	

27004 - Alarm Monitor	13.87
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.13
27010 - Court Security Officer	17.13
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.13
27070 - Firefighter	17.20
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	18.01
27132 - Police Officer II	19.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.55
28043 - Carnival Equpment Worker	9.25
28210 - Gate Attendant/Gate Tender	13.25
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.82
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	14.17
28630 - Sports Official	11.81
28690 - Swimming Pool Operator	15.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	14.86
29020 - Hatch Tender	14.84
29030 - Line Handler	14.84
29041 - Stevedore I	13.83
29042 - Stevedore II	16.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.94
30022 - Archeological Technician II	18.54
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	20.97
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	14.12
30082 - Engineering Technician II	15.85
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.52
30085 - Engineering Technician V	27.55
30086 - Engineering Technician VI	33.33
30090 - Environmental Technician	19.24
30210 - Laboratory Technician	17.67
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	15.94
30362 - Paralegal/Legal Assistant II	18.83
30363 - Paralegal/Legal Assistant III	23.03
30364 - Paralegal/Legal Assistant IV	27.87
30390 - Photo-Optics Technician	23.67
30461 - Technical Writer I	16.84
30462 - Technical Writer II	20.60
30463 - Technical Writer III	24.92
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.30
30621 - Weather Observer, Senior	(see 2)	23.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.69
31030 - Bus Driver		14.09
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		9.48
31290 - Shuttle Bus Driver		13.03
31310 - Taxi Driver		10.91
31361 - Truckdriver, Light		13.03
31362 - Truckdriver, Medium		14.09
31363 - Truckdriver, Heavy		15.69
31364 - Truckdriver, Tractor-Trailer		15.69
99000 - Miscellaneous Occupations		
99030 - Cashier		8.53
99050 - Desk Clerk		9.20
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.27
99252 - Laboratory Animal Caretaker II		9.73
99310 - Mortician		22.74
99410 - Pest Controller		12.99
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.18
99711 - Recycling Specialist		15.41
99730 - Refuse Collector		10.65
99810 - Sales Clerk		12.28
99820 - School Crossing Guard		10.51
99830 - Survey Party Chief		18.83
99831 - Surveying Aide		11.70
99832 - Surveying Technician		16.03
99840 - Vending Machine Attendant		13.62
99841 - Vending Machine Repairer		18.85
99842 - Vending Machine Repairer Helper		13.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2115 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.14
01012 - Accounting Clerk II		13.62
01013 - Accounting Clerk III		16.03
01020 - Administrative Assistant		18.33
01040 - Court Reporter		15.07
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		16.75
01070 - Document Preparation Clerk		11.81
01090 - Duplicating Machine Operator		11.81
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		18.09
01120 - Housing Referral Assistant		16.80
01141 - Messenger Courier		10.89
01191 - Order Clerk I		12.79
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		13.47
01262 - Personnel Assistant (Employment) II		15.07
01263 - Personnel Assistant (Employment) III		16.80
01270 - Production Control Clerk		18.80
01280 - Receptionist		11.93
01290 - Rental Clerk		12.50
01300 - Scheduler, Maintenance		13.47
01311 - Secretary I		13.47
01312 - Secretary II		15.07
01313 - Secretary III		16.80
01320 - Service Order Dispatcher		14.63
01410 - Supply Technician		18.33
01420 - Survey Worker		14.09

01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.45
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.58
01612 - Word Processor II	15.29
01613 - Word Processor III	17.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.96
05010 - Automotive Electrician	16.74
05040 - Automotive Glass Installer	14.73
05070 - Automotive Worker	14.73
05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	17.19
05160 - Motor Equipment Metal Worker	14.73
05190 - Motor Vehicle Mechanic	17.18
05220 - Motor Vehicle Mechanic Helper	12.01
05250 - Motor Vehicle Upholstery Worker	13.71
05280 - Motor Vehicle Wrecker	14.73
05310 - Painter, Automotive	15.73
05340 - Radiator Repair Specialist	14.73
05370 - Tire Repairer	11.70
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	10.86
07042 - Cook II	12.20
07070 - Dishwasher	8.18
07130 - Food Service Worker	9.21
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.52
09040 - Furniture Handler	10.58
09080 - Furniture Refinisher	16.52
09090 - Furniture Refinisher Helper	12.29
09110 - Furniture Repairer, Minor	14.40
09130 - Upholsterer	16.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.02
11060 - Elevator Operator	10.02
11090 - Gardener	12.83
11122 - Housekeeping Aide	11.17
11150 - Janitor	11.17
11210 - Laborer, Grounds Maintenance	11.30
11240 - Maid or Houseman	8.91
11260 - Pruner	10.07
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	15.60
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	27.76
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	16.28
12025 - Dental Hygienist	27.39
12030 - EKG Technician	21.26
12035 - Electroneurodiagnostic Technologist	21.26
12040 - Emergency Medical Technician	15.15
12071 - Licensed Practical Nurse I	15.80
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	18.89
12100 - Medical Assistant	13.57

12130 - Medical Laboratory Technician		17.22
12160 - Medical Record Clerk		13.75
12190 - Medical Record Technician		15.38
12195 - Medical Transcriptionist		15.65
12210 - Nuclear Medicine Technologist		32.90
12221 - Nursing Assistant I		10.38
12222 - Nursing Assistant II		11.67
12223 - Nursing Assistant III		12.74
12224 - Nursing Assistant IV		14.29
12235 - Optical Dispenser		19.34
12236 - Optical Technician		14.66
12250 - Pharmacy Technician		14.44
12280 - Phlebotomist		14.29
12305 - Radiologic Technologist		23.35
12311 - Registered Nurse I		23.41
12312 - Registered Nurse II		28.64
12313 - Registered Nurse II, Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III, Anesthetist		34.65
12316 - Registered Nurse IV		41.52
12317 - Scheduler (Drug and Alcohol Testing)		20.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.48
13013 - Exhibits Specialist III		27.50
13041 - Illustrator I		18.79
13042 - Illustrator II		23.29
13043 - Illustrator III		28.49
13047 - Librarian		24.89
13050 - Library Aide/Clerk		12.40
13054 - Library Information Technology Systems Administrator		22.40
13058 - Library Technician		13.25
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.53
13071 - Photographer I		13.56
13072 - Photographer II		16.00
13073 - Photographer III		18.80
13074 - Photographer IV		23.00
13075 - Photographer V		27.82
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.44
14042 - Computer Operator II		15.03
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		20.82
14045 - Computer Operator V		23.11
14071 - Computer Programmer I		24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		20.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		39.61
15050 - Computer Based Training Specialist / Instructor		26.70
15060 - Educational Technologist		23.96

15070 - Flight Instructor (Pilot)	37.51
15080 - Graphic Artist	22.77
15090 - Technical Instructor	20.53
15095 - Technical Instructor/Course Developer	25.11
15110 - Test Proctor	16.56
15120 - Tutor	16.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.67
16040 - Dry Cleaner	11.05
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.79
16220 - Tailor	12.51
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.70
19040 - Tool And Die Maker	21.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.29
21030 - Material Coordinator	18.80
21040 - Material Expediter	18.80
21050 - Material Handling Laborer	12.93
21071 - Order Filler	10.98
21080 - Production Line Worker (Food Processing)	15.29
21110 - Shipping Packer	14.88
21130 - Shipping/Receiving Clerk	14.88
21140 - Store Worker I	9.85
21150 - Stock Clerk	14.02
21210 - Tools And Parts Attendant	15.29
21410 - Warehouse Specialist	15.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.15
23021 - Aircraft Mechanic I	23.72
23022 - Aircraft Mechanic II	25.15
23023 - Aircraft Mechanic III	26.71
23040 - Aircraft Mechanic Helper	15.08
23050 - Aircraft, Painter	20.64
23060 - Aircraft Servicer	17.67
23080 - Aircraft Worker	18.98
23110 - Appliance Mechanic	18.66
23120 - Bicycle Repairer	12.87
23125 - Cable Splicer	23.45
23130 - Carpenter, Maintenance	17.89
23140 - Carpet Layer	17.55
23160 - Electrician, Maintenance	20.10
23181 - Electronics Technician Maintenance I	22.35
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	16.35
23290 - Fire Alarm System Mechanic	19.13
23310 - Fire Extinguisher Repairer	15.12
23311 - Fuel Distribution System Mechanic	23.13
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	23.72
23381 - Ground Support Equipment Servicer	17.67
23382 - Ground Support Equipment Worker	18.98
23391 - Gunsmith I	16.81
23392 - Gunsmith II	18.67

23393 - Gunsmith III	20.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	18.39
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	18.79
23470 - Laborer	12.93
23510 - Locksmith	16.48
23530 - Machinery Maintenance Mechanic	22.01
23550 - Machinist, Maintenance	18.54
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.81
23593 - Metrology Technician III	27.31
23640 - Millwright	20.21
23710 - Office Appliance Repairer	21.11
23760 - Painter, Maintenance	16.52
23790 - Pipefitter, Maintenance	19.16
23810 - Plumber, Maintenance	18.01
23820 - Pneudraulic Systems Mechanic	20.02
23850 - Rigger	19.65
23870 - Scale Mechanic	17.55
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	14.74
23931 - Telecommunications Mechanic I	23.49
23932 - Telecommunications Mechanic II	25.00
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	16.90
23965 - Well Driller	20.02
23970 - Woodcraft Worker	20.02
23980 - Woodworker	12.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.27
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	22.27
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	15.87
27010 - Court Security Officer	15.87
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	15.87
27070 - Firefighter	13.26
27101 - Guard I	10.51
27102 - Guard II	13.68
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.32
28042 - Carnival Equipment Repairer	10.47
28043 - Carnival Equpment Worker	8.39

28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.29
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.13
28515 - Recreation Specialist		17.10
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		14.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.99
29020 - Hatch Tender		18.99
29030 - Line Handler		18.99
29041 - Stevedore I		17.72
29042 - Stevedore II		22.13
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.46
30022 - Archeological Technician II		18.41
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.82
30040 - Civil Engineering Technician		22.04
30061 - Drafter/CAD Operator I		16.46
30062 - Drafter/CAD Operator II		18.41
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		13.90
30082 - Engineering Technician II		16.57
30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		23.88
30085 - Engineering Technician V		29.16
30086 - Engineering Technician VI		35.34
30090 - Environmental Technician		21.21
30210 - Laboratory Technician		20.56
30240 - Mathematical Technician		22.18
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.79
30363 - Paralegal/Legal Assistant III		27.87
30364 - Paralegal/Legal Assistant IV		33.75
30390 - Photo-Optics Technician		22.82
30461 - Technical Writer I		22.03
30462 - Technical Writer II		26.95
30463 - Technical Writer III		32.60
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer, Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.11
31043 - Driver Courier		15.41
31260 - Parking and Lot Attendant		9.32
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		15.41
31362 - Truckdriver, Medium		18.16
31363 - Truckdriver, Heavy		19.44
31364 - Truckdriver, Tractor-Trailer		19.44
99000 - Miscellaneous Occupations		

99030 - Cashier	8.57
99050 - Desk Clerk	9.66
99095 - Embalmer	24.27
99251 - Laboratory Animal Caretaker I	10.44
99252 - Laboratory Animal Caretaker II	11.35
99310 - Mortician	24.27
99410 - Pest Controller	14.06
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	15.26
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	13.54
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	11.25
99830 - Survey Party Chief	20.53
99831 - Surveying Aide	11.63
99832 - Surveying Technician	15.94
99840 - Vending Machine Attendant	11.62
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2116 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

Fringe Benefits Required Follow the Occupational Listing

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01111 - General Clerk I	10.83
01112 - General Clerk II	11.82
01113 - General Clerk III	18.09
01120 - Housing Referral Assistant	16.80
01141 - Messenger Courier	10.89
01191 - Order Clerk I	12.79
01192 - Order Clerk II	13.69
01261 - Personnel Assistant (Employment) I	13.47
01262 - Personnel Assistant (Employment) II	15.07
01263 - Personnel Assistant (Employment) III	16.80
01270 - Production Control Clerk	18.80
01280 - Receptionist	11.93
01290 - Rental Clerk	12.50
01300 - Scheduler, Maintenance	13.47
01311 - Secretary I	13.47
01312 - Secretary II	15.07
01313 - Secretary III	16.80
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	18.33
01420 - Survey Worker	14.09
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.45
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.58
01612 - Word Processor II	15.29
01613 - Word Processor III	17.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.96
05010 - Automotive Electrician	16.74
05040 - Automotive Glass Installer	14.73
05070 - Automotive Worker	14.73
05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	17.19
05160 - Motor Equipment Metal Worker	14.73
05190 - Motor Vehicle Mechanic	17.18
05220 - Motor Vehicle Mechanic Helper	12.01
05250 - Motor Vehicle Upholstery Worker	13.71
05280 - Motor Vehicle Wrecker	14.73
05310 - Painter, Automotive	15.73
05340 - Radiator Repair Specialist	14.73
05370 - Tire Repairer	11.70
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	10.86
07042 - Cook II	12.20
07070 - Dishwasher	8.18
07130 - Food Service Worker	9.21
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.52
09040 - Furniture Handler	10.58
09080 - Furniture Refinisher	16.52
09090 - Furniture Refinisher Helper	12.29
09110 - Furniture Repairer, Minor	14.40
09130 - Upholsterer	16.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.02
11060 - Elevator Operator	10.02
11090 - Gardener	12.83

11122 - Housekeeping Aide	11.17
11150 - Janitor	11.17
11210 - Laborer, Grounds Maintenance	11.30
11240 - Maid or Houseman	8.91
11260 - Pruner	10.07
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	15.60
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	27.76
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	16.28
12025 - Dental Hygienist	27.39
12030 - EKG Technician	21.26
12035 - Electroneurodiagnostic Technologist	21.26
12040 - Emergency Medical Technician	15.15
12071 - Licensed Practical Nurse I	15.80
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	18.89
12100 - Medical Assistant	13.57
12130 - Medical Laboratory Technician	17.22
12160 - Medical Record Clerk	13.75
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.65
12210 - Nuclear Medicine Technologist	32.90
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	19.34
12236 - Optical Technician	14.66
12250 - Pharmacy Technician	14.44
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	23.35
12311 - Registered Nurse I	23.41
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II, Specialist	28.64
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III, Anesthetist	34.65
12316 - Registered Nurse IV	41.52
12317 - Scheduler (Drug and Alcohol Testing)	20.99
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.14
13012 - Exhibits Specialist II	22.48
13013 - Exhibits Specialist III	27.50
13041 - Illustrator I	18.79
13042 - Illustrator II	23.29
13043 - Illustrator III	28.49
13047 - Librarian	24.89
13050 - Library Aide/Clerk	12.40
13054 - Library Information Technology Systems Administrator	22.40
13058 - Library Technician	13.25
13061 - Media Specialist I	16.22
13062 - Media Specialist II	18.14
13063 - Media Specialist III	20.53
13071 - Photographer I	13.56
13072 - Photographer II	16.00
13073 - Photographer III	18.80
13074 - Photographer IV	23.00
13075 - Photographer V	27.82

13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.44
14042 - Computer Operator II		15.03
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		20.82
14045 - Computer Operator V		23.11
14071 - Computer Programmer I		24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		20.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		39.61
15050 - Computer Based Training Specialist / Instructor		26.70
15060 - Educational Technologist		23.96
15070 - Flight Instructor (Pilot)		37.51
15080 - Graphic Artist		22.77
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.11
15110 - Test Proctor		16.56
15120 - Tutor		16.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.79
16220 - Tailor		12.51
16250 - Washer, Machine		9.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.70
19040 - Tool And Die Maker		21.00
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.29
21030 - Material Coordinator		18.80
21040 - Material Expediter		18.80
21050 - Material Handling Laborer		12.93
21071 - Order Filler		10.98
21080 - Production Line Worker (Food Processing)		15.29
21110 - Shipping Packer		14.88
21130 - Shipping/Receiving Clerk		14.88
21140 - Store Worker I		9.85
21150 - Stock Clerk		14.02
21210 - Tools And Parts Attendant		15.29
21410 - Warehouse Specialist		15.29
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.15
23021 - Aircraft Mechanic I		23.72
23022 - Aircraft Mechanic II		25.15
23023 - Aircraft Mechanic III		26.71
23040 - Aircraft Mechanic Helper		15.08
23050 - Aircraft, Painter		20.64

23060 - Aircraft Servicer	17.67
23080 - Aircraft Worker	18.98
23110 - Appliance Mechanic	18.66
23120 - Bicycle Repairer	12.87
23125 - Cable Splicer	23.45
23130 - Carpenter, Maintenance	17.89
23140 - Carpet Layer	17.55
23160 - Electrician, Maintenance	20.10
23181 - Electronics Technician Maintenance I	22.35
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	16.35
23290 - Fire Alarm System Mechanic	19.13
23310 - Fire Extinguisher Repairer	15.12
23311 - Fuel Distribution System Mechanic	23.13
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	23.72
23381 - Ground Support Equipment Servicer	17.67
23382 - Ground Support Equipment Worker	18.98
23391 - Gunsmith I	16.81
23392 - Gunsmith II	18.67
23393 - Gunsmith III	20.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	18.39
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	18.79
23470 - Laborer	12.93
23510 - Locksmith	16.48
23530 - Machinery Maintenance Mechanic	22.01
23550 - Machinist, Maintenance	18.54
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.81
23593 - Metrology Technician III	27.31
23640 - Millwright	20.21
23710 - Office Appliance Repairer	21.11
23760 - Painter, Maintenance	16.52
23790 - Pipefitter, Maintenance	19.16
23810 - Plumber, Maintenance	18.01
23820 - Pneudraulic Systems Mechanic	20.02
23850 - Rigger	19.65
23870 - Scale Mechanic	17.55
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	14.74
23931 - Telecommunications Mechanic I	23.49
23932 - Telecommunications Mechanic II	25.00
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	16.90
23965 - Well Driller	20.02
23970 - Woodcraft Worker	20.02
23980 - Woodworker	12.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.27
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	22.27
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	15.87
27010 - Court Security Officer	15.87
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	15.87
27070 - Firefighter	13.26
27101 - Guard I	10.51
27102 - Guard II	13.68
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.32
28042 - Carnival Equipment Repairer	10.47
28043 - Carnival Equpment Worker	8.39
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	17.10
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.99
29020 - Hatch Tender	18.99
29030 - Line Handler	18.99
29041 - Stevedore I	17.72
29042 - Stevedore II	22.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.46
30022 - Archeological Technician II	18.41
30023 - Archeological Technician III	22.82
30030 - Cartographic Technician	22.82
30040 - Civil Engineering Technician	22.04
30061 - Drafter/CAD Operator I	16.46
30062 - Drafter/CAD Operator II	18.41
30063 - Drafter/CAD Operator III	20.54
30064 - Drafter/CAD Operator IV	25.27
30081 - Engineering Technician I	13.90
30082 - Engineering Technician II	16.57
30083 - Engineering Technician III	20.34
30084 - Engineering Technician IV	23.88
30085 - Engineering Technician V	29.16
30086 - Engineering Technician VI	35.34
30090 - Environmental Technician	21.21
30210 - Laboratory Technician	20.56
30240 - Mathematical Technician	22.18
30361 - Paralegal/Legal Assistant I	18.17
30362 - Paralegal/Legal Assistant II	22.79
30363 - Paralegal/Legal Assistant III	27.87
30364 - Paralegal/Legal Assistant IV	33.75
30390 - Photo-Optics Technician	22.82
30461 - Technical Writer I	22.03

30462 - Technical Writer II		26.95
30463 - Technical Writer III		32.60
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer, Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.11
31043 - Driver Courier		15.41
31260 - Parking and Lot Attendant		9.32
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		15.41
31362 - Truckdriver, Medium		18.16
31363 - Truckdriver, Heavy		19.44
31364 - Truckdriver, Tractor-Trailer		19.44
99000 - Miscellaneous Occupations		
99030 - Cashier		8.57
99050 - Desk Clerk		9.66
99095 - Embalmer		24.27
99251 - Laboratory Animal Caretaker I		10.44
99252 - Laboratory Animal Caretaker II		11.35
99310 - Mortician		24.27
99410 - Pest Controller		14.06
99510 - Photofinishing Worker		13.91
99710 - Recycling Laborer		15.26
99711 - Recycling Specialist		19.47
99730 - Refuse Collector		13.54
99810 - Sales Clerk		12.62
99820 - School Crossing Guard		11.25
99830 - Survey Party Chief		20.53
99831 - Surveying Aide		11.63
99832 - Surveying Technician		15.94
99840 - Vending Machine Attendant		11.62
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2117 Revision No.: 15

State: Florida

Area: Florida Counties of Brevard, Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		19.20
01040 - Court Reporter		16.31
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		13.31
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.38
01112 - General Clerk II		13.39
01113 - General Clerk III		14.93
01120 - Housing Referral Assistant		17.64
01141 - Messenger Courier		12.16
01191 - Order Clerk I		11.55
01192 - Order Clerk II		13.60
01261 - Personnel Assistant (Employment) I		14.66
01262 - Personnel Assistant (Employment) II		16.40
01263 - Personnel Assistant (Employment) III		18.29
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.39
01290 - Rental Clerk		12.83
01300 - Scheduler, Maintenance		14.20
01311 - Secretary I		14.20
01312 - Secretary II		15.82
01313 - Secretary III		17.64
01320 - Service Order Dispatcher		14.82
01410 - Supply Technician		19.60
01420 - Survey Worker		16.31
01531 - Travel Clerk I		11.33
01532 - Travel Clerk II		12.24
01533 - Travel Clerk III		13.11
01611 - Word Processor I		12.21
01612 - Word Processor II		13.16
01613 - Word Processor III		16.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.32
05010 - Automotive Electrician		18.15
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.17
05110 - Mobile Equipment Servicer		15.50
05130 - Motor Equipment Metal Mechanic		18.88
05160 - Motor Equipment Metal Worker		17.17
05190 - Motor Vehicle Mechanic		18.80
05220 - Motor Vehicle Mechanic Helper		14.58
05250 - Motor Vehicle Upholstery Worker		16.58
05280 - Motor Vehicle Wrecker		17.17
05310 - Painter, Automotive		18.04

05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	8.13
07130 - Food Service Worker	10.11
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	16.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	17.75
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	24.67
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.81
12030 - EKG Technician	17.76
12035 - Electroneurodiagnostic Technologist	17.76
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.52
12100 - Medical Assistant	12.83
12130 - Medical Laboratory Technician	18.67
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	15.17
12195 - Medical Transcriptionist	14.93
12210 - Nuclear Medicine Technologist	30.91
12221 - Nursing Assistant I	11.00
12222 - Nursing Assistant II	12.37
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.14
12235 - Optical Dispenser	17.68
12236 - Optical Technician	13.58
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	15.14
12305 - Radiologic Technologist	24.10
12311 - Registered Nurse I	22.67
12312 - Registered Nurse II	27.73
12313 - Registered Nurse II, Specialist	27.73
12314 - Registered Nurse III	33.55
12315 - Registered Nurse III, Anesthetist	33.55

12316 - Registered Nurse IV		40.22
12317 - Scheduler (Drug and Alcohol Testing)		22.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.52
13012 - Exhibits Specialist II		20.85
13013 - Exhibits Specialist III		23.88
13041 - Illustrator I		16.29
13042 - Illustrator II		19.52
13043 - Illustrator III		23.31
13047 - Librarian		22.41
13050 - Library Aide/Clerk		11.99
13054 - Library Information Technology Systems Administrator		20.85
13058 - Library Technician		15.75
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.55
13063 - Media Specialist III		17.57
13071 - Photographer I		15.22
13072 - Photographer II		17.02
13073 - Photographer III		21.09
13074 - Photographer IV		24.68
13075 - Photographer V		27.29
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.06
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.37
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.15
14160 - Personal Computer Support Technician		22.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		35.42
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		25.26
15070 - Flight Instructor (Pilot)		35.42
15080 - Graphic Artist		20.58
15090 - Technical Instructor		21.82
15095 - Technical Instructor/Course Developer		25.91
15110 - Test Proctor		17.90
15120 - Tutor		17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.37
16030 - Counter Attendant		8.37
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.37
16090 - Presser, Hand		8.37
16110 - Presser, Machine, Drycleaning		8.37
16130 - Presser, Machine, Shirts		8.37
16160 - Presser, Machine, Wearing Apparel, Laundry		8.37
16190 - Sewing Machine Operator		11.12
16220 - Tailor		11.82
16250 - Washer, Machine		9.06
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	17.55
19040 - Tool And Die Maker	20.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.08
21030 - Material Coordinator	19.41
21040 - Material Expediter	19.41
21050 - Material Handling Laborer	11.56
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.66
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.29
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.46
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.47
23080 - Aircraft Worker	18.35
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	18.77
23140 - Carpet Layer	17.82
23160 - Electrician, Maintenance	22.10
23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.73
23260 - Fabric Worker	16.67
23290 - Fire Alarm System Mechanic	17.54
23310 - Fire Extinguisher Repairer	15.49
23311 - Fuel Distribution System Mechanic	20.11
23312 - Fuel Distribution System Operator	16.75
23370 - General Maintenance Worker	17.61
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.47
23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22

23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
27010 - Court Security Officer	18.77
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27102 - Guard II	17.09
27131 - Police Officer I	20.43
27132 - Police Officer II	22.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	13.43
28043 - Carnival Equpment Worker	9.04
28210 - Gate Attendant/Gate Tender	13.56
28310 - Lifeguard	12.08
28350 - Park Attendant (Aide)	15.16
28510 - Recreation Aide/Health Facility Attendant	11.07
28515 - Recreation Specialist	18.79
28630 - Sports Official	12.08
28690 - Swimming Pool Operator	14.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.91
29020 - Hatch Tender	17.91
29030 - Line Handler	17.91
29041 - Stevedore I	17.02
29042 - Stevedore II	20.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.56
30022 - Archeological Technician II	16.54

30023 - Archeological Technician III		20.23
30030 - Cartographic Technician		19.71
30040 - Civil Engineering Technician		20.89
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		15.57
30063 - Drafter/CAD Operator III		18.21
30064 - Drafter/CAD Operator IV		21.36
30081 - Engineering Technician I		15.41
30082 - Engineering Technician II		17.30
30083 - Engineering Technician III		19.35
30084 - Engineering Technician IV		23.98
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.49
30090 - Environmental Technician		18.78
30210 - Laboratory Technician		22.77
30240 - Mathematical Technician		19.29
30361 - Paralegal/Legal Assistant I		15.19
30362 - Paralegal/Legal Assistant II		20.55
30363 - Paralegal/Legal Assistant III		25.12
30364 - Paralegal/Legal Assistant IV		30.43
30390 - Photo-Optics Technician		19.71
30461 - Technical Writer I		19.86
30462 - Technical Writer II		24.29
30463 - Technical Writer III		29.39
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.21
30621 - Weather Observer, Senior	(see 2)	19.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.22
31030 - Bus Driver		12.82
31043 - Driver Courier		15.56
31260 - Parking and Lot Attendant		11.35
31290 - Shuttle Bus Driver		13.22
31310 - Taxi Driver		13.42
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		15.11
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		9.59
99050 - Desk Clerk		10.15
99095 - Embalmer		23.84
99251 - Laboratory Animal Caretaker I		10.25
99252 - Laboratory Animal Caretaker II		11.13
99310 - Mortician		23.84
99410 - Pest Controller		14.24
99510 - Photofinishing Worker		10.82
99710 - Recycling Laborer		13.25
99711 - Recycling Specialist		15.71
99730 - Refuse Collector		12.05
99810 - Sales Clerk		11.66
99820 - School Crossing Guard		10.86
99830 - Survey Party Chief		17.08
99831 - Surveying Aide		11.32
99832 - Surveying Technician		15.53
99840 - Vending Machine Attendant		13.23
99841 - Vending Machine Repairer		15.49
99842 - Vending Machine Repairer Helper		13.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2118 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Brevard, Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		19.20
01040 - Court Reporter		16.31
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		13.31
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.38
01112 - General Clerk II		13.39
01113 - General Clerk III		14.93
01120 - Housing Referral Assistant		17.64
01141 - Messenger Courier		12.16
01191 - Order Clerk I		11.55
01192 - Order Clerk II		13.60
01261 - Personnel Assistant (Employment) I		14.66
01262 - Personnel Assistant (Employment) II		16.40
01263 - Personnel Assistant (Employment) III		18.29
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.39
01290 - Rental Clerk		12.83
01300 - Scheduler, Maintenance		14.20
01311 - Secretary I		14.20
01312 - Secretary II		15.82
01313 - Secretary III		17.64
01320 - Service Order Dispatcher		14.82
01410 - Supply Technician		19.60

01420 - Survey Worker	16.31
01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.24
01533 - Travel Clerk III	13.11
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	16.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.50
05130 - Motor Equipment Metal Mechanic	18.88
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.80
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	8.13
07130 - Food Service Worker	10.11
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	16.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	17.75
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	24.67
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.81
12030 - EKG Technician	17.76
12035 - Electroneurodiagnostic Technologist	17.76
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.52

12100 - Medical Assistant		12.83
12130 - Medical Laboratory Technician		18.67
12160 - Medical Record Clerk		14.62
12190 - Medical Record Technician		15.17
12195 - Medical Transcriptionist		14.93
12210 - Nuclear Medicine Technologist		30.91
12221 - Nursing Assistant I		11.00
12222 - Nursing Assistant II		12.37
12223 - Nursing Assistant III		13.50
12224 - Nursing Assistant IV		15.14
12235 - Optical Dispenser		17.68
12236 - Optical Technician		13.58
12250 - Pharmacy Technician		12.47
12280 - Phlebotomist		15.14
12305 - Radiologic Technologist		24.10
12311 - Registered Nurse I		22.67
12312 - Registered Nurse II		27.73
12313 - Registered Nurse II, Specialist		27.73
12314 - Registered Nurse III		33.55
12315 - Registered Nurse III, Anesthetist		33.55
12316 - Registered Nurse IV		40.22
12317 - Scheduler (Drug and Alcohol Testing)		22.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.52
13012 - Exhibits Specialist II		20.85
13013 - Exhibits Specialist III		23.88
13041 - Illustrator I		16.29
13042 - Illustrator II		19.52
13043 - Illustrator III		23.31
13047 - Librarian		22.41
13050 - Library Aide/Clerk		11.99
13054 - Library Information Technology Systems Administrator		20.85
13058 - Library Technician		15.75
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.55
13063 - Media Specialist III		17.57
13071 - Photographer I		15.22
13072 - Photographer II		17.02
13073 - Photographer III		21.09
13074 - Photographer IV		24.68
13075 - Photographer V		27.29
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.06
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.37
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.15
14160 - Personal Computer Support Technician		22.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		35.42
15050 - Computer Based Training Specialist / Instructor		29.98

15060 - Educational Technologist	25.26
15070 - Flight Instructor (Pilot)	35.42
15080 - Graphic Artist	20.58
15090 - Technical Instructor	21.82
15095 - Technical Instructor/Course Developer	25.91
15110 - Test Proctor	17.90
15120 - Tutor	17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.37
16030 - Counter Attendant	8.37
16040 - Dry Cleaner	10.44
16070 - Finisher, Flatwork, Machine	8.37
16090 - Presser, Hand	8.37
16110 - Presser, Machine, Drycleaning	8.37
16130 - Presser, Machine, Shirts	8.37
16160 - Presser, Machine, Wearing Apparel, Laundry	8.37
16190 - Sewing Machine Operator	11.12
16220 - Tailor	11.82
16250 - Washer, Machine	9.06
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.55
19040 - Tool And Die Maker	20.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.08
21030 - Material Coordinator	19.41
21040 - Material Expediter	19.41
21050 - Material Handling Laborer	11.56
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.66
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.29
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.46
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.47
23080 - Aircraft Worker	18.35
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	18.77
23140 - Carpet Layer	17.82
23160 - Electrician, Maintenance	22.10
23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.73
23260 - Fabric Worker	16.67
23290 - Fire Alarm System Mechanic	17.54
23310 - Fire Extinguisher Repairer	15.49
23311 - Fuel Distribution System Mechanic	20.11
23312 - Fuel Distribution System Operator	16.75
23370 - General Maintenance Worker	17.61
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.47
23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56

23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
27010 - Court Security Officer	18.77
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27102 - Guard II	17.09
27131 - Police Officer I	20.43
27132 - Police Officer II	22.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	13.43

28043 - Carnival Equpment Worker		9.04
28210 - Gate Attendant/Gate Tender		13.56
28310 - Lifeguard		12.08
28350 - Park Attendant (Aide)		15.16
28510 - Recreation Aide/Health Facility Attendant		11.07
28515 - Recreation Specialist		18.79
28630 - Sports Official		12.08
28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.91
29020 - Hatch Tender		17.91
29030 - Line Handler		17.91
29041 - Stevedore I		17.02
29042 - Stevedore II		20.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.56
30022 - Archeological Technician II		16.54
30023 - Archeological Technician III		20.23
30030 - Cartographic Technician		19.71
30040 - Civil Engineering Technician		20.89
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		15.57
30063 - Drafter/CAD Operator III		18.21
30064 - Drafter/CAD Operator IV		21.36
30081 - Engineering Technician I		15.41
30082 - Engineering Technician II		17.30
30083 - Engineering Technician III		19.35
30084 - Engineering Technician IV		23.98
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.49
30090 - Environmental Technician		18.78
30210 - Laboratory Technician		22.77
30240 - Mathematical Technician		19.29
30361 - Paralegal/Legal Assistant I		15.19
30362 - Paralegal/Legal Assistant II		20.55
30363 - Paralegal/Legal Assistant III		25.12
30364 - Paralegal/Legal Assistant IV		30.43
30390 - Photo-Optics Technician		19.71
30461 - Technical Writer I		19.86
30462 - Technical Writer II		24.29
30463 - Technical Writer III		29.39
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.21
30621 - Weather Observer, Senior	(see 2)	19.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.22
31030 - Bus Driver		12.82
31043 - Driver Courier		15.56
31260 - Parking and Lot Attendant		11.35
31290 - Shuttle Bus Driver		13.22
31310 - Taxi Driver		13.42
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		15.11
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38

99000 - Miscellaneous Occupations	
99030 - Cashier	9.59
99050 - Desk Clerk	10.15
99095 - Embalmer	23.84
99251 - Laboratory Animal Caretaker I	10.25
99252 - Laboratory Animal Caretaker II	11.13
99310 - Mortician	23.84
99410 - Pest Controller	14.24
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	13.25
99711 - Recycling Specialist	15.71
99730 - Refuse Collector	12.05
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	13.23
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	13.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2119 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92

01052 - Data Entry Operator II	14.09
01060 - Dispatcher, Motor Vehicle	16.82
01070 - Document Preparation Clerk	12.67
01090 - Duplicating Machine Operator	12.67
01111 - General Clerk I	12.62
01112 - General Clerk II	13.88
01113 - General Clerk III	15.59
01120 - Housing Referral Assistant	20.88
01141 - Messenger Courier	12.39
01191 - Order Clerk I	12.71
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	15.88
01262 - Personnel Assistant (Employment) II	18.07
01263 - Personnel Assistant (Employment) III	20.30
01270 - Production Control Clerk	20.00
01280 - Receptionist	13.44
01290 - Rental Clerk	14.93
01300 - Scheduler, Maintenance	16.74
01311 - Secretary I	16.74
01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	14.66
01410 - Supply Technician	23.21
01420 - Survey Worker	18.82
01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.44
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.34
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	7.71
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80

11060 - Elevator Operator	10.39
11090 - Gardener	14.13
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	14.69
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.61
12315 - Registered Nurse III, Anesthetist	36.61
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	19.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.01
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.80
13041 - Illustrator I	20.64
13042 - Illustrator II	25.57
13043 - Illustrator III	31.27
13047 - Librarian	31.86
13050 - Library Aide/Clerk	12.37
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	16.53
13061 - Media Specialist I	16.17
13062 - Media Specialist II	18.41
13063 - Media Specialist III	20.54
13071 - Photographer I	15.54
13072 - Photographer II	17.83
13073 - Photographer III	21.43

13074 - Photographer IV		27.00
13075 - Photographer V		32.66
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		42.90
15080 - Graphic Artist		25.96
15090 - Technical Instructor		21.38
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.26
15120 - Tutor		17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.52
16220 - Tailor		13.18
16250 - Washer, Machine		10.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.51
19040 - Tool And Die Maker		22.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.81
21030 - Material Coordinator		19.02
21040 - Material Expediter		19.02
21050 - Material Handling Laborer		12.17
21071 - Order Filler		11.60
21080 - Production Line Worker (Food Processing)		14.81
21110 - Shipping Packer		14.81
21130 - Shipping/Receiving Clerk		14.81
21140 - Store Worker I		9.45
21150 - Stock Clerk		14.43
21210 - Tools And Parts Attendant		14.81
21410 - Warehouse Specialist		14.81
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.81
23021 - Aircraft Mechanic I		23.31
23022 - Aircraft Mechanic II		24.81
23023 - Aircraft Mechanic III		26.28

23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	23.32
23183 - Electronics Technician Maintenance III	25.75
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.83
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	20.59
23312 - Fuel Distribution System Operator	15.49
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.11
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.89
23593 - Metrology Technician III	21.08
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.16
23931 - Telecommunications Mechanic I	23.92
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	21.16
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services	14.45

Coordinator	
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.90
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	20.30
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	19.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.76
29020 - Hatch Tender	22.76
29030 - Line Handler	22.76
29041 - Stevedore I	20.86
29042 - Stevedore II	24.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.74
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	24.73
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	17.93
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	27.90
30085 - Engineering Technician V	34.13
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	19.85
30210 - Laboratory Technician	18.62
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	17.91
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.14
30364 - Paralegal/Legal Assistant IV	32.83

30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		31.36
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		15.04
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		10.67
31361 - Truckdriver, Light		16.45
31362 - Truckdriver, Medium		17.99
31363 - Truckdriver, Heavy		19.54
31364 - Truckdriver, Tractor-Trailer		19.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.31
99050 - Desk Clerk		10.67
99095 - Embalmer		22.48
99251 - Laboratory Animal Caretaker I		10.75
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		24.52
99410 - Pest Controller		14.45
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.31
99711 - Recycling Specialist		19.30
99730 - Refuse Collector		13.33
99810 - Sales Clerk		12.45
99820 - School Crossing Guard		11.80
99830 - Survey Party Chief		18.80
99831 - Surveying Aide		10.24
99832 - Surveying Technician		16.78
99840 - Vending Machine Attendant		12.85
99841 - Vending Machine Repairer		16.68
99842 - Vending Machine Repairer Helper		12.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2120 Revision No.: 15

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		16.82
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		18.07
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		14.66
01410 - Supply Technician		23.21
01420 - Survey Worker		18.82
01531 - Travel Clerk I		12.57
01532 - Travel Clerk II		13.48
01533 - Travel Clerk III		14.33
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93
01613 - Word Processor III		16.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.44
05010 - Automotive Electrician		16.61
05040 - Automotive Glass Installer		15.52
05070 - Automotive Worker		15.52
05110 - Mobile Equipment Servicer		13.34
05130 - Motor Equipment Metal Mechanic		17.56
05160 - Motor Equipment Metal Worker		15.52
05190 - Motor Vehicle Mechanic		17.34
05220 - Motor Vehicle Mechanic Helper		12.24
05250 - Motor Vehicle Upholstery Worker		14.42
05280 - Motor Vehicle Wrecker		15.52
05310 - Painter, Automotive		16.62

05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	7.71
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	14.13
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	14.69
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.61
12315 - Registered Nurse III, Anesthetist	36.61

12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		19.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.01
13012 - Exhibits Specialist II		23.54
13013 - Exhibits Specialist III		28.80
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		31.27
13047 - Librarian		31.86
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		16.53
13061 - Media Specialist I		16.17
13062 - Media Specialist II		18.41
13063 - Media Specialist III		20.54
13071 - Photographer I		15.54
13072 - Photographer II		17.83
13073 - Photographer III		21.43
13074 - Photographer IV		27.00
13075 - Photographer V		32.66
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		42.90
15080 - Graphic Artist		25.96
15090 - Technical Instructor		21.38
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.26
15120 - Tutor		17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.52
16220 - Tailor		13.18
16250 - Washer, Machine		10.41
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	23.32
23183 - Electronics Technician Maintenance III	25.75
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.83
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	20.59
23312 - Fuel Distribution System Operator	15.49
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.11
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.89
23593 - Metrology Technician III	21.08
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94

23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.16
23931 - Telecommunications Mechanic I	23.92
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	21.16
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.90
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	20.30
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	19.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.76
29020 - Hatch Tender	22.76
29030 - Line Handler	22.76
29041 - Stevedore I	20.86
29042 - Stevedore II	24.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.74
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.25

30023 - Archeological Technician III		24.98
30030 - Cartographic Technician		25.86
30040 - Civil Engineering Technician		24.73
30061 - Drafter/CAD Operator I		18.66
30062 - Drafter/CAD Operator II		20.89
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.66
30081 - Engineering Technician I		17.93
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		27.90
30085 - Engineering Technician V		34.13
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		19.85
30210 - Laboratory Technician		18.62
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		31.36
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		15.04
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		10.67
31361 - Truckdriver, Light		16.45
31362 - Truckdriver, Medium		17.99
31363 - Truckdriver, Heavy		19.54
31364 - Truckdriver, Tractor-Trailer		19.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.31
99050 - Desk Clerk		10.67
99095 - Embalmer		22.48
99251 - Laboratory Animal Caretaker I		10.75
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		24.52
99410 - Pest Controller		14.45
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.31
99711 - Recycling Specialist		19.30
99730 - Refuse Collector		13.33
99810 - Sales Clerk		12.45
99820 - School Crossing Guard		11.80
99830 - Survey Party Chief		18.80
99831 - Surveying Aide		10.24
99832 - Surveying Technician		16.78
99840 - Vending Machine Attendant		12.85
99841 - Vending Machine Repairer		16.68
99842 - Vending Machine Repairer Helper		12.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2121 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Wakulla, Walton, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.62
01012 - Accounting Clerk II		14.16
01013 - Accounting Clerk III		16.60
01020 - Administrative Assistant		19.11
01040 - Court Reporter		15.99
01051 - Data Entry Operator I		11.29
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		15.56
01070 - Document Preparation Clerk		12.33
01090 - Duplicating Machine Operator		12.33
01111 - General Clerk I		11.73
01112 - General Clerk II		12.80
01113 - General Clerk III		14.36
01120 - Housing Referral Assistant		17.84
01141 - Messenger Courier		10.25
01191 - Order Clerk I		12.03
01192 - Order Clerk II		13.31
01261 - Personnel Assistant (Employment) I		13.91
01262 - Personnel Assistant (Employment) II		15.56
01263 - Personnel Assistant (Employment) III		17.35
01270 - Production Control Clerk		16.96
01280 - Receptionist		12.41
01290 - Rental Clerk		13.45
01300 - Scheduler, Maintenance		14.30
01311 - Secretary I		14.30

01312 - Secretary II	15.99
01313 - Secretary III	17.83
01320 - Service Order Dispatcher	13.76
01410 - Supply Technician	19.82
01420 - Survey Worker	14.20
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.14
01533 - Travel Clerk III	12.89
01611 - Word Processor I	12.40
01612 - Word Processor II	13.91
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.94
05040 - Automotive Glass Installer	17.66
05070 - Automotive Worker	16.05
05110 - Mobile Equipment Servicer	14.27
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.32
05250 - Motor Vehicle Upholstery Worker	15.19
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter, Automotive	16.94
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.65
07041 - Cook I	9.27
07042 - Cook II	10.60
07070 - Dishwasher	7.94
07130 - Food Service Worker	9.09
07210 - Meat Cutter	13.19
07260 - Waiter/Waitress	9.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.30
11090 - Gardener	14.31
11122 - Housekeeping Aide	9.30
11150 - Janitor	9.30
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	8.16
11260 - Pruner	10.24
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.16
12011 - Breath Alcohol Technician	16.36
12012 - Certified Occupational Therapist Assistant	22.08
12015 - Certified Physical Therapist Assistant	22.08
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.79
12035 - Electroneurodiagnostic Technologist	24.79

12040 - Emergency Medical Technician		14.16
12071 - Licensed Practical Nurse I		15.36
12072 - Licensed Practical Nurse II		17.18
12073 - Licensed Practical Nurse III		19.16
12100 - Medical Assistant		13.61
12130 - Medical Laboratory Technician		14.72
12160 - Medical Record Clerk		14.22
12190 - Medical Record Technician		15.11
12195 - Medical Transcriptionist		15.44
12210 - Nuclear Medicine Technologist		36.67
12221 - Nursing Assistant I		8.84
12222 - Nursing Assistant II		9.94
12223 - Nursing Assistant III		10.85
12224 - Nursing Assistant IV		12.17
12235 - Optical Dispenser		19.09
12236 - Optical Technician		14.61
12250 - Pharmacy Technician		14.07
12280 - Phlebotomist		12.36
12305 - Radiologic Technologist		24.22
12311 - Registered Nurse I		26.08
12312 - Registered Nurse II		31.91
12313 - Registered Nurse II, Specialist		31.91
12314 - Registered Nurse III		35.53
12315 - Registered Nurse III, Anesthetist		35.53
12316 - Registered Nurse IV		42.57
12317 - Scheduler (Drug and Alcohol Testing)		21.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.21
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.62
13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.62
13047 - Librarian		27.73
13050 - Library Aide/Clerk		11.92
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		14.48
13061 - Media Specialist I		16.53
13062 - Media Specialist II		18.18
13063 - Media Specialist III		20.00
13071 - Photographer I		15.34
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		26.01
13075 - Photographer V		31.47
13110 - Video Teleconference Technician		16.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.54
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	17.74
14072 - Computer Programmer II	(see 1)	21.98
14073 - Computer Programmer III	(see 1)	24.73
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	27.01
15020 - Aircrew Training Devices Instructor (Rated)	34.78
15030 - Air Crew Training Devices Instructor (Pilot)	39.19
15050 - Computer Based Training Specialist / Instructor	27.01
15060 - Educational Technologist	23.53
15070 - Flight Instructor (Pilot)	39.19
15080 - Graphic Artist	19.93
15090 - Technical Instructor	19.10
15095 - Technical Instructor/Course Developer	23.38
15110 - Test Proctor	15.41
15120 - Tutor	15.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.19
16030 - Counter Attendant	8.19
16040 - Dry Cleaner	10.34
16070 - Finisher, Flatwork, Machine	8.19
16090 - Presser, Hand	8.19
16110 - Presser, Machine, Drycleaning	8.19
16130 - Presser, Machine, Shirts	8.19
16160 - Presser, Machine, Wearing Apparel, Laundry	8.19
16190 - Sewing Machine Operator	11.09
16220 - Tailor	11.84
16250 - Washer, Machine	8.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.34
19040 - Tool And Die Maker	21.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.55
21030 - Material Coordinator	17.03
21040 - Material Expediter	17.03
21050 - Material Handling Laborer	10.44
21071 - Order Filler	12.32
21080 - Production Line Worker (Food Processing)	13.32
21110 - Shipping Packer	12.39
21130 - Shipping/Receiving Clerk	12.39
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.50
21210 - Tools And Parts Attendant	13.32
21410 - Warehouse Specialist	12.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.96
23021 - Aircraft Mechanic I	19.85
23022 - Aircraft Mechanic II	20.96
23023 - Aircraft Mechanic III	22.06
23040 - Aircraft Mechanic Helper	14.82
23050 - Aircraft, Painter	18.71
23060 - Aircraft Servicer	16.90
23080 - Aircraft Worker	17.86
23110 - Appliance Mechanic	17.53
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	16.94
23140 - Carpet Layer	16.05
23160 - Electrician, Maintenance	17.84
23181 - Electronics Technician Maintenance I	21.01
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	15.19
23290 - Fire Alarm System Mechanic	17.84
23310 - Fire Extinguisher Repairer	14.27
23311 - Fuel Distribution System Mechanic	20.69
23312 - Fuel Distribution System Operator	16.69
23370 - General Maintenance Worker	16.05

23380 - Ground Support Equipment Mechanic	19.85
23381 - Ground Support Equipment Servicer	16.90
23382 - Ground Support Equipment Worker	17.86
23391 - Gunsmith I	13.87
23392 - Gunsmith II	15.87
23393 - Gunsmith III	17.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.71
23430 - Heavy Equipment Mechanic	19.62
23440 - Heavy Equipment Operator	17.84
23460 - Instrument Mechanic	17.91
23465 - Laboratory/Shelter Mechanic	18.51
23470 - Laborer	10.20
23510 - Locksmith	16.94
23530 - Machinery Maintenance Mechanic	19.82
23550 - Machinist, Maintenance	17.84
23580 - Maintenance Trades Helper	14.02
23591 - Metrology Technician I	17.91
23592 - Metrology Technician II	18.92
23593 - Metrology Technician III	19.95
23640 - Millwright	17.84
23710 - Office Appliance Repairer	19.34
23760 - Painter, Maintenance	16.94
23790 - Pipefitter, Maintenance	17.84
23810 - Plumber, Maintenance	16.94
23820 - Pneudraulic Systems Mechanic	17.91
23850 - Rigger	17.91
23870 - Scale Mechanic	16.05
23890 - Sheet-Metal Worker, Maintenance	17.84
23910 - Small Engine Mechanic	16.05
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.65
23950 - Telephone Lineman	22.54
23960 - Welder, Combination, Maintenance	17.84
23965 - Well Driller	17.91
23970 - Woodcraft Worker	17.91
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.28
24580 - Child Care Center Clerk	11.51
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	13.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.91
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	17.91
25190 - Ventilation Equipment Tender	13.32
25210 - Water Treatment Plant Operator	20.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	12.35
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	13.97
27040 - Detention Officer	19.80
27070 - Firefighter	20.44
27101 - Guard I	12.35
27102 - Guard II	13.97
27131 - Police Officer I	22.92

27132 - Police Officer II		25.47
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.46
28042 - Carnival Equipment Repairer		11.21
28043 - Carnival Equpment Worker		8.73
28210 - Gate Attendant/Gate Tender		13.41
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health Facility Attendant		10.95
28515 - Recreation Specialist		18.08
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		19.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.35
29020 - Hatch Tender		19.35
29030 - Line Handler		19.35
29041 - Stevedore I		18.26
29042 - Stevedore II		20.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.64
30022 - Archeological Technician II		17.20
30023 - Archeological Technician III		21.21
30030 - Cartographic Technician		21.93
30040 - Civil Engineering Technician		21.63
30061 - Drafter/CAD Operator I		15.24
30062 - Drafter/CAD Operator II		17.71
30063 - Drafter/CAD Operator III		19.75
30064 - Drafter/CAD Operator IV		24.30
30081 - Engineering Technician I		13.31
30082 - Engineering Technician II		14.94
30083 - Engineering Technician III		16.71
30084 - Engineering Technician IV		20.72
30085 - Engineering Technician V		25.34
30086 - Engineering Technician VI		30.66
30090 - Environmental Technician		16.56
30210 - Laboratory Technician		17.87
30240 - Mathematical Technician		21.43
30361 - Paralegal/Legal Assistant I		16.27
30362 - Paralegal/Legal Assistant II		20.17
30363 - Paralegal/Legal Assistant III		24.67
30364 - Paralegal/Legal Assistant IV		29.85
30390 - Photo-Optics Technician		21.79
30461 - Technical Writer I		22.51
30462 - Technical Writer II		27.54
30463 - Technical Writer III		34.34
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.75
30621 - Weather Observer, Senior	(see 2)	21.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.07
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		9.34
31290 - Shuttle Bus Driver		13.35
31310 - Taxi Driver		10.54

31361 - Truckdriver, Light	13.35
31362 - Truckdriver, Medium	13.66
31363 - Truckdriver, Heavy	14.59
31364 - Truckdriver, Tractor-Trailer	14.59
99000 - Miscellaneous Occupations	
99030 - Cashier	9.19
99050 - Desk Clerk	9.06
99095 - Embalmer	24.57
99251 - Laboratory Animal Caretaker I	8.88
99252 - Laboratory Animal Caretaker II	9.32
99310 - Mortician	26.11
99410 - Pest Controller	13.40
99510 - Photofinishing Worker	12.06
99710 - Recycling Laborer	13.27
99711 - Recycling Specialist	15.36
99730 - Refuse Collector	12.08
99810 - Sales Clerk	12.25
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	16.92
99831 - Surveying Aide	9.19
99832 - Surveying Technician	15.38
99840 - Vending Machine Attendant	11.78
99841 - Vending Machine Repairer	14.21
99842 - Vending Machine Repairer Helper	11.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2122 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Wakulla, Walton, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.62
01012 - Accounting Clerk II		14.16
01013 - Accounting Clerk III		16.60
01020 - Administrative Assistant		19.11
01040 - Court Reporter		15.99

01051 - Data Entry Operator I	11.29
01052 - Data Entry Operator II	12.64
01060 - Dispatcher, Motor Vehicle	15.56
01070 - Document Preparation Clerk	12.33
01090 - Duplicating Machine Operator	12.33
01111 - General Clerk I	11.73
01112 - General Clerk II	12.80
01113 - General Clerk III	14.36
01120 - Housing Referral Assistant	17.84
01141 - Messenger Courier	10.25
01191 - Order Clerk I	12.03
01192 - Order Clerk II	13.31
01261 - Personnel Assistant (Employment) I	13.91
01262 - Personnel Assistant (Employment) II	15.56
01263 - Personnel Assistant (Employment) III	17.35
01270 - Production Control Clerk	16.96
01280 - Receptionist	12.41
01290 - Rental Clerk	13.45
01300 - Scheduler, Maintenance	14.30
01311 - Secretary I	14.30
01312 - Secretary II	15.99
01313 - Secretary III	17.83
01320 - Service Order Dispatcher	13.76
01410 - Supply Technician	19.82
01420 - Survey Worker	14.20
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.14
01533 - Travel Clerk III	12.89
01611 - Word Processor I	12.40
01612 - Word Processor II	13.91
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.94
05040 - Automotive Glass Installer	17.66
05070 - Automotive Worker	16.05
05110 - Mobile Equipment Servicer	14.27
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.32
05250 - Motor Vehicle Upholstery Worker	15.19
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter, Automotive	16.94
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.65
07041 - Cook I	9.27
07042 - Cook II	10.60
07070 - Dishwasher	7.94
07130 - Food Service Worker	9.09
07210 - Meat Cutter	13.19
07260 - Waiter/Waitress	9.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.30
11090 - Gardener	14.31
11122 - Housekeeping Aide	9.30
11150 - Janitor	9.30
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	8.16
11260 - Pruner	10.24
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.16
12011 - Breath Alcohol Technician	16.36
12012 - Certified Occupational Therapist Assistant	22.08
12015 - Certified Physical Therapist Assistant	22.08
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.79
12035 - Electroneurodiagnostic Technologist	24.79
12040 - Emergency Medical Technician	14.16
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.16
12100 - Medical Assistant	13.61
12130 - Medical Laboratory Technician	14.72
12160 - Medical Record Clerk	14.22
12190 - Medical Record Technician	15.11
12195 - Medical Transcriptionist	15.44
12210 - Nuclear Medicine Technologist	36.67
12221 - Nursing Assistant I	8.84
12222 - Nursing Assistant II	9.94
12223 - Nursing Assistant III	10.85
12224 - Nursing Assistant IV	12.17
12235 - Optical Dispenser	19.09
12236 - Optical Technician	14.61
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	12.36
12305 - Radiologic Technologist	24.22
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.91
12313 - Registered Nurse II, Specialist	31.91
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III, Anesthetist	35.53
12316 - Registered Nurse IV	42.57
12317 - Scheduler (Drug and Alcohol Testing)	21.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.21
13012 - Exhibits Specialist II	25.03
13013 - Exhibits Specialist III	30.62
13041 - Illustrator I	20.21
13042 - Illustrator II	25.03
13043 - Illustrator III	30.62
13047 - Librarian	27.73
13050 - Library Aide/Clerk	11.92
13054 - Library Information Technology Systems Administrator	25.03
13058 - Library Technician	14.48
13061 - Media Specialist I	16.53
13062 - Media Specialist II	18.18
13063 - Media Specialist III	20.00
13071 - Photographer I	15.34
13072 - Photographer II	17.16

13073 - Photographer III		21.26
13074 - Photographer IV		26.01
13075 - Photographer V		31.47
13110 - Video Teleconference Technician		16.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.54
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	17.74
14072 - Computer Programmer II	(see 1)	21.98
14073 - Computer Programmer III	(see 1)	24.73
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.01
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		39.19
15050 - Computer Based Training Specialist / Instructor		27.01
15060 - Educational Technologist		23.53
15070 - Flight Instructor (Pilot)		39.19
15080 - Graphic Artist		19.93
15090 - Technical Instructor		19.10
15095 - Technical Instructor/Course Developer		23.38
15110 - Test Proctor		15.41
15120 - Tutor		15.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.19
16030 - Counter Attendant		8.19
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.19
16090 - Presser, Hand		8.19
16110 - Presser, Machine, Drycleaning		8.19
16130 - Presser, Machine, Shirts		8.19
16160 - Presser, Machine, Wearing Apparel, Laundry		8.19
16190 - Sewing Machine Operator		11.09
16220 - Tailor		11.84
16250 - Washer, Machine		8.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.34
19040 - Tool And Die Maker		21.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.55
21030 - Material Coordinator		17.03
21040 - Material Expediter		17.03
21050 - Material Handling Laborer		10.44
21071 - Order Filler		12.32
21080 - Production Line Worker (Food Processing)		13.32
21110 - Shipping Packer		12.39
21130 - Shipping/Receiving Clerk		12.39
21140 - Store Worker I		10.87
21150 - Stock Clerk		14.50
21210 - Tools And Parts Attendant		13.32
21410 - Warehouse Specialist		12.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.96
23021 - Aircraft Mechanic I		19.85
23022 - Aircraft Mechanic II		20.96

23023 - Aircraft Mechanic III	22.06
23040 - Aircraft Mechanic Helper	14.82
23050 - Aircraft, Painter	18.71
23060 - Aircraft Servicer	16.90
23080 - Aircraft Worker	17.86
23110 - Appliance Mechanic	17.53
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	16.94
23140 - Carpet Layer	16.05
23160 - Electrician, Maintenance	17.84
23181 - Electronics Technician Maintenance I	21.01
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	15.19
23290 - Fire Alarm System Mechanic	17.84
23310 - Fire Extinguisher Repairer	14.27
23311 - Fuel Distribution System Mechanic	20.69
23312 - Fuel Distribution System Operator	16.69
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	19.85
23381 - Ground Support Equipment Servicer	16.90
23382 - Ground Support Equipment Worker	17.86
23391 - Gunsmith I	13.87
23392 - Gunsmith II	15.87
23393 - Gunsmith III	17.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.71
23430 - Heavy Equipment Mechanic	19.62
23440 - Heavy Equipment Operator	17.84
23460 - Instrument Mechanic	17.91
23465 - Laboratory/Shelter Mechanic	18.51
23470 - Laborer	10.20
23510 - Locksmith	16.94
23530 - Machinery Maintenance Mechanic	19.82
23550 - Machinist, Maintenance	17.84
23580 - Maintenance Trades Helper	14.02
23591 - Metrology Technician I	17.91
23592 - Metrology Technician II	18.92
23593 - Metrology Technician III	19.95
23640 - Millwright	17.84
23710 - Office Appliance Repairer	19.34
23760 - Painter, Maintenance	16.94
23790 - Pipefitter, Maintenance	17.84
23810 - Plumber, Maintenance	16.94
23820 - Pneudraulic Systems Mechanic	17.91
23850 - Rigger	17.91
23870 - Scale Mechanic	16.05
23890 - Sheet-Metal Worker, Maintenance	17.84
23910 - Small Engine Mechanic	16.05
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.65
23950 - Telephone Lineman	22.54
23960 - Welder, Combination, Maintenance	17.84
23965 - Well Driller	17.91
23970 - Woodcraft Worker	17.91
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.28
24580 - Child Care Center Clerk	11.51
24610 - Chore Aide	9.79

24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	13.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.91
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	17.91
25190 - Ventilation Equipment Tender	13.32
25210 - Water Treatment Plant Operator	20.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	12.35
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	13.97
27040 - Detention Officer	19.80
27070 - Firefighter	20.44
27101 - Guard I	12.35
27102 - Guard II	13.97
27131 - Police Officer I	22.92
27132 - Police Officer II	25.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.46
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	8.73
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.08
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	19.35
29000 - Stevedoring/Longshoremen Occupational Services	
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30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.64
30022 - Archeological Technician II	17.20
30023 - Archeological Technician III	21.21
30030 - Cartographic Technician	21.93
30040 - Civil Engineering Technician	21.63
30061 - Drafter/CAD Operator I	15.24
30062 - Drafter/CAD Operator II	17.71
30063 - Drafter/CAD Operator III	19.75
30064 - Drafter/CAD Operator IV	24.30
30081 - Engineering Technician I	13.31
30082 - Engineering Technician II	14.94
30083 - Engineering Technician III	16.71
30084 - Engineering Technician IV	20.72
30085 - Engineering Technician V	25.34
30086 - Engineering Technician VI	30.66
30090 - Environmental Technician	16.56
30210 - Laboratory Technician	17.87
30240 - Mathematical Technician	21.43
30361 - Paralegal/Legal Assistant I	16.27
30362 - Paralegal/Legal Assistant II	20.17
30363 - Paralegal/Legal Assistant III	24.67

30364 - Paralegal/Legal Assistant IV		29.85
30390 - Photo-Optics Technician		21.79
30461 - Technical Writer I		22.51
30462 - Technical Writer II		27.54
30463 - Technical Writer III		34.34
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.75
30621 - Weather Observer, Senior	(see 2)	21.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.07
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		9.34
31290 - Shuttle Bus Driver		13.35
31310 - Taxi Driver		10.54
31361 - Truckdriver, Light		13.35
31362 - Truckdriver, Medium		13.66
31363 - Truckdriver, Heavy		14.59
31364 - Truckdriver, Tractor-Trailer		14.59
99000 - Miscellaneous Occupations		
99030 - Cashier		9.19
99050 - Desk Clerk		9.06
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		8.88
99252 - Laboratory Animal Caretaker II		9.32
99310 - Mortician		26.11
99410 - Pest Controller		13.40
99510 - Photofinishing Worker		12.06
99710 - Recycling Laborer		13.27
99711 - Recycling Specialist		15.36
99730 - Refuse Collector		12.08
99810 - Sales Clerk		12.25
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		16.92
99831 - Surveying Aide		9.19
99832 - Surveying Technician		15.38
99840 - Vending Machine Attendant		11.78
99841 - Vending Machine Repairer		14.21
99842 - Vending Machine Repairer Helper		11.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2123
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.10
01020 - Administrative Assistant		20.26
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		13.25
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		12.27
01090 - Duplicating Machine Operator		12.00
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		18.23
01141 - Messenger Courier		11.28
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.96
01261 - Personnel Assistant (Employment) I		13.74
01262 - Personnel Assistant (Employment) II		15.77
01263 - Personnel Assistant (Employment) III		17.14
01270 - Production Control Clerk		18.85
01280 - Receptionist		12.05
01290 - Rental Clerk		13.74
01300 - Scheduler, Maintenance		14.16
01311 - Secretary I		14.16
01312 - Secretary II		16.35
01313 - Secretary III		18.23
01320 - Service Order Dispatcher		14.87
01410 - Supply Technician		21.79
01420 - Survey Worker		15.33
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.44
01611 - Word Processor I		14.54
01612 - Word Processor II		16.32
01613 - Word Processor III		18.25
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.45
05010 - Automotive Electrician		17.28
05040 - Automotive Glass Installer		16.36
05070 - Automotive Worker		16.36
05110 - Mobile Equipment Servicer		13.56
05130 - Motor Equipment Metal Mechanic		18.18
05160 - Motor Equipment Metal Worker		16.36
05190 - Motor Vehicle Mechanic		18.18
05220 - Motor Vehicle Mechanic Helper		13.10

05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.42
07041 - Cook I	10.88
07042 - Cook II	12.39
07070 - Dishwasher	8.71
07130 - Food Service Worker	9.24
07210 - Meat Cutter	12.62
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.18
09040 - Furniture Handler	9.40
09080 - Furniture Refinisher	14.18
09090 - Furniture Refinisher Helper	11.04
09110 - Furniture Repairer, Minor	12.53
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.22
11060 - Elevator Operator	10.13
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.17
11240 - Maid or Houseman	9.70
11260 - Pruner	9.83
11270 - Tractor Operator	12.62
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	16.12
12012 - Certified Occupational Therapist Assistant	26.19
12015 - Certified Physical Therapist Assistant	25.00
12020 - Dental Assistant	16.71
12025 - Dental Hygienist	30.66
12030 - EKG Technician	20.11
12035 - Electroneurodiagnostic Technologist	20.11
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	14.95
12072 - Licensed Practical Nurse II	16.72
12073 - Licensed Practical Nurse III	18.65
12100 - Medical Assistant	13.32
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.88
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.03
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	9.39
12222 - Nursing Assistant II	10.56
12223 - Nursing Assistant III	11.12
12224 - Nursing Assistant IV	12.46
12235 - Optical Dispenser	19.70
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	12.46
12305 - Radiologic Technologist	22.22
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06

12313 - Registered Nurse II, Specialist		27.06
12314 - Registered Nurse III		32.74
12315 - Registered Nurse III, Anesthetist		32.74
12316 - Registered Nurse IV		39.23
12317 - Scheduler (Drug and Alcohol Testing)		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.37
13012 - Exhibits Specialist II		22.76
13013 - Exhibits Specialist III		27.81
13041 - Illustrator I		21.64
13042 - Illustrator II		25.12
13043 - Illustrator III		31.42
13047 - Librarian		27.87
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		13.93
13061 - Media Specialist I		16.23
13062 - Media Specialist II		17.11
13063 - Media Specialist III		19.07
13071 - Photographer I		13.91
13072 - Photographer II		15.91
13073 - Photographer III		19.29
13074 - Photographer IV		23.54
13075 - Photographer V		28.55
13110 - Video Teleconference Technician		17.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.38
14042 - Computer Operator II		19.58
14043 - Computer Operator III		22.42
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.38
14160 - Personal Computer Support Technician		24.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		28.24
15070 - Flight Instructor (Pilot)		41.13
15080 - Graphic Artist		22.58
15090 - Technical Instructor		20.56
15095 - Technical Instructor/Course Developer		25.15
15110 - Test Proctor		16.59
15120 - Tutor		16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.54
16030 - Counter Attendant		9.54
16040 - Dry Cleaner		11.46
16070 - Finisher, Flatwork, Machine		9.54
16090 - Presser, Hand		9.54
16110 - Presser, Machine, Drycleaning		9.54
16130 - Presser, Machine, Shirts		9.54
16160 - Presser, Machine, Wearing Apparel, Laundry		9.54
16190 - Sewing Machine Operator		12.20

16220 - Tailor	12.84
16250 - Washer, Machine	10.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.60
19040 - Tool And Die Maker	19.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.44
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.41
21080 - Production Line Worker (Food Processing)	13.44
21110 - Shipping Packer	12.46
21130 - Shipping/Receiving Clerk	12.46
21140 - Store Worker I	9.67
21150 - Stock Clerk	13.77
21210 - Tools And Parts Attendant	13.48
21410 - Warehouse Specialist	13.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.23
23021 - Aircraft Mechanic I	23.79
23022 - Aircraft Mechanic II	25.23
23023 - Aircraft Mechanic III	32.17
23040 - Aircraft Mechanic Helper	17.62
23050 - Aircraft, Painter	22.20
23060 - Aircraft Servicer	19.97
23080 - Aircraft Worker	21.39
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	12.47
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	17.26
23140 - Carpet Layer	17.76
23160 - Electrician, Maintenance	18.03
23181 - Electronics Technician Maintenance I	18.27
23182 - Electronics Technician Maintenance II	19.57
23183 - Electronics Technician Maintenance III	20.85
23260 - Fabric Worker	15.74
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.55
23311 - Fuel Distribution System Mechanic	19.15
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	23.76
23381 - Ground Support Equipment Servicer	19.95
23382 - Ground Support Equipment Worker	21.37
23391 - Gunsmith I	14.55
23392 - Gunsmith II	16.89
23393 - Gunsmith III	19.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.33
23430 - Heavy Equipment Mechanic	18.96
23440 - Heavy Equipment Operator	16.93
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	19.66
23550 - Machinist, Maintenance	17.28
23580 - Maintenance Trades Helper	12.84
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.82

23593 - Metrology Technician III	20.97
23640 - Millwright	20.77
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	16.69
23810 - Plumber, Maintenance	15.86
23820 - Pneudraulic Systems Mechanic	19.27
23850 - Rigger	20.99
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	15.35
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	19.27
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	9.22
24620 - Family Readiness And Support Services Coordinator	14.56
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	19.63
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	13.45
25210 - Water Treatment Plant Operator	19.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54
27007 - Baggage Inspector	11.12
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	17.72
27101 - Guard I	11.12
27102 - Guard II	16.05
27131 - Police Officer I	23.56
27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.86
28042 - Carnival Equipment Repairer	13.66
28043 - Carnival Equpment Worker	10.52
28210 - Gate Attendant/Gate Tender	12.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.56
28515 - Recreation Specialist	13.01
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.61
29020 - Hatch Tender	20.61
29030 - Line Handler	20.61
29041 - Stevedore I	18.19
29042 - Stevedore II	22.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.87
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30084 - Engineering Technician IV		24.77
30085 - Engineering Technician V		30.30
30086 - Engineering Technician VI		36.66
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30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.30
30621 - Weather Observer, Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.19
31030 - Bus Driver		15.24
31043 - Driver Courier		13.30
31260 - Parking and Lot Attendant		9.04
31290 - Shuttle Bus Driver		15.10
31310 - Taxi Driver		10.99
31361 - Truckdriver, Light		15.10
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		18.56
31364 - Truckdriver, Tractor-Trailer		18.56
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.38
99095 - Embalmer		22.06
99251 - Laboratory Animal Caretaker I		9.98
99252 - Laboratory Animal Caretaker II		10.48
99310 - Mortician		24.41
99410 - Pest Controller		15.51
99510 - Photofinishing Worker		12.51
99710 - Recycling Laborer		16.26
99711 - Recycling Specialist		19.07
99730 - Refuse Collector		14.43
99810 - Sales Clerk		13.66
99820 - School Crossing Guard		9.24
99830 - Survey Party Chief		18.23
99831 - Surveying Aide		12.51
99832 - Surveying Technician		17.15

99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	16.51
99842 - Vending Machine Repairer Helper	13.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2124 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.10
01020 - Administrative Assistant		20.26
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		13.25
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		12.27
01090 - Duplicating Machine Operator		12.00
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		18.23
01141 - Messenger Courier		11.28
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.96
01261 - Personnel Assistant (Employment) I		13.74
01262 - Personnel Assistant (Employment) II		15.77
01263 - Personnel Assistant (Employment) III		17.14
01270 - Production Control Clerk		18.85
01280 - Receptionist		12.05
01290 - Rental Clerk		13.74
01300 - Scheduler, Maintenance		14.16
01311 - Secretary I		14.16
01312 - Secretary II		16.35
01313 - Secretary III		18.23

01320 - Service Order Dispatcher	14.87
01410 - Supply Technician	21.79
01420 - Survey Worker	15.33
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.45
05010 - Automotive Electrician	17.28
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	13.56
05130 - Motor Equipment Metal Mechanic	18.18
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.42
07041 - Cook I	10.88
07042 - Cook II	12.39
07070 - Dishwasher	8.71
07130 - Food Service Worker	9.24
07210 - Meat Cutter	12.62
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.18
09040 - Furniture Handler	9.40
09080 - Furniture Refinisher	14.18
09090 - Furniture Refinisher Helper	11.04
09110 - Furniture Repairer, Minor	12.53
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.22
11060 - Elevator Operator	10.13
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.17
11240 - Maid or Houseman	9.70
11260 - Pruner	9.83
11270 - Tractor Operator	12.62
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	16.12
12012 - Certified Occupational Therapist Assistant	26.19
12015 - Certified Physical Therapist Assistant	25.00
12020 - Dental Assistant	16.71
12025 - Dental Hygienist	30.66
12030 - EKG Technician	20.11
12035 - Electroneurodiagnostic Technologist	20.11
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	14.95

12072 - Licensed Practical Nurse II		16.72
12073 - Licensed Practical Nurse III		18.65
12100 - Medical Assistant		13.32
12130 - Medical Laboratory Technician		17.14
12160 - Medical Record Clerk		14.88
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		15.03
12210 - Nuclear Medicine Technologist		30.76
12221 - Nursing Assistant I		9.39
12222 - Nursing Assistant II		10.56
12223 - Nursing Assistant III		11.12
12224 - Nursing Assistant IV		12.46
12235 - Optical Dispenser		19.70
12236 - Optical Technician		16.81
12250 - Pharmacy Technician		15.85
12280 - Phlebotomist		12.46
12305 - Radiologic Technologist		22.22
12311 - Registered Nurse I		22.12
12312 - Registered Nurse II		27.06
12313 - Registered Nurse II, Specialist		27.06
12314 - Registered Nurse III		32.74
12315 - Registered Nurse III, Anesthetist		32.74
12316 - Registered Nurse IV		39.23
12317 - Scheduler (Drug and Alcohol Testing)		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.37
13012 - Exhibits Specialist II		22.76
13013 - Exhibits Specialist III		27.81
13041 - Illustrator I		21.64
13042 - Illustrator II		25.12
13043 - Illustrator III		31.42
13047 - Librarian		27.87
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		13.93
13061 - Media Specialist I		16.23
13062 - Media Specialist II		17.11
13063 - Media Specialist III		19.07
13071 - Photographer I		13.91
13072 - Photographer II		15.91
13073 - Photographer III		19.29
13074 - Photographer IV		23.54
13075 - Photographer V		28.55
13110 - Video Teleconference Technician		17.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.38
14042 - Computer Operator II		19.58
14043 - Computer Operator III		22.42
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.38
14160 - Personal Computer Support Technician		24.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50

15030 - Air Crew Training Devices Instructor (Pilot)	41.13
15050 - Computer Based Training Specialist / Instructor	30.03
15060 - Educational Technologist	28.24
15070 - Flight Instructor (Pilot)	41.13
15080 - Graphic Artist	22.58
15090 - Technical Instructor	20.56
15095 - Technical Instructor/Course Developer	25.15
15110 - Test Proctor	16.59
15120 - Tutor	16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.54
16030 - Counter Attendant	9.54
16040 - Dry Cleaner	11.46
16070 - Finisher, Flatwork, Machine	9.54
16090 - Presser, Hand	9.54
16110 - Presser, Machine, Drycleaning	9.54
16130 - Presser, Machine, Shirts	9.54
16160 - Presser, Machine, Wearing Apparel, Laundry	9.54
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.84
16250 - Washer, Machine	10.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.60
19040 - Tool And Die Maker	19.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.44
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.41
21080 - Production Line Worker (Food Processing)	13.44
21110 - Shipping Packer	12.46
21130 - Shipping/Receiving Clerk	12.46
21140 - Store Worker I	9.67
21150 - Stock Clerk	13.77
21210 - Tools And Parts Attendant	13.48
21410 - Warehouse Specialist	13.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.23
23021 - Aircraft Mechanic I	23.79
23022 - Aircraft Mechanic II	25.23
23023 - Aircraft Mechanic III	32.17
23040 - Aircraft Mechanic Helper	17.62
23050 - Aircraft, Painter	22.20
23060 - Aircraft Servicer	19.97
23080 - Aircraft Worker	21.39
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	12.47
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	17.26
23140 - Carpet Layer	17.76
23160 - Electrician, Maintenance	18.03
23181 - Electronics Technician Maintenance I	18.27
23182 - Electronics Technician Maintenance II	19.57
23183 - Electronics Technician Maintenance III	20.85
23260 - Fabric Worker	15.74
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.55
23311 - Fuel Distribution System Mechanic	19.15
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	23.76
23381 - Ground Support Equipment Servicer	19.95

23382 - Ground Support Equipment Worker	21.37
23391 - Gunsmith I	14.55
23392 - Gunsmith II	16.89
23393 - Gunsmith III	19.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.33
23430 - Heavy Equipment Mechanic	18.96
23440 - Heavy Equipment Operator	16.93
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	19.66
23550 - Machinist, Maintenance	17.28
23580 - Maintenance Trades Helper	12.84
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.82
23593 - Metrology Technician III	20.97
23640 - Millwright	20.77
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	16.69
23810 - Plumber, Maintenance	15.86
23820 - Pneudraulic Systems Mechanic	19.27
23850 - Rigger	20.99
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	15.35
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	19.27
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	9.22
24620 - Family Readiness And Support Services Coordinator	14.56
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	19.63
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	13.45
25210 - Water Treatment Plant Operator	19.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54
27007 - Baggage Inspector	11.12
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	17.72
27101 - Guard I	11.12
27102 - Guard II	16.05
27131 - Police Officer I	23.56
27132 - Police Officer II	26.18
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		12.86
28042 - Carnival Equipment Repairer		13.66
28043 - Carnival Equpment Worker		10.52
28210 - Gate Attendant/Gate Tender		12.08
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		9.56
28515 - Recreation Specialist		13.01
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.61
29020 - Hatch Tender		20.61
29030 - Line Handler		20.61
29041 - Stevedore I		18.19
29042 - Stevedore II		22.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.87
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		25.89
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		21.23
30061 - Drafter/CAD Operator I		17.87
30062 - Drafter/CAD Operator II		19.99
30063 - Drafter/CAD Operator III		22.30
30064 - Drafter/CAD Operator IV		27.43
30081 - Engineering Technician I		15.95
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		20.85
30084 - Engineering Technician IV		24.77
30085 - Engineering Technician V		30.30
30086 - Engineering Technician VI		36.66
30090 - Environmental Technician		17.42
30210 - Laboratory Technician		18.95
30240 - Mathematical Technician		24.18
30361 - Paralegal/Legal Assistant I		19.15
30362 - Paralegal/Legal Assistant II		22.65
30363 - Paralegal/Legal Assistant III		27.70
30364 - Paralegal/Legal Assistant IV		33.61
30390 - Photo-Optics Technician		24.77
30461 - Technical Writer I		19.45
30462 - Technical Writer II		23.79
30463 - Technical Writer III		27.41
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.30
30621 - Weather Observer, Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.19
31030 - Bus Driver		15.24
31043 - Driver Courier		13.30
31260 - Parking and Lot Attendant		9.04
31290 - Shuttle Bus Driver		15.10
31310 - Taxi Driver		10.99
31361 - Truckdriver, Light		15.10
31362 - Truckdriver, Medium		16.10

31363 - Truckdriver, Heavy	18.56
31364 - Truckdriver, Tractor-Trailer	18.56
99000 - Miscellaneous Occupations	
99030 - Cashier	9.94
99050 - Desk Clerk	12.38
99095 - Embalmer	22.06
99251 - Laboratory Animal Caretaker I	9.98
99252 - Laboratory Animal Caretaker II	10.48
99310 - Mortician	24.41
99410 - Pest Controller	15.51
99510 - Photofinishing Worker	12.51
99710 - Recycling Laborer	16.26
99711 - Recycling Specialist	19.07
99730 - Refuse Collector	14.43
99810 - Sales Clerk	13.66
99820 - School Crossing Guard	9.24
99830 - Survey Party Chief	18.23
99831 - Surveying Aide	12.51
99832 - Surveying Technician	17.15
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	16.51
99842 - Vending Machine Repairer Helper	13.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2125 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		21.10

01040 - Court Reporter	18.36
01051 - Data Entry Operator I	12.05
01052 - Data Entry Operator II	13.33
01060 - Dispatcher, Motor Vehicle	15.88
01070 - Document Preparation Clerk	12.08
01090 - Duplicating Machine Operator	12.08
01111 - General Clerk I	12.58
01112 - General Clerk II	13.73
01113 - General Clerk III	15.09
01120 - Housing Referral Assistant	19.46
01141 - Messenger Courier	11.26
01191 - Order Clerk I	12.42
01192 - Order Clerk II	13.94
01261 - Personnel Assistant (Employment) I	14.67
01262 - Personnel Assistant (Employment) II	18.22
01263 - Personnel Assistant (Employment) III	18.84
01270 - Production Control Clerk	19.92
01280 - Receptionist	11.91
01290 - Rental Clerk	14.73
01300 - Scheduler, Maintenance	15.31
01311 - Secretary I	15.31
01312 - Secretary II	17.12
01313 - Secretary III	19.41
01320 - Service Order Dispatcher	14.23
01410 - Supply Technician	21.10
01420 - Survey Worker	13.68
01531 - Travel Clerk I	12.46
01532 - Travel Clerk II	13.56
01533 - Travel Clerk III	14.75
01611 - Word Processor I	13.15
01612 - Word Processor II	14.76
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.27
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	12.68
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	10.83
07042 - Cook II	12.08
07070 - Dishwasher	8.52
07130 - Food Service Worker	10.34
07210 - Meat Cutter	14.06
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.65

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.05
11060 - Elevator Operator	9.05
11090 - Gardener	14.30
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.70
11260 - Pruner	9.76
11270 - Tractor Operator	13.14
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	17.88
12012 - Certified Occupational Therapist Assistant	26.35
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	16.89
12025 - Dental Hygienist	26.04
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	13.09
12130 - Medical Laboratory Technician	16.70
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	15.52
12195 - Medical Transcriptionist	15.02
12210 - Nuclear Medicine Technologist	30.98
12221 - Nursing Assistant I	9.46
12222 - Nursing Assistant II	10.63
12223 - Nursing Assistant III	11.60
12224 - Nursing Assistant IV	13.02
12235 - Optical Dispenser	19.04
12236 - Optical Technician	13.00
12250 - Pharmacy Technician	14.03
12280 - Phlebotomist	12.65
12305 - Radiologic Technologist	25.53
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55
12313 - Registered Nurse II, Specialist	27.55
12314 - Registered Nurse III	33.08
12315 - Registered Nurse III, Anesthetist	33.08
12316 - Registered Nurse IV	39.89
12317 - Scheduler (Drug and Alcohol Testing)	22.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.45
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	30.49
13041 - Illustrator I	18.88
13042 - Illustrator II	23.39
13043 - Illustrator III	28.61
13047 - Librarian	27.59
13050 - Library Aide/Clerk	10.78
13054 - Library Information Technology Systems Administrator	24.65
13058 - Library Technician	13.74
13061 - Media Specialist I	17.98
13062 - Media Specialist II	20.11
13063 - Media Specialist III	22.43
13071 - Photographer I	18.09

13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.54
14044 - Computer Operator IV		21.70
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.16
15070 - Flight Instructor (Pilot)		40.18
15080 - Graphic Artist		22.03
15090 - Technical Instructor		19.47
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.75
15120 - Tutor		16.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.35
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		12.15
16220 - Tailor		12.91
16250 - Washer, Machine		9.80
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.33
19040 - Tool And Die Maker		19.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.62
21030 - Material Coordinator		17.77
21040 - Material Expediter		18.02
21050 - Material Handling Laborer		10.87
21071 - Order Filler		11.42
21080 - Production Line Worker (Food Processing)		16.62
21110 - Shipping Packer		13.06
21130 - Shipping/Receiving Clerk		13.06
21140 - Store Worker I		9.94
21150 - Stock Clerk		13.53
21210 - Tools And Parts Attendant		16.50
21410 - Warehouse Specialist		16.62
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.29
23021 - Aircraft Mechanic I		25.04

23022 - Aircraft Mechanic II	26.29
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	18.32
23060 - Aircraft Servicer	21.80
23080 - Aircraft Worker	22.87
23110 - Appliance Mechanic	17.67
23120 - Bicycle Repairer	12.68
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.07
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	15.47
23290 - Fire Alarm System Mechanic	17.61
23310 - Fire Extinguisher Repairer	13.68
23311 - Fuel Distribution System Mechanic	17.66
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	14.96
23392 - Gunsmith II	17.39
23393 - Gunsmith III	19.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.45
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	11.48
23510 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	20.38
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.78
23593 - Metrology Technician III	21.82
23640 - Millwright	19.28
23710 - Office Appliance Repairer	18.68
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	17.70
23810 - Plumber, Maintenance	16.93
23820 - Pneudraulic Systems Mechanic	18.75
23850 - Rigger	17.75
23870 - Scale Mechanic	16.63
23890 - Sheet-Metal Worker, Maintenance	17.67
23910 - Small Engine Mechanic	16.34
23931 - Telecommunications Mechanic I	20.34
23932 - Telecommunications Mechanic II	24.13
23950 - Telephone Lineman	23.50
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	17.75
23970 - Woodcraft Worker	18.75
23980 - Woodworker	14.30
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.10

24610 - Chore Aide	9.49
24620 - Family Readiness And Support Services Coordinator	13.23
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.33
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	19.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.49
27007 - Baggage Inspector	10.36
27008 - Corrections Officer	22.81
27010 - Court Security Officer	21.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	22.81
27070 - Firefighter	19.59
27101 - Guard I	10.36
27102 - Guard II	16.29
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.35
28042 - Carnival Equipment Repairer	11.02
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	12.85
28310 - Lifeguard	11.15
28350 - Park Attendant (Aide)	14.37
28510 - Recreation Aide/Health Facility Attendant	7.98
28515 - Recreation Specialist	15.47
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	14.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	16.51
29042 - Stevedore II	20.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.80
30022 - Archeological Technician II	18.16
30023 - Archeological Technician III	22.52
30030 - Cartographic Technician	24.49
30040 - Civil Engineering Technician	22.98
30061 - Drafter/CAD Operator I	14.36
30062 - Drafter/CAD Operator II	18.16
30063 - Drafter/CAD Operator III	18.41
30064 - Drafter/CAD Operator IV	24.93
30081 - Engineering Technician I	16.69
30082 - Engineering Technician II	18.74
30083 - Engineering Technician III	21.23
30084 - Engineering Technician IV	24.45
30085 - Engineering Technician V	26.10
30086 - Engineering Technician VI	29.43
30090 - Environmental Technician	18.16
30210 - Laboratory Technician	17.50
30240 - Mathematical Technician	21.76
30361 - Paralegal/Legal Assistant I	18.01
30362 - Paralegal/Legal Assistant II	22.31

30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.02
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.73
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.41
30621 - Weather Observer, Senior	(see 2)	19.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.51
31043 - Driver Courier		11.93
31260 - Parking and Lot Attendant		9.69
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		9.96
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		14.85
31363 - Truckdriver, Heavy		16.96
31364 - Truckdriver, Tractor-Trailer		16.96
99000 - Miscellaneous Occupations		
99030 - Cashier		7.97
99050 - Desk Clerk		9.76
99095 - Embalmer		20.28
99251 - Laboratory Animal Caretaker I		9.97
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		26.58
99410 - Pest Controller		13.00
99510 - Photofinishing Worker		11.02
99710 - Recycling Laborer		13.22
99711 - Recycling Specialist		15.51
99730 - Refuse Collector		11.78
99810 - Sales Clerk		12.49
99820 - School Crossing Guard		9.20
99830 - Survey Party Chief		17.05
99831 - Surveying Aide		10.49
99832 - Surveying Technician		16.01
99840 - Vending Machine Attendant		13.04
99841 - Vending Machine Repairer		15.43
99842 - Vending Machine Repairer Helper		13.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2126

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		21.10
01040 - Court Reporter		18.36
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		15.88
01070 - Document Preparation Clerk		12.08
01090 - Duplicating Machine Operator		12.08
01111 - General Clerk I		12.58
01112 - General Clerk II		13.73
01113 - General Clerk III		15.09
01120 - Housing Referral Assistant		19.46
01141 - Messenger Courier		11.26
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.94
01261 - Personnel Assistant (Employment) I		14.67
01262 - Personnel Assistant (Employment) II		18.22
01263 - Personnel Assistant (Employment) III		18.84
01270 - Production Control Clerk		19.92
01280 - Receptionist		11.91
01290 - Rental Clerk		14.73
01300 - Scheduler, Maintenance		15.31
01311 - Secretary I		15.31
01312 - Secretary II		17.12
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		14.23
01410 - Supply Technician		21.10
01420 - Survey Worker		13.68
01531 - Travel Clerk I		12.46
01532 - Travel Clerk II		13.56
01533 - Travel Clerk III		14.75
01611 - Word Processor I		13.15
01612 - Word Processor II		14.76
01613 - Word Processor III		16.48
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.27
05010 - Automotive Electrician		20.79
05040 - Automotive Glass Installer		19.87
05070 - Automotive Worker		19.87
05110 - Mobile Equipment Servicer		18.02
05130 - Motor Equipment Metal Mechanic		21.75
05160 - Motor Equipment Metal Worker		19.87
05190 - Motor Vehicle Mechanic		20.88
05220 - Motor Vehicle Mechanic Helper		17.00
05250 - Motor Vehicle Upholstery Worker		18.94

05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	12.68
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	10.83
07042 - Cook II	12.08
07070 - Dishwasher	8.52
07130 - Food Service Worker	10.34
07210 - Meat Cutter	14.06
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.05
11060 - Elevator Operator	9.05
11090 - Gardener	14.30
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.70
11260 - Pruner	9.76
11270 - Tractor Operator	13.14
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	17.88
12012 - Certified Occupational Therapist Assistant	26.35
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	16.89
12025 - Dental Hygienist	26.04
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	13.09
12130 - Medical Laboratory Technician	16.70
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	15.52
12195 - Medical Transcriptionist	15.02
12210 - Nuclear Medicine Technologist	30.98
12221 - Nursing Assistant I	9.46
12222 - Nursing Assistant II	10.63
12223 - Nursing Assistant III	11.60
12224 - Nursing Assistant IV	13.02
12235 - Optical Dispenser	19.04
12236 - Optical Technician	13.00
12250 - Pharmacy Technician	14.03
12280 - Phlebotomist	12.65
12305 - Radiologic Technologist	25.53
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55
12313 - Registered Nurse II, Specialist	27.55

12314 - Registered Nurse III		33.08
12315 - Registered Nurse III, Anesthetist		33.08
12316 - Registered Nurse IV		39.89
12317 - Scheduler (Drug and Alcohol Testing)		22.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		27.59
13050 - Library Aide/Clerk		10.78
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		13.74
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.54
14044 - Computer Operator IV		21.70
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.16
15070 - Flight Instructor (Pilot)		40.18
15080 - Graphic Artist		22.03
15090 - Technical Instructor		19.47
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.75
15120 - Tutor		16.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.35
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		12.15
16220 - Tailor		12.91

16250 - Washer, Machine	9.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.33
19040 - Tool And Die Maker	19.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.62
21030 - Material Coordinator	17.77
21040 - Material Expediter	18.02
21050 - Material Handling Laborer	10.87
21071 - Order Filler	11.42
21080 - Production Line Worker (Food Processing)	16.62
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	9.94
21150 - Stock Clerk	13.53
21210 - Tools And Parts Attendant	16.50
21410 - Warehouse Specialist	16.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.29
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.29
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	18.32
23060 - Aircraft Servicer	21.80
23080 - Aircraft Worker	22.87
23110 - Appliance Mechanic	17.67
23120 - Bicycle Repairer	12.68
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.07
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	15.47
23290 - Fire Alarm System Mechanic	17.61
23310 - Fire Extinguisher Repairer	13.68
23311 - Fuel Distribution System Mechanic	17.66
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	14.96
23392 - Gunsmith II	17.39
23393 - Gunsmith III	19.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.45
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	11.48
23510 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	20.38
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.78
23593 - Metrology Technician III	21.82

23640 - Millwright	19.28
23710 - Office Appliance Repairer	18.68
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	17.70
23810 - Plumber, Maintenance	16.93
23820 - Pneudraulic Systems Mechanic	18.75
23850 - Rigger	17.75
23870 - Scale Mechanic	16.63
23890 - Sheet-Metal Worker, Maintenance	17.67
23910 - Small Engine Mechanic	16.34
23931 - Telecommunications Mechanic I	20.34
23932 - Telecommunications Mechanic II	24.13
23950 - Telephone Lineman	23.50
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	17.75
23970 - Woodcraft Worker	18.75
23980 - Woodworker	14.30
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	9.49
24620 - Family Readiness And Support Services Coordinator	13.23
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.33
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	19.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.49
27007 - Baggage Inspector	10.36
27008 - Corrections Officer	22.81
27010 - Court Security Officer	21.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	22.81
27070 - Firefighter	19.59
27101 - Guard I	10.36
27102 - Guard II	16.29
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.35
28042 - Carnival Equipment Repairer	11.02
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	12.85
28310 - Lifeguard	11.15
28350 - Park Attendant (Aide)	14.37
28510 - Recreation Aide/Health Facility Attendant	7.98
28515 - Recreation Specialist	15.47
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	14.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	16.51
29042 - Stevedore II	20.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		15.80
30022 - Archeological Technician II		18.16
30023 - Archeological Technician III		22.52
30030 - Cartographic Technician		24.49
30040 - Civil Engineering Technician		22.98
30061 - Drafter/CAD Operator I		14.36
30062 - Drafter/CAD Operator II		18.16
30063 - Drafter/CAD Operator III		18.41
30064 - Drafter/CAD Operator IV		24.93
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		24.45
30085 - Engineering Technician V		26.10
30086 - Engineering Technician VI		29.43
30090 - Environmental Technician		18.16
30210 - Laboratory Technician		17.50
30240 - Mathematical Technician		21.76
30361 - Paralegal/Legal Assistant I		18.01
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.02
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.73
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.41
30621 - Weather Observer, Senior	(see 2)	19.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.51
31043 - Driver Courier		11.93
31260 - Parking and Lot Attendant		9.69
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		9.96
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		14.85
31363 - Truckdriver, Heavy		16.96
31364 - Truckdriver, Tractor-Trailer		16.96
99000 - Miscellaneous Occupations		
99030 - Cashier		7.97
99050 - Desk Clerk		9.76
99095 - Embalmer		20.28
99251 - Laboratory Animal Caretaker I		9.97
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		26.58
99410 - Pest Controller		13.00
99510 - Photofinishing Worker		11.02
99710 - Recycling Laborer		13.22
99711 - Recycling Specialist		15.51
99730 - Refuse Collector		11.78
99810 - Sales Clerk		12.49
99820 - School Crossing Guard		9.20
99830 - Survey Party Chief		17.05
99831 - Surveying Aide		10.49
99832 - Surveying Technician		16.01
99840 - Vending Machine Attendant		13.04

99841 - Vending Machine Repairer	15.43
99842 - Vending Machine Repairer Helper	13.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2131 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.02
01012 - Accounting Clerk II		13.88
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		16.91
01040 - Court Reporter		13.54
01051 - Data Entry Operator I		10.94
01052 - Data Entry Operator II		12.38
01060 - Dispatcher, Motor Vehicle		16.94
01070 - Document Preparation Clerk		11.42
01090 - Duplicating Machine Operator		11.42
01111 - General Clerk I		10.34
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		15.22
01141 - Messenger Courier		8.86
01191 - Order Clerk I		10.76
01192 - Order Clerk II		14.83
01261 - Personnel Assistant (Employment) I		13.44
01262 - Personnel Assistant (Employment) II		14.62
01263 - Personnel Assistant (Employment) III		16.29
01270 - Production Control Clerk		22.50
01280 - Receptionist		9.81

01290 - Rental Clerk	10.36
01300 - Scheduler, Maintenance	12.20
01311 - Secretary I	12.20
01312 - Secretary II	13.65
01313 - Secretary III	15.22
01320 - Service Order Dispatcher	16.31
01410 - Supply Technician	16.91
01420 - Survey Worker	13.65
01531 - Travel Clerk I	11.29
01532 - Travel Clerk II	12.35
01533 - Travel Clerk III	13.13
01611 - Word Processor I	12.24
01612 - Word Processor II	14.15
01613 - Word Processor III	15.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.65
05010 - Automotive Electrician	16.57
05040 - Automotive Glass Installer	15.89
05070 - Automotive Worker	15.89
05110 - Mobile Equipment Servicer	13.94
05130 - Motor Equipment Metal Mechanic	17.27
05160 - Motor Equipment Metal Worker	15.89
05190 - Motor Vehicle Mechanic	17.27
05220 - Motor Vehicle Mechanic Helper	13.81
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.89
05310 - Painter, Automotive	16.57
05340 - Radiator Repair Specialist	15.89
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	17.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.85
07041 - Cook I	10.12
07042 - Cook II	11.14
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.93
07210 - Meat Cutter	12.30
07260 - Waiter/Waitress	8.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.64
09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.01
11060 - Elevator Operator	9.01
11090 - Gardener	11.54
11122 - Housekeeping Aide	9.21
11150 - Janitor	9.21
11210 - Laborer, Grounds Maintenance	10.37
11240 - Maid or Houseman	7.95
11260 - Pruner	9.49
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.37
11360 - Window Cleaner	10.06
12000 - Health Occupations	
12010 - Ambulance Driver	15.72
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	20.16
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	15.02

12025 - Dental Hygienist		24.21
12030 - EKG Technician		23.26
12035 - Electroneurodiagnostic Technologist		23.26
12040 - Emergency Medical Technician		15.72
12071 - Licensed Practical Nurse I		13.71
12072 - Licensed Practical Nurse II		15.34
12073 - Licensed Practical Nurse III		17.11
12100 - Medical Assistant		11.55
12130 - Medical Laboratory Technician		13.68
12160 - Medical Record Clerk		11.24
12190 - Medical Record Technician		13.98
12195 - Medical Transcriptionist		12.45
12210 - Nuclear Medicine Technologist		33.72
12221 - Nursing Assistant I		9.44
12222 - Nursing Assistant II		10.62
12223 - Nursing Assistant III		11.57
12224 - Nursing Assistant IV		13.01
12235 - Optical Dispenser		15.34
12236 - Optical Technician		13.71
12250 - Pharmacy Technician		13.05
12280 - Phlebotomist		13.01
12305 - Radiologic Technologist		22.21
12311 - Registered Nurse I		19.63
12312 - Registered Nurse II		24.01
12313 - Registered Nurse II, Specialist		24.01
12314 - Registered Nurse III		29.04
12315 - Registered Nurse III, Anesthetist		29.04
12316 - Registered Nurse IV		34.81
12317 - Scheduler (Drug and Alcohol Testing)		19.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.93
13012 - Exhibits Specialist II		21.21
13013 - Exhibits Specialist III		27.17
13041 - Illustrator I		17.93
13042 - Illustrator II		21.21
13043 - Illustrator III		27.17
13047 - Librarian		24.60
13050 - Library Aide/Clerk		12.66
13054 - Library Information Technology Systems Administrator		22.21
13058 - Library Technician		16.18
13061 - Media Specialist I		15.40
13062 - Media Specialist II		17.23
13063 - Media Specialist III		19.21
13071 - Photographer I		16.03
13072 - Photographer II		18.16
13073 - Photographer III		22.51
13074 - Photographer IV		27.48
13075 - Photographer V		33.33
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.24
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.65
14044 - Computer Operator IV		20.70
14045 - Computer Operator V		22.98
14071 - Computer Programmer I		18.23
14072 - Computer Programmer II		22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	14.24
14160 - Personal Computer Support Technician	20.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.95
15020 - Aircrew Training Devices Instructor (Rated)	31.40
15030 - Air Crew Training Devices Instructor (Pilot)	37.46
15050 - Computer Based Training Specialist / Instructor	25.95
15060 - Educational Technologist	28.05
15070 - Flight Instructor (Pilot)	41.21
15080 - Graphic Artist	27.04
15090 - Technical Instructor	20.08
15095 - Technical Instructor/Course Developer	24.56
15110 - Test Proctor	16.20
15120 - Tutor	16.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.08
16030 - Counter Attendant	8.08
16040 - Dry Cleaner	9.38
16070 - Finisher, Flatwork, Machine	8.08
16090 - Presser, Hand	8.08
16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.29
16250 - Washer, Machine	8.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.96
19040 - Tool And Die Maker	19.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.64
21030 - Material Coordinator	22.50
21040 - Material Expediter	22.50
21050 - Material Handling Laborer	9.88
21071 - Order Filler	11.36
21080 - Production Line Worker (Food Processing)	13.64
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	15.22
21140 - Store Worker I	12.92
21150 - Stock Clerk	16.85
21210 - Tools And Parts Attendant	13.64
21410 - Warehouse Specialist	13.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.47
23021 - Aircraft Mechanic I	17.68
23022 - Aircraft Mechanic II	18.47
23023 - Aircraft Mechanic III	19.13
23040 - Aircraft Mechanic Helper	13.52
23050 - Aircraft, Painter	17.26
23060 - Aircraft Servicer	15.20
23080 - Aircraft Worker	16.27
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	14.03
23125 - Cable Splicer	23.38
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	16.32
23160 - Electrician, Maintenance	18.59
23181 - Electronics Technician Maintenance I	21.04
23182 - Electronics Technician Maintenance II	21.92
23183 - Electronics Technician Maintenance III	22.83
23260 - Fabric Worker	15.64
23290 - Fire Alarm System Mechanic	17.68
23310 - Fire Extinguisher Repairer	14.78

23311 - Fuel Distribution System Mechanic	17.68
23312 - Fuel Distribution System Operator	16.68
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	17.68
23381 - Ground Support Equipment Servicer	15.20
23382 - Ground Support Equipment Worker	16.27
23391 - Gunsmith I	14.78
23392 - Gunsmith II	16.32
23393 - Gunsmith III	17.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.47
23430 - Heavy Equipment Mechanic	22.26
23440 - Heavy Equipment Operator	16.61
23460 - Instrument Mechanic	21.32
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	9.88
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	21.57
23550 - Machinist, Maintenance	19.56
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	21.32
23592 - Metrology Technician II	22.17
23593 - Metrology Technician III	23.02
23640 - Millwright	17.68
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	19.12
23790 - Pipefitter, Maintenance	18.45
23810 - Plumber, Maintenance	17.55
23820 - Pneudraulic Systems Mechanic	17.68
23850 - Rigger	17.68
23870 - Scale Mechanic	16.32
23890 - Sheet-Metal Worker, Maintenance	17.68
23910 - Small Engine Mechanic	16.32
23931 - Telecommunications Mechanic I	20.90
23932 - Telecommunications Mechanic II	21.90
23950 - Telephone Lineman	22.99
23960 - Welder, Combination, Maintenance	17.68
23965 - Well Driller	17.68
23970 - Woodcraft Worker	17.68
23980 - Woodworker	14.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	7.55
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.71
25040 - Sewage Plant Operator	16.96
25070 - Stationary Engineer	20.90
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	16.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.06
27007 - Baggage Inspector	8.49
27008 - Corrections Officer	13.72
27010 - Court Security Officer	14.23
27030 - Detection Dog Handler	11.24
27040 - Detention Officer	13.72
27070 - Firefighter	14.73

27101 - Guard I		8.49
27102 - Guard II		11.24
27131 - Police Officer I		15.13
27132 - Police Officer II		16.82
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.24
28042 - Carnival Equipment Repairer		9.57
28043 - Carnival Equpment Worker		7.97
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		11.03
28515 - Recreation Specialist		16.18
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		14.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.32
29020 - Hatch Tender		16.32
29030 - Line Handler		16.32
29041 - Stevedore I		15.64
29042 - Stevedore II		16.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		19.11
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		23.82
30040 - Civil Engineering Technician		23.82
30061 - Drafter/CAD Operator I		16.93
30062 - Drafter/CAD Operator II		19.38
30063 - Drafter/CAD Operator III		21.60
30064 - Drafter/CAD Operator IV		24.04
30081 - Engineering Technician I		14.49
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		24.04
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.57
30090 - Environmental Technician		24.04
30210 - Laboratory Technician		21.60
30240 - Mathematical Technician		24.04
30361 - Paralegal/Legal Assistant I		16.98
30362 - Paralegal/Legal Assistant II		19.70
30363 - Paralegal/Legal Assistant III		22.96
30364 - Paralegal/Legal Assistant IV		27.83
30390 - Photo-Optics Technician		24.04
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer, Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.32
31030 - Bus Driver		15.95
31043 - Driver Courier		13.55

31260 - Parking and Lot Attendant	10.20
31290 - Shuttle Bus Driver	14.39
31310 - Taxi Driver	13.01
31361 - Truckdriver, Light	14.39
31362 - Truckdriver, Medium	15.23
31363 - Truckdriver, Heavy	17.49
31364 - Truckdriver, Tractor-Trailer	17.49
99000 - Miscellaneous Occupations	
99030 - Cashier	7.68
99050 - Desk Clerk	9.61
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.29
99252 - Laboratory Animal Caretaker II	11.86
99310 - Mortician	22.74
99410 - Pest Controller	13.23
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.54
99711 - Recycling Specialist	16.80
99730 - Refuse Collector	14.22
99810 - Sales Clerk	10.78
99820 - School Crossing Guard	13.20
99830 - Survey Party Chief	18.56
99831 - Surveying Aide	10.94
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2132 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.02
01012 - Accounting Clerk II		13.88
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		16.91
01040 - Court Reporter		13.54
01051 - Data Entry Operator I		10.94
01052 - Data Entry Operator II		12.38
01060 - Dispatcher, Motor Vehicle		16.94
01070 - Document Preparation Clerk		11.42
01090 - Duplicating Machine Operator		11.42
01111 - General Clerk I		10.34
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		15.22
01141 - Messenger Courier		8.86
01191 - Order Clerk I		10.76
01192 - Order Clerk II		14.83
01261 - Personnel Assistant (Employment) I		13.44
01262 - Personnel Assistant (Employment) II		14.62
01263 - Personnel Assistant (Employment) III		16.29
01270 - Production Control Clerk		22.50
01280 - Receptionist		9.81
01290 - Rental Clerk		10.36
01300 - Scheduler, Maintenance		12.20
01311 - Secretary I		12.20
01312 - Secretary II		13.65
01313 - Secretary III		15.22
01320 - Service Order Dispatcher		16.31
01410 - Supply Technician		16.91
01420 - Survey Worker		13.65
01531 - Travel Clerk I		11.29
01532 - Travel Clerk II		12.35
01533 - Travel Clerk III		13.13
01611 - Word Processor I		12.24
01612 - Word Processor II		14.15
01613 - Word Processor III		15.83
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.65
05010 - Automotive Electrician		16.57
05040 - Automotive Glass Installer		15.89
05070 - Automotive Worker		15.89
05110 - Mobile Equipment Servicer		13.94
05130 - Motor Equipment Metal Mechanic		17.27
05160 - Motor Equipment Metal Worker		15.89
05190 - Motor Vehicle Mechanic		17.27
05220 - Motor Vehicle Mechanic Helper		13.81
05250 - Motor Vehicle Upholstery Worker		15.36
05280 - Motor Vehicle Wrecker		15.89
05310 - Painter, Automotive		16.57
05340 - Radiator Repair Specialist		15.89
05370 - Tire Repairer		13.35
05400 - Transmission Repair Specialist		17.27
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.85
07041 - Cook I		10.12
07042 - Cook II		11.14
07070 - Dishwasher		7.25
07130 - Food Service Worker		7.93
07210 - Meat Cutter		12.30
07260 - Waiter/Waitress		8.12

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.64
09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.01
11060 - Elevator Operator	9.01
11090 - Gardener	11.54
11122 - Housekeeping Aide	9.21
11150 - Janitor	9.21
11210 - Laborer, Grounds Maintenance	10.37
11240 - Maid or Houseman	7.95
11260 - Pruner	9.49
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.37
11360 - Window Cleaner	10.06
12000 - Health Occupations	
12010 - Ambulance Driver	15.72
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	20.16
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	15.02
12025 - Dental Hygienist	24.21
12030 - EKG Technician	23.26
12035 - Electroneurodiagnostic Technologist	23.26
12040 - Emergency Medical Technician	15.72
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.34
12073 - Licensed Practical Nurse III	17.11
12100 - Medical Assistant	11.55
12130 - Medical Laboratory Technician	13.68
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.98
12195 - Medical Transcriptionist	12.45
12210 - Nuclear Medicine Technologist	33.72
12221 - Nursing Assistant I	9.44
12222 - Nursing Assistant II	10.62
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	13.01
12235 - Optical Dispenser	15.34
12236 - Optical Technician	13.71
12250 - Pharmacy Technician	13.05
12280 - Phlebotomist	13.01
12305 - Radiologic Technologist	22.21
12311 - Registered Nurse I	19.63
12312 - Registered Nurse II	24.01
12313 - Registered Nurse II, Specialist	24.01
12314 - Registered Nurse III	29.04
12315 - Registered Nurse III, Anesthetist	29.04
12316 - Registered Nurse IV	34.81
12317 - Scheduler (Drug and Alcohol Testing)	19.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.93
13012 - Exhibits Specialist II	21.21
13013 - Exhibits Specialist III	27.17
13041 - Illustrator I	17.93
13042 - Illustrator II	21.21
13043 - Illustrator III	27.17
13047 - Librarian	24.60
13050 - Library Aide/Clerk	12.66

13054 - Library Information Technology Systems Administrator		22.21
13058 - Library Technician		16.18
13061 - Media Specialist I		15.40
13062 - Media Specialist II		17.23
13063 - Media Specialist III		19.21
13071 - Photographer I		16.03
13072 - Photographer II		18.16
13073 - Photographer III		22.51
13074 - Photographer IV		27.48
13075 - Photographer V		33.33
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.24
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.65
14044 - Computer Operator IV		20.70
14045 - Computer Operator V		22.98
14071 - Computer Programmer I		18.23
14072 - Computer Programmer II		22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.24
14160 - Personal Computer Support Technician		20.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.95
15020 - Aircrew Training Devices Instructor (Rated)		31.40
15030 - Air Crew Training Devices Instructor (Pilot)		37.46
15050 - Computer Based Training Specialist / Instructor		25.95
15060 - Educational Technologist		28.05
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		27.04
15090 - Technical Instructor		20.08
15095 - Technical Instructor/Course Developer		24.56
15110 - Test Proctor		16.20
15120 - Tutor		16.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		9.38
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08
16110 - Presser, Machine, Drycleaning		8.08
16130 - Presser, Machine, Shirts		8.08
16160 - Presser, Machine, Wearing Apparel, Laundry		8.08
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.29
16250 - Washer, Machine		8.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.96
19040 - Tool And Die Maker		19.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.64
21030 - Material Coordinator		22.50
21040 - Material Expediter		22.50
21050 - Material Handling Laborer		9.88
21071 - Order Filler		11.36
21080 - Production Line Worker (Food Processing)		13.64
21110 - Shipping Packer		15.22
21130 - Shipping/Receiving Clerk		15.22

21140 - Store Worker I	12.92
21150 - Stock Clerk	16.85
21210 - Tools And Parts Attendant	13.64
21410 - Warehouse Specialist	13.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.47
23021 - Aircraft Mechanic I	17.68
23022 - Aircraft Mechanic II	18.47
23023 - Aircraft Mechanic III	19.13
23040 - Aircraft Mechanic Helper	13.52
23050 - Aircraft, Painter	17.26
23060 - Aircraft Servicer	15.20
23080 - Aircraft Worker	16.27
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	14.03
23125 - Cable Splicer	23.38
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	16.32
23160 - Electrician, Maintenance	18.59
23181 - Electronics Technician Maintenance I	21.04
23182 - Electronics Technician Maintenance II	21.92
23183 - Electronics Technician Maintenance III	22.83
23260 - Fabric Worker	15.64
23290 - Fire Alarm System Mechanic	17.68
23310 - Fire Extinguisher Repairer	14.78
23311 - Fuel Distribution System Mechanic	17.68
23312 - Fuel Distribution System Operator	16.68
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	17.68
23381 - Ground Support Equipment Servicer	15.20
23382 - Ground Support Equipment Worker	16.27
23391 - Gunsmith I	14.78
23392 - Gunsmith II	16.32
23393 - Gunsmith III	17.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.47
23430 - Heavy Equipment Mechanic	22.26
23440 - Heavy Equipment Operator	16.61
23460 - Instrument Mechanic	21.32
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	9.88
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	21.57
23550 - Machinist, Maintenance	19.56
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	21.32
23592 - Metrology Technician II	22.17
23593 - Metrology Technician III	23.02
23640 - Millwright	17.68
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	19.12
23790 - Pipefitter, Maintenance	18.45
23810 - Plumber, Maintenance	17.55
23820 - Pneudraulic Systems Mechanic	17.68
23850 - Rigger	17.68
23870 - Scale Mechanic	16.32
23890 - Sheet-Metal Worker, Maintenance	17.68
23910 - Small Engine Mechanic	16.32
23931 - Telecommunications Mechanic I	20.90
23932 - Telecommunications Mechanic II	21.90
23950 - Telephone Lineman	22.99

23960 - Welder, Combination, Maintenance	17.68
23965 - Well Driller	17.68
23970 - Woodcraft Worker	17.68
23980 - Woodworker	14.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	7.55
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.71
25040 - Sewage Plant Operator	16.96
25070 - Stationary Engineer	20.90
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	16.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.06
27007 - Baggage Inspector	8.49
27008 - Corrections Officer	13.72
27010 - Court Security Officer	14.23
27030 - Detection Dog Handler	11.24
27040 - Detention Officer	13.72
27070 - Firefighter	14.73
27101 - Guard I	8.49
27102 - Guard II	11.24
27131 - Police Officer I	15.13
27132 - Police Officer II	16.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.24
28042 - Carnival Equipment Repairer	9.57
28043 - Carnival Equpment Worker	7.97
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	16.18
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.32
29020 - Hatch Tender	16.32
29030 - Line Handler	16.32
29041 - Stevedore I	15.64
29042 - Stevedore II	16.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.93
30022 - Archeological Technician II	19.11
30023 - Archeological Technician III	23.82
30030 - Cartographic Technician	23.82
30040 - Civil Engineering Technician	23.82
30061 - Drafter/CAD Operator I	16.93
30062 - Drafter/CAD Operator II	19.38
30063 - Drafter/CAD Operator III	21.60
30064 - Drafter/CAD Operator IV	24.04
30081 - Engineering Technician I	14.49
30082 - Engineering Technician II	16.93
30083 - Engineering Technician III	19.38
30084 - Engineering Technician IV	24.04

30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.57
30090 - Environmental Technician		24.04
30210 - Laboratory Technician		21.60
30240 - Mathematical Technician		24.04
30361 - Paralegal/Legal Assistant I		16.98
30362 - Paralegal/Legal Assistant II		19.70
30363 - Paralegal/Legal Assistant III		22.96
30364 - Paralegal/Legal Assistant IV		27.83
30390 - Photo-Optics Technician		24.04
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer, Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.32
31030 - Bus Driver		15.95
31043 - Driver Courier		13.55
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.39
31310 - Taxi Driver		13.01
31361 - Truckdriver, Light		14.39
31362 - Truckdriver, Medium		15.23
31363 - Truckdriver, Heavy		17.49
31364 - Truckdriver, Tractor-Trailer		17.49
99000 - Miscellaneous Occupations		
99030 - Cashier		7.68
99050 - Desk Clerk		9.61
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		22.74
99410 - Pest Controller		13.23
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.54
99711 - Recycling Specialist		16.80
99730 - Refuse Collector		14.22
99810 - Sales Clerk		10.78
99820 - School Crossing Guard		13.20
99830 - Survey Party Chief		18.56
99831 - Surveying Aide		10.94
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		18.13
99841 - Vending Machine Repairer		21.12
99842 - Vending Machine Repairer Helper		18.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2133 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.40
01012 - Accounting Clerk II		15.04
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		26.66
01040 - Court Reporter		20.93
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		13.16
01090 - Duplicating Machine Operator		13.16
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.60
01191 - Order Clerk I		13.01
01192 - Order Clerk II		14.80
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		21.32
01280 - Receptionist		13.41
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		16.13
01311 - Secretary I		16.13
01312 - Secretary II		18.05
01313 - Secretary III		20.13
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		26.66
01420 - Survey Worker		18.40

01531 - Travel Clerk I	14.22
01532 - Travel Clerk II	15.53
01533 - Travel Clerk III	16.73
01611 - Word Processor I	13.25
01612 - Word Processor II	15.21
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	10.14
11090 - Gardener	15.57
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.22
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.22
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	23.23
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	33.43
12030 - EKG Technician	22.52
12035 - Electroneurodiagnostic Technologist	22.52
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71

12130 - Medical Laboratory Technician		16.93
12160 - Medical Record Clerk		15.08
12190 - Medical Record Technician		16.53
12195 - Medical Transcriptionist		16.01
12210 - Nuclear Medicine Technologist		32.29
12221 - Nursing Assistant I		10.13
12222 - Nursing Assistant II		11.38
12223 - Nursing Assistant III		12.42
12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		17.05
12236 - Optical Technician		15.13
12250 - Pharmacy Technician		14.87
12280 - Phlebotomist		13.47
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		24.94
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II, Specialist		29.25
12314 - Registered Nurse III		35.38
12315 - Registered Nurse III, Anesthetist		35.38
12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		23.52
13013 - Exhibits Specialist III		28.34
13041 - Illustrator I		20.89
13042 - Illustrator II		23.52
13043 - Illustrator III		28.34
13047 - Librarian		28.28
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		25.27
13058 - Library Technician		15.42
13061 - Media Specialist I		18.42
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		14.44
13072 - Photographer II		15.01
13073 - Photographer III		18.59
13074 - Photographer IV		22.40
13075 - Photographer V		24.90
13110 - Video Teleconference Technician		17.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91

15070 - Flight Instructor (Pilot)	39.94
15080 - Graphic Artist	24.69
15090 - Technical Instructor	23.83
15095 - Technical Instructor/Course Developer	29.15
15110 - Test Proctor	19.24
15120 - Tutor	19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.81
16030 - Counter Attendant	9.81
16040 - Dry Cleaner	12.93
16070 - Finisher, Flatwork, Machine	9.81
16090 - Presser, Hand	9.81
16110 - Presser, Machine, Drycleaning	9.81
16130 - Presser, Machine, Shirts	9.81
16160 - Presser, Machine, Wearing Apparel, Laundry	9.81
16190 - Sewing Machine Operator	14.02
16220 - Tailor	15.09
16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.46
19040 - Tool And Die Maker	22.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.74
21030 - Material Coordinator	19.67
21040 - Material Expediter	19.67
21050 - Material Handling Laborer	13.01
21071 - Order Filler	13.62
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	14.47
21140 - Store Worker I	11.48
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.76
23021 - Aircraft Mechanic I	25.12
23022 - Aircraft Mechanic II	26.76
23023 - Aircraft Mechanic III	28.32
23040 - Aircraft Mechanic Helper	17.97
23050 - Aircraft, Painter	22.08
23060 - Aircraft Servicer	20.63
23080 - Aircraft Worker	21.95
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	21.54
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	17.91
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	15.61
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.43
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	25.12
23381 - Ground Support Equipment Servicer	20.63
23382 - Ground Support Equipment Worker	21.95
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94

23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	18.31
23470 - Laborer	11.70
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	22.37
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	20.54
23820 - Pneudraulic Systems Mechanic	19.57
23850 - Rigger	21.30
23870 - Scale Mechanic	17.11
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	17.53
23970 - Woodcraft Worker	19.57
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.92
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.19

28210 - Gate Attendant/Gate Tender		15.26
28310 - Lifeguard		11.33
28350 - Park Attendant (Aide)		17.08
28510 - Recreation Aide/Health Facility Attendant		10.14
28515 - Recreation Specialist		13.65
28630 - Sports Official		12.93
28690 - Swimming Pool Operator		18.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.62
29020 - Hatch Tender		19.62
29030 - Line Handler		19.62
29041 - Stevedore I		18.07
29042 - Stevedore II		20.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.38
30021 - Archeological Technician I		19.76
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		27.39
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		19.26
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		22.75
30210 - Laboratory Technician		17.80
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.41
30362 - Paralegal/Legal Assistant II		24.05
30363 - Paralegal/Legal Assistant III		29.41
30364 - Paralegal/Legal Assistant IV		35.56
30390 - Photo-Optics Technician		26.56
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		23.76
30492 - Unexploded Ordnance (UXO) Technician II		28.74
30493 - Unexploded Ordnance (UXO) Technician III		34.45
30494 - Unexploded (UXO) Safety Escort		23.76
30495 - Unexploded (UXO) Sweep Personnel		23.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer, Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.49
31030 - Bus Driver		17.43
31043 - Driver Courier		13.94
31260 - Parking and Lot Attendant		9.40
31290 - Shuttle Bus Driver		15.38
31310 - Taxi Driver		10.70
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		16.81
31363 - Truckdriver, Heavy		20.87
31364 - Truckdriver, Tractor-Trailer		20.87
99000 - Miscellaneous Occupations		

99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	26.90
99251 - Laboratory Animal Caretaker I	10.03
99252 - Laboratory Animal Caretaker II	11.03
99310 - Mortician	29.59
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	15.00
99711 - Recycling Specialist	18.87
99730 - Refuse Collector	13.06
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2134 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

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01111 - General Clerk I	13.43
01112 - General Clerk II	14.84
01113 - General Clerk III	16.45
01120 - Housing Referral Assistant	21.85
01141 - Messenger Courier	12.60
01191 - Order Clerk I	13.01
01192 - Order Clerk II	14.80
01261 - Personnel Assistant (Employment) I	15.22
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	21.32
01280 - Receptionist	13.41
01290 - Rental Clerk	15.21
01300 - Scheduler, Maintenance	16.13
01311 - Secretary I	16.13
01312 - Secretary II	18.05
01313 - Secretary III	20.13
01320 - Service Order Dispatcher	15.87
01410 - Supply Technician	26.66
01420 - Survey Worker	18.40
01531 - Travel Clerk I	14.22
01532 - Travel Clerk II	15.53
01533 - Travel Clerk III	16.73
01611 - Word Processor I	13.25
01612 - Word Processor II	15.21
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14

11060 - Elevator Operator	10.14
11090 - Gardener	15.57
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.22
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.22
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	23.23
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	33.43
12030 - EKG Technician	22.52
12035 - Electroneurodiagnostic Technologist	22.52
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	16.53
12195 - Medical Transcriptionist	16.01
12210 - Nuclear Medicine Technologist	32.29
12221 - Nursing Assistant I	10.13
12222 - Nursing Assistant II	11.38
12223 - Nursing Assistant III	12.42
12224 - Nursing Assistant IV	13.47
12235 - Optical Dispenser	17.05
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	13.47
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	35.38
12315 - Registered Nurse III, Anesthetist	35.38
12316 - Registered Nurse IV	42.41
12317 - Scheduler (Drug and Alcohol Testing)	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.57
13012 - Exhibits Specialist II	23.52
13013 - Exhibits Specialist III	28.34
13041 - Illustrator I	20.89
13042 - Illustrator II	23.52
13043 - Illustrator III	28.34
13047 - Librarian	28.28
13050 - Library Aide/Clerk	13.39
13054 - Library Information Technology Systems Administrator	25.27
13058 - Library Technician	15.42
13061 - Media Specialist I	18.42
13062 - Media Specialist II	20.62
13063 - Media Specialist III	22.98
13071 - Photographer I	14.44
13072 - Photographer II	15.01
13073 - Photographer III	18.59

13074 - Photographer IV		22.40
13075 - Photographer V		24.90
13110 - Video Teleconference Technician		17.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		39.94
15080 - Graphic Artist		24.69
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.93
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		14.02
16220 - Tailor		15.09
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.46
19040 - Tool And Die Maker		22.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.74
21030 - Material Coordinator		19.67
21040 - Material Expediter		19.67
21050 - Material Handling Laborer		13.01
21071 - Order Filler		13.62
21080 - Production Line Worker (Food Processing)		14.74
21110 - Shipping Packer		13.86
21130 - Shipping/Receiving Clerk		14.47
21140 - Store Worker I		11.48
21150 - Stock Clerk		16.46
21210 - Tools And Parts Attendant		14.74
21410 - Warehouse Specialist		14.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.76
23021 - Aircraft Mechanic I		25.12
23022 - Aircraft Mechanic II		26.76
23023 - Aircraft Mechanic III		28.32

23040 - Aircraft Mechanic Helper	17.97
23050 - Aircraft, Painter	22.08
23060 - Aircraft Servicer	20.63
23080 - Aircraft Worker	21.95
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	21.54
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	17.91
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	15.61
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.43
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	25.12
23381 - Ground Support Equipment Servicer	20.63
23382 - Ground Support Equipment Worker	21.95
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	18.31
23470 - Laborer	11.70
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	22.37
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	20.54
23820 - Pneudraulic Systems Mechanic	19.57
23850 - Rigger	21.30
23870 - Scale Mechanic	17.11
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	17.53
23970 - Woodcraft Worker	19.57
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services	14.03

Coordinator	
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.92
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.19
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.14
28515 - Recreation Specialist	13.65
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.30
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.78
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.38
30021 - Archeological Technician I	19.76
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	26.56
30040 - Civil Engineering Technician	19.26
30061 - Drafter/CAD Operator I	19.76
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.91
30064 - Drafter/CAD Operator IV	29.42
30081 - Engineering Technician I	16.64
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	20.90
30084 - Engineering Technician IV	26.47
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.02
30090 - Environmental Technician	22.75
30210 - Laboratory Technician	17.80
30240 - Mathematical Technician	25.03
30361 - Paralegal/Legal Assistant I	19.41
30362 - Paralegal/Legal Assistant II	24.05
30363 - Paralegal/Legal Assistant III	29.41
30364 - Paralegal/Legal Assistant IV	35.56

30390 - Photo-Optics Technician		26.56
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		23.76
30492 - Unexploded Ordnance (UXO) Technician II		28.74
30493 - Unexploded Ordnance (UXO) Technician III		34.45
30494 - Unexploded (UXO) Safety Escort		23.76
30495 - Unexploded (UXO) Sweep Personnel		23.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer, Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.49
31030 - Bus Driver		17.43
31043 - Driver Courier		13.94
31260 - Parking and Lot Attendant		9.40
31290 - Shuttle Bus Driver		15.38
31310 - Taxi Driver		10.70
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		16.81
31363 - Truckdriver, Heavy		20.87
31364 - Truckdriver, Tractor-Trailer		20.87
99000 - Miscellaneous Occupations		
99030 - Cashier		9.25
99050 - Desk Clerk		10.05
99095 - Embalmer		26.90
99251 - Laboratory Animal Caretaker I		10.03
99252 - Laboratory Animal Caretaker II		11.03
99310 - Mortician		29.59
99410 - Pest Controller		14.59
99510 - Photofinishing Worker		16.45
99710 - Recycling Laborer		15.00
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		13.06
99810 - Sales Clerk		13.50
99820 - School Crossing Guard		13.53
99830 - Survey Party Chief		20.64
99831 - Surveying Aide		12.11
99832 - Surveying Technician		17.05
99840 - Vending Machine Attendant		11.69
99841 - Vending Machine Repairer		14.27
99842 - Vending Machine Repairer Helper		11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2135
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.25
01040 - Court Reporter		17.11
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher, Motor Vehicle		16.85
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49
01113 - General Clerk III		16.21
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		10.15
01191 - Order Clerk I		11.74
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		14.83
01262 - Personnel Assistant (Employment) II		16.72
01263 - Personnel Assistant (Employment) III		18.93
01270 - Production Control Clerk		24.21
01280 - Receptionist		11.77
01290 - Rental Clerk		14.10
01300 - Scheduler, Maintenance		15.33
01311 - Secretary I		15.21
01312 - Secretary II		17.11
01313 - Secretary III		19.44
01320 - Service Order Dispatcher		13.82
01410 - Supply Technician		21.25
01420 - Survey Worker		15.35
01531 - Travel Clerk I		11.93
01532 - Travel Clerk II		13.17
01533 - Travel Clerk III		14.20
01611 - Word Processor I		13.01
01612 - Word Processor II		14.79
01613 - Word Processor III		17.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.42
05010 - Automotive Electrician		18.01
05040 - Automotive Glass Installer		16.38
05070 - Automotive Worker		17.03
05110 - Mobile Equipment Servicer		14.26
05130 - Motor Equipment Metal Mechanic		19.16

05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.42
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	15.90
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.32
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	11.29
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.30
07042 - Cook II	11.88
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.54
07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.04
11090 - Gardener	12.13
11122 - Housekeeping Aide	9.13
11150 - Janitor	9.13
11210 - Laborer, Grounds Maintenance	9.57
11240 - Maid or Houseman	7.56
11260 - Pruner	8.56
11270 - Tractor Operator	11.45
11330 - Trail Maintenance Worker	9.57
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.46
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	19.56
12015 - Certified Physical Therapist Assistant	22.65
12020 - Dental Assistant	13.79
12025 - Dental Hygienist	26.58
12030 - EKG Technician	23.63
12035 - Electroneurodiagnostic Technologist	23.63
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	13.26
12072 - Licensed Practical Nurse II	14.83
12073 - Licensed Practical Nurse III	16.54
12100 - Medical Assistant	13.07
12130 - Medical Laboratory Technician	16.47
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	15.78
12195 - Medical Transcriptionist	14.72
12210 - Nuclear Medicine Technologist	34.15
12221 - Nursing Assistant I	8.68
12222 - Nursing Assistant II	9.55
12223 - Nursing Assistant III	10.65
12224 - Nursing Assistant IV	11.95
12235 - Optical Dispenser	14.73
12236 - Optical Technician	11.22
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	11.96

12305 - Radiologic Technologist		22.55
12311 - Registered Nurse I		25.86
12312 - Registered Nurse II		29.44
12313 - Registered Nurse II, Specialist		29.44
12314 - Registered Nurse III		35.62
12315 - Registered Nurse III, Anesthetist		35.62
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		19.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.03
13042 - Illustrator II		23.59
13043 - Illustrator III		28.85
13047 - Librarian		26.77
13050 - Library Aide/Clerk		10.10
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		14.82
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		14.94
13072 - Photographer II		16.73
13073 - Photographer III		20.74
13074 - Photographer IV		25.38
13075 - Photographer V		30.61
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.41
14160 - Personal Computer Support Technician		20.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		28.58
15070 - Flight Instructor (Pilot)		43.15
15080 - Graphic Artist		22.19
15090 - Technical Instructor		22.12
15095 - Technical Instructor/Course Developer		27.38
15110 - Test Proctor		18.04
15120 - Tutor		17.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.52
16030 - Counter Attendant		8.52
16040 - Dry Cleaner		10.29
16070 - Finisher, Flatwork, Machine		8.52
16090 - Presser, Hand		8.52
16110 - Presser, Machine, Drycleaning		8.52

16130 - Presser, Machine, Shirts	8.52
16160 - Presser, Machine, Wearing Apparel, Laundry	8.52
16190 - Sewing Machine Operator	10.87
16220 - Tailor	11.48
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.03
19040 - Tool And Die Maker	20.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.58
21030 - Material Coordinator	24.15
21040 - Material Expediter	24.15
21050 - Material Handling Laborer	10.77
21071 - Order Filler	11.54
21080 - Production Line Worker (Food Processing)	17.58
21110 - Shipping Packer	13.22
21130 - Shipping/Receiving Clerk	13.22
21140 - Store Worker I	10.39
21150 - Stock Clerk	14.56
21210 - Tools And Parts Attendant	17.58
21410 - Warehouse Specialist	17.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.41
23021 - Aircraft Mechanic I	20.27
23022 - Aircraft Mechanic II	21.41
23023 - Aircraft Mechanic III	22.54
23040 - Aircraft Mechanic Helper	14.65
23050 - Aircraft, Painter	19.05
23060 - Aircraft Servicer	16.89
23080 - Aircraft Worker	17.72
23110 - Appliance Mechanic	16.91
23120 - Bicycle Repairer	11.29
23125 - Cable Splicer	24.80
23130 - Carpenter, Maintenance	17.68
23140 - Carpet Layer	15.52
23160 - Electrician, Maintenance	19.61
23181 - Electronics Technician Maintenance I	17.56
23182 - Electronics Technician Maintenance II	20.93
23183 - Electronics Technician Maintenance III	22.27
23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	18.00
23310 - Fire Extinguisher Repairer	13.81
23311 - Fuel Distribution System Mechanic	18.33
23312 - Fuel Distribution System Operator	14.29
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	20.27
23381 - Ground Support Equipment Servicer	16.89
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	13.81
23392 - Gunsmith II	15.93
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.07
23430 - Heavy Equipment Mechanic	20.78
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	17.49
23470 - Laborer	10.77
23510 - Locksmith	16.91
23530 - Machinery Maintenance Mechanic	22.52
23550 - Machinist, Maintenance	18.94

23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	23.08
23593 - Metrology Technician III	24.31
23640 - Millwright	20.16
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	16.37
23790 - Pipefitter, Maintenance	18.23
23810 - Plumber, Maintenance	17.24
23820 - Pneudraulic Systems Mechanic	18.00
23850 - Rigger	18.00
23870 - Scale Mechanic	15.93
23890 - Sheet-Metal Worker, Maintenance	17.53
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	24.96
23950 - Telephone Lineman	17.41
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	18.00
23970 - Woodcraft Worker	18.00
23980 - Woodworker	15.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	9.42
24620 - Family Readiness And Support Services Coordinator	12.93
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	15.55
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	14.75
27040 - Detention Officer	15.55
27070 - Firefighter	17.27
27101 - Guard I	13.19
27102 - Guard II	14.75
27131 - Police Officer I	17.14
27132 - Police Officer II	18.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.16
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	17.62
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.87
30040 - Civil Engineering Technician		24.43
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		27.76
30210 - Laboratory Technician		23.96
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		15.07
30362 - Paralegal/Legal Assistant II		21.76
30363 - Paralegal/Legal Assistant III		26.62
30364 - Paralegal/Legal Assistant IV		32.19
30390 - Photo-Optics Technician		27.76
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.40
31030 - Bus Driver		13.64
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		9.90
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		10.19
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.22
31363 - Truckdriver, Heavy		16.28
31364 - Truckdriver, Tractor-Trailer		16.28
99000 - Miscellaneous Occupations		
99030 - Cashier		8.05
99050 - Desk Clerk		10.00
99095 - Embalmer		21.73
99251 - Laboratory Animal Caretaker I		9.28
99252 - Laboratory Animal Caretaker II		10.08
99310 - Mortician		26.29
99410 - Pest Controller		13.56
99510 - Photofinishing Worker		12.34
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		16.94
99730 - Refuse Collector		11.96
99810 - Sales Clerk		10.45
99820 - School Crossing Guard		11.07

99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	14.31
99841 - Vending Machine Repairer	17.62
99842 - Vending Machine Repairer Helper	14.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2136 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.25
01040 - Court Reporter		17.11
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher, Motor Vehicle		16.85
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49
01113 - General Clerk III		16.21
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		10.15
01191 - Order Clerk I		11.74
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		14.83

01262 - Personnel Assistant (Employment) II	16.72
01263 - Personnel Assistant (Employment) III	18.93
01270 - Production Control Clerk	24.21
01280 - Receptionist	11.77
01290 - Rental Clerk	14.10
01300 - Scheduler, Maintenance	15.33
01311 - Secretary I	15.21
01312 - Secretary II	17.11
01313 - Secretary III	19.44
01320 - Service Order Dispatcher	13.82
01410 - Supply Technician	21.25
01420 - Survey Worker	15.35
01531 - Travel Clerk I	11.93
01532 - Travel Clerk II	13.17
01533 - Travel Clerk III	14.20
01611 - Word Processor I	13.01
01612 - Word Processor II	14.79
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.42
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	16.38
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	19.16
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.42
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	15.90
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.32
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	11.29
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.30
07042 - Cook II	11.88
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.54
07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.04
11090 - Gardener	12.13
11122 - Housekeeping Aide	9.13
11150 - Janitor	9.13
11210 - Laborer, Grounds Maintenance	9.57
11240 - Maid or Houseman	7.56
11260 - Pruner	8.56
11270 - Tractor Operator	11.45
11330 - Trail Maintenance Worker	9.57
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.46

12011 - Breath Alcohol Technician		14.74
12012 - Certified Occupational Therapist Assistant		19.56
12015 - Certified Physical Therapist Assistant		22.65
12020 - Dental Assistant		13.79
12025 - Dental Hygienist		26.58
12030 - EKG Technician		23.63
12035 - Electroneurodiagnostic Technologist		23.63
12040 - Emergency Medical Technician		14.46
12071 - Licensed Practical Nurse I		13.26
12072 - Licensed Practical Nurse II		14.83
12073 - Licensed Practical Nurse III		16.54
12100 - Medical Assistant		13.07
12130 - Medical Laboratory Technician		16.47
12160 - Medical Record Clerk		14.11
12190 - Medical Record Technician		15.78
12195 - Medical Transcriptionist		14.72
12210 - Nuclear Medicine Technologist		34.15
12221 - Nursing Assistant I		8.68
12222 - Nursing Assistant II		9.55
12223 - Nursing Assistant III		10.65
12224 - Nursing Assistant IV		11.95
12235 - Optical Dispenser		14.73
12236 - Optical Technician		11.22
12250 - Pharmacy Technician		14.38
12280 - Phlebotomist		11.96
12305 - Radiologic Technologist		22.55
12311 - Registered Nurse I		25.86
12312 - Registered Nurse II		29.44
12313 - Registered Nurse II, Specialist		29.44
12314 - Registered Nurse III		35.62
12315 - Registered Nurse III, Anesthetist		35.62
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		19.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.03
13042 - Illustrator II		23.59
13043 - Illustrator III		28.85
13047 - Librarian		26.77
13050 - Library Aide/Clerk		10.10
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		14.82
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		14.94
13072 - Photographer II		16.73
13073 - Photographer III		20.74
13074 - Photographer IV		25.38
13075 - Photographer V		30.61
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.41
14160 - Personal Computer Support Technician		20.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		28.58
15070 - Flight Instructor (Pilot)		43.15
15080 - Graphic Artist		22.19
15090 - Technical Instructor		22.12
15095 - Technical Instructor/Course Developer		27.38
15110 - Test Proctor		18.04
15120 - Tutor		17.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.52
16030 - Counter Attendant		8.52
16040 - Dry Cleaner		10.29
16070 - Finisher, Flatwork, Machine		8.52
16090 - Presser, Hand		8.52
16110 - Presser, Machine, Drycleaning		8.52
16130 - Presser, Machine, Shirts		8.52
16160 - Presser, Machine, Wearing Apparel, Laundry		8.52
16190 - Sewing Machine Operator		10.87
16220 - Tailor		11.48
16250 - Washer, Machine		9.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.03
19040 - Tool And Die Maker		20.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.58
21030 - Material Coordinator		24.15
21040 - Material Expediter		24.15
21050 - Material Handling Laborer		10.77
21071 - Order Filler		11.54
21080 - Production Line Worker (Food Processing)		17.58
21110 - Shipping Packer		13.22
21130 - Shipping/Receiving Clerk		13.22
21140 - Store Worker I		10.39
21150 - Stock Clerk		14.56
21210 - Tools And Parts Attendant		17.58
21410 - Warehouse Specialist		17.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.41
23021 - Aircraft Mechanic I		20.27
23022 - Aircraft Mechanic II		21.41
23023 - Aircraft Mechanic III		22.54
23040 - Aircraft Mechanic Helper		14.65
23050 - Aircraft, Painter		19.05
23060 - Aircraft Servicer		16.89
23080 - Aircraft Worker		17.72
23110 - Appliance Mechanic		16.91
23120 - Bicycle Repairer		11.29
23125 - Cable Splicer		24.80
23130 - Carpenter, Maintenance		17.68
23140 - Carpet Layer		15.52
23160 - Electrician, Maintenance		19.61
23181 - Electronics Technician Maintenance I		17.56
23182 - Electronics Technician Maintenance II		20.93

23183 - Electronics Technician Maintenance III	22.27
23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	18.00
23310 - Fire Extinguisher Repairer	13.81
23311 - Fuel Distribution System Mechanic	18.33
23312 - Fuel Distribution System Operator	14.29
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	20.27
23381 - Ground Support Equipment Servicer	16.89
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	13.81
23392 - Gunsmith II	15.93
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.07
23430 - Heavy Equipment Mechanic	20.78
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	17.49
23470 - Laborer	10.77
23510 - Locksmith	16.91
23530 - Machinery Maintenance Mechanic	22.52
23550 - Machinist, Maintenance	18.94
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	23.08
23593 - Metrology Technician III	24.31
23640 - Millwright	20.16
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	16.37
23790 - Pipefitter, Maintenance	18.23
23810 - Plumber, Maintenance	17.24
23820 - Pneudraulic Systems Mechanic	18.00
23850 - Rigger	18.00
23870 - Scale Mechanic	15.93
23890 - Sheet-Metal Worker, Maintenance	17.53
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	24.96
23950 - Telephone Lineman	17.41
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	18.00
23970 - Woodcraft Worker	18.00
23980 - Woodworker	15.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	9.42
24620 - Family Readiness And Support Services Coordinator	12.93
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	15.55

27010 - Court Security Officer		16.71
27030 - Detection Dog Handler		14.75
27040 - Detention Officer		15.55
27070 - Firefighter		17.27
27101 - Guard I		13.19
27102 - Guard II		14.75
27131 - Police Officer I		17.14
27132 - Police Officer II		18.98
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.16
28042 - Carnival Equipment Repairer		11.99
28043 - Carnival Equpment Worker		8.57
28210 - Gate Attendant/Gate Tender		14.30
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.00
28510 - Recreation Aide/Health Facility Attendant		11.68
28515 - Recreation Specialist		17.62
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		17.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.18
29020 - Hatch Tender		22.18
29030 - Line Handler		22.18
29041 - Stevedore I		21.49
29042 - Stevedore II		24.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.87
30040 - Civil Engineering Technician		24.43
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		27.76
30210 - Laboratory Technician		23.96
30240 - Mathematical Technician		27.76
30361 - Paralegal/Legal Assistant I		15.07
30362 - Paralegal/Legal Assistant II		21.76
30363 - Paralegal/Legal Assistant III		26.62
30364 - Paralegal/Legal Assistant IV		32.19
30390 - Photo-Optics Technician		27.76
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.00

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.40
31030 - Bus Driver	13.64
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	9.90
31290 - Shuttle Bus Driver	14.10
31310 - Taxi Driver	10.19
31361 - Truckdriver, Light	14.10
31362 - Truckdriver, Medium	15.22
31363 - Truckdriver, Heavy	16.28
31364 - Truckdriver, Tractor-Trailer	16.28
99000 - Miscellaneous Occupations	
99030 - Cashier	8.05
99050 - Desk Clerk	10.00
99095 - Embalmer	21.73
99251 - Laboratory Animal Caretaker I	9.28
99252 - Laboratory Animal Caretaker II	10.08
99310 - Mortician	26.29
99410 - Pest Controller	13.56
99510 - Photofinishing Worker	12.34
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	11.07
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	14.31
99841 - Vending Machine Repairer	17.62
99842 - Vending Machine Repairer Helper	14.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin

Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2137 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.99
01012 - Accounting Clerk II		15.15
01013 - Accounting Clerk III		17.27
01020 - Administrative Assistant		18.90
01040 - Court Reporter		13.82
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.34
01060 - Dispatcher, Motor Vehicle		13.82
01070 - Document Preparation Clerk		11.59
01090 - Duplicating Machine Operator		11.59
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.32
01120 - Housing Referral Assistant		15.43
01141 - Messenger Courier		10.22
01191 - Order Clerk I		11.21
01192 - Order Clerk II		12.43
01261 - Personnel Assistant (Employment) I		12.92
01262 - Personnel Assistant (Employment) II		14.45
01263 - Personnel Assistant (Employment) III		16.12
01270 - Production Control Clerk		19.01
01280 - Receptionist		10.48
01290 - Rental Clerk		10.51
01300 - Scheduler, Maintenance		12.14
01311 - Secretary I		12.14
01312 - Secretary II		13.82
01313 - Secretary III		15.43
01320 - Service Order Dispatcher		12.14
01410 - Supply Technician		18.90
01420 - Survey Worker		12.90
01531 - Travel Clerk I		11.62
01532 - Travel Clerk II		12.49
01533 - Travel Clerk III		13.23
01611 - Word Processor I		10.81
01612 - Word Processor II		12.14
01613 - Word Processor III		14.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.32
05010 - Automotive Electrician		17.62
05040 - Automotive Glass Installer		15.94
05070 - Automotive Worker		15.94
05110 - Mobile Equipment Servicer		13.96
05130 - Motor Equipment Metal Mechanic		17.91
05160 - Motor Equipment Metal Worker		15.94
05190 - Motor Vehicle Mechanic		17.93
05220 - Motor Vehicle Mechanic Helper		13.86
05250 - Motor Vehicle Upholstery Worker		15.59
05280 - Motor Vehicle Wrecker		15.94
05310 - Painter, Automotive		16.98
05340 - Radiator Repair Specialist		15.94
05370 - Tire Repairer		10.21
05400 - Transmission Repair Specialist		17.91
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.07

07041 - Cook I	9.48
07042 - Cook II	11.27
07070 - Dishwasher	7.87
07130 - Food Service Worker	8.71
07210 - Meat Cutter	13.02
07260 - Waiter/Waitress	7.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.44
11060 - Elevator Operator	8.44
11090 - Gardener	10.95
11122 - Housekeeping Aide	8.92
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.83
11260 - Pruner	8.97
11270 - Tractor Operator	11.42
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	9.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.34
12011 - Breath Alcohol Technician	16.16
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	20.80
12020 - Dental Assistant	14.78
12025 - Dental Hygienist	32.84
12030 - EKG Technician	24.50
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	14.34
12071 - Licensed Practical Nurse I	14.44
12072 - Licensed Practical Nurse II	16.16
12073 - Licensed Practical Nurse III	18.02
12100 - Medical Assistant	11.88
12130 - Medical Laboratory Technician	14.61
12160 - Medical Record Clerk	12.50
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	13.66
12210 - Nuclear Medicine Technologist	35.35
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	10.31
12223 - Nursing Assistant III	11.25
12224 - Nursing Assistant IV	12.63
12235 - Optical Dispenser	16.16
12236 - Optical Technician	14.44
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.63
12305 - Radiologic Technologist	23.01
12311 - Registered Nurse I	19.07
12312 - Registered Nurse II	23.33
12313 - Registered Nurse II, Specialist	23.33
12314 - Registered Nurse III	28.22
12315 - Registered Nurse III, Anesthetist	28.22
12316 - Registered Nurse IV	33.82
12317 - Scheduler (Drug and Alcohol Testing)	20.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	23.68

13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		20.60
13042 - Illustrator II		23.68
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		10.66
13054 - Library Information Technology Systems Administrator		23.68
13058 - Library Technician		19.12
13061 - Media Specialist I		16.74
13062 - Media Specialist II		19.45
13063 - Media Specialist III		20.89
13071 - Photographer I		13.70
13072 - Photographer II		15.44
13073 - Photographer III		18.89
13074 - Photographer IV		23.22
13075 - Photographer V		28.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.49
14042 - Computer Operator II		15.09
14043 - Computer Operator III		16.83
14044 - Computer Operator IV		18.70
14045 - Computer Operator V		20.70
14071 - Computer Programmer I		20.24
14072 - Computer Programmer II		25.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.49
14160 - Personal Computer Support Technician		18.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.93
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		37.50
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		27.49
15070 - Flight Instructor (Pilot)		34.09
15080 - Graphic Artist		19.48
15090 - Technical Instructor		21.88
15095 - Technical Instructor/Course Developer		26.77
15110 - Test Proctor		17.66
15120 - Tutor		17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.09
16030 - Counter Attendant		8.09
16040 - Dry Cleaner		9.84
16070 - Finisher, Flatwork, Machine		8.09
16090 - Presser, Hand		8.09
16110 - Presser, Machine, Drycleaning		8.09
16130 - Presser, Machine, Shirts		8.09
16160 - Presser, Machine, Wearing Apparel, Laundry		8.09
16190 - Sewing Machine Operator		10.41
16220 - Tailor		10.97
16250 - Washer, Machine		8.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.05
19040 - Tool And Die Maker		22.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.67
21030 - Material Coordinator		19.01

21040 - Material Expediter	19.01
21050 - Material Handling Laborer	11.19
21071 - Order Filler	11.23
21080 - Production Line Worker (Food Processing)	12.67
21110 - Shipping Packer	12.52
21130 - Shipping/Receiving Clerk	12.52
21140 - Store Worker I	10.59
21150 - Stock Clerk	13.81
21210 - Tools And Parts Attendant	12.67
21410 - Warehouse Specialist	12.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.83
23021 - Aircraft Mechanic I	19.84
23022 - Aircraft Mechanic II	20.83
23023 - Aircraft Mechanic III	21.88
23040 - Aircraft Mechanic Helper	14.58
23050 - Aircraft, Painter	18.78
23060 - Aircraft Servicer	16.68
23080 - Aircraft Worker	17.72
23110 - Appliance Mechanic	16.52
23120 - Bicycle Repairer	10.21
23125 - Cable Splicer	24.52
23130 - Carpenter, Maintenance	15.59
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	17.19
23181 - Electronics Technician Maintenance I	19.46
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	23.23
23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	17.03
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	17.74
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	15.03
23380 - Ground Support Equipment Mechanic	19.84
23381 - Ground Support Equipment Servicer	16.68
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	15.53
23392 - Gunsmith II	17.61
23393 - Gunsmith III	19.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.76
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	14.76
23460 - Instrument Mechanic	17.74
23465 - Laboratory/Shelter Mechanic	18.67
23470 - Laborer	9.31
23510 - Locksmith	16.52
23530 - Machinery Maintenance Mechanic	17.31
23550 - Machinist, Maintenance	17.26
23580 - Maintenance Trades Helper	10.82
23591 - Metrology Technician I	17.74
23592 - Metrology Technician II	18.67
23593 - Metrology Technician III	19.60
23640 - Millwright	18.87
23710 - Office Appliance Repairer	16.76
23760 - Painter, Maintenance	15.59
23790 - Pipefitter, Maintenance	18.11
23810 - Plumber, Maintenance	17.20
23820 - Pneudraulic Systems Mechanic	17.74
23850 - Rigger	17.74

23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	17.45
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.52
23950 - Telephone Lineman	16.91
23960 - Welder, Combination, Maintenance	15.29
23965 - Well Driller	17.74
23970 - Woodcraft Worker	17.74
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.83
24610 - Chore Aide	9.10
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.03
25040 - Sewage Plant Operator	16.12
25070 - Stationary Engineer	17.03
25190 - Ventilation Equipment Tender	12.59
25210 - Water Treatment Plant Operator	16.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.38
27008 - Corrections Officer	16.85
27010 - Court Security Officer	14.92
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	16.85
27070 - Firefighter	15.68
27101 - Guard I	13.38
27102 - Guard II	15.58
27131 - Police Officer I	16.23
27132 - Police Officer II	18.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.34
28042 - Carnival Equipment Repairer	10.68
28043 - Carnival Equpment Worker	8.80
28210 - Gate Attendant/Gate Tender	12.90
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.42
28510 - Recreation Aide/Health Facility Attendant	10.53
28515 - Recreation Specialist	15.99
28630 - Sports Official	11.49
28690 - Swimming Pool Operator	17.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.84
29020 - Hatch Tender	15.84
29030 - Line Handler	15.84
29041 - Stevedore I	14.91
29042 - Stevedore II	16.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.68
30022 - Archeological Technician II	17.53
30023 - Archeological Technician III	21.72
30030 - Cartographic Technician	21.72
30040 - Civil Engineering Technician	20.50
30061 - Drafter/CAD Operator I	15.68
30062 - Drafter/CAD Operator II	17.53

30063 - Drafter/CAD Operator III		19.55
30064 - Drafter/CAD Operator IV		24.06
30081 - Engineering Technician I		14.46
30082 - Engineering Technician II		16.24
30083 - Engineering Technician III		18.16
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		33.30
30090 - Environmental Technician		21.72
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		21.72
30361 - Paralegal/Legal Assistant I		17.48
30362 - Paralegal/Legal Assistant II		21.65
30363 - Paralegal/Legal Assistant III		26.49
30364 - Paralegal/Legal Assistant IV		32.05
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.87
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer, Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.27
31030 - Bus Driver		13.72
31043 - Driver Courier		11.99
31260 - Parking and Lot Attendant		9.41
31290 - Shuttle Bus Driver		12.77
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		12.77
31362 - Truckdriver, Medium		13.62
31363 - Truckdriver, Heavy		15.09
31364 - Truckdriver, Tractor-Trailer		15.09
99000 - Miscellaneous Occupations		
99030 - Cashier		7.76
99050 - Desk Clerk		10.10
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.50
99252 - Laboratory Animal Caretaker II		10.21
99310 - Mortician		22.74
99410 - Pest Controller		12.98
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		12.34
99711 - Recycling Specialist		14.76
99730 - Refuse Collector		11.59
99810 - Sales Clerk		10.80
99820 - School Crossing Guard		11.68
99830 - Survey Party Chief		12.83
99831 - Surveying Aide		9.09
99832 - Surveying Technician		12.43
99840 - Vending Machine Attendant		14.88
99841 - Vending Machine Repairer		16.45
99842 - Vending Machine Repairer Helper		14.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2138 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee, Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.99
01012 - Accounting Clerk II		15.15
01013 - Accounting Clerk III		17.27
01020 - Administrative Assistant		18.90
01040 - Court Reporter		13.82
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.34
01060 - Dispatcher, Motor Vehicle		13.82
01070 - Document Preparation Clerk		11.59
01090 - Duplicating Machine Operator		11.59
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.32
01120 - Housing Referral Assistant		15.43
01141 - Messenger Courier		10.22
01191 - Order Clerk I		11.21
01192 - Order Clerk II		12.43
01261 - Personnel Assistant (Employment) I		12.92
01262 - Personnel Assistant (Employment) II		14.45
01263 - Personnel Assistant (Employment) III		16.12
01270 - Production Control Clerk		19.01
01280 - Receptionist		10.48
01290 - Rental Clerk		10.51
01300 - Scheduler, Maintenance		12.14
01311 - Secretary I		12.14
01312 - Secretary II		13.82
01313 - Secretary III		15.43
01320 - Service Order Dispatcher		12.14
01410 - Supply Technician		18.90
01420 - Survey Worker		12.90
01531 - Travel Clerk I		11.62
01532 - Travel Clerk II		12.49

01533 - Travel Clerk III	13.23
01611 - Word Processor I	10.81
01612 - Word Processor II	12.14
01613 - Word Processor III	14.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.32
05010 - Automotive Electrician	17.62
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.93
05220 - Motor Vehicle Mechanic Helper	13.86
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.98
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	10.21
05400 - Transmission Repair Specialist	17.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.07
07041 - Cook I	9.48
07042 - Cook II	11.27
07070 - Dishwasher	7.87
07130 - Food Service Worker	8.71
07210 - Meat Cutter	13.02
07260 - Waiter/Waitress	7.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.44
11060 - Elevator Operator	8.44
11090 - Gardener	10.95
11122 - Housekeeping Aide	8.92
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.83
11260 - Pruner	8.97
11270 - Tractor Operator	11.42
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	9.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.34
12011 - Breath Alcohol Technician	16.16
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	20.80
12020 - Dental Assistant	14.78
12025 - Dental Hygienist	32.84
12030 - EKG Technician	24.50
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	14.34
12071 - Licensed Practical Nurse I	14.44
12072 - Licensed Practical Nurse II	16.16
12073 - Licensed Practical Nurse III	18.02
12100 - Medical Assistant	11.88
12130 - Medical Laboratory Technician	14.61
12160 - Medical Record Clerk	12.50

12190 - Medical Record Technician		16.16
12195 - Medical Transcriptionist		13.66
12210 - Nuclear Medicine Technologist		35.35
12221 - Nursing Assistant I		9.93
12222 - Nursing Assistant II		10.31
12223 - Nursing Assistant III		11.25
12224 - Nursing Assistant IV		12.63
12235 - Optical Dispenser		16.16
12236 - Optical Technician		14.44
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		12.63
12305 - Radiologic Technologist		23.01
12311 - Registered Nurse I		19.07
12312 - Registered Nurse II		23.33
12313 - Registered Nurse II, Specialist		23.33
12314 - Registered Nurse III		28.22
12315 - Registered Nurse III, Anesthetist		28.22
12316 - Registered Nurse IV		33.82
12317 - Scheduler (Drug and Alcohol Testing)		20.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		23.68
13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		20.60
13042 - Illustrator II		23.68
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		10.66
13054 - Library Information Technology Systems Administrator		23.68
13058 - Library Technician		19.12
13061 - Media Specialist I		16.74
13062 - Media Specialist II		19.45
13063 - Media Specialist III		20.89
13071 - Photographer I		13.70
13072 - Photographer II		15.44
13073 - Photographer III		18.89
13074 - Photographer IV		23.22
13075 - Photographer V		28.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.49
14042 - Computer Operator II		15.09
14043 - Computer Operator III		16.83
14044 - Computer Operator IV		18.70
14045 - Computer Operator V		20.70
14071 - Computer Programmer I		20.24
14072 - Computer Programmer II		25.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.49
14160 - Personal Computer Support Technician		18.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.93
15020 - Aircrew Training Devices Instructor (Rated)		33.98
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15060 - Educational Technologist		27.49
15070 - Flight Instructor (Pilot)		34.09
15080 - Graphic Artist		19.48

15090 - Technical Instructor	21.88
15095 - Technical Instructor/Course Developer	26.77
15110 - Test Proctor	17.66
15120 - Tutor	17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.09
16030 - Counter Attendant	8.09
16040 - Dry Cleaner	9.84
16070 - Finisher, Flatwork, Machine	8.09
16090 - Presser, Hand	8.09
16110 - Presser, Machine, Drycleaning	8.09
16130 - Presser, Machine, Shirts	8.09
16160 - Presser, Machine, Wearing Apparel, Laundry	8.09
16190 - Sewing Machine Operator	10.41
16220 - Tailor	10.97
16250 - Washer, Machine	8.64
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.05
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.67
21030 - Material Coordinator	19.01
21040 - Material Expediter	19.01
21050 - Material Handling Laborer	11.19
21071 - Order Filler	11.23
21080 - Production Line Worker (Food Processing)	12.67
21110 - Shipping Packer	12.52
21130 - Shipping/Receiving Clerk	12.52
21140 - Store Worker I	10.59
21150 - Stock Clerk	13.81
21210 - Tools And Parts Attendant	12.67
21410 - Warehouse Specialist	12.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.83
23021 - Aircraft Mechanic I	19.84
23022 - Aircraft Mechanic II	20.83
23023 - Aircraft Mechanic III	21.88
23040 - Aircraft Mechanic Helper	14.58
23050 - Aircraft, Painter	18.78
23060 - Aircraft Servicer	16.68
23080 - Aircraft Worker	17.72
23110 - Appliance Mechanic	16.52
23120 - Bicycle Repairer	10.21
23125 - Cable Splicer	24.52
23130 - Carpenter, Maintenance	15.59
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	17.19
23181 - Electronics Technician Maintenance I	19.46
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	23.23
23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	17.03
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	17.74
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	15.03
23380 - Ground Support Equipment Mechanic	19.84
23381 - Ground Support Equipment Servicer	16.68
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	15.53
23392 - Gunsmith II	17.61
23393 - Gunsmith III	19.72
23410 - Heating, Ventilation And Air-Conditioning	17.82

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.76
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	14.76
23460 - Instrument Mechanic	17.74
23465 - Laboratory/Shelter Mechanic	18.67
23470 - Laborer	9.31
23510 - Locksmith	16.52
23530 - Machinery Maintenance Mechanic	17.31
23550 - Machinist, Maintenance	17.26
23580 - Maintenance Trades Helper	10.82
23591 - Metrology Technician I	17.74
23592 - Metrology Technician II	18.67
23593 - Metrology Technician III	19.60
23640 - Millwright	18.87
23710 - Office Appliance Repairer	16.76
23760 - Painter, Maintenance	15.59
23790 - Pipefitter, Maintenance	18.11
23810 - Plumber, Maintenance	17.20
23820 - Pneudraulic Systems Mechanic	17.74
23850 - Rigger	17.74
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	17.45
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.52
23950 - Telephone Lineman	16.91
23960 - Welder, Combination, Maintenance	15.29
23965 - Well Driller	17.74
23970 - Woodcraft Worker	17.74
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.83
24610 - Chore Aide	9.10
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.03
25040 - Sewage Plant Operator	16.12
25070 - Stationary Engineer	17.03
25190 - Ventilation Equipment Tender	12.59
25210 - Water Treatment Plant Operator	16.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.38
27008 - Corrections Officer	16.85
27010 - Court Security Officer	14.92
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	16.85
27070 - Firefighter	15.68
27101 - Guard I	13.38
27102 - Guard II	15.58
27131 - Police Officer I	16.23
27132 - Police Officer II	18.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.34
28042 - Carnival Equipment Repairer	10.68
28043 - Carnival Equpment Worker	8.80
28210 - Gate Attendant/Gate Tender	12.90
28310 - Lifeguard	11.34

28350 - Park Attendant (Aide)		14.42
28510 - Recreation Aide/Health Facility Attendant		10.53
28515 - Recreation Specialist		15.99
28630 - Sports Official		11.49
28690 - Swimming Pool Operator		17.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.84
29020 - Hatch Tender		15.84
29030 - Line Handler		15.84
29041 - Stevedore I		14.91
29042 - Stevedore II		16.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.68
30022 - Archeological Technician II		17.53
30023 - Archeological Technician III		21.72
30030 - Cartographic Technician		21.72
30040 - Civil Engineering Technician		20.50
30061 - Drafter/CAD Operator I		15.68
30062 - Drafter/CAD Operator II		17.53
30063 - Drafter/CAD Operator III		19.55
30064 - Drafter/CAD Operator IV		24.06
30081 - Engineering Technician I		14.46
30082 - Engineering Technician II		16.24
30083 - Engineering Technician III		18.16
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		33.30
30090 - Environmental Technician		21.72
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		21.72
30361 - Paralegal/Legal Assistant I		17.48
30362 - Paralegal/Legal Assistant II		21.65
30363 - Paralegal/Legal Assistant III		26.49
30364 - Paralegal/Legal Assistant IV		32.05
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.87
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer, Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.27
31030 - Bus Driver		13.72
31043 - Driver Courier		11.99
31260 - Parking and Lot Attendant		9.41
31290 - Shuttle Bus Driver		12.77
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		12.77
31362 - Truckdriver, Medium		13.62
31363 - Truckdriver, Heavy		15.09
31364 - Truckdriver, Tractor-Trailer		15.09
99000 - Miscellaneous Occupations		
99030 - Cashier		7.76
99050 - Desk Clerk		10.10

99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.50
99252 - Laboratory Animal Caretaker II	10.21
99310 - Mortician	22.74
99410 - Pest Controller	12.98
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	12.34
99711 - Recycling Specialist	14.76
99730 - Refuse Collector	11.59
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	11.68
99830 - Survey Party Chief	12.83
99831 - Surveying Aide	9.09
99832 - Surveying Technician	12.43
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	16.45
99842 - Vending Machine Repairer Helper	14.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2139 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.15
01012 - Accounting Clerk II		12.70
01013 - Accounting Clerk III		15.43
01020 - Administrative Assistant		17.56
01040 - Court Reporter		13.47
01051 - Data Entry Operator I		12.01
01052 - Data Entry Operator II		13.11

01060 - Dispatcher, Motor Vehicle	13.43
01070 - Document Preparation Clerk	10.78
01090 - Duplicating Machine Operator	10.78
01111 - General Clerk I	10.42
01112 - General Clerk II	11.37
01113 - General Clerk III	12.76
01120 - Housing Referral Assistant	16.01
01141 - Messenger Courier	10.86
01191 - Order Clerk I	11.98
01192 - Order Clerk II	13.69
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.00
01263 - Personnel Assistant (Employment) III	16.73
01270 - Production Control Clerk	19.94
01280 - Receptionist	11.08
01290 - Rental Clerk	12.09
01300 - Scheduler, Maintenance	12.10
01311 - Secretary I	12.10
01312 - Secretary II	13.47
01313 - Secretary III	16.01
01320 - Service Order Dispatcher	11.55
01410 - Supply Technician	17.56
01420 - Survey Worker	13.11
01531 - Travel Clerk I	11.07
01532 - Travel Clerk II	12.02
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.17
01612 - Word Processor II	13.41
01613 - Word Processor III	15.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.70
05010 - Automotive Electrician	17.65
05040 - Automotive Glass Installer	16.98
05070 - Automotive Worker	16.98
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	16.98
05190 - Motor Vehicle Mechanic	17.40
05220 - Motor Vehicle Mechanic Helper	14.95
05250 - Motor Vehicle Upholstery Worker	16.30
05280 - Motor Vehicle Wrecker	16.98
05310 - Painter, Automotive	17.65
05340 - Radiator Repair Specialist	16.98
05370 - Tire Repairer	14.01
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	8.41
07042 - Cook II	9.84
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.60
07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	7.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.28
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer, Minor	15.95
09130 - Upholsterer	17.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.84
11060 - Elevator Operator	8.95

11090 - Gardener	13.56
11122 - Housekeeping Aide	8.22
11150 - Janitor	8.18
11210 - Laborer, Grounds Maintenance	10.99
11240 - Maid or Houseman	7.89
11260 - Pruner	10.14
11270 - Tractor Operator	12.40
11330 - Trail Maintenance Worker	10.99
11360 - Window Cleaner	9.22
12000 - Health Occupations	
12010 - Ambulance Driver	13.17
12011 - Breath Alcohol Technician	16.33
12012 - Certified Occupational Therapist Assistant	22.40
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	15.33
12025 - Dental Hygienist	24.42
12030 - EKG Technician	24.76
12035 - Electroneurodiagnostic Technologist	24.76
12040 - Emergency Medical Technician	13.17
12071 - Licensed Practical Nurse I	14.60
12072 - Licensed Practical Nurse II	16.33
12073 - Licensed Practical Nurse III	18.21
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	12.87
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	35.89
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.74
12224 - Nursing Assistant IV	13.18
12235 - Optical Dispenser	21.66
12236 - Optical Technician	12.91
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	13.18
12305 - Radiologic Technologist	22.80
12311 - Registered Nurse I	23.44
12312 - Registered Nurse II	28.67
12313 - Registered Nurse II, Specialist	28.67
12314 - Registered Nurse III	34.68
12315 - Registered Nurse III, Anesthetist	34.68
12316 - Registered Nurse IV	41.57
12317 - Scheduler (Drug and Alcohol Testing)	20.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.81
13012 - Exhibits Specialist II	22.08
13013 - Exhibits Specialist III	27.01
13041 - Illustrator I	17.81
13042 - Illustrator II	22.08
13043 - Illustrator III	27.01
13047 - Librarian	24.61
13050 - Library Aide/Clerk	11.97
13054 - Library Information Technology Systems Administrator	22.65
13058 - Library Technician	17.94
13061 - Media Specialist I	15.93
13062 - Media Specialist II	17.81
13063 - Media Specialist III	19.87
13071 - Photographer I	13.47
13072 - Photographer II	17.09
13073 - Photographer III	20.02
13074 - Photographer IV	24.50

13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.25
14043 - Computer Operator III		18.71
14044 - Computer Operator IV		21.28
14045 - Computer Operator V		24.78
14071 - Computer Programmer I		21.48
14072 - Computer Programmer II		26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		22.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.04
15020 - Aircrew Training Devices Instructor (Rated)		33.91
15030 - Air Crew Training Devices Instructor (Pilot)		37.31
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		24.72
15070 - Flight Instructor (Pilot)		37.31
15080 - Graphic Artist		16.91
15090 - Technical Instructor		20.87
15095 - Technical Instructor/Course Developer		25.53
15110 - Test Proctor		16.84
15120 - Tutor		16.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		9.63
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.09
16220 - Tailor		10.56
16250 - Washer, Machine		8.71
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.54
19040 - Tool And Die Maker		24.92
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.11
21030 - Material Coordinator		20.57
21040 - Material Expediter		20.57
21050 - Material Handling Laborer		11.91
21071 - Order Filler		10.84
21080 - Production Line Worker (Food Processing)		14.11
21110 - Shipping Packer		12.22
21130 - Shipping/Receiving Clerk		12.22
21140 - Store Worker I		13.47
21150 - Stock Clerk		16.73
21210 - Tools And Parts Attendant		15.99
21410 - Warehouse Specialist		15.99
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.55
23021 - Aircraft Mechanic I		22.65
23022 - Aircraft Mechanic II		23.55
23023 - Aircraft Mechanic III		24.52
23040 - Aircraft Mechanic Helper		18.45

23050 - Aircraft, Painter	21.45
23060 - Aircraft Servicer	20.12
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	19.83
23120 - Bicycle Repairer	14.01
23125 - Cable Splicer	26.17
23130 - Carpenter, Maintenance	18.03
23140 - Carpet Layer	19.81
23160 - Electrician, Maintenance	19.22
23181 - Electronics Technician Maintenance I	21.40
23182 - Electronics Technician Maintenance II	22.46
23183 - Electronics Technician Maintenance III	23.33
23260 - Fabric Worker	16.22
23290 - Fire Alarm System Mechanic	18.52
23310 - Fire Extinguisher Repairer	15.47
23311 - Fuel Distribution System Mechanic	21.13
23312 - Fuel Distribution System Operator	17.73
23370 - General Maintenance Worker	16.96
23380 - Ground Support Equipment Mechanic	22.65
23381 - Ground Support Equipment Servicer	20.12
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	15.47
23392 - Gunsmith II	16.98
23393 - Gunsmith III	18.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.90
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	16.10
23460 - Instrument Mechanic	20.61
23465 - Laboratory/Shelter Mechanic	17.76
23470 - Laborer	10.96
23510 - Locksmith	17.76
23530 - Machinery Maintenance Mechanic	22.18
23550 - Machinist, Maintenance	18.52
23580 - Maintenance Trades Helper	14.64
23591 - Metrology Technician I	20.61
23592 - Metrology Technician II	21.65
23593 - Metrology Technician III	22.73
23640 - Millwright	22.52
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	17.76
23790 - Pipefitter, Maintenance	20.61
23810 - Plumber, Maintenance	19.83
23820 - Pneudraulic Systems Mechanic	18.52
23850 - Rigger	18.52
23870 - Scale Mechanic	16.98
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	24.72
23932 - Telecommunications Mechanic II	25.64
23950 - Telephone Lineman	21.63
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	18.52
23970 - Woodcraft Worker	18.52
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	8.82
24620 - Family Readiness And Support Services Coordinator	11.18

24630 - Homemaker	13.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.21
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	14.01
27010 - Court Security Officer	15.25
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	14.01
27070 - Firefighter	15.25
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.73
27132 - Police Officer II	18.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.61
28042 - Carnival Equipment Repairer	8.99
28043 - Carnival Equpment Worker	7.58
28210 - Gate Attendant/Gate Tender	13.99
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	15.64
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	14.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.51
29042 - Stevedore II	21.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.40
30022 - Archeological Technician II	18.39
30023 - Archeological Technician III	21.32
30030 - Cartographic Technician	23.13
30040 - Civil Engineering Technician	21.32
30061 - Drafter/CAD Operator I	18.00
30062 - Drafter/CAD Operator II	20.72
30063 - Drafter/CAD Operator III	20.95
30064 - Drafter/CAD Operator IV	23.60
30081 - Engineering Technician I	14.47
30082 - Engineering Technician II	16.46
30083 - Engineering Technician III	18.42
30084 - Engineering Technician IV	22.50
30085 - Engineering Technician V	27.52
30086 - Engineering Technician VI	33.31
30090 - Environmental Technician	22.26
30210 - Laboratory Technician	20.95
30240 - Mathematical Technician	21.32
30361 - Paralegal/Legal Assistant I	17.65
30362 - Paralegal/Legal Assistant II	21.88
30363 - Paralegal/Legal Assistant III	26.76
30364 - Paralegal/Legal Assistant IV	32.38
30390 - Photo-Optics Technician	21.32

30461 - Technical Writer I		21.32
30462 - Technical Writer II		26.08
30463 - Technical Writer III		31.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.25
30621 - Weather Observer, Senior	(see 2)	21.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.29
31030 - Bus Driver		14.03
31043 - Driver Courier		13.52
31260 - Parking and Lot Attendant		11.04
31290 - Shuttle Bus Driver		14.31
31310 - Taxi Driver		10.40
31361 - Truckdriver, Light		14.31
31362 - Truckdriver, Medium		15.10
31363 - Truckdriver, Heavy		16.70
31364 - Truckdriver, Tractor-Trailer		16.70
99000 - Miscellaneous Occupations		
99030 - Cashier		7.96
99050 - Desk Clerk		8.76
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.22
99252 - Laboratory Animal Caretaker II		11.80
99310 - Mortician		22.74
99410 - Pest Controller		14.91
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.36
99711 - Recycling Specialist		14.18
99730 - Refuse Collector		10.43
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		9.65
99830 - Survey Party Chief		16.92
99831 - Surveying Aide		13.06
99832 - Surveying Technician		15.39
99840 - Vending Machine Attendant		17.18
99841 - Vending Machine Repairer		19.53
99842 - Vending Machine Repairer Helper		17.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2140 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.15
01012 - Accounting Clerk II		12.70
01013 - Accounting Clerk III		15.43
01020 - Administrative Assistant		17.56
01040 - Court Reporter		13.47
01051 - Data Entry Operator I		12.01
01052 - Data Entry Operator II		13.11
01060 - Dispatcher, Motor Vehicle		13.43
01070 - Document Preparation Clerk		10.78
01090 - Duplicating Machine Operator		10.78
01111 - General Clerk I		10.42
01112 - General Clerk II		11.37
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		16.01
01141 - Messenger Courier		10.86
01191 - Order Clerk I		11.98
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.00
01263 - Personnel Assistant (Employment) III		16.73
01270 - Production Control Clerk		19.94
01280 - Receptionist		11.08
01290 - Rental Clerk		12.09
01300 - Scheduler, Maintenance		12.10
01311 - Secretary I		12.10
01312 - Secretary II		13.47
01313 - Secretary III		16.01
01320 - Service Order Dispatcher		11.55
01410 - Supply Technician		17.56
01420 - Survey Worker		13.11
01531 - Travel Clerk I		11.07
01532 - Travel Clerk II		12.02
01533 - Travel Clerk III		12.98
01611 - Word Processor I		12.17
01612 - Word Processor II		13.41
01613 - Word Processor III		15.00
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.70
05010 - Automotive Electrician		17.65
05040 - Automotive Glass Installer		16.98
05070 - Automotive Worker		16.98
05110 - Mobile Equipment Servicer		15.63
05130 - Motor Equipment Metal Mechanic		18.36
05160 - Motor Equipment Metal Worker		16.98
05190 - Motor Vehicle Mechanic		17.40
05220 - Motor Vehicle Mechanic Helper		14.95
05250 - Motor Vehicle Upholstery Worker		16.30
05280 - Motor Vehicle Wrecker		16.98

05310 - Painter, Automotive	17.65
05340 - Radiator Repair Specialist	16.98
05370 - Tire Repairer	14.01
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	8.41
07042 - Cook II	9.84
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.60
07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	7.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.28
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer, Minor	15.95
09130 - Upholsterer	17.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.84
11060 - Elevator Operator	8.95
11090 - Gardener	13.56
11122 - Housekeeping Aide	8.22
11150 - Janitor	8.18
11210 - Laborer, Grounds Maintenance	10.99
11240 - Maid or Houseman	7.89
11260 - Pruner	10.14
11270 - Tractor Operator	12.40
11330 - Trail Maintenance Worker	10.99
11360 - Window Cleaner	9.22
12000 - Health Occupations	
12010 - Ambulance Driver	13.17
12011 - Breath Alcohol Technician	16.33
12012 - Certified Occupational Therapist Assistant	22.40
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	15.33
12025 - Dental Hygienist	24.42
12030 - EKG Technician	24.76
12035 - Electroneurodiagnostic Technologist	24.76
12040 - Emergency Medical Technician	13.17
12071 - Licensed Practical Nurse I	14.60
12072 - Licensed Practical Nurse II	16.33
12073 - Licensed Practical Nurse III	18.21
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	12.87
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	35.89
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.74
12224 - Nursing Assistant IV	13.18
12235 - Optical Dispenser	21.66
12236 - Optical Technician	12.91
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	13.18
12305 - Radiologic Technologist	22.80
12311 - Registered Nurse I	23.44
12312 - Registered Nurse II	28.67
12313 - Registered Nurse II, Specialist	28.67
12314 - Registered Nurse III	34.68

12315 - Registered Nurse III, Anesthetist		34.68
12316 - Registered Nurse IV		41.57
12317 - Scheduler (Drug and Alcohol Testing)		20.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.81
13012 - Exhibits Specialist II		22.08
13013 - Exhibits Specialist III		27.01
13041 - Illustrator I		17.81
13042 - Illustrator II		22.08
13043 - Illustrator III		27.01
13047 - Librarian		24.61
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		17.94
13061 - Media Specialist I		15.93
13062 - Media Specialist II		17.81
13063 - Media Specialist III		19.87
13071 - Photographer I		13.47
13072 - Photographer II		17.09
13073 - Photographer III		20.02
13074 - Photographer IV		24.50
13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.25
14043 - Computer Operator III		18.71
14044 - Computer Operator IV		21.28
14045 - Computer Operator V		24.78
14071 - Computer Programmer I		21.48
14072 - Computer Programmer II		26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		22.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.04
15020 - Aircrew Training Devices Instructor (Rated)		33.91
15030 - Air Crew Training Devices Instructor (Pilot)		37.31
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		24.72
15070 - Flight Instructor (Pilot)		37.31
15080 - Graphic Artist		16.91
15090 - Technical Instructor		20.87
15095 - Technical Instructor/Course Developer		25.53
15110 - Test Proctor		16.84
15120 - Tutor		16.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		9.63
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.09
16220 - Tailor		10.56
16250 - Washer, Machine		8.71

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.54
19040 - Tool And Die Maker	24.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.11
21030 - Material Coordinator	20.57
21040 - Material Expediter	20.57
21050 - Material Handling Laborer	11.91
21071 - Order Filler	10.84
21080 - Production Line Worker (Food Processing)	14.11
21110 - Shipping Packer	12.22
21130 - Shipping/Receiving Clerk	12.22
21140 - Store Worker I	13.47
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	15.99
21410 - Warehouse Specialist	15.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.55
23021 - Aircraft Mechanic I	22.65
23022 - Aircraft Mechanic II	23.55
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	18.45
23050 - Aircraft, Painter	21.45
23060 - Aircraft Servicer	20.12
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	19.83
23120 - Bicycle Repairer	14.01
23125 - Cable Splicer	26.17
23130 - Carpenter, Maintenance	18.03
23140 - Carpet Layer	19.81
23160 - Electrician, Maintenance	19.22
23181 - Electronics Technician Maintenance I	21.40
23182 - Electronics Technician Maintenance II	22.46
23183 - Electronics Technician Maintenance III	23.33
23260 - Fabric Worker	16.22
23290 - Fire Alarm System Mechanic	18.52
23310 - Fire Extinguisher Repairer	15.47
23311 - Fuel Distribution System Mechanic	21.13
23312 - Fuel Distribution System Operator	17.73
23370 - General Maintenance Worker	16.96
23380 - Ground Support Equipment Mechanic	22.65
23381 - Ground Support Equipment Servicer	20.12
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	15.47
23392 - Gunsmith II	16.98
23393 - Gunsmith III	18.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.90
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	16.10
23460 - Instrument Mechanic	20.61
23465 - Laboratory/Shelter Mechanic	17.76
23470 - Laborer	10.96
23510 - Locksmith	17.76
23530 - Machinery Maintenance Mechanic	22.18
23550 - Machinist, Maintenance	18.52
23580 - Maintenance Trades Helper	14.64
23591 - Metrology Technician I	20.61
23592 - Metrology Technician II	21.65
23593 - Metrology Technician III	22.73
23640 - Millwright	22.52

23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	17.76
23790 - Pipefitter, Maintenance	20.61
23810 - Plumber, Maintenance	19.83
23820 - Pneudraulic Systems Mechanic	18.52
23850 - Rigger	18.52
23870 - Scale Mechanic	16.98
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	24.72
23932 - Telecommunications Mechanic II	25.64
23950 - Telephone Lineman	21.63
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	18.52
23970 - Woodcraft Worker	18.52
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	8.82
24620 - Family Readiness And Support Services Coordinator	11.18
24630 - Homemaker	13.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.21
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	14.01
27010 - Court Security Officer	15.25
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	14.01
27070 - Firefighter	15.25
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.73
27132 - Police Officer II	18.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.61
28042 - Carnival Equipment Repairer	8.99
28043 - Carnival Equpment Worker	7.58
28210 - Gate Attendant/Gate Tender	13.99
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	15.64
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	14.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.51
29042 - Stevedore II	21.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.40

30022 - Archeological Technician II		18.39
30023 - Archeological Technician III		21.32
30030 - Cartographic Technician		23.13
30040 - Civil Engineering Technician		21.32
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		20.95
30064 - Drafter/CAD Operator IV		23.60
30081 - Engineering Technician I		14.47
30082 - Engineering Technician II		16.46
30083 - Engineering Technician III		18.42
30084 - Engineering Technician IV		22.50
30085 - Engineering Technician V		27.52
30086 - Engineering Technician VI		33.31
30090 - Environmental Technician		22.26
30210 - Laboratory Technician		20.95
30240 - Mathematical Technician		21.32
30361 - Paralegal/Legal Assistant I		17.65
30362 - Paralegal/Legal Assistant II		21.88
30363 - Paralegal/Legal Assistant III		26.76
30364 - Paralegal/Legal Assistant IV		32.38
30390 - Photo-Optics Technician		21.32
30461 - Technical Writer I		21.32
30462 - Technical Writer II		26.08
30463 - Technical Writer III		31.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.25
30621 - Weather Observer, Senior	(see 2)	21.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.29
31030 - Bus Driver		14.03
31043 - Driver Courier		13.52
31260 - Parking and Lot Attendant		11.04
31290 - Shuttle Bus Driver		14.31
31310 - Taxi Driver		10.40
31361 - Truckdriver, Light		14.31
31362 - Truckdriver, Medium		15.10
31363 - Truckdriver, Heavy		16.70
31364 - Truckdriver, Tractor-Trailer		16.70
99000 - Miscellaneous Occupations		
99030 - Cashier		7.96
99050 - Desk Clerk		8.76
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.22
99252 - Laboratory Animal Caretaker II		11.80
99310 - Mortician		22.74
99410 - Pest Controller		14.91
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.36
99711 - Recycling Specialist		14.18
99730 - Refuse Collector		10.43
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		9.65
99830 - Survey Party Chief		16.92
99831 - Surveying Aide		13.06
99832 - Surveying Technician		15.39
99840 - Vending Machine Attendant		17.18
99841 - Vending Machine Repairer		19.53

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2141 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.94
01012 - Accounting Clerk II		13.40
01013 - Accounting Clerk III		14.99
01020 - Administrative Assistant		16.85
01040 - Court Reporter		13.33
01051 - Data Entry Operator I		10.82
01052 - Data Entry Operator II		12.82
01060 - Dispatcher, Motor Vehicle		18.34
01070 - Document Preparation Clerk		11.45
01090 - Duplicating Machine Operator		11.45
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		13.26
01120 - Housing Referral Assistant		14.86
01141 - Messenger Courier		10.37
01191 - Order Clerk I		10.77
01192 - Order Clerk II		12.93
01261 - Personnel Assistant (Employment) I		17.24
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		23.11
01280 - Receptionist		10.70

01290 - Rental Clerk	11.58
01300 - Scheduler, Maintenance	11.91
01311 - Secretary I	11.91
01312 - Secretary II	13.33
01313 - Secretary III	14.86
01320 - Service Order Dispatcher	14.92
01410 - Supply Technician	16.85
01420 - Survey Worker	13.73
01531 - Travel Clerk I	12.02
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.86
01611 - Word Processor I	11.68
01612 - Word Processor II	13.13
01613 - Word Processor III	14.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.50
05010 - Automotive Electrician	16.31
05040 - Automotive Glass Installer	15.44
05070 - Automotive Worker	15.75
05110 - Mobile Equipment Servicer	13.74
05130 - Motor Equipment Metal Mechanic	17.21
05160 - Motor Equipment Metal Worker	15.44
05190 - Motor Vehicle Mechanic	17.21
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.61
05280 - Motor Vehicle Wrecker	15.44
05310 - Painter, Automotive	16.31
05340 - Radiator Repair Specialist	15.44
05370 - Tire Repairer	10.86
05400 - Transmission Repair Specialist	17.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.67
07041 - Cook I	9.98
07042 - Cook II	11.40
07070 - Dishwasher	8.40
07130 - Food Service Worker	9.69
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	20.14
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer, Minor	17.71
09130 - Upholsterer	20.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	9.58
11090 - Gardener	13.28
11122 - Housekeeping Aide	9.58
11150 - Janitor	9.58
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.20
11260 - Pruner	10.78
11270 - Tractor Operator	12.46
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	10.44
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.08
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	22.06
12020 - Dental Assistant	14.09

12025 - Dental Hygienist		32.84
12030 - EKG Technician		22.85
12035 - Electroneurodiagnostic Technologist		22.85
12040 - Emergency Medical Technician		15.67
12071 - Licensed Practical Nurse I		14.37
12072 - Licensed Practical Nurse II		16.08
12073 - Licensed Practical Nurse III		17.93
12100 - Medical Assistant		12.64
12130 - Medical Laboratory Technician		13.46
12160 - Medical Record Clerk		13.31
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		16.94
12210 - Nuclear Medicine Technologist		35.33
12221 - Nursing Assistant I		10.09
12222 - Nursing Assistant II		11.34
12223 - Nursing Assistant III		12.38
12224 - Nursing Assistant IV		13.89
12235 - Optical Dispenser		17.75
12236 - Optical Technician		13.41
12250 - Pharmacy Technician		15.16
12280 - Phlebotomist		13.89
12305 - Radiologic Technologist		22.50
12311 - Registered Nurse I		22.85
12312 - Registered Nurse II		27.94
12313 - Registered Nurse II, Specialist		27.94
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III, Anesthetist		33.80
12316 - Registered Nurse IV		39.40
12317 - Scheduler (Drug and Alcohol Testing)		19.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.29
13013 - Exhibits Specialist III		29.71
13041 - Illustrator I		19.60
13042 - Illustrator II		24.29
13043 - Illustrator III		29.71
13047 - Librarian		26.89
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		24.29
13058 - Library Technician		17.42
13061 - Media Specialist I		17.52
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.86
13071 - Photographer I		15.24
13072 - Photographer II		17.12
13073 - Photographer III		21.04
13074 - Photographer IV		25.73
13075 - Photographer V		31.13
13110 - Video Teleconference Technician		17.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 2)	20.15
14072 - Computer Programmer II	(see 2)	26.57
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	

14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	23.62
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.92
15020 - Aircrew Training Devices Instructor (Rated)	34.99
15030 - Air Crew Training Devices Instructor (Pilot)	41.11
15050 - Computer Based Training Specialist / Instructor	28.92
15060 - Educational Technologist	24.24
15070 - Flight Instructor (Pilot)	41.11
15080 - Graphic Artist	24.84
15090 - Technical Instructor	21.66
15095 - Technical Instructor/Course Developer	26.49
15110 - Test Proctor	17.47
15120 - Tutor	17.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.67
16040 - Dry Cleaner	10.52
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.17
16220 - Tailor	11.83
16250 - Washer, Machine	9.17
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.57
19040 - Tool And Die Maker	22.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	14.26
21071 - Order Filler	12.65
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	15.62
21130 - Shipping/Receiving Clerk	15.62
21140 - Store Worker I	11.72
21150 - Stock Clerk	15.90
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.07
23021 - Aircraft Mechanic I	22.92
23022 - Aircraft Mechanic II	24.07
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	17.16
23050 - Aircraft, Painter	21.75
23060 - Aircraft Servicer	19.45
23080 - Aircraft Worker	20.56
23110 - Appliance Mechanic	18.50
23120 - Bicycle Repairer	13.66
23125 - Cable Splicer	20.30
23130 - Carpenter, Maintenance	16.38
23140 - Carpet Layer	17.58
23160 - Electrician, Maintenance	21.23
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	22.76
23183 - Electronics Technician Maintenance III	24.04
23260 - Fabric Worker	16.33
23290 - Fire Alarm System Mechanic	19.62
23310 - Fire Extinguisher Repairer	15.17

23311 - Fuel Distribution System Mechanic	18.45
23312 - Fuel Distribution System Operator	14.70
23370 - General Maintenance Worker	15.94
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	19.45
23382 - Ground Support Equipment Worker	20.56
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.58
23393 - Gunsmith III	19.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.62
23430 - Heavy Equipment Mechanic	22.69
23440 - Heavy Equipment Operator	19.62
23460 - Instrument Mechanic	21.25
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	14.26
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	22.08
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	21.25
23592 - Metrology Technician II	22.32
23593 - Metrology Technician III	23.43
23640 - Millwright	20.82
23710 - Office Appliance Repairer	19.44
23760 - Painter, Maintenance	18.57
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.57
23820 - Pneudraulic Systems Mechanic	19.62
23850 - Rigger	19.62
23870 - Scale Mechanic	17.58
23890 - Sheet-Metal Worker, Maintenance	19.62
23910 - Small Engine Mechanic	17.58
23931 - Telecommunications Mechanic I	23.83
23932 - Telecommunications Mechanic II	25.05
23950 - Telephone Lineman	20.38
23960 - Welder, Combination, Maintenance	18.65
23965 - Well Driller	19.62
23970 - Woodcraft Worker	19.62
23980 - Woodworker	15.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	9.45
24620 - Family Readiness And Support Services Coordinator	12.85
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	14.20
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.55
27008 - Corrections Officer	17.25
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.25
27070 - Firefighter	17.11

27101 - Guard I		10.55
27102 - Guard II		13.87
27131 - Police Officer I		17.71
27132 - Police Officer II		19.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.84
28042 - Carnival Equipment Repairer		11.56
28043 - Carnival Equpment Worker		8.70
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.82
28515 - Recreation Specialist		15.61
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		14.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.94
29020 - Hatch Tender		18.94
29030 - Line Handler		18.94
29041 - Stevedore I		17.59
29042 - Stevedore II		20.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
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30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.22
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.14
30086 - Engineering Technician VI		25.35
30090 - Environmental Technician		22.79
30210 - Laboratory Technician		20.97
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		18.28
30362 - Paralegal/Legal Assistant II		22.66
30363 - Paralegal/Legal Assistant III		26.08
30364 - Paralegal/Legal Assistant IV		31.56
30390 - Photo-Optics Technician		23.14
30461 - Technical Writer I		23.13
30462 - Technical Writer II		28.30
30463 - Technical Writer III		34.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	20.82
30621 - Weather Observer, Senior	(see 1)	23.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.24
31030 - Bus Driver		14.05
31043 - Driver Courier		13.68

31260 - Parking and Lot Attendant	9.21
31290 - Shuttle Bus Driver	13.68
31310 - Taxi Driver	10.86
31361 - Truckdriver, Light	13.68
31362 - Truckdriver, Medium	14.55
31363 - Truckdriver, Heavy	18.76
31364 - Truckdriver, Tractor-Trailer	18.76
99000 - Miscellaneous Occupations	
99030 - Cashier	8.11
99050 - Desk Clerk	9.12
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.15
99252 - Laboratory Animal Caretaker II	11.72
99310 - Mortician	22.74
99410 - Pest Controller	14.40
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.65
99711 - Recycling Specialist	16.17
99730 - Refuse Collector	12.67
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	11.23
99830 - Survey Party Chief	18.50
99831 - Surveying Aide	11.56
99832 - Surveying Technician	15.85
99840 - Vending Machine Attendant	11.62
99841 - Vending Machine Repairer	13.94
99842 - Vending Machine Repairer Helper	11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2142 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.94
01012 - Accounting Clerk II	13.40
01013 - Accounting Clerk III	14.99
01020 - Administrative Assistant	16.85
01040 - Court Reporter	13.33
01051 - Data Entry Operator I	10.82
01052 - Data Entry Operator II	12.82
01060 - Dispatcher, Motor Vehicle	18.34
01070 - Document Preparation Clerk	11.45
01090 - Duplicating Machine Operator	11.45
01111 - General Clerk I	10.83
01112 - General Clerk II	11.82
01113 - General Clerk III	13.26
01120 - Housing Referral Assistant	14.86
01141 - Messenger Courier	10.37
01191 - Order Clerk I	10.77
01192 - Order Clerk II	12.93
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	23.11
01280 - Receptionist	10.70
01290 - Rental Clerk	11.58
01300 - Scheduler, Maintenance	11.91
01311 - Secretary I	11.91
01312 - Secretary II	13.33
01313 - Secretary III	14.86
01320 - Service Order Dispatcher	14.92
01410 - Supply Technician	16.85
01420 - Survey Worker	13.73
01531 - Travel Clerk I	12.02
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.86
01611 - Word Processor I	11.68
01612 - Word Processor II	13.13
01613 - Word Processor III	14.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.50
05010 - Automotive Electrician	16.31
05040 - Automotive Glass Installer	15.44
05070 - Automotive Worker	15.75
05110 - Mobile Equipment Servicer	13.74
05130 - Motor Equipment Metal Mechanic	17.21
05160 - Motor Equipment Metal Worker	15.44
05190 - Motor Vehicle Mechanic	17.21
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.61
05280 - Motor Vehicle Wrecker	15.44
05310 - Painter, Automotive	16.31
05340 - Radiator Repair Specialist	15.44
05370 - Tire Repairer	10.86
05400 - Transmission Repair Specialist	17.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.67
07041 - Cook I	9.98
07042 - Cook II	11.40
07070 - Dishwasher	8.40
07130 - Food Service Worker	9.69
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52

09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	20.14
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer, Minor	17.71
09130 - Upholsterer	20.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	9.58
11090 - Gardener	13.28
11122 - Housekeeping Aide	9.58
11150 - Janitor	9.58
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.20
11260 - Pruner	10.78
11270 - Tractor Operator	12.46
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	10.44
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.08
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	22.06
12020 - Dental Assistant	14.09
12025 - Dental Hygienist	32.84
12030 - EKG Technician	22.85
12035 - Electroneurodiagnostic Technologist	22.85
12040 - Emergency Medical Technician	15.67
12071 - Licensed Practical Nurse I	14.37
12072 - Licensed Practical Nurse II	16.08
12073 - Licensed Practical Nurse III	17.93
12100 - Medical Assistant	12.64
12130 - Medical Laboratory Technician	13.46
12160 - Medical Record Clerk	13.31
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	35.33
12221 - Nursing Assistant I	10.09
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	17.75
12236 - Optical Technician	13.41
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	22.50
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.94
12313 - Registered Nurse II, Specialist	27.94
12314 - Registered Nurse III	33.07
12315 - Registered Nurse III, Anesthetist	33.80
12316 - Registered Nurse IV	39.40
12317 - Scheduler (Drug and Alcohol Testing)	19.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.60
13012 - Exhibits Specialist II	24.29
13013 - Exhibits Specialist III	29.71
13041 - Illustrator I	19.60
13042 - Illustrator II	24.29
13043 - Illustrator III	29.71
13047 - Librarian	26.89
13050 - Library Aide/Clerk	12.62
13054 - Library Information Technology Systems Administrator	24.29

13058 - Library Technician		17.42
13061 - Media Specialist I		17.52
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.86
13071 - Photographer I		15.24
13072 - Photographer II		17.12
13073 - Photographer III		21.04
13074 - Photographer IV		25.73
13075 - Photographer V		31.13
13110 - Video Teleconference Technician		17.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		24.24
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		24.84
15090 - Technical Instructor		21.66
15095 - Technical Instructor/Course Developer		26.49
15110 - Test Proctor		17.47
15120 - Tutor		17.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		10.52
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.17
16220 - Tailor		11.83
16250 - Washer, Machine		9.17
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.57
19040 - Tool And Die Maker		22.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.30
21030 - Material Coordinator		23.11
21040 - Material Expediter		23.11
21050 - Material Handling Laborer		14.26
21071 - Order Filler		12.65
21080 - Production Line Worker (Food Processing)		15.30
21110 - Shipping Packer		15.62
21130 - Shipping/Receiving Clerk		15.62
21140 - Store Worker I		11.72
21150 - Stock Clerk		15.90

21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.07
23021 - Aircraft Mechanic I	22.92
23022 - Aircraft Mechanic II	24.07
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	17.16
23050 - Aircraft, Painter	21.75
23060 - Aircraft Servicer	19.45
23080 - Aircraft Worker	20.56
23110 - Appliance Mechanic	18.50
23120 - Bicycle Repairer	13.66
23125 - Cable Splicer	20.30
23130 - Carpenter, Maintenance	16.38
23140 - Carpet Layer	17.58
23160 - Electrician, Maintenance	21.23
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	22.76
23183 - Electronics Technician Maintenance III	24.04
23260 - Fabric Worker	16.33
23290 - Fire Alarm System Mechanic	19.62
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	18.45
23312 - Fuel Distribution System Operator	14.70
23370 - General Maintenance Worker	15.94
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	19.45
23382 - Ground Support Equipment Worker	20.56
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.58
23393 - Gunsmith III	19.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.62
23430 - Heavy Equipment Mechanic	22.69
23440 - Heavy Equipment Operator	19.62
23460 - Instrument Mechanic	21.25
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	14.26
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	22.08
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	21.25
23592 - Metrology Technician II	22.32
23593 - Metrology Technician III	23.43
23640 - Millwright	20.82
23710 - Office Appliance Repairer	19.44
23760 - Painter, Maintenance	18.57
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.57
23820 - Pneudraulic Systems Mechanic	19.62
23850 - Rigger	19.62
23870 - Scale Mechanic	17.58
23890 - Sheet-Metal Worker, Maintenance	19.62
23910 - Small Engine Mechanic	17.58
23931 - Telecommunications Mechanic I	23.83
23932 - Telecommunications Mechanic II	25.05
23950 - Telephone Lineman	20.38
23960 - Welder, Combination, Maintenance	18.65
23965 - Well Driller	19.62

23970 - Woodcraft Worker	19.62
23980 - Woodworker	15.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	9.45
24620 - Family Readiness And Support Services Coordinator	12.85
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	14.20
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.55
27008 - Corrections Officer	17.25
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.25
27070 - Firefighter	17.11
27101 - Guard I	10.55
27102 - Guard II	13.87
27131 - Police Officer I	17.71
27132 - Police Officer II	19.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.84
28042 - Carnival Equipment Repairer	11.56
28043 - Carnival Equpment Worker	8.70
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	15.61
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	14.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.94
29020 - Hatch Tender	18.94
29030 - Line Handler	18.94
29041 - Stevedore I	17.59
29042 - Stevedore II	20.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.69
30022 - Archeological Technician II	18.67
30023 - Archeological Technician III	23.13
30030 - Cartographic Technician	22.77
30040 - Civil Engineering Technician	21.31
30061 - Drafter/CAD Operator I	16.69
30062 - Drafter/CAD Operator II	18.67
30063 - Drafter/CAD Operator III	20.82
30064 - Drafter/CAD Operator IV	25.61
30081 - Engineering Technician I	15.31
30082 - Engineering Technician II	17.18
30083 - Engineering Technician III	19.22
30084 - Engineering Technician IV	23.78
30085 - Engineering Technician V	29.14
30086 - Engineering Technician VI	25.35

30090 - Environmental Technician		22.79
30210 - Laboratory Technician		20.97
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		18.28
30362 - Paralegal/Legal Assistant II		22.66
30363 - Paralegal/Legal Assistant III		26.08
30364 - Paralegal/Legal Assistant IV		31.56
30390 - Photo-Optics Technician		23.14
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30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.82
30621 - Weather Observer, Senior	(see 2)	23.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.24
31030 - Bus Driver		14.05
31043 - Driver Courier		13.68
31260 - Parking and Lot Attendant		9.21
31290 - Shuttle Bus Driver		13.68
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.68
31362 - Truckdriver, Medium		14.55
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		8.11
99050 - Desk Clerk		9.12
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.15
99252 - Laboratory Animal Caretaker II		11.72
99310 - Mortician		22.74
99410 - Pest Controller		14.40
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.65
99711 - Recycling Specialist		16.17
99730 - Refuse Collector		12.67
99810 - Sales Clerk		11.19
99820 - School Crossing Guard		11.23
99830 - Survey Party Chief		18.50
99831 - Surveying Aide		11.56
99832 - Surveying Technician		15.85
99840 - Vending Machine Attendant		11.62
99841 - Vending Machine Repairer		13.94
99842 - Vending Machine Repairer Helper		11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2147
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.50
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.59
01020 - Administrative Assistant		17.67
01040 - Court Reporter		15.38
01051 - Data Entry Operator I		10.48
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.06
01070 - Document Preparation Clerk		12.25
01090 - Duplicating Machine Operator		12.25
01111 - General Clerk I		10.29
01112 - General Clerk II		11.28
01113 - General Clerk III		12.32
01120 - Housing Referral Assistant		17.15
01141 - Messenger Courier		10.12
01191 - Order Clerk I		11.23
01192 - Order Clerk II		12.25
01261 - Personnel Assistant (Employment) I		14.33
01262 - Personnel Assistant (Employment) II		14.90
01263 - Personnel Assistant (Employment) III		16.48
01270 - Production Control Clerk		18.34
01280 - Receptionist		9.67
01290 - Rental Clerk		11.10
01300 - Scheduler, Maintenance		13.75
01311 - Secretary I		13.75
01312 - Secretary II		15.38
01313 - Secretary III		17.15
01320 - Service Order Dispatcher		11.57
01410 - Supply Technician		17.67
01420 - Survey Worker		15.26
01531 - Travel Clerk I		11.61
01532 - Travel Clerk II		12.57
01533 - Travel Clerk III		13.44
01611 - Word Processor I		12.25
01612 - Word Processor II		13.75
01613 - Word Processor III		15.38

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.34
05010 - Automotive Electrician	13.06
05040 - Automotive Glass Installer	12.10
05070 - Automotive Worker	12.10
05110 - Mobile Equipment Servicer	8.59
05130 - Motor Equipment Metal Mechanic	13.06
05160 - Motor Equipment Metal Worker	12.10
05190 - Motor Vehicle Mechanic	13.06
05220 - Motor Vehicle Mechanic Helper	10.12
05250 - Motor Vehicle Upholstery Worker	12.10
05280 - Motor Vehicle Wrecker	12.10
05310 - Painter, Automotive	12.37
05340 - Radiator Repair Specialist	12.10
05370 - Tire Repairer	7.81
05400 - Transmission Repair Specialist	12.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.47
07041 - Cook I	9.54
07042 - Cook II	11.78
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.78
07210 - Meat Cutter	11.86
07260 - Waiter/Waitress	7.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.38
09040 - Furniture Handler	8.85
09080 - Furniture Refinisher	14.38
09090 - Furniture Refinisher Helper	10.66
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	14.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.23
11060 - Elevator Operator	8.23
11090 - Gardener	10.99
11122 - Housekeeping Aide	8.33
11150 - Janitor	8.23
11210 - Laborer, Grounds Maintenance	9.14
11240 - Maid or Houseman	7.25
11260 - Pruner	8.23
11270 - Tractor Operator	10.33
11330 - Trail Maintenance Worker	9.14
11360 - Window Cleaner	9.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.81
12011 - Breath Alcohol Technician	15.81
12012 - Certified Occupational Therapist Assistant	21.70
12015 - Certified Physical Therapist Assistant	21.70
12020 - Dental Assistant	13.20
12025 - Dental Hygienist	29.85
12030 - EKG Technician	23.96
12035 - Electroneurodiagnostic Technologist	23.96
12040 - Emergency Medical Technician	15.81
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.81
12073 - Licensed Practical Nurse III	17.63
12100 - Medical Assistant	11.54
12130 - Medical Laboratory Technician	14.14
12160 - Medical Record Clerk	11.82
12190 - Medical Record Technician	13.59
12195 - Medical Transcriptionist	14.14
12210 - Nuclear Medicine Technologist	34.75
12221 - Nursing Assistant I	10.03

12222 - Nursing Assistant II		11.30
12223 - Nursing Assistant III		12.31
12224 - Nursing Assistant IV		13.84
12235 - Optical Dispenser		15.81
12236 - Optical Technician		14.14
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.84
12305 - Radiologic Technologist		22.64
12311 - Registered Nurse I		20.70
12312 - Registered Nurse II		25.32
12313 - Registered Nurse II, Specialist		25.32
12314 - Registered Nurse III		30.64
12315 - Registered Nurse III, Anesthetist		30.64
12316 - Registered Nurse IV		36.72
12317 - Scheduler (Drug and Alcohol Testing)		19.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.06
13012 - Exhibits Specialist II		18.66
13013 - Exhibits Specialist III		22.83
13041 - Illustrator I		15.06
13042 - Illustrator II		18.66
13043 - Illustrator III		22.83
13047 - Librarian		20.66
13050 - Library Aide/Clerk		12.00
13054 - Library Information Technology Systems Administrator		18.66
13058 - Library Technician		15.06
13061 - Media Specialist I		13.46
13062 - Media Specialist II		15.06
13063 - Media Specialist III		16.80
13071 - Photographer I		12.82
13072 - Photographer II		14.32
13073 - Photographer III		17.75
13074 - Photographer IV		21.73
13075 - Photographer V		26.30
13110 - Video Teleconference Technician		12.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.65
14042 - Computer Operator II		15.76
14043 - Computer Operator III		17.56
14044 - Computer Operator IV		19.50
14045 - Computer Operator V		21.81
14071 - Computer Programmer I	(see 1)	15.73
14072 - Computer Programmer II	(see 1)	19.50
14073 - Computer Programmer III	(see 1)	23.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.23
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.65
14160 - Personal Computer Support Technician		19.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.23
15020 - Aircrew Training Devices Instructor (Rated)		29.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.30
15050 - Computer Based Training Specialist / Instructor		24.23
15060 - Educational Technologist		22.82
15070 - Flight Instructor (Pilot)		33.30
15080 - Graphic Artist		20.47
15090 - Technical Instructor		17.65
15095 - Technical Instructor/Course Developer		21.58
15110 - Test Proctor		13.87
15120 - Tutor		13.87

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.08
16030 - Counter Attendant	8.08
16040 - Dry Cleaner	9.34
16070 - Finisher, Flatwork, Machine	8.08
16090 - Presser, Hand	8.08
16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.49
19040 - Tool And Die Maker	18.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.49
21030 - Material Coordinator	18.34
21040 - Material Expediter	18.34
21050 - Material Handling Laborer	10.65
21071 - Order Filler	9.66
21080 - Production Line Worker (Food Processing)	12.49
21110 - Shipping Packer	13.33
21130 - Shipping/Receiving Clerk	13.33
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	12.49
21410 - Warehouse Specialist	12.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.69
23021 - Aircraft Mechanic I	19.70
23022 - Aircraft Mechanic II	20.69
23023 - Aircraft Mechanic III	21.74
23040 - Aircraft Mechanic Helper	13.70
23050 - Aircraft, Painter	18.50
23060 - Aircraft Servicer	16.09
23080 - Aircraft Worker	17.38
23110 - Appliance Mechanic	14.49
23120 - Bicycle Repairer	9.74
23125 - Cable Splicer	15.43
23130 - Carpenter, Maintenance	13.00
23140 - Carpet Layer	13.55
23160 - Electrician, Maintenance	14.99
23181 - Electronics Technician Maintenance I	14.72
23182 - Electronics Technician Maintenance II	15.05
23183 - Electronics Technician Maintenance III	18.31
23260 - Fabric Worker	12.60
23290 - Fire Alarm System Mechanic	15.43
23310 - Fire Extinguisher Repairer	11.67
23311 - Fuel Distribution System Mechanic	15.43
23312 - Fuel Distribution System Operator	13.01
23370 - General Maintenance Worker	11.95
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.09
23382 - Ground Support Equipment Worker	17.38
23391 - Gunsmith I	11.67
23392 - Gunsmith II	13.55
23393 - Gunsmith III	15.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.55
23430 - Heavy Equipment Mechanic	15.15

23440 - Heavy Equipment Operator	13.73
23460 - Instrument Mechanic	15.43
23465 - Laboratory/Shelter Mechanic	14.49
23470 - Laborer	10.65
23510 - Locksmith	14.49
23530 - Machinery Maintenance Mechanic	17.38
23550 - Machinist, Maintenance	15.43
23580 - Maintenance Trades Helper	9.92
23591 - Metrology Technician I	15.43
23592 - Metrology Technician II	16.41
23593 - Metrology Technician III	17.37
23640 - Millwright	15.43
23710 - Office Appliance Repairer	14.38
23760 - Painter, Maintenance	13.55
23790 - Pipefitter, Maintenance	15.32
23810 - Plumber, Maintenance	14.38
23820 - Pneudraulic Systems Mechanic	15.43
23850 - Rigger	15.43
23870 - Scale Mechanic	13.55
23890 - Sheet-Metal Worker, Maintenance	15.21
23910 - Small Engine Mechanic	13.55
23931 - Telecommunications Mechanic I	19.01
23932 - Telecommunications Mechanic II	19.76
23950 - Telephone Lineman	18.24
23960 - Welder, Combination, Maintenance	14.66
23965 - Well Driller	15.43
23970 - Woodcraft Worker	15.43
23980 - Woodworker	11.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	12.43
24620 - Family Readiness And Support Services Coordinator	12.44
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	15.43
25040 - Sewage Plant Operator	14.49
25070 - Stationary Engineer	15.43
25190 - Ventilation Equipment Tender	10.73
25210 - Water Treatment Plant Operator	14.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	7.35
27008 - Corrections Officer	12.05
27010 - Court Security Officer	12.05
27030 - Detection Dog Handler	10.90
27040 - Detention Officer	12.05
27070 - Firefighter	12.05
27101 - Guard I	7.37
27102 - Guard II	10.90
27131 - Police Officer I	12.05
27132 - Police Officer II	13.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.53
28042 - Carnival Equipment Repairer	10.08
28043 - Carnival Equpment Worker	7.78
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.76
28515 - Recreation Specialist	18.26
28630 - Sports Official	11.74

28690 - Swimming Pool Operator		17.71
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.20
29020 - Hatch Tender		15.20
29030 - Line Handler		15.20
29041 - Stevedore I		14.22
29042 - Stevedore II		16.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.56
30023 - Archeological Technician III		24.21
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		21.93
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.56
30063 - Drafter/CAD Operator III		20.74
30064 - Drafter/CAD Operator IV		24.21
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		16.41
30083 - Engineering Technician III		18.36
30084 - Engineering Technician IV		22.34
30085 - Engineering Technician V		27.83
30086 - Engineering Technician VI		33.66
30090 - Environmental Technician		21.10
30210 - Laboratory Technician		20.74
30240 - Mathematical Technician		23.34
30361 - Paralegal/Legal Assistant I		19.06
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.35
30364 - Paralegal/Legal Assistant IV		30.80
30390 - Photo-Optics Technician		21.93
30461 - Technical Writer I		22.17
30462 - Technical Writer II		27.10
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.74
30621 - Weather Observer, Senior	(see 2)	23.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.15
31030 - Bus Driver		9.69
31043 - Driver Courier		8.97
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		9.99
31310 - Taxi Driver		8.21
31361 - Truckdriver, Light		8.97
31362 - Truckdriver, Medium		11.61
31363 - Truckdriver, Heavy		12.48
31364 - Truckdriver, Tractor-Trailer		12.48
99000 - Miscellaneous Occupations		
99030 - Cashier		7.46
99050 - Desk Clerk		9.70
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		16.24
99252 - Laboratory Animal Caretaker II		17.04
99310 - Mortician		22.74

99410 - Pest Controller	13.28
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	10.76
99711 - Recycling Specialist	16.27
99730 - Refuse Collector	10.24
99810 - Sales Clerk	8.95
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	20.30
99831 - Surveying Aide	11.54
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	20.19
99841 - Vending Machine Repairer	23.57
99842 - Vending Machine Repairer Helper	20.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2148 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.50
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.59
01020 - Administrative Assistant		17.67
01040 - Court Reporter		15.38
01051 - Data Entry Operator I		10.48
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.06
01070 - Document Preparation Clerk		12.25
01090 - Duplicating Machine Operator		12.25
01111 - General Clerk I		10.29
01112 - General Clerk II		11.28
01113 - General Clerk III		12.32

01120 - Housing Referral Assistant	17.15
01141 - Messenger Courier	10.12
01191 - Order Clerk I	11.23
01192 - Order Clerk II	12.25
01261 - Personnel Assistant (Employment) I	14.33
01262 - Personnel Assistant (Employment) II	14.90
01263 - Personnel Assistant (Employment) III	16.48
01270 - Production Control Clerk	18.34
01280 - Receptionist	9.67
01290 - Rental Clerk	11.10
01300 - Scheduler, Maintenance	13.75
01311 - Secretary I	13.75
01312 - Secretary II	15.38
01313 - Secretary III	17.15
01320 - Service Order Dispatcher	11.57
01410 - Supply Technician	17.67
01420 - Survey Worker	15.26
01531 - Travel Clerk I	11.61
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.44
01611 - Word Processor I	12.25
01612 - Word Processor II	13.75
01613 - Word Processor III	15.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.34
05010 - Automotive Electrician	13.06
05040 - Automotive Glass Installer	12.10
05070 - Automotive Worker	12.10
05110 - Mobile Equipment Servicer	8.59
05130 - Motor Equipment Metal Mechanic	13.06
05160 - Motor Equipment Metal Worker	12.10
05190 - Motor Vehicle Mechanic	13.06
05220 - Motor Vehicle Mechanic Helper	10.12
05250 - Motor Vehicle Upholstery Worker	12.10
05280 - Motor Vehicle Wrecker	12.10
05310 - Painter, Automotive	12.37
05340 - Radiator Repair Specialist	12.10
05370 - Tire Repairer	7.81
05400 - Transmission Repair Specialist	12.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.47
07041 - Cook I	9.54
07042 - Cook II	11.78
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.78
07210 - Meat Cutter	11.86
07260 - Waiter/Waitress	7.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.38
09040 - Furniture Handler	8.85
09080 - Furniture Refinisher	14.38
09090 - Furniture Refinisher Helper	10.66
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	14.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.23
11060 - Elevator Operator	8.23
11090 - Gardener	10.99
11122 - Housekeeping Aide	8.33
11150 - Janitor	8.23
11210 - Laborer, Grounds Maintenance	9.14
11240 - Maid or Houseman	7.25
11260 - Pruner	8.23

11270 - Tractor Operator	10.33
11330 - Trail Maintenance Worker	9.14
11360 - Window Cleaner	9.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.81
12011 - Breath Alcohol Technician	15.81
12012 - Certified Occupational Therapist Assistant	21.70
12015 - Certified Physical Therapist Assistant	21.70
12020 - Dental Assistant	13.20
12025 - Dental Hygienist	29.85
12030 - EKG Technician	23.96
12035 - Electroneurodiagnostic Technologist	23.96
12040 - Emergency Medical Technician	15.81
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.81
12073 - Licensed Practical Nurse III	17.63
12100 - Medical Assistant	11.54
12130 - Medical Laboratory Technician	14.14
12160 - Medical Record Clerk	11.82
12190 - Medical Record Technician	13.59
12195 - Medical Transcriptionist	14.14
12210 - Nuclear Medicine Technologist	34.75
12221 - Nursing Assistant I	10.03
12222 - Nursing Assistant II	11.30
12223 - Nursing Assistant III	12.31
12224 - Nursing Assistant IV	13.84
12235 - Optical Dispenser	15.81
12236 - Optical Technician	14.14
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.64
12311 - Registered Nurse I	20.70
12312 - Registered Nurse II	25.32
12313 - Registered Nurse II, Specialist	25.32
12314 - Registered Nurse III	30.64
12315 - Registered Nurse III, Anesthetist	30.64
12316 - Registered Nurse IV	36.72
12317 - Scheduler (Drug and Alcohol Testing)	19.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.06
13012 - Exhibits Specialist II	18.66
13013 - Exhibits Specialist III	22.83
13041 - Illustrator I	15.06
13042 - Illustrator II	18.66
13043 - Illustrator III	22.83
13047 - Librarian	20.66
13050 - Library Aide/Clerk	12.00
13054 - Library Information Technology Systems Administrator	18.66
13058 - Library Technician	15.06
13061 - Media Specialist I	13.46
13062 - Media Specialist II	15.06
13063 - Media Specialist III	16.80
13071 - Photographer I	12.82
13072 - Photographer II	14.32
13073 - Photographer III	17.75
13074 - Photographer IV	21.73
13075 - Photographer V	26.30
13110 - Video Teleconference Technician	12.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.65
14042 - Computer Operator II	15.76
14043 - Computer Operator III	17.56

14044 - Computer Operator IV		19.50
14045 - Computer Operator V		21.81
14071 - Computer Programmer I	(see 1)	15.73
14072 - Computer Programmer II	(see 1)	19.50
14073 - Computer Programmer III	(see 1)	23.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.23
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.65
14160 - Personal Computer Support Technician		19.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.23
15020 - Aircrew Training Devices Instructor (Rated)		29.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.30
15050 - Computer Based Training Specialist / Instructor		24.23
15060 - Educational Technologist		22.82
15070 - Flight Instructor (Pilot)		33.30
15080 - Graphic Artist		20.47
15090 - Technical Instructor		17.65
15095 - Technical Instructor/Course Developer		21.58
15110 - Test Proctor		13.87
15120 - Tutor		13.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		9.34
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08
16110 - Presser, Machine, Drycleaning		8.08
16130 - Presser, Machine, Shirts		8.08
16160 - Presser, Machine, Wearing Apparel, Laundry		8.08
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.33
16250 - Washer, Machine		8.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.49
19040 - Tool And Die Maker		18.20
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.49
21030 - Material Coordinator		18.34
21040 - Material Expediter		18.34
21050 - Material Handling Laborer		10.65
21071 - Order Filler		9.66
21080 - Production Line Worker (Food Processing)		12.49
21110 - Shipping Packer		13.33
21130 - Shipping/Receiving Clerk		13.33
21140 - Store Worker I		13.23
21150 - Stock Clerk		18.58
21210 - Tools And Parts Attendant		12.49
21410 - Warehouse Specialist		12.49
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.69
23021 - Aircraft Mechanic I		19.70
23022 - Aircraft Mechanic II		20.69
23023 - Aircraft Mechanic III		21.74
23040 - Aircraft Mechanic Helper		13.70
23050 - Aircraft, Painter		18.50
23060 - Aircraft Servicer		16.09
23080 - Aircraft Worker		17.38
23110 - Appliance Mechanic		14.49
23120 - Bicycle Repairer		9.74
23125 - Cable Splicer		15.43

23130 - Carpenter, Maintenance	13.00
23140 - Carpet Layer	13.55
23160 - Electrician, Maintenance	14.99
23181 - Electronics Technician Maintenance I	14.72
23182 - Electronics Technician Maintenance II	15.05
23183 - Electronics Technician Maintenance III	18.31
23260 - Fabric Worker	12.60
23290 - Fire Alarm System Mechanic	15.43
23310 - Fire Extinguisher Repairer	11.67
23311 - Fuel Distribution System Mechanic	15.43
23312 - Fuel Distribution System Operator	13.01
23370 - General Maintenance Worker	11.95
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.09
23382 - Ground Support Equipment Worker	17.38
23391 - Gunsmith I	11.67
23392 - Gunsmith II	13.55
23393 - Gunsmith III	15.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.55
23430 - Heavy Equipment Mechanic	15.15
23440 - Heavy Equipment Operator	13.73
23460 - Instrument Mechanic	15.43
23465 - Laboratory/Shelter Mechanic	14.49
23470 - Laborer	10.65
23510 - Locksmith	14.49
23530 - Machinery Maintenance Mechanic	17.38
23550 - Machinist, Maintenance	15.43
23580 - Maintenance Trades Helper	9.92
23591 - Metrology Technician I	15.43
23592 - Metrology Technician II	16.41
23593 - Metrology Technician III	17.37
23640 - Millwright	15.43
23710 - Office Appliance Repairer	14.38
23760 - Painter, Maintenance	13.55
23790 - Pipefitter, Maintenance	15.32
23810 - Plumber, Maintenance	14.38
23820 - Pneudraulic Systems Mechanic	15.43
23850 - Rigger	15.43
23870 - Scale Mechanic	13.55
23890 - Sheet-Metal Worker, Maintenance	15.21
23910 - Small Engine Mechanic	13.55
23931 - Telecommunications Mechanic I	19.01
23932 - Telecommunications Mechanic II	19.76
23950 - Telephone Lineman	18.24
23960 - Welder, Combination, Maintenance	14.66
23965 - Well Driller	15.43
23970 - Woodcraft Worker	15.43
23980 - Woodworker	11.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	12.43
24620 - Family Readiness And Support Services Coordinator	12.44
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	15.43
25040 - Sewage Plant Operator	14.49
25070 - Stationary Engineer	15.43
25190 - Ventilation Equipment Tender	10.73

25210 - Water Treatment Plant Operator	14.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	7.35
27008 - Corrections Officer	12.05
27010 - Court Security Officer	12.05
27030 - Detection Dog Handler	10.90
27040 - Detention Officer	12.05
27070 - Firefighter	12.05
27101 - Guard I	7.37
27102 - Guard II	10.90
27131 - Police Officer I	12.05
27132 - Police Officer II	13.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.53
28042 - Carnival Equipment Repairer	10.08
28043 - Carnival Equpment Worker	7.78
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.76
28515 - Recreation Specialist	18.26
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.20
29020 - Hatch Tender	15.20
29030 - Line Handler	15.20
29041 - Stevedore I	14.22
29042 - Stevedore II	16.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.49
30022 - Archeological Technician II	19.56
30023 - Archeological Technician III	24.21
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	21.93
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.56
30063 - Drafter/CAD Operator III	20.74
30064 - Drafter/CAD Operator IV	24.21
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	16.41
30083 - Engineering Technician III	18.36
30084 - Engineering Technician IV	22.34
30085 - Engineering Technician V	27.83
30086 - Engineering Technician VI	33.66
30090 - Environmental Technician	21.10
30210 - Laboratory Technician	20.74
30240 - Mathematical Technician	23.34
30361 - Paralegal/Legal Assistant I	19.06
30362 - Paralegal/Legal Assistant II	21.53
30363 - Paralegal/Legal Assistant III	26.35
30364 - Paralegal/Legal Assistant IV	30.80
30390 - Photo-Optics Technician	21.93
30461 - Technical Writer I	22.17
30462 - Technical Writer II	27.10
30463 - Technical Writer III	32.79
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.74
30621 - Weather Observer, Senior	(see 2)	23.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.15
31030 - Bus Driver		9.69
31043 - Driver Courier		8.97
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		9.99
31310 - Taxi Driver		8.21
31361 - Truckdriver, Light		8.97
31362 - Truckdriver, Medium		11.61
31363 - Truckdriver, Heavy		12.48
31364 - Truckdriver, Tractor-Trailer		12.48
99000 - Miscellaneous Occupations		
99030 - Cashier		7.46
99050 - Desk Clerk		9.70
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		16.24
99252 - Laboratory Animal Caretaker II		17.04
99310 - Mortician		22.74
99410 - Pest Controller		13.28
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		10.76
99711 - Recycling Specialist		16.27
99730 - Refuse Collector		10.24
99810 - Sales Clerk		8.95
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		20.30
99831 - Surveying Aide		11.54
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		20.19
99841 - Vending Machine Repairer		23.57
99842 - Vending Machine Repairer Helper		20.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same

Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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who satisfy the compensation requirements and whose primary duty consists of:

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2153 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		18.86
01280 - Receptionist		15.40
01290 - Rental Clerk		15.79
01300 - Scheduler, Maintenance		19.05
01311 - Secretary I		19.05
01312 - Secretary II		21.31
01313 - Secretary III		23.77
01320 - Service Order Dispatcher		14.05
01410 - Supply Technician		25.82
01420 - Survey Worker		17.10
01531 - Travel Clerk I		14.78
01532 - Travel Clerk II		15.97
01533 - Travel Clerk III		17.12
01611 - Word Processor I		14.36
01612 - Word Processor II		16.11
01613 - Word Processor III		18.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.19
05010 - Automotive Electrician		22.43
05040 - Automotive Glass Installer		22.00
05070 - Automotive Worker		22.00
05110 - Mobile Equipment Servicer		18.99
05130 - Motor Equipment Metal Mechanic		24.41
05160 - Motor Equipment Metal Worker		22.00

05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	29.04

12311 - Registered Nurse I		29.29
12312 - Registered Nurse II		35.82
12313 - Registered Nurse II, Specialist		35.82
12314 - Registered Nurse III		43.34
12315 - Registered Nurse III, Anesthetist		43.34
12316 - Registered Nurse IV		51.94
12317 - Scheduler (Drug and Alcohol Testing)		25.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.61
13012 - Exhibits Specialist II		23.29
13013 - Exhibits Specialist III		28.49
13041 - Illustrator I		20.71
13042 - Illustrator II		25.67
13043 - Illustrator III		31.40
13047 - Librarian		28.71
13050 - Library Aide/Clerk		14.17
13054 - Library Information Technology Systems Administrator		21.89
13058 - Library Technician		17.36
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.78
13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.72
16030 - Counter Attendant		11.72
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.72
16090 - Presser, Hand		11.72
16110 - Presser, Machine, Drycleaning		11.72
16130 - Presser, Machine, Shirts		11.72

16160 - Presser, Machine, Wearing Apparel, Laundry	11.72
16190 - Sewing Machine Operator	15.45
16220 - Tailor	16.27
16250 - Washer, Machine	12.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.08
19040 - Tool And Die Maker	30.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.84
21030 - Material Coordinator	21.89
21040 - Material Expediter	21.89
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	20.84
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	14.69
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
23080 - Aircraft Worker	24.16
23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93

23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.19
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08

30030 - Cartographic Technician		24.08
30040 - Civil Engineering Technician		21.55
30061 - Drafter/CAD Operator I		16.86
30062 - Drafter/CAD Operator II		19.43
30063 - Drafter/CAD Operator III		21.67
30064 - Drafter/CAD Operator IV		26.66
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		18.64
30083 - Engineering Technician III		22.50
30084 - Engineering Technician IV		29.74
30085 - Engineering Technician V		32.60
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		22.21
30210 - Laboratory Technician		23.01
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.13
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.23
30390 - Photo-Optics Technician		25.78
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		33.84
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		23.10
99730 - Refuse Collector		17.18
99810 - Sales Clerk		14.39
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		24.01
99831 - Surveying Aide		13.13
99832 - Surveying Technician		17.99
99840 - Vending Machine Attendant		12.64
99841 - Vending Machine Repairer		15.06
99842 - Vending Machine Repairer Helper		12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $1.66 per hour, or $66.40 per week, or $297.73 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $4.02 per hour.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

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links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Shirley F. Ebbesen Division of Director Wage Determinations	Wage Determination No.: 2005-2154 Revision No.: 14 Date Of Last Revision: 09/09/2010

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47
01191 - Order Clerk I		13.18

01192 - Order Clerk II	14.38
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	17.88
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	18.86
01280 - Receptionist	15.40
01290 - Rental Clerk	15.79
01300 - Scheduler, Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	14.05
01410 - Supply Technician	25.82
01420 - Survey Worker	17.10
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.12
01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25

12000 - Health Occupations		
12010 - Ambulance Driver		20.70
12011 - Breath Alcohol Technician		20.70
12012 - Certified Occupational Therapist Assistant		19.67
12015 - Certified Physical Therapist Assistant		18.41
12020 - Dental Assistant		14.80
12025 - Dental Hygienist		30.34
12030 - EKG Technician		26.02
12035 - Electroneurodiagnostic Technologist		26.02
12040 - Emergency Medical Technician		22.19
12071 - Licensed Practical Nurse I		18.51
12072 - Licensed Practical Nurse II		20.70
12073 - Licensed Practical Nurse III		23.09
12100 - Medical Assistant		14.83
12130 - Medical Laboratory Technician		19.74
12160 - Medical Record Clerk		17.82
12190 - Medical Record Technician		19.93
12195 - Medical Transcriptionist		19.74
12210 - Nuclear Medicine Technologist		31.72
12221 - Nursing Assistant I		11.39
12222 - Nursing Assistant II		12.81
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.03
12236 - Optical Technician		14.91
12250 - Pharmacy Technician		17.19
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		29.04
12311 - Registered Nurse I		29.29
12312 - Registered Nurse II		35.82
12313 - Registered Nurse II, Specialist		35.82
12314 - Registered Nurse III		43.34
12315 - Registered Nurse III, Anesthetist		43.34
12316 - Registered Nurse IV		51.94
12317 - Scheduler (Drug and Alcohol Testing)		25.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.61
13012 - Exhibits Specialist II		23.29
13013 - Exhibits Specialist III		28.49
13041 - Illustrator I		20.71
13042 - Illustrator II		25.67
13043 - Illustrator III		31.40
13047 - Librarian		28.71
13050 - Library Aide/Clerk		14.17
13054 - Library Information Technology Systems Administrator		21.89
13058 - Library Technician		17.36
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.78
13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	27.62

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.72
16030 - Counter Attendant		11.72
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.72
16090 - Presser, Hand		11.72
16110 - Presser, Machine, Drycleaning		11.72
16130 - Presser, Machine, Shirts		11.72
16160 - Presser, Machine, Wearing Apparel, Laundry		11.72
16190 - Sewing Machine Operator		15.45
16220 - Tailor		16.27
16250 - Washer, Machine		12.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.08
19040 - Tool And Die Maker		30.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.84
21030 - Material Coordinator		21.89
21040 - Material Expediter		21.89
21050 - Material Handling Laborer		16.89
21071 - Order Filler		13.51
21080 - Production Line Worker (Food Processing)		20.84
21110 - Shipping Packer		15.22
21130 - Shipping/Receiving Clerk		14.69
21140 - Store Worker I		13.23
21150 - Stock Clerk		18.58
21210 - Tools And Parts Attendant		20.84
21410 - Warehouse Specialist		20.84
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.74
23021 - Aircraft Mechanic I		27.03
23022 - Aircraft Mechanic II		28.74
23023 - Aircraft Mechanic III		30.43
23040 - Aircraft Mechanic Helper		19.51
23050 - Aircraft, Painter		25.27
23060 - Aircraft Servicer		22.63
23080 - Aircraft Worker		24.16
23110 - Appliance Mechanic		21.94
23120 - Bicycle Repairer		15.16
23125 - Cable Splicer		28.39
23130 - Carpenter, Maintenance		30.99
23140 - Carpet Layer		24.86
23160 - Electrician, Maintenance		28.25

23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69

27007 - Baggage Inspector		12.13
27008 - Corrections Officer		21.67
27010 - Court Security Officer		23.28
27030 - Detection Dog Handler		15.35
27040 - Detention Officer		21.67
27070 - Firefighter		23.69
27101 - Guard I		12.13
27102 - Guard II		15.35
27131 - Police Officer I		23.97
27132 - Police Officer II		26.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.47
28042 - Carnival Equipment Repairer		13.26
28043 - Carnival Equpment Worker		9.93
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		15.84
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		13.19
28515 - Recreation Specialist		21.44
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		17.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.98
30022 - Archeological Technician II		19.43
30023 - Archeological Technician III		24.08
30030 - Cartographic Technician		24.08
30040 - Civil Engineering Technician		21.55
30061 - Drafter/CAD Operator I		16.86
30062 - Drafter/CAD Operator II		19.43
30063 - Drafter/CAD Operator III		21.67
30064 - Drafter/CAD Operator IV		26.66
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		18.64
30083 - Engineering Technician III		22.50
30084 - Engineering Technician IV		29.74
30085 - Engineering Technician V		32.60
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		22.21
30210 - Laboratory Technician		23.01
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.13
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.23
30390 - Photo-Optics Technician		25.78
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		33.84
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10

31260 - Parking and Lot Attendant	9.16
31290 - Shuttle Bus Driver	14.98
31310 - Taxi Driver	11.77
31361 - Truckdriver, Light	14.98
31362 - Truckdriver, Medium	17.26
31363 - Truckdriver, Heavy	18.27
31364 - Truckdriver, Tractor-Trailer	18.27
99000 - Miscellaneous Occupations	
99030 - Cashier	10.93
99050 - Desk Clerk	18.46
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	12.41
99252 - Laboratory Animal Caretaker II	17.67
99310 - Mortician	24.57
99410 - Pest Controller	17.33
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	23.10
99730 - Refuse Collector	17.18
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	24.01
99831 - Surveying Aide	13.13
99832 - Surveying Technician	17.99
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.06
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans: Employer contributions costing an average of $1.64 per hour computed on the basis of

all hours worked by service employees employed on the contract. (See 29 CFR 4. 175(b)) Contributions are exclusive of items required under Federal, State, and Local Government Statutes. (See 29 CFR 4.162)

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2159 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Idaho

Area: Idaho Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.27
01012 - Accounting Clerk II	13.83
01013 - Accounting Clerk III	15.09
01020 - Administrative Assistant	17.16
01040 - Court Reporter	22.66
01051 - Data Entry Operator I	11.51
01052 - Data Entry Operator II	12.57
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.34
01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	11.17
01112 - General Clerk II	12.19
01113 - General Clerk III	13.68
01120 - Housing Referral Assistant	17.37
01141 - Messenger Courier	10.69
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	13.55
01262 - Personnel Assistant (Employment) II	15.15
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.51
01280 - Receptionist	11.51
01290 - Rental Clerk	12.35
01300 - Scheduler, Maintenance	13.93
01311 - Secretary I	13.93
01312 - Secretary II	15.58
01313 - Secretary III	17.37
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	17.16
01420 - Survey Worker	11.40
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.66
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.03
01612 - Word Processor II	13.92
01613 - Word Processor III	15.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.65
05010 - Automotive Electrician	14.43
05040 - Automotive Glass Installer	14.24
05070 - Automotive Worker	14.07
05110 - Mobile Equipment Servicer	11.50
05130 - Motor Equipment Metal Mechanic	15.83
05160 - Motor Equipment Metal Worker	14.07
05190 - Motor Vehicle Mechanic	15.83
05220 - Motor Vehicle Mechanic Helper	11.50
05250 - Motor Vehicle Upholstery Worker	13.30
05280 - Motor Vehicle Wrecker	14.07
05310 - Painter, Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	10.02
05400 - Transmission Repair Specialist	15.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	7.90
07130 - Food Service Worker	9.41
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	13.60
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	13.05
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer, Minor	11.54
09130 - Upholsterer	12.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.95
11060 - Elevator Operator	8.95
11090 - Gardener	14.27
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	11.56
11240 - Maid or Houseman	8.80
11260 - Pruner	10.14
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	21.99
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	33.20
12030 - EKG Technician	24.91
12035 - Electroneurodiagnostic Technologist	24.91
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	14.53
12072 - Licensed Practical Nurse II	16.25
12073 - Licensed Practical Nurse III	18.12
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	32.30
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.99
12223 - Nursing Assistant III	13.08
12224 - Nursing Assistant IV	14.66
12235 - Optical Dispenser	14.76
12236 - Optical Technician	13.18
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	14.66
12305 - Radiologic Technologist	22.77
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II, Specialist	27.78
12314 - Registered Nurse III	33.61
12315 - Registered Nurse III, Anesthetist	33.61
12316 - Registered Nurse IV	40.02
12317 - Scheduler (Drug and Alcohol Testing)	20.13
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems	20.57

Administrator		
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I		17.62
14072 - Computer Programmer II		22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		20.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		36.70
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		20.74
15070 - Flight Instructor (Pilot)		36.70
15080 - Graphic Artist		18.46
15090 - Technical Instructor		18.36
15095 - Technical Instructor/Course Developer		22.46
15110 - Test Proctor		14.79
15120 - Tutor		14.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.70
16070 - Finisher, Flatwork, Machine		8.97
16090 - Presser, Hand		8.97
16110 - Presser, Machine, Drycleaning		8.97
16130 - Presser, Machine, Shirts		8.97
16160 - Presser, Machine, Wearing Apparel, Laundry		8.97
16190 - Sewing Machine Operator		11.28
16220 - Tailor		11.90
16250 - Washer, Machine		9.39
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.91
19040 - Tool And Die Maker		22.33
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.95
21030 - Material Coordinator		18.51
21040 - Material Expediter		18.51
21050 - Material Handling Laborer		10.85
21071 - Order Filler		11.95
21080 - Production Line Worker (Food Processing)		12.95
21110 - Shipping Packer		12.87
21130 - Shipping/Receiving Clerk		12.87
21140 - Store Worker I		10.50

21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	12.95
21410 - Warehouse Specialist	12.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.20
23021 - Aircraft Mechanic I	20.19
23022 - Aircraft Mechanic II	21.20
23023 - Aircraft Mechanic III	22.26
23040 - Aircraft Mechanic Helper	13.63
23050 - Aircraft, Painter	19.01
23060 - Aircraft Servicer	16.63
23080 - Aircraft Worker	17.60
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	10.23
23125 - Cable Splicer	29.76
23130 - Carpenter, Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	20.50
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	16.56
23290 - Fire Alarm System Mechanic	18.62
23310 - Fire Extinguisher Repairer	15.33
23311 - Fuel Distribution System Mechanic	21.65
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	20.19
23381 - Ground Support Equipment Servicer	16.63
23382 - Ground Support Equipment Worker	17.60
23391 - Gunsmith I	15.33
23392 - Gunsmith II	17.65
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.43
23430 - Heavy Equipment Mechanic	18.62
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	10.85
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.51
23593 - Metrology Technician III	22.53
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65

23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	15.28
25070 - Stationary Engineer	19.84
25190 - Ventilation Equipment Tender	13.95
25210 - Water Treatment Plant Operator	15.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Equpment Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	15.92
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.42
29020 - Hatch Tender	19.42
29030 - Line Handler	19.42
29041 - Stevedore I	16.97
29042 - Stevedore II	19.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	20.00
30023 - Archeological Technician III	24.38
30030 - Cartographic Technician	24.39
30040 - Civil Engineering Technician	22.41
30061 - Drafter/CAD Operator I	17.59
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	21.94
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	13.93
30082 - Engineering Technician II	15.62
30083 - Engineering Technician III	18.43
30084 - Engineering Technician IV	21.66
30085 - Engineering Technician V	26.49

30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		16.96
30362 - Paralegal/Legal Assistant II		21.01
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30390 - Photo-Optics Technician		24.45
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.61
30621 - Weather Observer, Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.06
31030 - Bus Driver		12.58
31043 - Driver Courier		12.40
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.52
31310 - Taxi Driver		9.78
31361 - Truckdriver, Light		13.52
31362 - Truckdriver, Medium		14.62
31363 - Truckdriver, Heavy		16.12
31364 - Truckdriver, Tractor-Trailer		16.12
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03
99050 - Desk Clerk		8.36
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		9.90
99252 - Laboratory Animal Caretaker II		10.80
99310 - Mortician		25.86
99410 - Pest Controller		16.64
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		15.96
99711 - Recycling Specialist		18.07
99730 - Refuse Collector		13.99
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		11.85
99830 - Survey Party Chief		20.27
99831 - Surveying Aide		13.74
99832 - Surveying Technician		18.43
99840 - Vending Machine Attendant		11.52
99841 - Vending Machine Repairer		14.81
99842 - Vending Machine Repairer Helper		11.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2160
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Idaho

Area: Idaho Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01051 - Data Entry Operator I		11.51
01052 - Data Entry Operator II		12.57
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01280 - Receptionist		11.51
01290 - Rental Clerk		12.35
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01311 - Secretary I		13.93
01312 - Secretary II		15.58
01313 - Secretary III		17.37
01320 - Service Order Dispatcher		16.49
01410 - Supply Technician		17.16
01420 - Survey Worker		11.40
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01532 - Travel Clerk II		12.66
01533 - Travel Clerk III		13.73
01611 - Word Processor I		13.03
01612 - Word Processor II		13.92
01613 - Word Processor III		15.58
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.65
05010 - Automotive Electrician		14.43
05040 - Automotive Glass Installer		14.24
05070 - Automotive Worker		14.07
05110 - Mobile Equipment Servicer		11.50
05130 - Motor Equipment Metal Mechanic		15.83
05160 - Motor Equipment Metal Worker		14.07

05190 - Motor Vehicle Mechanic	15.83
05220 - Motor Vehicle Mechanic Helper	11.50
05250 - Motor Vehicle Upholstery Worker	13.30
05280 - Motor Vehicle Wrecker	14.07
05310 - Painter, Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	10.02
05400 - Transmission Repair Specialist	15.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	7.90
07130 - Food Service Worker	9.41
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.60
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	13.05
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer, Minor	11.54
09130 - Upholsterer	12.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.95
11060 - Elevator Operator	8.95
11090 - Gardener	14.27
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	11.56
11240 - Maid or Houseman	8.80
11260 - Pruner	10.14
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	21.99
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	33.20
12030 - EKG Technician	24.91
12035 - Electroneurodiagnostic Technologist	24.91
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	14.53
12072 - Licensed Practical Nurse II	16.25
12073 - Licensed Practical Nurse III	18.12
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	32.30
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.99
12223 - Nursing Assistant III	13.08
12224 - Nursing Assistant IV	14.66
12235 - Optical Dispenser	14.76
12236 - Optical Technician	13.18
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	14.66
12305 - Radiologic Technologist	22.77

12311 - Registered Nurse I		22.72
12312 - Registered Nurse II		27.78
12313 - Registered Nurse II, Specialist		27.78
12314 - Registered Nurse III		33.61
12315 - Registered Nurse III, Anesthetist		33.61
12316 - Registered Nurse IV		40.02
12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I		17.62
14072 - Computer Programmer II		22.88
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		20.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		36.70
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		20.74
15070 - Flight Instructor (Pilot)		36.70
15080 - Graphic Artist		18.46
15090 - Technical Instructor		18.36
15095 - Technical Instructor/Course Developer		22.46
15110 - Test Proctor		14.79
15120 - Tutor		14.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.70
16070 - Finisher, Flatwork, Machine		8.97
16090 - Presser, Hand		8.97
16110 - Presser, Machine, Drycleaning		8.97
16130 - Presser, Machine, Shirts		8.97

16160 - Presser, Machine, Wearing Apparel, Laundry	8.97
16190 - Sewing Machine Operator	11.28
16220 - Tailor	11.90
16250 - Washer, Machine	9.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.91
19040 - Tool And Die Maker	22.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.95
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	10.85
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	12.95
21110 - Shipping Packer	12.87
21130 - Shipping/Receiving Clerk	12.87
21140 - Store Worker I	10.50
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	12.95
21410 - Warehouse Specialist	12.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.20
23021 - Aircraft Mechanic I	20.19
23022 - Aircraft Mechanic II	21.20
23023 - Aircraft Mechanic III	22.26
23040 - Aircraft Mechanic Helper	13.63
23050 - Aircraft, Painter	19.01
23060 - Aircraft Servicer	16.63
23080 - Aircraft Worker	17.60
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	10.23
23125 - Cable Splicer	29.76
23130 - Carpenter, Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	20.50
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	16.56
23290 - Fire Alarm System Mechanic	18.62
23310 - Fire Extinguisher Repairer	15.33
23311 - Fuel Distribution System Mechanic	21.65
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	20.19
23381 - Ground Support Equipment Servicer	16.63
23382 - Ground Support Equipment Worker	17.60
23391 - Gunsmith I	15.33
23392 - Gunsmith II	17.65
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.43
23430 - Heavy Equipment Mechanic	18.62
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	10.85
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09

23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.51
23593 - Metrology Technician III	22.53
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	15.28
25070 - Stationary Engineer	19.84
25190 - Ventilation Equipment Tender	13.95
25210 - Water Treatment Plant Operator	15.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Equpment Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	15.92
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.42
29020 - Hatch Tender	19.42
29030 - Line Handler	19.42
29041 - Stevedore I	16.97
29042 - Stevedore II	19.50
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
30021 - Archeological Technician I		17.79
30022 - Archeological Technician II		20.00
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		22.41
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		13.93
30082 - Engineering Technician II		15.62
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		21.66
30085 - Engineering Technician V		26.49
30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		16.96
30362 - Paralegal/Legal Assistant II		21.01
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30390 - Photo-Optics Technician		24.45
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	19.61
30621 - Weather Observer, Senior	(see 1)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.06
31030 - Bus Driver		12.58
31043 - Driver Courier		12.40
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.52
31310 - Taxi Driver		9.78
31361 - Truckdriver, Light		13.52
31362 - Truckdriver, Medium		14.62
31363 - Truckdriver, Heavy		16.12
31364 - Truckdriver, Tractor-Trailer		16.12
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03
99050 - Desk Clerk		8.36
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		9.90
99252 - Laboratory Animal Caretaker II		10.80
99310 - Mortician		25.86
99410 - Pest Controller		16.64
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		15.96
99711 - Recycling Specialist		18.07
99730 - Refuse Collector		13.99
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		11.85
99830 - Survey Party Chief		20.27

99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2165 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.54
01020 - Administrative Assistant		18.90
01040 - Court Reporter		16.62
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher, Motor Vehicle		16.26
01070 - Document Preparation Clerk		13.23
01090 - Duplicating Machine Operator		13.23
01111 - General Clerk I		11.55
01112 - General Clerk II		12.61
01113 - General Clerk III		14.16
01120 - Housing Referral Assistant		18.54
01141 - Messenger Courier		11.80
01191 - Order Clerk I		12.17
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		15.05
01262 - Personnel Assistant (Employment) II		16.71
01263 - Personnel Assistant (Employment) III		18.64
01270 - Production Control Clerk		19.26

01280 - Receptionist	11.86
01290 - Rental Clerk	11.69
01300 - Scheduler, Maintenance	14.86
01311 - Secretary I	14.86
01312 - Secretary II	16.62
01313 - Secretary III	18.54
01320 - Service Order Dispatcher	14.06
01410 - Supply Technician	18.90
01420 - Survey Worker	15.45
01531 - Travel Clerk I	11.70
01532 - Travel Clerk II	12.60
01533 - Travel Clerk III	13.44
01611 - Word Processor I	13.61
01612 - Word Processor II	14.86
01613 - Word Processor III	16.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.36
05010 - Automotive Electrician	18.64
05040 - Automotive Glass Installer	17.41
05070 - Automotive Worker	17.41
05110 - Mobile Equipment Servicer	15.99
05130 - Motor Equipment Metal Mechanic	18.64
05160 - Motor Equipment Metal Worker	17.41
05190 - Motor Vehicle Mechanic	18.64
05220 - Motor Vehicle Mechanic Helper	15.40
05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	17.41
05310 - Painter, Automotive	17.97
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	12.15
05400 - Transmission Repair Specialist	18.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.98
07041 - Cook I	11.80
07042 - Cook II	12.65
07070 - Dishwasher	8.66
07130 - Food Service Worker	9.86
07210 - Meat Cutter	13.41
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.10
09040 - Furniture Handler	12.54
09080 - Furniture Refinisher	16.10
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	14.37
09130 - Upholsterer	16.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.35
11060 - Elevator Operator	11.18
11090 - Gardener	15.80
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.66
11210 - Laborer, Grounds Maintenance	13.37
11240 - Maid or Houseman	9.50
11260 - Pruner	12.29
11270 - Tractor Operator	15.53
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	23.29
12015 - Certified Physical Therapist Assistant	23.78

12020 - Dental Assistant		17.99
12025 - Dental Hygienist		26.47
12030 - EKG Technician		22.66
12035 - Electroneurodiagnostic Technologist		22.66
12040 - Emergency Medical Technician		17.40
12071 - Licensed Practical Nurse I		15.49
12072 - Licensed Practical Nurse II		17.33
12073 - Licensed Practical Nurse III		19.33
12100 - Medical Assistant		13.83
12130 - Medical Laboratory Technician		18.85
12160 - Medical Record Clerk		13.01
12190 - Medical Record Technician		16.38
12195 - Medical Transcriptionist		15.36
12210 - Nuclear Medicine Technologist		38.09
12221 - Nursing Assistant I		10.09
12222 - Nursing Assistant II		11.34
12223 - Nursing Assistant III		12.38
12224 - Nursing Assistant IV		13.89
12235 - Optical Dispenser		15.37
12236 - Optical Technician		15.49
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.89
12305 - Radiologic Technologist		25.58
12311 - Registered Nurse I		18.86
12312 - Registered Nurse II		23.08
12313 - Registered Nurse II, Specialist		23.08
12314 - Registered Nurse III		27.92
12315 - Registered Nurse III, Anesthetist		27.92
12316 - Registered Nurse IV		33.47
12317 - Scheduler (Drug and Alcohol Testing)		21.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.22
13013 - Exhibits Specialist III		24.66
13041 - Illustrator I		16.23
13042 - Illustrator II		20.22
13043 - Illustrator III		24.66
13047 - Librarian		22.22
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		20.22
13058 - Library Technician		14.42
13061 - Media Specialist I		14.98
13062 - Media Specialist II		16.76
13063 - Media Specialist III		18.69
13071 - Photographer I		12.95
13072 - Photographer II		14.48
13073 - Photographer III		17.94
13074 - Photographer IV		21.95
13075 - Photographer V		26.55
13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.31
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.45
14045 - Computer Operator V		23.76
14071 - Computer Programmer I		19.91
14072 - Computer Programmer II		24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	21.45
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.20
15020 - Aircrew Training Devices Instructor (Rated)	32.91
15030 - Air Crew Training Devices Instructor (Pilot)	39.45
15050 - Computer Based Training Specialist / Instructor	27.20
15060 - Educational Technologist	23.31
15070 - Flight Instructor (Pilot)	39.45
15080 - Graphic Artist	19.81
15090 - Technical Instructor	23.51
15095 - Technical Instructor/Course Developer	30.42
15110 - Test Proctor	17.45
15120 - Tutor	17.45
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.99
16030 - Counter Attendant	8.99
16040 - Dry Cleaner	11.05
16070 - Finisher, Flatwork, Machine	8.99
16090 - Presser, Hand	8.99
16110 - Presser, Machine, Drycleaning	8.99
16130 - Presser, Machine, Shirts	8.99
16160 - Presser, Machine, Wearing Apparel, Laundry	8.99
16190 - Sewing Machine Operator	11.73
16220 - Tailor	12.41
16250 - Washer, Machine	9.75
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.49
19040 - Tool And Die Maker	28.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.89
21030 - Material Coordinator	19.26
21040 - Material Expediter	19.26
21050 - Material Handling Laborer	12.40
21071 - Order Filler	12.33
21080 - Production Line Worker (Food Processing)	14.89
21110 - Shipping Packer	13.91
21130 - Shipping/Receiving Clerk	13.91
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	14.89
21410 - Warehouse Specialist	14.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.91
23021 - Aircraft Mechanic I	24.64
23022 - Aircraft Mechanic II	25.91
23023 - Aircraft Mechanic III	27.18
23040 - Aircraft Mechanic Helper	18.29
23050 - Aircraft, Painter	23.36
23060 - Aircraft Servicer	20.82
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	23.36
23120 - Bicycle Repairer	12.15
23125 - Cable Splicer	24.70
23130 - Carpenter, Maintenance	24.42
23140 - Carpet Layer	24.77
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	22.10
23182 - Electronics Technician Maintenance II	23.36
23183 - Electronics Technician Maintenance III	24.64
23260 - Fabric Worker	20.82
23290 - Fire Alarm System Mechanic	24.64

23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	24.64
23312 - Fuel Distribution System Operator	19.57
23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	24.64
23381 - Ground Support Equipment Servicer	20.82
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.79
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	24.64
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	12.83
23510 - Locksmith	21.24
23530 - Machinery Maintenance Mechanic	21.89
23550 - Machinist, Maintenance	19.15
23580 - Maintenance Trades Helper	13.32
23591 - Metrology Technician I	24.64
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.18
23640 - Millwright	24.64
23710 - Office Appliance Repairer	22.12
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	34.33
23810 - Plumber, Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	24.64
23850 - Rigger	24.64
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker, Maintenance	29.10
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic I	27.60
23932 - Telecommunications Mechanic II	28.57
23950 - Telephone Lineman	25.27
23960 - Welder, Combination, Maintenance	17.24
23965 - Well Driller	24.64
23970 - Woodcraft Worker	24.64
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	12.53
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	20.54
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	20.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.47
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	20.68
27010 - Court Security Officer	21.66
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	20.68

27070 - Firefighter		21.13
27101 - Guard I		13.66
27102 - Guard II		16.41
27131 - Police Officer I		25.26
27132 - Police Officer II		28.09
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.44
28042 - Carnival Equipment Repairer		12.09
28043 - Carnival Equpment Worker		10.24
28210 - Gate Attendant/Gate Tender		13.01
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.55
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		16.65
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		17.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.10
29020 - Hatch Tender		22.10
29030 - Line Handler		22.10
29041 - Stevedore I		20.82
29042 - Stevedore II		23.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.05
30022 - Archeological Technician II		17.06
30023 - Archeological Technician III		19.71
30030 - Cartographic Technician		19.71
30040 - Civil Engineering Technician		22.24
30061 - Drafter/CAD Operator I		15.05
30062 - Drafter/CAD Operator II		17.18
30063 - Drafter/CAD Operator III		18.17
30064 - Drafter/CAD Operator IV		21.83
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		32.47
30090 - Environmental Technician		19.71
30210 - Laboratory Technician		19.51
30240 - Mathematical Technician		19.71
30361 - Paralegal/Legal Assistant I		16.51
30362 - Paralegal/Legal Assistant II		20.46
30363 - Paralegal/Legal Assistant III		25.03
30364 - Paralegal/Legal Assistant IV		30.28
30390 - Photo-Optics Technician		19.71
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.04
30463 - Technical Writer III		31.51
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.17
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.98
31030 - Bus Driver		17.64

31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	11.16
31290 - Shuttle Bus Driver	15.08
31310 - Taxi Driver	11.36
31361 - Truckdriver, Light	15.08
31362 - Truckdriver, Medium	16.04
31363 - Truckdriver, Heavy	17.79
31364 - Truckdriver, Tractor-Trailer	17.79
99000 - Miscellaneous Occupations	
99030 - Cashier	8.91
99050 - Desk Clerk	9.38
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.85
99252 - Laboratory Animal Caretaker II	12.44
99310 - Mortician	22.74
99410 - Pest Controller	19.71
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.87
99711 - Recycling Specialist	16.11
99730 - Refuse Collector	12.75
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	19.22
99831 - Surveying Aide	12.58
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	16.52
99841 - Vending Machine Repairer	20.92
99842 - Vending Machine Repairer Helper	17.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2166 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18

01012 - Accounting Clerk II	14.79
01013 - Accounting Clerk III	16.54
01020 - Administrative Assistant	18.90
01040 - Court Reporter	16.62
01051 - Data Entry Operator I	12.85
01052 - Data Entry Operator II	14.02
01060 - Dispatcher, Motor Vehicle	16.26
01070 - Document Preparation Clerk	13.23
01090 - Duplicating Machine Operator	13.23
01111 - General Clerk I	11.55
01112 - General Clerk II	12.61
01113 - General Clerk III	14.16
01120 - Housing Referral Assistant	18.54
01141 - Messenger Courier	11.80
01191 - Order Clerk I	12.17
01192 - Order Clerk II	13.84
01261 - Personnel Assistant (Employment) I	15.05
01262 - Personnel Assistant (Employment) II	16.71
01263 - Personnel Assistant (Employment) III	18.64
01270 - Production Control Clerk	19.26
01280 - Receptionist	11.86
01290 - Rental Clerk	11.69
01300 - Scheduler, Maintenance	14.86
01311 - Secretary I	14.86
01312 - Secretary II	16.62
01313 - Secretary III	18.54
01320 - Service Order Dispatcher	14.06
01410 - Supply Technician	18.90
01420 - Survey Worker	15.45
01531 - Travel Clerk I	11.70
01532 - Travel Clerk II	12.60
01533 - Travel Clerk III	13.44
01611 - Word Processor I	13.61
01612 - Word Processor II	14.86
01613 - Word Processor III	16.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.36
05010 - Automotive Electrician	18.64
05040 - Automotive Glass Installer	17.41
05070 - Automotive Worker	17.41
05110 - Mobile Equipment Servicer	15.99
05130 - Motor Equipment Metal Mechanic	18.64
05160 - Motor Equipment Metal Worker	17.41
05190 - Motor Vehicle Mechanic	18.64
05220 - Motor Vehicle Mechanic Helper	15.40
05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	17.41
05310 - Painter, Automotive	17.97
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	12.15
05400 - Transmission Repair Specialist	18.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.98
07041 - Cook I	11.80
07042 - Cook II	12.65
07070 - Dishwasher	8.66
07130 - Food Service Worker	9.86
07210 - Meat Cutter	13.41
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.10
09040 - Furniture Handler	12.54
09080 - Furniture Refinisher	16.10

09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	14.37
09130 - Upholsterer	16.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.35
11060 - Elevator Operator	11.18
11090 - Gardener	15.80
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.66
11210 - Laborer, Grounds Maintenance	13.37
11240 - Maid or Houseman	9.50
11260 - Pruner	12.29
11270 - Tractor Operator	15.53
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	23.29
12015 - Certified Physical Therapist Assistant	23.78
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	26.47
12030 - EKG Technician	22.66
12035 - Electroneurodiagnostic Technologist	22.66
12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	18.85
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	15.36
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	10.09
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	15.37
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	25.58
12311 - Registered Nurse I	18.86
12312 - Registered Nurse II	23.08
12313 - Registered Nurse II, Specialist	23.08
12314 - Registered Nurse III	27.92
12315 - Registered Nurse III, Anesthetist	27.92
12316 - Registered Nurse IV	33.47
12317 - Scheduler (Drug and Alcohol Testing)	21.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.23
13012 - Exhibits Specialist II	20.22
13013 - Exhibits Specialist III	24.66
13041 - Illustrator I	16.23
13042 - Illustrator II	20.22
13043 - Illustrator III	24.66
13047 - Librarian	22.22
13050 - Library Aide/Clerk	12.84
13054 - Library Information Technology Systems Administrator	20.22
13058 - Library Technician	14.42
13061 - Media Specialist I	14.98

13062 - Media Specialist II		16.76
13063 - Media Specialist III		18.69
13071 - Photographer I		12.95
13072 - Photographer II		14.48
13073 - Photographer III		17.94
13074 - Photographer IV		21.95
13075 - Photographer V		26.55
13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.31
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.45
14045 - Computer Operator V		23.76
14071 - Computer Programmer I		19.91
14072 - Computer Programmer II		24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		21.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.20
15020 - Aircrew Training Devices Instructor (Rated)		32.91
15030 - Air Crew Training Devices Instructor (Pilot)		39.45
15050 - Computer Based Training Specialist / Instructor		27.20
15060 - Educational Technologist		23.31
15070 - Flight Instructor (Pilot)		39.45
15080 - Graphic Artist		19.81
15090 - Technical Instructor		23.51
15095 - Technical Instructor/Course Developer		30.42
15110 - Test Proctor		17.45
15120 - Tutor		17.45
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.99
16030 - Counter Attendant		8.99
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.99
16090 - Presser, Hand		8.99
16110 - Presser, Machine, Drycleaning		8.99
16130 - Presser, Machine, Shirts		8.99
16160 - Presser, Machine, Wearing Apparel, Laundry		8.99
16190 - Sewing Machine Operator		11.73
16220 - Tailor		12.41
16250 - Washer, Machine		9.75
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.49
19040 - Tool And Die Maker		28.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.89
21030 - Material Coordinator		19.26
21040 - Material Expediter		19.26
21050 - Material Handling Laborer		12.40
21071 - Order Filler		12.33
21080 - Production Line Worker (Food Processing)		14.89
21110 - Shipping Packer		13.91
21130 - Shipping/Receiving Clerk		13.91
21140 - Store Worker I		12.50
21150 - Stock Clerk		16.12
21210 - Tools And Parts Attendant		14.89
21410 - Warehouse Specialist		14.89

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.91
23021 - Aircraft Mechanic I	24.64
23022 - Aircraft Mechanic II	25.91
23023 - Aircraft Mechanic III	27.18
23040 - Aircraft Mechanic Helper	18.29
23050 - Aircraft, Painter	23.36
23060 - Aircraft Servicer	20.82
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	23.36
23120 - Bicycle Repairer	12.15
23125 - Cable Splicer	24.70
23130 - Carpenter, Maintenance	24.42
23140 - Carpet Layer	24.77
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	22.10
23182 - Electronics Technician Maintenance II	23.36
23183 - Electronics Technician Maintenance III	24.64
23260 - Fabric Worker	20.82
23290 - Fire Alarm System Mechanic	24.64
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	24.64
23312 - Fuel Distribution System Operator	19.57
23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	24.64
23381 - Ground Support Equipment Servicer	20.82
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.79
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	24.64
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	12.83
23510 - Locksmith	21.24
23530 - Machinery Maintenance Mechanic	21.89
23550 - Machinist, Maintenance	19.15
23580 - Maintenance Trades Helper	13.32
23591 - Metrology Technician I	24.64
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.18
23640 - Millwright	24.64
23710 - Office Appliance Repairer	22.12
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	34.33
23810 - Plumber, Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	24.64
23850 - Rigger	24.64
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker, Maintenance	29.10
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic I	27.60
23932 - Telecommunications Mechanic II	28.57
23950 - Telephone Lineman	25.27
23960 - Welder, Combination, Maintenance	17.24
23965 - Well Driller	24.64
23970 - Woodcraft Worker	24.64
23980 - Woodworker	19.57

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	12.53
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	20.54
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	20.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.47
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	20.68
27010 - Court Security Officer	21.66
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	20.68
27070 - Firefighter	21.13
27101 - Guard I	13.66
27102 - Guard II	16.41
27131 - Police Officer I	25.26
27132 - Police Officer II	28.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.09
28043 - Carnival Equpment Worker	10.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.55
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	16.65
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	20.82
29042 - Stevedore II	23.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.05
30022 - Archeological Technician II	17.06
30023 - Archeological Technician III	19.71
30030 - Cartographic Technician	19.71
30040 - Civil Engineering Technician	22.24
30061 - Drafter/CAD Operator I	15.05
30062 - Drafter/CAD Operator II	17.18
30063 - Drafter/CAD Operator III	18.17
30064 - Drafter/CAD Operator IV	21.83
30081 - Engineering Technician I	15.19
30082 - Engineering Technician II	17.41
30083 - Engineering Technician III	19.48
30084 - Engineering Technician IV	24.12
30085 - Engineering Technician V	29.52
30086 - Engineering Technician VI	32.47
30090 - Environmental Technician	19.71
30210 - Laboratory Technician	19.51

30240 - Mathematical Technician		19.71
30361 - Paralegal/Legal Assistant I		16.51
30362 - Paralegal/Legal Assistant II		20.46
30363 - Paralegal/Legal Assistant III		25.03
30364 - Paralegal/Legal Assistant IV		30.28
30390 - Photo-Optics Technician		19.71
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.04
30463 - Technical Writer III		31.51
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.17
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.98
31030 - Bus Driver		17.64
31043 - Driver Courier		15.08
31260 - Parking and Lot Attendant		11.16
31290 - Shuttle Bus Driver		15.08
31310 - Taxi Driver		11.36
31361 - Truckdriver, Light		15.08
31362 - Truckdriver, Medium		16.04
31363 - Truckdriver, Heavy		17.79
31364 - Truckdriver, Tractor-Trailer		17.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.91
99050 - Desk Clerk		9.38
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.85
99252 - Laboratory Animal Caretaker II		12.44
99310 - Mortician		22.74
99410 - Pest Controller		19.71
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		16.11
99730 - Refuse Collector		12.75
99810 - Sales Clerk		12.08
99820 - School Crossing Guard		13.53
99830 - Survey Party Chief		19.22
99831 - Surveying Aide		12.58
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		16.52
99841 - Vending Machine Repairer		20.92
99842 - Vending Machine Repairer Helper		17.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2167
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		16.00
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.89
05010 - Automotive Electrician		24.16
05040 - Automotive Glass Installer		23.05
05070 - Automotive Worker		23.05
05110 - Mobile Equipment Servicer		20.85

05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter, Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	13.72
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer, Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.32
11060 - Elevator Operator	12.32
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58

12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		17.84
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53

16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.40
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.53
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	18.12
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.53
21110 - Shipping Packer	16.66
21130 - Shipping/Receiving Clerk	16.66
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.53
21410 - Warehouse Specialist	16.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.38
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.01
23290 - Fire Alarm System Mechanic	27.57
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.38
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.20
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.59
23460 - Instrument Mechanic	24.39
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	20.06
23530 - Machinery Maintenance Mechanic	23.74

23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	24.39
23592 - Metrology Technician II	25.63
23593 - Metrology Technician III	26.82
23640 - Millwright	29.97
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	30.39
23910 - Small Engine Mechanic	19.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	20.97
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.89
25040 - Sewage Plant Operator	27.09
25070 - Stationary Engineer	30.89
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.66
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.31
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	17.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.37

29042 - Stevedore II		26.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		26.98
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		22.17
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		25.18
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		26.76
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.34
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		21.43
31310 - Taxi Driver		15.18
31361 - Truckdriver, Light		21.43
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		14.03
99252 - Laboratory Animal Caretaker II		15.43
99310 - Mortician		35.46
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		15.92
99710 - Recycling Laborer		22.41
99711 - Recycling Specialist		26.24
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.81

99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	14.63
99841 - Vending Machine Repairer	16.79
99842 - Vending Machine Repairer Helper	14.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2168 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		16.00
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41

01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.89
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter, Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	13.72
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer, Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.32
11060 - Elevator Operator	12.32
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96

12030 - EKG Technician		26.94
12035 - Electroneurodiagnostic Technologist		26.94
12040 - Emergency Medical Technician		17.39
12071 - Licensed Practical Nurse I		18.53
12072 - Licensed Practical Nurse II		20.72
12073 - Licensed Practical Nurse III		23.10
12100 - Medical Assistant		15.83
12130 - Medical Laboratory Technician		19.40
12160 - Medical Record Clerk		16.98
12190 - Medical Record Technician		18.38
12195 - Medical Transcriptionist		17.07
12210 - Nuclear Medicine Technologist		34.34
12221 - Nursing Assistant I		11.40
12222 - Nursing Assistant II		12.82
12223 - Nursing Assistant III		13.99
12224 - Nursing Assistant IV		15.71
12235 - Optical Dispenser		15.59
12236 - Optical Technician		17.48
12250 - Pharmacy Technician		15.58
12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11

14160 - Personal Computer Support Technician	25.09
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.22
15020 - Aircrew Training Devices Instructor (Rated)	41.82
15030 - Air Crew Training Devices Instructor (Pilot)	46.94
15050 - Computer Based Training Specialist / Instructor	36.22
15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	26.41
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course Developer	26.88
15110 - Test Proctor	17.84
15120 - Tutor	17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.40
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.53
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
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23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
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23460 - Instrument Mechanic	24.39
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	20.06
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	24.39
23592 - Metrology Technician II	25.63
23593 - Metrology Technician III	26.82
23640 - Millwright	29.97
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	30.39
23910 - Small Engine Mechanic	19.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	20.97
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.89
25040 - Sewage Plant Operator	27.09
25070 - Stationary Engineer	30.89
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10

27102 - Guard II		16.66
27131 - Police Officer I		30.33
27132 - Police Officer II		33.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.37
28042 - Carnival Equipment Repairer		14.31
28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		10.81
28515 - Recreation Specialist		17.46
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.68
29020 - Hatch Tender		24.68
29030 - Line Handler		24.68
29041 - Stevedore I		23.37
29042 - Stevedore II		26.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		26.98
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		22.17
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		25.18
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		26.76
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.34
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.59

31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	15.18
31361 - Truckdriver, Light	21.43
31362 - Truckdriver, Medium	22.78
31363 - Truckdriver, Heavy	24.15
31364 - Truckdriver, Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	24.84
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99310 - Mortician	35.46
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	22.41
99711 - Recycling Specialist	26.24
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	14.63
99841 - Vending Machine Repairer	16.79
99842 - Vending Machine Repairer Helper	14.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2169 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland, Jasper, Macon, Moultrie, Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	13.98
01012 - Accounting Clerk II	15.70
01013 - Accounting Clerk III	19.48
01020 - Administrative Assistant	19.57
01040 - Court Reporter	14.35
01051 - Data Entry Operator I	10.95
01052 - Data Entry Operator II	11.95
01060 - Dispatcher, Motor Vehicle	17.37
01070 - Document Preparation Clerk	12.19
01090 - Duplicating Machine Operator	12.19
01111 - General Clerk I	10.06
01112 - General Clerk II	10.97
01113 - General Clerk III	13.19
01120 - Housing Referral Assistant	16.07
01141 - Messenger Courier	9.94
01191 - Order Clerk I	12.59
01192 - Order Clerk II	13.73
01261 - Personnel Assistant (Employment) I	18.47
01262 - Personnel Assistant (Employment) II	20.66
01263 - Personnel Assistant (Employment) III	23.03
01270 - Production Control Clerk	19.27
01280 - Receptionist	10.59
01290 - Rental Clerk	12.14
01300 - Scheduler, Maintenance	12.83
01311 - Secretary I	12.83
01312 - Secretary II	14.35
01313 - Secretary III	16.07
01320 - Service Order Dispatcher	14.18
01410 - Supply Technician	18.11
01420 - Survey Worker	14.35
01531 - Travel Clerk I	11.70
01532 - Travel Clerk II	12.60
01533 - Travel Clerk III	13.44
01611 - Word Processor I	11.57
01612 - Word Processor II	12.99
01613 - Word Processor III	14.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.05
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	18.48
05070 - Automotive Worker	18.48
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	19.76
05160 - Motor Equipment Metal Worker	18.48
05190 - Motor Vehicle Mechanic	19.53
05220 - Motor Vehicle Mechanic Helper	15.42
05250 - Motor Vehicle Upholstery Worker	18.48
05280 - Motor Vehicle Wrecker	18.48
05310 - Painter, Automotive	18.02
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	13.55
05400 - Transmission Repair Specialist	18.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.38
07041 - Cook I	10.79
07042 - Cook II	12.18
07070 - Dishwasher	8.36
07130 - Food Service Worker	9.33
07210 - Meat Cutter	14.55
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.38
09040 - Furniture Handler	14.31

09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	15.09
09110 - Furniture Repairer, Minor	17.17
09130 - Upholsterer	19.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	10.89
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.76
11150 - Janitor	10.93
11210 - Laborer, Grounds Maintenance	10.64
11240 - Maid or Houseman	8.90
11260 - Pruner	9.90
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	10.64
11360 - Window Cleaner	11.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	18.26
12012 - Certified Occupational Therapist Assistant	25.30
12015 - Certified Physical Therapist Assistant	25.38
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	36.85
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	16.33
12072 - Licensed Practical Nurse II	18.26
12073 - Licensed Practical Nurse III	19.46
12100 - Medical Assistant	13.63
12130 - Medical Laboratory Technician	16.84
12160 - Medical Record Clerk	14.48
12190 - Medical Record Technician	16.64
12195 - Medical Transcriptionist	15.36
12210 - Nuclear Medicine Technologist	36.85
12221 - Nursing Assistant I	10.72
12222 - Nursing Assistant II	12.06
12223 - Nursing Assistant III	13.16
12224 - Nursing Assistant IV	14.77
12235 - Optical Dispenser	14.88
12236 - Optical Technician	16.33
12250 - Pharmacy Technician	13.34
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	25.08
12311 - Registered Nurse I	21.62
12312 - Registered Nurse II	26.43
12313 - Registered Nurse II, Specialist	26.43
12314 - Registered Nurse III	31.99
12315 - Registered Nurse III, Anesthetist	31.99
12316 - Registered Nurse IV	38.34
12317 - Scheduler (Drug and Alcohol Testing)	22.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.46
13012 - Exhibits Specialist II	20.15
13013 - Exhibits Specialist III	21.12
13041 - Illustrator I	18.38
13042 - Illustrator II	22.49
13043 - Illustrator III	23.56
13047 - Librarian	22.21
13050 - Library Aide/Clerk	12.90
13054 - Library Information Technology Systems Administrator	21.45
13058 - Library Technician	15.64

13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.39
13073 - Photographer III		20.06
13074 - Photographer IV		21.01
13075 - Photographer V		21.64
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		21.69
15090 - Technical Instructor		16.53
15095 - Technical Instructor/Course Developer		22.16
15110 - Test Proctor		13.35
15120 - Tutor		13.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.99
16030 - Counter Attendant		8.99
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.99
16090 - Presser, Hand		8.99
16110 - Presser, Machine, Drycleaning		8.99
16130 - Presser, Machine, Shirts		8.99
16160 - Presser, Machine, Wearing Apparel, Laundry		8.99
16190 - Sewing Machine Operator		11.73
16220 - Tailor		12.41
16250 - Washer, Machine		9.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		28.31
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.54
21030 - Material Coordinator		20.57
21040 - Material Expediter		20.57
21050 - Material Handling Laborer		14.43
21071 - Order Filler		13.30
21080 - Production Line Worker (Food Processing)		16.54
21110 - Shipping Packer		14.02
21130 - Shipping/Receiving Clerk		14.02
21140 - Store Worker I		12.50
21150 - Stock Clerk		16.12
21210 - Tools And Parts Attendant		16.54

21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23021 - Aircraft Mechanic I	22.92
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft, Painter	21.48
23060 - Aircraft Servicer	20.76
23080 - Aircraft Worker	21.46
23110 - Appliance Mechanic	21.73
23120 - Bicycle Repairer	14.91
23125 - Cable Splicer	22.92
23130 - Carpenter, Maintenance	20.61
23140 - Carpet Layer	20.56
23160 - Electrician, Maintenance	29.27
23181 - Electronics Technician Maintenance I	20.36
23182 - Electronics Technician Maintenance II	21.49
23183 - Electronics Technician Maintenance III	22.64
23260 - Fabric Worker	19.37
23290 - Fire Alarm System Mechanic	22.92
23310 - Fire Extinguisher Repairer	18.21
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	18.21
23370 - General Maintenance Worker	17.38
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	20.76
23382 - Ground Support Equipment Worker	21.46
23391 - Gunsmith I	18.21
23392 - Gunsmith II	20.56
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.36
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.92
23440 - Heavy Equipment Operator	30.38
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	21.73
23470 - Laborer	13.50
23510 - Locksmith	21.73
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.14
23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	24.09
23593 - Metrology Technician III	25.26
23640 - Millwright	26.84
23710 - Office Appliance Repairer	21.73
23760 - Painter, Maintenance	21.43
23790 - Pipefitter, Maintenance	31.72
23810 - Plumber, Maintenance	29.06
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	20.56
23890 - Sheet-Metal Worker, Maintenance	22.80
23910 - Small Engine Mechanic	20.56
23931 - Telecommunications Mechanic I	23.86
23932 - Telecommunications Mechanic II	24.83
23950 - Telephone Lineman	22.40
23960 - Welder, Combination, Maintenance	18.67
23965 - Well Driller	22.92
23970 - Woodcraft Worker	22.92

23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	14.96
24630 - Homemaker	16.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	21.73
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	21.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.38
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	22.21
27010 - Court Security Officer	22.21
27030 - Detection Dog Handler	14.38
27040 - Detention Officer	22.21
27070 - Firefighter	20.05
27101 - Guard I	12.86
27102 - Guard II	14.38
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	12.65
28043 - Carnival Equpment Worker	10.12
28210 - Gate Attendant/Gate Tender	14.57
28310 - Lifeguard	12.97
28350 - Park Attendant (Aide)	16.29
28510 - Recreation Aide/Health Facility Attendant	11.89
28515 - Recreation Specialist	13.26
28630 - Sports Official	12.97
28690 - Swimming Pool Operator	17.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	20.56
29030 - Line Handler	20.56
29041 - Stevedore I	19.37
29042 - Stevedore II	21.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	16.74
30022 - Archeological Technician II	19.23
30023 - Archeological Technician III	23.82
30030 - Cartographic Technician	25.49
30040 - Civil Engineering Technician	26.67
30061 - Drafter/CAD Operator I	14.83
30062 - Drafter/CAD Operator II	19.23
30063 - Drafter/CAD Operator III	21.44
30064 - Drafter/CAD Operator IV	26.38
30081 - Engineering Technician I	14.36
30082 - Engineering Technician II	19.88
30083 - Engineering Technician III	22.26
30084 - Engineering Technician IV	27.58
30085 - Engineering Technician V	29.70
30086 - Engineering Technician VI	32.71
30090 - Environmental Technician	25.49

30210 - Laboratory Technician		23.82
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		18.78
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.46
30364 - Paralegal/Legal Assistant IV		34.43
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		23.60
30462 - Technical Writer II		28.06
30463 - Technical Writer III		33.92
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.44
30621 - Weather Observer, Senior	(see 2)	23.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.12
31030 - Bus Driver		18.66
31043 - Driver Courier		13.69
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		14.88
31310 - Taxi Driver		15.03
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		15.58
31363 - Truckdriver, Heavy		19.80
31364 - Truckdriver, Tractor-Trailer		19.80
99000 - Miscellaneous Occupations		
99030 - Cashier		8.78
99050 - Desk Clerk		9.98
99095 - Embalmer		24.42
99251 - Laboratory Animal Caretaker I		14.82
99252 - Laboratory Animal Caretaker II		15.55
99310 - Mortician		24.42
99410 - Pest Controller		19.34
99510 - Photofinishing Worker		13.09
99710 - Recycling Laborer		16.88
99711 - Recycling Specialist		19.61
99730 - Refuse Collector		15.52
99810 - Sales Clerk		11.46
99820 - School Crossing Guard		13.71
99830 - Survey Party Chief		19.36
99831 - Surveying Aide		12.09
99832 - Surveying Technician		17.55
99840 - Vending Machine Attendant		17.32
99841 - Vending Machine Repairer		20.92
99842 - Vending Machine Repairer Helper		17.32

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2170
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland, Jasper, Macon, Moultrie, Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		19.57
01040 - Court Reporter		14.35
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		11.95
01060 - Dispatcher, Motor Vehicle		17.37
01070 - Document Preparation Clerk		12.19
01090 - Duplicating Machine Operator		12.19
01111 - General Clerk I		10.06
01112 - General Clerk II		10.97
01113 - General Clerk III		13.19
01120 - Housing Referral Assistant		16.07
01141 - Messenger Courier		9.94
01191 - Order Clerk I		12.59
01192 - Order Clerk II		13.73
01261 - Personnel Assistant (Employment) I		18.47
01262 - Personnel Assistant (Employment) II		20.66
01263 - Personnel Assistant (Employment) III		23.03
01270 - Production Control Clerk		19.27
01280 - Receptionist		10.59
01290 - Rental Clerk		12.14
01300 - Scheduler, Maintenance		12.83
01311 - Secretary I		12.83
01312 - Secretary II		14.35
01313 - Secretary III		16.07
01320 - Service Order Dispatcher		14.18
01410 - Supply Technician		18.11
01420 - Survey Worker		14.35
01531 - Travel Clerk I		11.70
01532 - Travel Clerk II		12.60
01533 - Travel Clerk III		13.44
01611 - Word Processor I		11.57
01612 - Word Processor II		12.99
01613 - Word Processor III		14.53
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.05
05010 - Automotive Electrician		19.76
05040 - Automotive Glass Installer		18.48
05070 - Automotive Worker		18.48
05110 - Mobile Equipment Servicer		16.31
05130 - Motor Equipment Metal Mechanic		19.76

05160 - Motor Equipment Metal Worker	18.48
05190 - Motor Vehicle Mechanic	19.53
05220 - Motor Vehicle Mechanic Helper	15.42
05250 - Motor Vehicle Upholstery Worker	18.48
05280 - Motor Vehicle Wrecker	18.48
05310 - Painter, Automotive	18.02
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	13.55
05400 - Transmission Repair Specialist	18.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.38
07041 - Cook I	10.79
07042 - Cook II	12.18
07070 - Dishwasher	8.36
07130 - Food Service Worker	9.33
07210 - Meat Cutter	14.55
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.38
09040 - Furniture Handler	14.31
09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	15.09
09110 - Furniture Repairer, Minor	17.17
09130 - Upholsterer	19.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	10.89
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.76
11150 - Janitor	10.93
11210 - Laborer, Grounds Maintenance	10.64
11240 - Maid or Houseman	8.90
11260 - Pruner	9.90
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	10.64
11360 - Window Cleaner	11.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	18.26
12012 - Certified Occupational Therapist Assistant	25.30
12015 - Certified Physical Therapist Assistant	25.38
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	36.85
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	16.33
12072 - Licensed Practical Nurse II	18.26
12073 - Licensed Practical Nurse III	19.46
12100 - Medical Assistant	13.63
12130 - Medical Laboratory Technician	16.84
12160 - Medical Record Clerk	14.48
12190 - Medical Record Technician	16.64
12195 - Medical Transcriptionist	15.36
12210 - Nuclear Medicine Technologist	36.85
12221 - Nursing Assistant I	10.72
12222 - Nursing Assistant II	12.06
12223 - Nursing Assistant III	13.16
12224 - Nursing Assistant IV	14.77
12235 - Optical Dispenser	14.88
12236 - Optical Technician	16.33
12250 - Pharmacy Technician	13.34
12280 - Phlebotomist	14.77

12305 - Radiologic Technologist		25.08
12311 - Registered Nurse I		21.62
12312 - Registered Nurse II		26.43
12313 - Registered Nurse II, Specialist		26.43
12314 - Registered Nurse III		31.99
12315 - Registered Nurse III, Anesthetist		31.99
12316 - Registered Nurse IV		38.34
12317 - Scheduler (Drug and Alcohol Testing)		22.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		21.12
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		23.56
13047 - Librarian		22.21
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		15.64
13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.39
13073 - Photographer III		20.06
13074 - Photographer IV		21.01
13075 - Photographer V		21.64
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		21.69
15090 - Technical Instructor		16.53
15095 - Technical Instructor/Course Developer		22.16
15110 - Test Proctor		13.35
15120 - Tutor		13.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.99
16030 - Counter Attendant		8.99
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.99
16090 - Presser, Hand		8.99
16110 - Presser, Machine, Drycleaning		8.99

16130 - Presser, Machine, Shirts	8.99
16160 - Presser, Machine, Wearing Apparel, Laundry	8.99
16190 - Sewing Machine Operator	11.73
16220 - Tailor	12.41
16250 - Washer, Machine	9.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	28.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.54
21030 - Material Coordinator	20.57
21040 - Material Expediter	20.57
21050 - Material Handling Laborer	14.43
21071 - Order Filler	13.30
21080 - Production Line Worker (Food Processing)	16.54
21110 - Shipping Packer	14.02
21130 - Shipping/Receiving Clerk	14.02
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23021 - Aircraft Mechanic I	22.92
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft, Painter	21.48
23060 - Aircraft Servicer	20.76
23080 - Aircraft Worker	21.46
23110 - Appliance Mechanic	21.73
23120 - Bicycle Repairer	14.91
23125 - Cable Splicer	22.92
23130 - Carpenter, Maintenance	20.61
23140 - Carpet Layer	20.56
23160 - Electrician, Maintenance	29.27
23181 - Electronics Technician Maintenance I	20.36
23182 - Electronics Technician Maintenance II	21.49
23183 - Electronics Technician Maintenance III	22.64
23260 - Fabric Worker	19.37
23290 - Fire Alarm System Mechanic	22.92
23310 - Fire Extinguisher Repairer	18.21
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	18.21
23370 - General Maintenance Worker	17.38
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	20.76
23382 - Ground Support Equipment Worker	21.46
23391 - Gunsmith I	18.21
23392 - Gunsmith II	20.56
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.36
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.92
23440 - Heavy Equipment Operator	30.38
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	21.73
23470 - Laborer	13.50
23510 - Locksmith	21.73
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.14

23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	24.09
23593 - Metrology Technician III	25.26
23640 - Millwright	26.84
23710 - Office Appliance Repairer	21.73
23760 - Painter, Maintenance	21.43
23790 - Pipefitter, Maintenance	31.72
23810 - Plumber, Maintenance	29.06
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	20.56
23890 - Sheet-Metal Worker, Maintenance	22.80
23910 - Small Engine Mechanic	20.56
23931 - Telecommunications Mechanic I	23.86
23932 - Telecommunications Mechanic II	24.83
23950 - Telephone Lineman	22.40
23960 - Welder, Combination, Maintenance	18.67
23965 - Well Driller	22.92
23970 - Woodcraft Worker	22.92
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	14.96
24630 - Homemaker	16.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	21.73
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	21.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.38
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	22.21
27010 - Court Security Officer	22.21
27030 - Detection Dog Handler	14.38
27040 - Detention Officer	22.21
27070 - Firefighter	20.05
27101 - Guard I	12.86
27102 - Guard II	14.38
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	12.65
28043 - Carnival Equpment Worker	10.12
28210 - Gate Attendant/Gate Tender	14.57
28310 - Lifeguard	12.97
28350 - Park Attendant (Aide)	16.29
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28630 - Sports Official	12.97
28690 - Swimming Pool Operator	17.84
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30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
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30463 - Technical Writer III		33.92
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.44
30621 - Weather Observer, Senior	(see 2)	23.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.12
31030 - Bus Driver		18.66
31043 - Driver Courier		13.69
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		14.88
31310 - Taxi Driver		15.03
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		15.58
31363 - Truckdriver, Heavy		19.80
31364 - Truckdriver, Tractor-Trailer		19.80
99000 - Miscellaneous Occupations		
99030 - Cashier		8.78
99050 - Desk Clerk		9.98
99095 - Embalmer		24.42
99251 - Laboratory Animal Caretaker I		14.82
99252 - Laboratory Animal Caretaker II		15.55
99310 - Mortician		24.42
99410 - Pest Controller		19.34
99510 - Photofinishing Worker		13.09
99710 - Recycling Laborer		16.88
99711 - Recycling Specialist		19.61
99730 - Refuse Collector		15.52
99810 - Sales Clerk		11.46
99820 - School Crossing Guard		13.71

99830 - Survey Party Chief	19.36
99831 - Surveying Aide	12.09
99832 - Surveying Technician	17.55
99840 - Vending Machine Attendant	17.32
99841 - Vending Machine Repairer	20.92
99842 - Vending Machine Repairer Helper	17.32

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2171 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle, Livingston, Will

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24

01270 - Production Control Clerk	21.43
01280 - Receptionist	13.53
01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.34
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal Mechanic	28.12
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28
05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter, Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.17
07210 - Meat Cutter	15.77
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer, Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.84
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	25.32

12015 - Certified Physical Therapist Assistant		24.85
12020 - Dental Assistant		14.23
12025 - Dental Hygienist		31.96
12030 - EKG Technician		26.94
12035 - Electroneurodiagnostic Technologist		26.94
12040 - Emergency Medical Technician		18.40
12071 - Licensed Practical Nurse I		18.53
12072 - Licensed Practical Nurse II		20.72
12073 - Licensed Practical Nurse III		23.10
12100 - Medical Assistant		15.77
12130 - Medical Laboratory Technician		19.40
12160 - Medical Record Clerk		16.98
12190 - Medical Record Technician		18.38
12195 - Medical Transcriptionist		17.59
12210 - Nuclear Medicine Technologist		36.15
12221 - Nursing Assistant I		11.40
12222 - Nursing Assistant II		12.82
12223 - Nursing Assistant III		13.99
12224 - Nursing Assistant IV		15.71
12235 - Optical Dispenser		17.70
12236 - Optical Technician		17.48
12250 - Pharmacy Technician		15.58
12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		28.07
15110 - Test Proctor		18.53
15120 - Tutor		18.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.85
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.93
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		17.45
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.93
21110 - Shipping Packer		17.20
21130 - Shipping/Receiving Clerk		17.20
21140 - Store Worker I		13.87
21150 - Stock Clerk		18.17
21210 - Tools And Parts Attendant		16.93
21410 - Warehouse Specialist		16.93
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.96
23021 - Aircraft Mechanic I		28.13
23022 - Aircraft Mechanic II		29.96
23023 - Aircraft Mechanic III		31.40
23040 - Aircraft Mechanic Helper		20.38
23050 - Aircraft, Painter		24.99
23060 - Aircraft Servicer		23.85
23080 - Aircraft Worker		25.02
23110 - Appliance Mechanic		22.70
23120 - Bicycle Repairer		16.41
23125 - Cable Splicer		28.80
23130 - Carpenter, Maintenance		31.86
23140 - Carpet Layer		25.28
23160 - Electrician, Maintenance		34.00
23181 - Electronics Technician Maintenance I		26.30
23182 - Electronics Technician Maintenance II		27.75
23183 - Electronics Technician Maintenance III		29.24
23260 - Fabric Worker		22.20

23290 - Fire Alarm System Mechanic	26.18
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	26.18
23465 - Laboratory/Shelter Mechanic	24.84
23470 - Laborer	13.78
23510 - Locksmith	24.84
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.64
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	26.18
23592 - Metrology Technician II	27.46
23593 - Metrology Technician III	28.56
23640 - Millwright	28.64
23710 - Office Appliance Repairer	24.84
23760 - Painter, Maintenance	24.38
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.80
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.73
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	27.25
23932 - Telecommunications Mechanic II	28.30
23950 - Telephone Lineman	26.18
23960 - Welder, Combination, Maintenance	21.33
23965 - Well Driller	26.18
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.66
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	31.66
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	26.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.11
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	14.73

27040 - Detention Officer		28.69
27070 - Firefighter		27.04
27101 - Guard I		12.10
27102 - Guard II		14.73
27131 - Police Officer I		30.33
27132 - Police Officer II		33.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.71
28042 - Carnival Equipment Repairer		14.43
28043 - Carnival Equpment Worker		11.17
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		11.40
28515 - Recreation Specialist		18.25
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		20.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.75
29020 - Hatch Tender		23.75
29030 - Line Handler		23.75
29041 - Stevedore I		22.40
29042 - Stevedore II		25.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		26.59
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.28
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.63
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27

31030 - Bus Driver	22.93
31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	11.21
31290 - Shuttle Bus Driver	17.30
31310 - Taxi Driver	12.74
31361 - Truckdriver, Light	17.30
31362 - Truckdriver, Medium	22.78
31363 - Truckdriver, Heavy	24.15
31364 - Truckdriver, Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	24.65
99251 - Laboratory Animal Caretaker I	19.18
99252 - Laboratory Animal Caretaker II	20.46
99310 - Mortician	30.13
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	12.83
99710 - Recycling Laborer	17.79
99711 - Recycling Specialist	20.42
99730 - Refuse Collector	16.48
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.24
99830 - Survey Party Chief	22.51
99831 - Surveying Aide	13.73
99832 - Surveying Technician	17.73
99840 - Vending Machine Attendant	18.25
99841 - Vending Machine Repairer	21.08
99842 - Vending Machine Repairer Helper	18.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2172 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle, Livingston, Will

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	17.25
01012 - Accounting Clerk II	19.37
01013 - Accounting Clerk III	21.66
01020 - Administrative Assistant	28.01
01040 - Court Reporter	20.25
01051 - Data Entry Operator I	14.81
01052 - Data Entry Operator II	16.15
01060 - Dispatcher, Motor Vehicle	22.93
01070 - Document Preparation Clerk	13.67
01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	12.73
01112 - General Clerk II	13.89
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	11.93
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01280 - Receptionist	13.53
01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.34
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal Mechanic	28.12
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28
05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter, Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.17
07210 - Meat Cutter	15.77
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer, Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.84
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	24.85
12020 - Dental Assistant	14.23
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.77
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	36.15
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	17.70
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems	29.74

Administrator		
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		28.07
15110 - Test Proctor		18.53
15120 - Tutor		18.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.85
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.93
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		17.45
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.93
21110 - Shipping Packer		17.20
21130 - Shipping/Receiving Clerk		17.20
21140 - Store Worker I		13.87

21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.93
21410 - Warehouse Specialist	16.93
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.70
23120 - Bicycle Repairer	16.41
23125 - Cable Splicer	28.80
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	25.28
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.20
23290 - Fire Alarm System Mechanic	26.18
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	26.18
23465 - Laboratory/Shelter Mechanic	24.84
23470 - Laborer	13.78
23510 - Locksmith	24.84
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.64
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	26.18
23592 - Metrology Technician II	27.46
23593 - Metrology Technician III	28.56
23640 - Millwright	28.64
23710 - Office Appliance Repairer	24.84
23760 - Painter, Maintenance	24.38
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.80
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.73
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	27.25
23932 - Telecommunications Mechanic II	28.30
23950 - Telephone Lineman	26.18
23960 - Welder, Combination, Maintenance	21.33

23965 - Well Driller	26.18
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.66
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	31.66
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	26.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.11
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	14.73
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	14.73
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.40
28515 - Recreation Specialist	18.25
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.75
29020 - Hatch Tender	23.75
29030 - Line Handler	23.75
29041 - Stevedore I	22.40
29042 - Stevedore II	25.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.76
30023 - Archeological Technician III	26.59
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.76
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56

30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.28
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.63
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		12.74
31361 - Truckdriver, Light		17.30
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.65
99251 - Laboratory Animal Caretaker I		19.18
99252 - Laboratory Animal Caretaker II		20.46
99310 - Mortician		30.13
99410 - Pest Controller		19.25
99510 - Photofinishing Worker		12.83
99710 - Recycling Laborer		17.79
99711 - Recycling Specialist		20.42
99730 - Refuse Collector		16.48
99810 - Sales Clerk		12.95
99820 - School Crossing Guard		15.24
99830 - Survey Party Chief		22.51
99831 - Surveying Aide		13.73
99832 - Surveying Technician		17.73
99840 - Vending Machine Attendant		18.25
99841 - Vending Machine Repairer		21.08
99842 - Vending Machine Repairer Helper		18.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

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who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2173 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.28
01013 - Accounting Clerk III		17.09
01020 - Administrative Assistant		17.64
01040 - Court Reporter		15.50
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		11.11
01112 - General Clerk II		12.13
01113 - General Clerk III		13.61
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		11.85
01191 - Order Clerk I		12.00
01192 - Order Clerk II		14.79
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		17.19
01263 - Personnel Assistant (Employment) III		19.39
01270 - Production Control Clerk		20.93
01280 - Receptionist		11.03
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		13.86
01311 - Secretary I		13.86
01312 - Secretary II		15.50
01313 - Secretary III		17.34
01320 - Service Order Dispatcher		14.23
01410 - Supply Technician		19.21
01420 - Survey Worker		12.52
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.00
01612 - Word Processor II		14.63
01613 - Word Processor III		16.37

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.60
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter, Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.45
07041 - Cook I	11.63
07042 - Cook II	12.45
07070 - Dishwasher	9.96
07130 - Food Service Worker	9.96
07210 - Meat Cutter	14.32
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.29
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.82
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.58
11060 - Elevator Operator	10.91
11090 - Gardener	15.41
11122 - Housekeeping Aide	10.88
11150 - Janitor	10.91
11210 - Laborer, Grounds Maintenance	12.75
11240 - Maid or Houseman	9.51
11260 - Pruner	11.72
11270 - Tractor Operator	13.73
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	17.70
12012 - Certified Occupational Therapist Assistant	15.73
12015 - Certified Physical Therapist Assistant	20.16
12020 - Dental Assistant	15.77
12025 - Dental Hygienist	31.98
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	16.48
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.49
12100 - Medical Assistant	13.86
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	12.69
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	9.65

12222 - Nursing Assistant II		10.85
12223 - Nursing Assistant III		11.84
12224 - Nursing Assistant IV		13.29
12235 - Optical Dispenser		13.26
12236 - Optical Technician		16.16
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.29
12305 - Radiologic Technologist		24.29
12311 - Registered Nurse I		21.30
12312 - Registered Nurse II		26.05
12313 - Registered Nurse II, Specialist		26.05
12314 - Registered Nurse III		31.51
12315 - Registered Nurse III, Anesthetist		31.51
12316 - Registered Nurse IV		37.77
12317 - Scheduler (Drug and Alcohol Testing)		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		20.47
13041 - Illustrator I		16.28
13042 - Illustrator II		18.12
13043 - Illustrator III		20.83
13047 - Librarian		19.95
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		12.79
13061 - Media Specialist I		13.00
13062 - Media Specialist II		14.54
13063 - Media Specialist III		16.22
13071 - Photographer I		15.68
13072 - Photographer II		17.45
13073 - Photographer III		18.65
13074 - Photographer IV		21.09
13075 - Photographer V		21.73
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.13
14044 - Computer Operator IV		21.29
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		27.97
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		21.60
15090 - Technical Instructor		23.53
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.27
15120 - Tutor		17.27

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.18
16030 - Counter Attendant	9.18
16040 - Dry Cleaner	11.31
16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	24.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.55
21030 - Material Coordinator	20.93
21040 - Material Expediter	20.93
21050 - Material Handling Laborer	17.28
21071 - Order Filler	12.41
21080 - Production Line Worker (Food Processing)	15.55
21110 - Shipping Packer	14.56
21130 - Shipping/Receiving Clerk	14.56
21140 - Store Worker I	13.01
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	17.22
21410 - Warehouse Specialist	15.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.50
23021 - Aircraft Mechanic I	23.30
23022 - Aircraft Mechanic II	24.50
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	19.04
23050 - Aircraft, Painter	21.82
23060 - Aircraft Servicer	20.43
23080 - Aircraft Worker	21.12
23110 - Appliance Mechanic	19.82
23120 - Bicycle Repairer	16.87
23125 - Cable Splicer	27.56
23130 - Carpenter, Maintenance	24.93
23140 - Carpet Layer	23.22
23160 - Electrician, Maintenance	28.26
23181 - Electronics Technician Maintenance I	20.74
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	23.55
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	18.52
23311 - Fuel Distribution System Mechanic	23.50
23312 - Fuel Distribution System Operator	19.95
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	20.43
23382 - Ground Support Equipment Worker	21.12
23391 - Gunsmith I	18.52
23392 - Gunsmith II	20.90
23393 - Gunsmith III	23.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.03
23430 - Heavy Equipment Mechanic	22.72

23440 - Heavy Equipment Operator	27.42
23460 - Instrument Mechanic	23.30
23465 - Laboratory/Shelter Mechanic	22.09
23470 - Laborer	11.31
23510 - Locksmith	23.72
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist, Maintenance	19.64
23580 - Maintenance Trades Helper	18.26
23591 - Metrology Technician I	23.30
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.70
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	26.72
23790 - Pipefitter, Maintenance	31.23
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	23.30
23850 - Rigger	23.30
23870 - Scale Mechanic	20.90
23890 - Sheet-Metal Worker, Maintenance	25.28
23910 - Small Engine Mechanic	20.16
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	26.66
23960 - Welder, Combination, Maintenance	19.64
23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.30
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	10.44
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	20.81
25210 - Water Treatment Plant Operator	21.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	19.73
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	19.73
27070 - Firefighter	21.85
27101 - Guard I	14.46
27102 - Guard II	16.17
27131 - Police Officer I	23.72
27132 - Police Officer II	26.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.69
28042 - Carnival Equipment Repairer	11.08
28043 - Carnival Equpment Worker	10.44
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.35
28630 - Sports Official	11.34

28690 - Swimming Pool Operator		18.07
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.22
29020 - Hatch Tender		19.22
29030 - Line Handler		19.22
29041 - Stevedore I		18.11
29042 - Stevedore II		20.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		18.70
30023 - Archeological Technician III		23.18
30030 - Cartographic Technician		23.28
30040 - Civil Engineering Technician		22.63
30061 - Drafter/CAD Operator I		15.49
30062 - Drafter/CAD Operator II		18.70
30063 - Drafter/CAD Operator III		20.97
30064 - Drafter/CAD Operator IV		25.66
30081 - Engineering Technician I		13.62
30082 - Engineering Technician II		15.75
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		22.86
30085 - Engineering Technician V		25.95
30086 - Engineering Technician VI		31.34
30090 - Environmental Technician		21.77
30210 - Laboratory Technician		20.97
30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		18.88
30362 - Paralegal/Legal Assistant II		23.39
30363 - Paralegal/Legal Assistant III		27.54
30364 - Paralegal/Legal Assistant IV		33.29
30390 - Photo-Optics Technician		23.28
30461 - Technical Writer I		23.18
30462 - Technical Writer II		28.35
30463 - Technical Writer III		33.48
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.42
31030 - Bus Driver		17.75
31043 - Driver Courier		12.39
31260 - Parking and Lot Attendant		11.98
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.96
31361 - Truckdriver, Light		13.26
31362 - Truckdriver, Medium		14.03
31363 - Truckdriver, Heavy		18.18
31364 - Truckdriver, Tractor-Trailer		18.18
99000 - Miscellaneous Occupations		
99030 - Cashier		8.95
99050 - Desk Clerk		10.62
99095 - Embalmer		29.30
99251 - Laboratory Animal Caretaker I		13.68
99252 - Laboratory Animal Caretaker II		15.81
99310 - Mortician		35.40

99410 - Pest Controller	17.39
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	17.44
99711 - Recycling Specialist	20.24
99730 - Refuse Collector	16.04
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	19.19
99831 - Surveying Aide	12.75
99832 - Surveying Technician	17.45
99840 - Vending Machine Attendant	15.49
99841 - Vending Machine Repairer	18.92
99842 - Vending Machine Repairer Helper	15.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2174 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.28
01013 - Accounting Clerk III		17.09
01020 - Administrative Assistant		17.64
01040 - Court Reporter		15.50
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		11.11
01112 - General Clerk II		12.13
01113 - General Clerk III		13.61
01120 - Housing Referral Assistant		17.34

01141 - Messenger Courier	11.85
01191 - Order Clerk I	12.00
01192 - Order Clerk II	14.79
01261 - Personnel Assistant (Employment) I	14.00
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.39
01270 - Production Control Clerk	20.93
01280 - Receptionist	11.03
01290 - Rental Clerk	10.75
01300 - Scheduler, Maintenance	13.86
01311 - Secretary I	13.86
01312 - Secretary II	15.50
01313 - Secretary III	17.34
01320 - Service Order Dispatcher	14.23
01410 - Supply Technician	19.21
01420 - Survey Worker	12.52
01531 - Travel Clerk I	11.94
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	13.00
01612 - Word Processor II	14.63
01613 - Word Processor III	16.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.60
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter, Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.45
07041 - Cook I	11.63
07042 - Cook II	12.45
07070 - Dishwasher	9.96
07130 - Food Service Worker	9.96
07210 - Meat Cutter	14.32
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.29
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.82
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.58
11060 - Elevator Operator	10.91
11090 - Gardener	15.41
11122 - Housekeeping Aide	10.88
11150 - Janitor	10.91
11210 - Laborer, Grounds Maintenance	12.75
11240 - Maid or Houseman	9.51
11260 - Pruner	11.72
11270 - Tractor Operator	13.73

11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	17.70
12012 - Certified Occupational Therapist Assistant	15.73
12015 - Certified Physical Therapist Assistant	20.16
12020 - Dental Assistant	15.77
12025 - Dental Hygienist	31.98
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	16.48
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.49
12100 - Medical Assistant	13.86
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	12.69
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	9.65
12222 - Nursing Assistant II	10.85
12223 - Nursing Assistant III	11.84
12224 - Nursing Assistant IV	13.29
12235 - Optical Dispenser	13.26
12236 - Optical Technician	16.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.29
12305 - Radiologic Technologist	24.29
12311 - Registered Nurse I	21.30
12312 - Registered Nurse II	26.05
12313 - Registered Nurse II, Specialist	26.05
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III, Anesthetist	31.51
12316 - Registered Nurse IV	37.77
12317 - Scheduler (Drug and Alcohol Testing)	22.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.20
13013 - Exhibits Specialist III	20.47
13041 - Illustrator I	16.28
13042 - Illustrator II	18.12
13043 - Illustrator III	20.83
13047 - Librarian	19.95
13050 - Library Aide/Clerk	10.45
13054 - Library Information Technology Systems Administrator	19.76
13058 - Library Technician	12.79
13061 - Media Specialist I	13.00
13062 - Media Specialist II	14.54
13063 - Media Specialist III	16.22
13071 - Photographer I	15.68
13072 - Photographer II	17.45
13073 - Photographer III	18.65
13074 - Photographer IV	21.09
13075 - Photographer V	21.73
13110 - Video Teleconference Technician	13.79
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.37
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.13
14044 - Computer Operator IV	21.29

14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		27.97
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		21.60
15090 - Technical Instructor		23.53
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.27
15120 - Tutor		17.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31
16070 - Finisher, Flatwork, Machine		9.18
16090 - Presser, Hand		9.18
16110 - Presser, Machine, Drycleaning		9.18
16130 - Presser, Machine, Shirts		9.18
16160 - Presser, Machine, Wearing Apparel, Laundry		9.18
16190 - Sewing Machine Operator		11.95
16220 - Tailor		12.63
16250 - Washer, Machine		9.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.57
19040 - Tool And Die Maker		24.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.55
21030 - Material Coordinator		20.93
21040 - Material Expediter		20.93
21050 - Material Handling Laborer		17.28
21071 - Order Filler		12.41
21080 - Production Line Worker (Food Processing)		15.55
21110 - Shipping Packer		14.56
21130 - Shipping/Receiving Clerk		14.56
21140 - Store Worker I		13.01
21150 - Stock Clerk		16.12
21210 - Tools And Parts Attendant		17.22
21410 - Warehouse Specialist		15.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.50
23021 - Aircraft Mechanic I		23.30
23022 - Aircraft Mechanic II		24.50
23023 - Aircraft Mechanic III		25.70
23040 - Aircraft Mechanic Helper		19.04
23050 - Aircraft, Painter		21.82
23060 - Aircraft Servicer		20.43
23080 - Aircraft Worker		21.12
23110 - Appliance Mechanic		19.82
23120 - Bicycle Repairer		16.87
23125 - Cable Splicer		27.56
23130 - Carpenter, Maintenance		24.93

23140 - Carpet Layer	23.22
23160 - Electrician, Maintenance	28.26
23181 - Electronics Technician Maintenance I	20.74
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	23.55
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	18.52
23311 - Fuel Distribution System Mechanic	23.50
23312 - Fuel Distribution System Operator	19.95
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	20.43
23382 - Ground Support Equipment Worker	21.12
23391 - Gunsmith I	18.52
23392 - Gunsmith II	20.90
23393 - Gunsmith III	23.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.03
23430 - Heavy Equipment Mechanic	22.72
23440 - Heavy Equipment Operator	27.42
23460 - Instrument Mechanic	23.30
23465 - Laboratory/Shelter Mechanic	22.09
23470 - Laborer	11.31
23510 - Locksmith	23.72
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist, Maintenance	19.64
23580 - Maintenance Trades Helper	18.26
23591 - Metrology Technician I	23.30
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.70
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	26.72
23790 - Pipefitter, Maintenance	31.23
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	23.30
23850 - Rigger	23.30
23870 - Scale Mechanic	20.90
23890 - Sheet-Metal Worker, Maintenance	25.28
23910 - Small Engine Mechanic	20.16
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	26.66
23960 - Welder, Combination, Maintenance	19.64
23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.30
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	10.44
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	20.81
25210 - Water Treatment Plant Operator	21.84

27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	19.73
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	19.73
27070 - Firefighter	21.85
27101 - Guard I	14.46
27102 - Guard II	16.17
27131 - Police Officer I	23.72
27132 - Police Officer II	26.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.69
28042 - Carnival Equipment Repairer	11.08
28043 - Carnival Equpment Worker	10.44
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.22
29020 - Hatch Tender	19.22
29030 - Line Handler	19.22
29041 - Stevedore I	18.11
29042 - Stevedore II	20.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.70
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.28
30040 - Civil Engineering Technician	22.63
30061 - Drafter/CAD Operator I	15.49
30062 - Drafter/CAD Operator II	18.70
30063 - Drafter/CAD Operator III	20.97
30064 - Drafter/CAD Operator IV	25.66
30081 - Engineering Technician I	13.62
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	19.80
30084 - Engineering Technician IV	22.86
30085 - Engineering Technician V	25.95
30086 - Engineering Technician VI	31.34
30090 - Environmental Technician	21.77
30210 - Laboratory Technician	20.97
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.39
30363 - Paralegal/Legal Assistant III	27.54
30364 - Paralegal/Legal Assistant IV	33.29
30390 - Photo-Optics Technician	23.28
30461 - Technical Writer I	23.18
30462 - Technical Writer II	28.35
30463 - Technical Writer III	33.48
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.42
31030 - Bus Driver		17.75
31043 - Driver Courier		12.39
31260 - Parking and Lot Attendant		11.98
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.96
31361 - Truckdriver, Light		13.26
31362 - Truckdriver, Medium		14.03
31363 - Truckdriver, Heavy		18.18
31364 - Truckdriver, Tractor-Trailer		18.18
99000 - Miscellaneous Occupations		
99030 - Cashier		8.95
99050 - Desk Clerk		10.62
99095 - Embalmer		29.30
99251 - Laboratory Animal Caretaker I		13.68
99252 - Laboratory Animal Caretaker II		15.81
99310 - Mortician		35.40
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		12.68
99710 - Recycling Laborer		17.44
99711 - Recycling Specialist		20.24
99730 - Refuse Collector		16.04
99810 - Sales Clerk		11.32
99820 - School Crossing Guard		12.17
99830 - Survey Party Chief		19.19
99831 - Surveying Aide		12.75
99832 - Surveying Technician		17.45
99840 - Vending Machine Attendant		15.49
99841 - Vending Machine Repairer		18.92
99842 - Vending Machine Repairer Helper		15.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of

similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2175 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer, Rock Island, Warren, Whiteside

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		19.43
01040 - Court Reporter		19.13
01051 - Data Entry Operator I		11.60
01052 - Data Entry Operator II		16.71
01060 - Dispatcher, Motor Vehicle		14.89
01070 - Document Preparation Clerk		12.85
01090 - Duplicating Machine Operator		12.85
01111 - General Clerk I		11.10
01112 - General Clerk II		12.11
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.43
01141 - Messenger Courier		10.77
01191 - Order Clerk I		12.50
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		13.56
01262 - Personnel Assistant (Employment) II		15.16
01263 - Personnel Assistant (Employment) III		16.91
01270 - Production Control Clerk		20.22
01280 - Receptionist		11.05
01290 - Rental Clerk		10.64
01300 - Scheduler, Maintenance		13.15
01311 - Secretary I		13.15
01312 - Secretary II		14.71
01313 - Secretary III		17.43
01320 - Service Order Dispatcher		14.86
01410 - Supply Technician		19.43
01420 - Survey Worker		13.09
01531 - Travel Clerk I		12.64
01532 - Travel Clerk II		13.66
01533 - Travel Clerk III		14.78
01611 - Word Processor I		11.89
01612 - Word Processor II		13.67
01613 - Word Processor III		15.29
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.83
05010 - Automotive Electrician		18.27
05040 - Automotive Glass Installer		17.62
05070 - Automotive Worker		17.62
05110 - Mobile Equipment Servicer		16.17
05130 - Motor Equipment Metal Mechanic		18.91
05160 - Motor Equipment Metal Worker		17.62
05190 - Motor Vehicle Mechanic		18.83
05220 - Motor Vehicle Mechanic Helper		15.60
05250 - Motor Vehicle Upholstery Worker		16.98
05280 - Motor Vehicle Wrecker		17.62
05310 - Painter, Automotive		17.90
05340 - Radiator Repair Specialist		17.62

05370 - Tire Repairer	14.88
05400 - Transmission Repair Specialist	18.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.48
07041 - Cook I	11.67
07042 - Cook II	12.48
07070 - Dishwasher	9.99
07130 - Food Service Worker	9.99
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer, Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.77
11060 - Elevator Operator	10.67
11090 - Gardener	12.78
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer, Grounds Maintenance	11.29
11240 - Maid or Houseman	9.11
11260 - Pruner	11.66
11270 - Tractor Operator	12.29
11330 - Trail Maintenance Worker	11.29
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	15.66
12012 - Certified Occupational Therapist Assistant	21.24
12015 - Certified Physical Therapist Assistant	21.24
12020 - Dental Assistant	14.69
12025 - Dental Hygienist	30.53
12030 - EKG Technician	23.32
12035 - Electroneurodiagnostic Technologist	23.32
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	14.65
12072 - Licensed Practical Nurse II	15.66
12073 - Licensed Practical Nurse III	16.87
12100 - Medical Assistant	13.06
12130 - Medical Laboratory Technician	16.83
12160 - Medical Record Clerk	11.85
12190 - Medical Record Technician	12.93
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	33.83
12221 - Nursing Assistant I	9.79
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.12
12224 - Nursing Assistant IV	13.49
12235 - Optical Dispenser	14.30
12236 - Optical Technician	13.38
12250 - Pharmacy Technician	11.79
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.91
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	26.28
12314 - Registered Nurse III	32.99
12315 - Registered Nurse III, Anesthetist	31.82
12316 - Registered Nurse IV	39.53

12317 - Scheduler (Drug and Alcohol Testing)		19.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		11.50
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		13.29
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		13.34
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		28.08
13110 - Video Teleconference Technician		12.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.84
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		37.51
15050 - Computer Based Training Specialist / Instructor		22.55
15060 - Educational Technologist		26.08
15070 - Flight Instructor (Pilot)		37.51
15080 - Graphic Artist		20.42
15090 - Technical Instructor		17.36
15095 - Technical Instructor/Course Developer		21.23
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.94
16030 - Counter Attendant		8.94
16040 - Dry Cleaner		11.61
16070 - Finisher, Flatwork, Machine		8.94
16090 - Presser, Hand		8.94
16110 - Presser, Machine, Drycleaning		8.94
16130 - Presser, Machine, Shirts		8.94
16160 - Presser, Machine, Wearing Apparel, Laundry		8.94
16190 - Sewing Machine Operator		12.46
16220 - Tailor		13.33
16250 - Washer, Machine		9.87
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.29

19040 - Tool And Die Maker	23.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.18
21030 - Material Coordinator	20.22
21040 - Material Expediter	20.22
21050 - Material Handling Laborer	13.08
21071 - Order Filler	11.69
21080 - Production Line Worker (Food Processing)	16.18
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	16.96
21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	16.18
21410 - Warehouse Specialist	16.18
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.95
23021 - Aircraft Mechanic I	22.01
23022 - Aircraft Mechanic II	22.95
23023 - Aircraft Mechanic III	23.91
23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft, Painter	22.13
23060 - Aircraft Servicer	19.81
23080 - Aircraft Worker	20.51
23110 - Appliance Mechanic	18.76
23120 - Bicycle Repairer	16.37
23125 - Cable Splicer	28.42
23130 - Carpenter, Maintenance	21.59
23140 - Carpet Layer	18.26
23160 - Electrician, Maintenance	25.82
23181 - Electronics Technician Maintenance I	21.42
23182 - Electronics Technician Maintenance II	22.39
23183 - Electronics Technician Maintenance III	23.42
23260 - Fabric Worker	19.46
23290 - Fire Alarm System Mechanic	19.64
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	19.82
23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment Mechanic	22.01
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.51
23391 - Gunsmith I	18.98
23392 - Gunsmith II	20.67
23393 - Gunsmith III	22.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.90
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	28.17
23460 - Instrument Mechanic	23.63
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	11.44
23510 - Locksmith	20.51
23530 - Machinery Maintenance Mechanic	21.53
23550 - Machinist, Maintenance	18.72
23580 - Maintenance Trades Helper	16.35
23591 - Metrology Technician I	23.63
23592 - Metrology Technician II	24.64
23593 - Metrology Technician III	25.65
23640 - Millwright	23.24
23710 - Office Appliance Repairer	19.62
23760 - Painter, Maintenance	18.64

23790 - Pipefitter, Maintenance	24.66
23810 - Plumber, Maintenance	22.82
23820 - Pneudraulic Systems Mechanic	22.30
23850 - Rigger	22.30
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder, Combination, Maintenance	18.91
23965 - Well Driller	21.48
23970 - Woodcraft Worker	22.30
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	10.02
24620 - Family Readiness And Support Services Coordinator	12.80
24630 - Homemaker	13.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	20.30
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	20.89
25210 - Water Treatment Plant Operator	20.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.16
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	23.27
27070 - Firefighter	17.91
27101 - Guard I	11.17
27102 - Guard II	15.08
27131 - Police Officer I	22.23
27132 - Police Officer II	24.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.71
28042 - Carnival Equipment Repairer	11.11
28043 - Carnival Equpment Worker	9.51
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.35
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	13.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.34
29020 - Hatch Tender	23.34
29030 - Line Handler	22.13
29041 - Stevedore I	22.27
29042 - Stevedore II	24.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	26.16

30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		23.42
30061 - Drafter/CAD Operator I		17.21
30062 - Drafter/CAD Operator II		20.58
30063 - Drafter/CAD Operator III		22.95
30064 - Drafter/CAD Operator IV		28.25
30081 - Engineering Technician I		18.52
30082 - Engineering Technician II		20.79
30083 - Engineering Technician III		23.25
30084 - Engineering Technician IV		28.85
30085 - Engineering Technician V		35.57
30086 - Engineering Technician VI		42.64
30090 - Environmental Technician		23.77
30210 - Laboratory Technician		21.58
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		16.09
30362 - Paralegal/Legal Assistant II		18.32
30363 - Paralegal/Legal Assistant III		21.73
30364 - Paralegal/Legal Assistant IV		26.28
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		21.11
30462 - Technical Writer II		25.82
30463 - Technical Writer III		31.37
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.95
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		13.49
31043 - Driver Courier		12.48
31260 - Parking and Lot Attendant		10.44
31290 - Shuttle Bus Driver		13.26
31310 - Taxi Driver		10.70
31361 - Truckdriver, Light		12.98
31362 - Truckdriver, Medium		13.49
31363 - Truckdriver, Heavy		18.94
31364 - Truckdriver, Tractor-Trailer		18.94
99000 - Miscellaneous Occupations		
99030 - Cashier		8.75
99050 - Desk Clerk		9.74
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		9.18
99252 - Laboratory Animal Caretaker II		9.55
99310 - Mortician		31.54
99410 - Pest Controller		14.27
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.15
99711 - Recycling Specialist		17.57
99730 - Refuse Collector		15.43
99810 - Sales Clerk		11.36
99820 - School Crossing Guard		11.44
99830 - Survey Party Chief		28.51
99831 - Surveying Aide		14.77
99832 - Surveying Technician		20.48
99840 - Vending Machine Attendant		12.90
99841 - Vending Machine Repairer		14.61
99842 - Vending Machine Repairer Helper		13.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2176 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer, Rock Island, Warren, Whiteside

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		19.43
01040 - Court Reporter		19.13
01051 - Data Entry Operator I		11.60
01052 - Data Entry Operator II		16.71
01060 - Dispatcher, Motor Vehicle		14.89
01070 - Document Preparation Clerk		12.85
01090 - Duplicating Machine Operator		12.85
01111 - General Clerk I		11.10
01112 - General Clerk II		12.11
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.43
01141 - Messenger Courier		10.77
01191 - Order Clerk I		12.50
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		13.56
01262 - Personnel Assistant (Employment) II		15.16
01263 - Personnel Assistant (Employment) III		16.91
01270 - Production Control Clerk		20.22
01280 - Receptionist		11.05
01290 - Rental Clerk		10.64
01300 - Scheduler, Maintenance		13.15

01311 - Secretary I	13.15
01312 - Secretary II	14.71
01313 - Secretary III	17.43
01320 - Service Order Dispatcher	14.86
01410 - Supply Technician	19.43
01420 - Survey Worker	13.09
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.66
01533 - Travel Clerk III	14.78
01611 - Word Processor I	11.89
01612 - Word Processor II	13.67
01613 - Word Processor III	15.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.83
05010 - Automotive Electrician	18.27
05040 - Automotive Glass Installer	17.62
05070 - Automotive Worker	17.62
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal Mechanic	18.91
05160 - Motor Equipment Metal Worker	17.62
05190 - Motor Vehicle Mechanic	18.83
05220 - Motor Vehicle Mechanic Helper	15.60
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter, Automotive	17.90
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	14.88
05400 - Transmission Repair Specialist	18.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.48
07041 - Cook I	11.67
07042 - Cook II	12.48
07070 - Dishwasher	9.99
07130 - Food Service Worker	9.99
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer, Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.77
11060 - Elevator Operator	10.67
11090 - Gardener	12.78
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer, Grounds Maintenance	11.29
11240 - Maid or Houseman	9.11
11260 - Pruner	11.66
11270 - Tractor Operator	12.29
11330 - Trail Maintenance Worker	11.29
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	15.66
12012 - Certified Occupational Therapist Assistant	21.24
12015 - Certified Physical Therapist Assistant	21.24
12020 - Dental Assistant	14.69
12025 - Dental Hygienist	30.53
12030 - EKG Technician	23.32

12035 - Electroneurodiagnostic Technologist		23.32
12040 - Emergency Medical Technician		15.66
12071 - Licensed Practical Nurse I		14.65
12072 - Licensed Practical Nurse II		15.66
12073 - Licensed Practical Nurse III		16.87
12100 - Medical Assistant		13.06
12130 - Medical Laboratory Technician		16.83
12160 - Medical Record Clerk		11.85
12190 - Medical Record Technician		12.93
12195 - Medical Transcriptionist		16.02
12210 - Nuclear Medicine Technologist		33.83
12221 - Nursing Assistant I		9.79
12222 - Nursing Assistant II		11.11
12223 - Nursing Assistant III		12.12
12224 - Nursing Assistant IV		13.49
12235 - Optical Dispenser		14.30
12236 - Optical Technician		13.38
12250 - Pharmacy Technician		11.79
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		21.91
12311 - Registered Nurse I		22.29
12312 - Registered Nurse II		27.27
12313 - Registered Nurse II, Specialist		26.28
12314 - Registered Nurse III		32.99
12315 - Registered Nurse III, Anesthetist		31.82
12316 - Registered Nurse IV		39.53
12317 - Scheduler (Drug and Alcohol Testing)		19.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		11.50
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		13.29
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		13.34
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		28.08
13110 - Video Teleconference Technician		12.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.84
15020 - Aircrew Training Devices Instructor (Rated)	34.10
15030 - Air Crew Training Devices Instructor (Pilot)	37.51
15050 - Computer Based Training Specialist / Instructor	22.55
15060 - Educational Technologist	26.08
15070 - Flight Instructor (Pilot)	37.51
15080 - Graphic Artist	20.42
15090 - Technical Instructor	17.36
15095 - Technical Instructor/Course Developer	21.23
15110 - Test Proctor	14.37
15120 - Tutor	14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.94
16030 - Counter Attendant	8.94
16040 - Dry Cleaner	11.61
16070 - Finisher, Flatwork, Machine	8.94
16090 - Presser, Hand	8.94
16110 - Presser, Machine, Drycleaning	8.94
16130 - Presser, Machine, Shirts	8.94
16160 - Presser, Machine, Wearing Apparel, Laundry	8.94
16190 - Sewing Machine Operator	12.46
16220 - Tailor	13.33
16250 - Washer, Machine	9.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.29
19040 - Tool And Die Maker	23.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.18
21030 - Material Coordinator	20.22
21040 - Material Expediter	20.22
21050 - Material Handling Laborer	13.08
21071 - Order Filler	11.69
21080 - Production Line Worker (Food Processing)	16.18
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	16.96
21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	16.18
21410 - Warehouse Specialist	16.18
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.95
23021 - Aircraft Mechanic I	22.01
23022 - Aircraft Mechanic II	22.95
23023 - Aircraft Mechanic III	23.91
23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft, Painter	22.13
23060 - Aircraft Servicer	19.81
23080 - Aircraft Worker	20.51
23110 - Appliance Mechanic	18.76
23120 - Bicycle Repairer	16.37
23125 - Cable Splicer	28.42
23130 - Carpenter, Maintenance	21.59
23140 - Carpet Layer	18.26
23160 - Electrician, Maintenance	25.82
23181 - Electronics Technician Maintenance I	21.42
23182 - Electronics Technician Maintenance II	22.39
23183 - Electronics Technician Maintenance III	23.42
23260 - Fabric Worker	19.46
23290 - Fire Alarm System Mechanic	19.64
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	19.82

23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment Mechanic	22.01
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.51
23391 - Gunsmith I	18.98
23392 - Gunsmith II	20.67
23393 - Gunsmith III	22.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.90
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	28.17
23460 - Instrument Mechanic	23.63
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	11.44
23510 - Locksmith	20.51
23530 - Machinery Maintenance Mechanic	21.53
23550 - Machinist, Maintenance	18.72
23580 - Maintenance Trades Helper	16.35
23591 - Metrology Technician I	23.63
23592 - Metrology Technician II	24.64
23593 - Metrology Technician III	25.65
23640 - Millwright	23.24
23710 - Office Appliance Repairer	19.62
23760 - Painter, Maintenance	18.64
23790 - Pipefitter, Maintenance	24.66
23810 - Plumber, Maintenance	22.82
23820 - Pneudraulic Systems Mechanic	22.30
23850 - Rigger	22.30
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder, Combination, Maintenance	18.91
23965 - Well Driller	21.48
23970 - Woodcraft Worker	22.30
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	10.02
24620 - Family Readiness And Support Services Coordinator	12.80
24630 - Homemaker	13.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	20.30
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	20.89
25210 - Water Treatment Plant Operator	20.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.16
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	23.27
27070 - Firefighter	17.91
27101 - Guard I	11.17
27102 - Guard II	15.08

27131 - Police Officer I		22.23
27132 - Police Officer II		24.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.71
28042 - Carnival Equipment Repairer		11.11
28043 - Carnival Equpment Worker		9.51
28210 - Gate Attendant/Gate Tender		13.69
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.32
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		16.35
28630 - Sports Official		12.20
28690 - Swimming Pool Operator		13.31
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.34
29020 - Hatch Tender		23.34
29030 - Line Handler		22.13
29041 - Stevedore I		22.27
29042 - Stevedore II		24.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.88
30022 - Archeological Technician II		21.11
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		23.42
30061 - Drafter/CAD Operator I		17.21
30062 - Drafter/CAD Operator II		20.58
30063 - Drafter/CAD Operator III		22.95
30064 - Drafter/CAD Operator IV		28.25
30081 - Engineering Technician I		18.52
30082 - Engineering Technician II		20.79
30083 - Engineering Technician III		23.25
30084 - Engineering Technician IV		28.85
30085 - Engineering Technician V		35.57
30086 - Engineering Technician VI		42.64
30090 - Environmental Technician		23.77
30210 - Laboratory Technician		21.58
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		16.09
30362 - Paralegal/Legal Assistant II		18.32
30363 - Paralegal/Legal Assistant III		21.73
30364 - Paralegal/Legal Assistant IV		26.28
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		21.11
30462 - Technical Writer II		25.82
30463 - Technical Writer III		31.37
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.95
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		13.49
31043 - Driver Courier		12.48
31260 - Parking and Lot Attendant		10.44
31290 - Shuttle Bus Driver		13.26

31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	12.98
31362 - Truckdriver, Medium	13.49
31363 - Truckdriver, Heavy	18.94
31364 - Truckdriver, Tractor-Trailer	18.94
99000 - Miscellaneous Occupations	
99030 - Cashier	8.75
99050 - Desk Clerk	9.74
99095 - Embalmer	30.13
99251 - Laboratory Animal Caretaker I	9.18
99252 - Laboratory Animal Caretaker II	9.55
99310 - Mortician	31.54
99410 - Pest Controller	14.27
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	17.57
99730 - Refuse Collector	15.43
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	11.44
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	14.61
99842 - Vending Machine Repairer Helper	13.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the

named holidays another day of with pay in accordance with a plan communicated to the

employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2177 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard, Montgomery, Morgan, Pike, Sangamon, Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.84
01013 - Accounting Clerk III		16.59
01020 - Administrative Assistant		22.42
01040 - Court Reporter		17.94
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		15.83
01070 - Document Preparation Clerk		13.48
01090 - Duplicating Machine Operator		13.48
01111 - General Clerk I		12.45
01112 - General Clerk II		13.59
01113 - General Clerk III		15.25
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01261 - Personnel Assistant (Employment) I		15.82
01262 - Personnel Assistant (Employment) II		17.70
01263 - Personnel Assistant (Employment) III		19.74
01270 - Production Control Clerk		23.12
01280 - Receptionist		11.51
01290 - Rental Clerk		12.38
01300 - Scheduler, Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		12.92
01410 - Supply Technician		22.22
01420 - Survey Worker		14.25
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		14.28
01612 - Word Processor II		16.01
01613 - Word Processor III		17.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.51
05010 - Automotive Electrician		18.39
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.79
05110 - Mobile Equipment Servicer		15.75
05130 - Motor Equipment Metal Mechanic		19.09
05160 - Motor Equipment Metal Worker		17.79
05190 - Motor Vehicle Mechanic		18.46
05220 - Motor Vehicle Mechanic Helper		15.23
05250 - Motor Vehicle Upholstery Worker		17.79
05280 - Motor Vehicle Wrecker		17.79
05310 - Painter, Automotive		18.37
05340 - Radiator Repair Specialist		17.79
05370 - Tire Repairer		13.46
05400 - Transmission Repair Specialist		19.09
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.98
07041 - Cook I		10.59
07042 - Cook II		11.57
07070 - Dishwasher		8.60
07130 - Food Service Worker		9.23
07210 - Meat Cutter		13.47
07260 - Waiter/Waitress		9.66

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.57
09040 - Furniture Handler	15.74
09080 - Furniture Refinisher	19.57
09090 - Furniture Refinisher Helper	16.76
09110 - Furniture Repairer, Minor	18.27
09130 - Upholsterer	19.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.76
11060 - Elevator Operator	9.59
11090 - Gardener	14.36
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.86
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	9.58
11260 - Pruner	12.93
11270 - Tractor Operator	14.80
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.77
12015 - Certified Physical Therapist Assistant	20.51
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	27.08
12030 - EKG Technician	23.88
12035 - Electroneurodiagnostic Technologist	23.88
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.00
12072 - Licensed Practical Nurse II	16.78
12073 - Licensed Practical Nurse III	18.72
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	18.18
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.53
12210 - Nuclear Medicine Technologist	33.92
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	16.78
12236 - Optical Technician	12.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	23.75
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III, Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	19.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	21.26
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	17.16
13042 - Illustrator II	21.26
13043 - Illustrator III	25.07
13047 - Librarian	23.55
13050 - Library Aide/Clerk	13.29

13054 - Library Information Technology Systems Administrator		21.78
13058 - Library Technician		14.88
13061 - Media Specialist I		14.42
13062 - Media Specialist II		16.13
13063 - Media Specialist III		17.99
13071 - Photographer I		15.67
13072 - Photographer II		17.53
13073 - Photographer III		21.72
13074 - Photographer IV		26.22
13075 - Photographer V		30.87
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.29
14042 - Computer Operator II		16.81
14043 - Computer Operator III		18.74
14044 - Computer Operator IV		20.81
14045 - Computer Operator V		23.07
14071 - Computer Programmer I		22.94
14072 - Computer Programmer II		25.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.60
14160 - Personal Computer Support Technician		22.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.17
15020 - Aircrew Training Devices Instructor (Rated)		31.66
15030 - Air Crew Training Devices Instructor (Pilot)		37.94
15050 - Computer Based Training Specialist / Instructor		26.17
15060 - Educational Technologist		24.11
15070 - Flight Instructor (Pilot)		37.94
15080 - Graphic Artist		20.82
15090 - Technical Instructor		17.89
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		14.43
15120 - Tutor		14.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.34
16030 - Counter Attendant		9.34
16040 - Dry Cleaner		12.17
16070 - Finisher, Flatwork, Machine		9.34
16090 - Presser, Hand		9.34
16110 - Presser, Machine, Drycleaning		9.34
16130 - Presser, Machine, Shirts		9.34
16160 - Presser, Machine, Wearing Apparel, Laundry		9.34
16190 - Sewing Machine Operator		13.10
16220 - Tailor		14.02
16250 - Washer, Machine		10.33
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.77
19040 - Tool And Die Maker		25.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.76
21030 - Material Coordinator		23.12
21040 - Material Expediter		23.12
21050 - Material Handling Laborer		14.10
21071 - Order Filler		12.34
21080 - Production Line Worker (Food Processing)		15.76
21110 - Shipping Packer		12.65
21130 - Shipping/Receiving Clerk		12.65

21140 - Store Worker I	17.14
21150 - Stock Clerk	19.65
21210 - Tools And Parts Attendant	15.76
21410 - Warehouse Specialist	15.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.49
23021 - Aircraft Mechanic I	26.36
23022 - Aircraft Mechanic II	27.49
23023 - Aircraft Mechanic III	28.63
23040 - Aircraft Mechanic Helper	21.74
23050 - Aircraft, Painter	24.80
23060 - Aircraft Servicer	23.71
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	21.77
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	31.88
23130 - Carpenter, Maintenance	20.93
23140 - Carpet Layer	23.14
23160 - Electrician, Maintenance	30.48
23181 - Electronics Technician Maintenance I	27.98
23182 - Electronics Technician Maintenance II	28.92
23183 - Electronics Technician Maintenance III	30.01
23260 - Fabric Worker	22.07
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	21.25
23311 - Fuel Distribution System Mechanic	25.30
23312 - Fuel Distribution System Operator	21.25
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	26.36
23381 - Ground Support Equipment Servicer	23.71
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.25
23392 - Gunsmith II	23.14
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.83
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.93
23430 - Heavy Equipment Mechanic	22.66
23440 - Heavy Equipment Operator	29.49
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	24.19
23470 - Laborer	12.95
23510 - Locksmith	24.04
23530 - Machinery Maintenance Mechanic	24.02
23550 - Machinist, Maintenance	24.02
23580 - Maintenance Trades Helper	14.31
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.48
23640 - Millwright	25.30
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	23.34
23790 - Pipefitter, Maintenance	28.33
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.14
23890 - Sheet-Metal Worker, Maintenance	22.77
23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic I	30.73
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	25.81

23960 - Welder, Combination, Maintenance	20.29
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	8.99
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.56
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	33.82
25190 - Ventilation Equipment Tender	24.49
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.13
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.93
27030 - Detection Dog Handler	17.12
27040 - Detention Officer	18.93
27070 - Firefighter	17.46
27101 - Guard I	13.13
27102 - Guard II	17.12
27131 - Police Officer I	22.90
27132 - Police Officer II	25.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Equpment Worker	10.97
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.97
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.97
28515 - Recreation Specialist	16.57
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	16.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.14
29020 - Hatch Tender	23.14
29030 - Line Handler	23.14
29041 - Stevedore I	22.07
29042 - Stevedore II	24.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.07
30022 - Archeological Technician II	20.21
30023 - Archeological Technician III	25.05
30030 - Cartographic Technician	25.05
30040 - Civil Engineering Technician	24.81
30061 - Drafter/CAD Operator I	18.07
30062 - Drafter/CAD Operator II	20.21
30063 - Drafter/CAD Operator III	22.54
30064 - Drafter/CAD Operator IV	27.72
30081 - Engineering Technician I	15.08
30082 - Engineering Technician II	18.66
30083 - Engineering Technician III	21.49
30084 - Engineering Technician IV	26.30

30085 - Engineering Technician V		29.59
30086 - Engineering Technician VI		34.74
30090 - Environmental Technician		21.45
30210 - Laboratory Technician		22.54
30240 - Mathematical Technician		25.05
30361 - Paralegal/Legal Assistant I		18.58
30362 - Paralegal/Legal Assistant II		20.97
30363 - Paralegal/Legal Assistant III		25.13
30364 - Paralegal/Legal Assistant IV		30.06
30390 - Photo-Optics Technician		25.05
30461 - Technical Writer I		24.16
30462 - Technical Writer II		29.55
30463 - Technical Writer III		35.74
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.54
30621 - Weather Observer, Senior	(see 3)	25.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		15.35
31043 - Driver Courier		14.21
31260 - Parking and Lot Attendant		12.48
31290 - Shuttle Bus Driver		14.78
31310 - Taxi Driver		14.21
31361 - Truckdriver, Light		14.78
31362 - Truckdriver, Medium		15.53
31363 - Truckdriver, Heavy		19.58
31364 - Truckdriver, Tractor-Trailer		19.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.76
99050 - Desk Clerk		9.10
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.17
99252 - Laboratory Animal Caretaker II		11.62
99310 - Mortician		22.74
99410 - Pest Controller		14.11
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		14.32
99711 - Recycling Specialist		15.58
99730 - Refuse Collector		13.68
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		12.69
99830 - Survey Party Chief		17.27
99831 - Surveying Aide		10.78
99832 - Surveying Technician		15.64
99840 - Vending Machine Attendant		15.26
99841 - Vending Machine Repairer		17.74
99842 - Vending Machine Repairer Helper		15.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2178 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard, Montgomery, Morgan, Pike, Sangamon, Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.84
01013 - Accounting Clerk III		16.59
01020 - Administrative Assistant		22.42
01040 - Court Reporter		17.94
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		15.83

01070 - Document Preparation Clerk	13.48
01090 - Duplicating Machine Operator	13.48
01111 - General Clerk I	12.45
01112 - General Clerk II	13.59
01113 - General Clerk III	15.25
01120 - Housing Referral Assistant	19.55
01141 - Messenger Courier	12.02
01191 - Order Clerk I	12.41
01192 - Order Clerk II	13.94
01261 - Personnel Assistant (Employment) I	15.82
01262 - Personnel Assistant (Employment) II	17.70
01263 - Personnel Assistant (Employment) III	19.74
01270 - Production Control Clerk	23.12
01280 - Receptionist	11.51
01290 - Rental Clerk	12.38
01300 - Scheduler, Maintenance	16.04
01311 - Secretary I	16.04
01312 - Secretary II	17.94
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	12.92
01410 - Supply Technician	22.22
01420 - Survey Worker	14.25
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	14.28
01612 - Word Processor II	16.01
01613 - Word Processor III	17.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.51
05010 - Automotive Electrician	18.39
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.79
05110 - Mobile Equipment Servicer	15.75
05130 - Motor Equipment Metal Mechanic	19.09
05160 - Motor Equipment Metal Worker	17.79
05190 - Motor Vehicle Mechanic	18.46
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	17.79
05280 - Motor Vehicle Wrecker	17.79
05310 - Painter, Automotive	18.37
05340 - Radiator Repair Specialist	17.79
05370 - Tire Repairer	13.46
05400 - Transmission Repair Specialist	19.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.98
07041 - Cook I	10.59
07042 - Cook II	11.57
07070 - Dishwasher	8.60
07130 - Food Service Worker	9.23
07210 - Meat Cutter	13.47
07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.57
09040 - Furniture Handler	15.74
09080 - Furniture Refinisher	19.57
09090 - Furniture Refinisher Helper	16.76
09110 - Furniture Repairer, Minor	18.27
09130 - Upholsterer	19.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.76
11060 - Elevator Operator	9.59
11090 - Gardener	14.36

11122 - Housekeeping Aide	10.75
11150 - Janitor	11.86
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	9.58
11260 - Pruner	12.93
11270 - Tractor Operator	14.80
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.77
12015 - Certified Physical Therapist Assistant	20.51
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	27.08
12030 - EKG Technician	23.88
12035 - Electroneurodiagnostic Technologist	23.88
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.00
12072 - Licensed Practical Nurse II	16.78
12073 - Licensed Practical Nurse III	18.72
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	18.18
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.53
12210 - Nuclear Medicine Technologist	33.92
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	16.78
12236 - Optical Technician	12.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	23.75
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III, Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	19.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	21.26
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	17.16
13042 - Illustrator II	21.26
13043 - Illustrator III	25.07
13047 - Librarian	23.55
13050 - Library Aide/Clerk	13.29
13054 - Library Information Technology Systems Administrator	21.78
13058 - Library Technician	14.88
13061 - Media Specialist I	14.42
13062 - Media Specialist II	16.13
13063 - Media Specialist III	17.99
13071 - Photographer I	15.67
13072 - Photographer II	17.53
13073 - Photographer III	21.72
13074 - Photographer IV	26.22
13075 - Photographer V	30.87

13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.29
14042 - Computer Operator II		16.81
14043 - Computer Operator III		18.74
14044 - Computer Operator IV		20.81
14045 - Computer Operator V		23.07
14071 - Computer Programmer I		22.94
14072 - Computer Programmer II		25.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.60
14160 - Personal Computer Support Technician		22.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.17
15020 - Aircrew Training Devices Instructor (Rated)		31.66
15030 - Air Crew Training Devices Instructor (Pilot)		37.94
15050 - Computer Based Training Specialist / Instructor		26.17
15060 - Educational Technologist		24.11
15070 - Flight Instructor (Pilot)		37.94
15080 - Graphic Artist		20.82
15090 - Technical Instructor		17.89
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		14.43
15120 - Tutor		14.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.34
16030 - Counter Attendant		9.34
16040 - Dry Cleaner		12.17
16070 - Finisher, Flatwork, Machine		9.34
16090 - Presser, Hand		9.34
16110 - Presser, Machine, Drycleaning		9.34
16130 - Presser, Machine, Shirts		9.34
16160 - Presser, Machine, Wearing Apparel, Laundry		9.34
16190 - Sewing Machine Operator		13.10
16220 - Tailor		14.02
16250 - Washer, Machine		10.33
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.77
19040 - Tool And Die Maker		25.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.76
21030 - Material Coordinator		23.12
21040 - Material Expediter		23.12
21050 - Material Handling Laborer		14.10
21071 - Order Filler		12.34
21080 - Production Line Worker (Food Processing)		15.76
21110 - Shipping Packer		12.65
21130 - Shipping/Receiving Clerk		12.65
21140 - Store Worker I		17.14
21150 - Stock Clerk		19.65
21210 - Tools And Parts Attendant		15.76
21410 - Warehouse Specialist		15.76
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.49
23021 - Aircraft Mechanic I		26.36
23022 - Aircraft Mechanic II		27.49
23023 - Aircraft Mechanic III		28.63
23040 - Aircraft Mechanic Helper		21.74
23050 - Aircraft, Painter		24.80

23060 - Aircraft Servicer	23.71
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	21.77
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	31.88
23130 - Carpenter, Maintenance	20.93
23140 - Carpet Layer	23.14
23160 - Electrician, Maintenance	30.48
23181 - Electronics Technician Maintenance I	27.98
23182 - Electronics Technician Maintenance II	28.92
23183 - Electronics Technician Maintenance III	30.01
23260 - Fabric Worker	22.07
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	21.25
23311 - Fuel Distribution System Mechanic	25.30
23312 - Fuel Distribution System Operator	21.25
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	26.36
23381 - Ground Support Equipment Servicer	23.71
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.25
23392 - Gunsmith II	23.14
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.83
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.93
23430 - Heavy Equipment Mechanic	22.66
23440 - Heavy Equipment Operator	29.49
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	24.19
23470 - Laborer	12.95
23510 - Locksmith	24.04
23530 - Machinery Maintenance Mechanic	24.02
23550 - Machinist, Maintenance	24.02
23580 - Maintenance Trades Helper	14.31
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.48
23640 - Millwright	25.30
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	23.34
23790 - Pipefitter, Maintenance	28.33
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.14
23890 - Sheet-Metal Worker, Maintenance	22.77
23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic I	30.73
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	25.81
23960 - Welder, Combination, Maintenance	20.29
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	8.99
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.05

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.56
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	33.82
25190 - Ventilation Equipment Tender	24.49
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.13
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.93
27030 - Detection Dog Handler	17.12
27040 - Detention Officer	18.93
27070 - Firefighter	17.46
27101 - Guard I	13.13
27102 - Guard II	17.12
27131 - Police Officer I	22.90
27132 - Police Officer II	25.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Equpment Worker	10.97
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.97
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.97
28515 - Recreation Specialist	16.57
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	16.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.14
29020 - Hatch Tender	23.14
29030 - Line Handler	23.14
29041 - Stevedore I	22.07
29042 - Stevedore II	24.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.07
30022 - Archeological Technician II	20.21
30023 - Archeological Technician III	25.05
30030 - Cartographic Technician	25.05
30040 - Civil Engineering Technician	24.81
30061 - Drafter/CAD Operator I	18.07
30062 - Drafter/CAD Operator II	20.21
30063 - Drafter/CAD Operator III	22.54
30064 - Drafter/CAD Operator IV	27.72
30081 - Engineering Technician I	15.08
30082 - Engineering Technician II	18.66
30083 - Engineering Technician III	21.49
30084 - Engineering Technician IV	26.30
30085 - Engineering Technician V	29.59
30086 - Engineering Technician VI	34.74
30090 - Environmental Technician	21.45
30210 - Laboratory Technician	22.54
30240 - Mathematical Technician	25.05
30361 - Paralegal/Legal Assistant I	18.58
30362 - Paralegal/Legal Assistant II	20.97
30363 - Paralegal/Legal Assistant III	25.13
30364 - Paralegal/Legal Assistant IV	30.06
30390 - Photo-Optics Technician	25.05
30461 - Technical Writer I	24.16

30462 - Technical Writer II		29.55
30463 - Technical Writer III		35.74
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.54
30621 - Weather Observer, Senior	(see 3)	25.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		15.35
31043 - Driver Courier		14.21
31260 - Parking and Lot Attendant		12.48
31290 - Shuttle Bus Driver		14.78
31310 - Taxi Driver		14.21
31361 - Truckdriver, Light		14.78
31362 - Truckdriver, Medium		15.53
31363 - Truckdriver, Heavy		19.58
31364 - Truckdriver, Tractor-Trailer		19.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.76
99050 - Desk Clerk		9.10
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.17
99252 - Laboratory Animal Caretaker II		11.62
99310 - Mortician		22.74
99410 - Pest Controller		14.11
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		14.32
99711 - Recycling Specialist		15.58
99730 - Refuse Collector		13.68
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		12.69
99830 - Survey Party Chief		17.27
99831 - Surveying Aide		10.78
99832 - Surveying Technician		15.64
99840 - Vending Machine Attendant		15.26
99841 - Vending Machine Repairer		17.74
99842 - Vending Machine Repairer Helper		15.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2183 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland, Wabash, White

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		16.76
01020 - Administrative Assistant		18.38
01040 - Court Reporter		15.01
01051 - Data Entry Operator I		11.52
01052 - Data Entry Operator II		12.90
01060 - Dispatcher, Motor Vehicle		15.01
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		11.65
01112 - General Clerk II		12.71
01113 - General Clerk III		14.27

01120 - Housing Referral Assistant	17.08
01141 - Messenger Courier	11.29
01191 - Order Clerk I	11.82
01192 - Order Clerk II	14.54
01261 - Personnel Assistant (Employment) I	13.59
01262 - Personnel Assistant (Employment) II	15.21
01263 - Personnel Assistant (Employment) III	18.65
01270 - Production Control Clerk	18.58
01280 - Receptionist	12.21
01290 - Rental Clerk	13.37
01300 - Scheduler, Maintenance	13.37
01311 - Secretary I	13.37
01312 - Secretary II	14.69
01313 - Secretary III	17.08
01320 - Service Order Dispatcher	13.50
01410 - Supply Technician	19.27
01420 - Survey Worker	14.69
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	12.21
01612 - Word Processor II	13.37
01613 - Word Processor III	15.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.21
05010 - Automotive Electrician	17.67
05040 - Automotive Glass Installer	16.52
05070 - Automotive Worker	16.52
05110 - Mobile Equipment Servicer	14.71
05130 - Motor Equipment Metal Mechanic	18.35
05160 - Motor Equipment Metal Worker	16.52
05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic Helper	13.82
05250 - Motor Vehicle Upholstery Worker	15.91
05280 - Motor Vehicle Wrecker	16.52
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.52
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.81
07041 - Cook I	12.15
07042 - Cook II	13.81
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer, Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.97
11060 - Elevator Operator	11.59
11090 - Gardener	14.93
11122 - Housekeeping Aide	10.85
11150 - Janitor	11.59
11210 - Laborer, Grounds Maintenance	12.06
11240 - Maid or Houseman	9.80
11260 - Pruner	12.13

11270 - Tractor Operator	14.66
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	14.81
12011 - Breath Alcohol Technician	14.81
12012 - Certified Occupational Therapist Assistant	20.32
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	17.13
12025 - Dental Hygienist	33.44
12030 - EKG Technician	22.34
12035 - Electroneurodiagnostic Technologist	22.34
12040 - Emergency Medical Technician	14.81
12071 - Licensed Practical Nurse I	13.24
12072 - Licensed Practical Nurse II	14.81
12073 - Licensed Practical Nurse III	16.52
12100 - Medical Assistant	12.92
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	13.41
12190 - Medical Record Technician	14.99
12195 - Medical Transcriptionist	15.85
12210 - Nuclear Medicine Technologist	34.05
12221 - Nursing Assistant I	10.85
12222 - Nursing Assistant II	12.20
12223 - Nursing Assistant III	13.31
12224 - Nursing Assistant IV	14.94
12235 - Optical Dispenser	14.15
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.93
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	20.93
12312 - Registered Nurse II	25.60
12313 - Registered Nurse II, Specialist	25.60
12314 - Registered Nurse III	30.97
12315 - Registered Nurse III, Anesthetist	30.97
12316 - Registered Nurse IV	37.11
12317 - Scheduler (Drug and Alcohol Testing)	18.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.32
13013 - Exhibits Specialist III	25.49
13041 - Illustrator I	16.79
13042 - Illustrator II	20.32
13043 - Illustrator III	25.49
13047 - Librarian	18.19
13050 - Library Aide/Clerk	13.09
13054 - Library Information Technology Systems Administrator	20.32
13058 - Library Technician	13.18
13061 - Media Specialist I	14.80
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.32
13071 - Photographer I	16.97
13072 - Photographer II	19.00
13073 - Photographer III	22.94
13074 - Photographer IV	28.77
13075 - Photographer V	34.82
13110 - Video Teleconference Technician	16.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.84
14042 - Computer Operator II	15.93
14043 - Computer Operator III	18.89

14044	- Computer Operator IV	20.68
14045	- Computer Operator V	22.92
14071	- Computer Programmer I	16.10
14072	- Computer Programmer II	19.94
14073	- Computer Programmer III	24.40
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	26.02
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	13.84
14160	- Personal Computer Support Technician	20.68
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.02
15020	- Aircrew Training Devices Instructor (Rated)	30.38
15030	- Air Crew Training Devices Instructor (Pilot)	34.70
15050	- Computer Based Training Specialist / Instructor	26.02
15060	- Educational Technologist	26.11
15070	- Flight Instructor (Pilot)	34.70
15080	- Graphic Artist	18.75
15090	- Technical Instructor	18.78
15095	- Technical Instructor/Course Developer	23.75
15110	- Test Proctor	15.70
15120	- Tutor	15.70
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.88
16030	- Counter Attendant	8.88
16040	- Dry Cleaner	11.27
16070	- Finisher, Flatwork, Machine	8.88
16090	- Presser, Hand	8.88
16110	- Presser, Machine, Drycleaning	8.88
16130	- Presser, Machine, Shirts	8.88
16160	- Presser, Machine, Wearing Apparel, Laundry	8.88
16190	- Sewing Machine Operator	12.06
16220	- Tailor	12.83
16250	- Washer, Machine	9.67
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.64
19040	- Tool And Die Maker	23.99
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.61
21030	- Material Coordinator	18.58
21040	- Material Expediter	18.58
21050	- Material Handling Laborer	11.87
21071	- Order Filler	12.57
21080	- Production Line Worker (Food Processing)	17.61
21110	- Shipping Packer	12.84
21130	- Shipping/Receiving Clerk	12.84
21140	- Store Worker I	12.53
21150	- Stock Clerk	16.41
21210	- Tools And Parts Attendant	17.61
21410	- Warehouse Specialist	17.61
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	21.80
23021	- Aircraft Mechanic I	20.76
23022	- Aircraft Mechanic II	21.80
23023	- Aircraft Mechanic III	22.87
23040	- Aircraft Mechanic Helper	15.19
23050	- Aircraft, Painter	19.66
23060	- Aircraft Servicer	17.40
23080	- Aircraft Worker	18.54
23110	- Appliance Mechanic	18.64
23120	- Bicycle Repairer	14.21
23125	- Cable Splicer	21.79

23130 - Carpenter, Maintenance	19.56
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	23.68
23181 - Electronics Technician Maintenance I	18.53
23182 - Electronics Technician Maintenance II	19.64
23183 - Electronics Technician Maintenance III	20.76
23260 - Fabric Worker	17.41
23290 - Fire Alarm System Mechanic	20.76
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	18.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	20.76
23381 - Ground Support Equipment Servicer	17.40
23382 - Ground Support Equipment Worker	18.54
23391 - Gunsmith I	16.29
23392 - Gunsmith II	18.53
23393 - Gunsmith III	20.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.80
23430 - Heavy Equipment Mechanic	20.76
23440 - Heavy Equipment Operator	23.13
23460 - Instrument Mechanic	20.76
23465 - Laboratory/Shelter Mechanic	19.64
23470 - Laborer	11.18
23510 - Locksmith	19.64
23530 - Machinery Maintenance Mechanic	20.76
23550 - Machinist, Maintenance	18.23
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.76
23592 - Metrology Technician II	21.80
23593 - Metrology Technician III	22.87
23640 - Millwright	20.76
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	25.53
23810 - Plumber, Maintenance	24.22
23820 - Pneudraulic Systems Mechanic	20.76
23850 - Rigger	20.76
23870 - Scale Mechanic	18.53
23890 - Sheet-Metal Worker, Maintenance	22.06
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	22.86
23932 - Telecommunications Mechanic II	24.00
23950 - Telephone Lineman	20.76
23960 - Welder, Combination, Maintenance	20.76
23965 - Well Driller	20.76
23970 - Woodcraft Worker	20.76
23980 - Woodworker	16.29
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.81
24580 - Child Care Center Clerk	12.22
24610 - Chore Aide	11.89
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.76
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	20.76
25190 - Ventilation Equipment Tender	15.20

25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.31
27007 - Baggage Inspector	10.53
27008 - Corrections Officer	15.09
27010 - Court Security Officer	16.60
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	15.09
27070 - Firefighter	17.29
27101 - Guard I	10.53
27102 - Guard II	13.28
27131 - Police Officer I	18.75
27132 - Police Officer II	20.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.20
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	14.21
28310 - Lifeguard	11.51
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	19.69
28630 - Sports Official	12.66
28690 - Swimming Pool Operator	18.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.53
29020 - Hatch Tender	18.53
29030 - Line Handler	18.53
29041 - Stevedore I	17.41
29042 - Stevedore II	19.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.75
30022 - Archeological Technician II	15.39
30023 - Archeological Technician III	18.58
30030 - Cartographic Technician	18.58
30040 - Civil Engineering Technician	22.35
30061 - Drafter/CAD Operator I	13.75
30062 - Drafter/CAD Operator II	15.39
30063 - Drafter/CAD Operator III	17.08
30064 - Drafter/CAD Operator IV	19.44
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	14.94
30083 - Engineering Technician III	16.68
30084 - Engineering Technician IV	20.68
30085 - Engineering Technician V	25.29
30086 - Engineering Technician VI	30.60
30090 - Environmental Technician	17.56
30210 - Laboratory Technician	17.15
30240 - Mathematical Technician	17.56
30361 - Paralegal/Legal Assistant I	15.54
30362 - Paralegal/Legal Assistant II	21.27
30363 - Paralegal/Legal Assistant III	23.46
30364 - Paralegal/Legal Assistant IV	31.57
30390 - Photo-Optics Technician	18.99
30461 - Technical Writer I	17.56
30462 - Technical Writer II	21.48
30463 - Technical Writer III	25.54
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.08
30621 - Weather Observer, Senior	(see 2)	17.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.92
31030 - Bus Driver		15.97
31043 - Driver Courier		12.68
31260 - Parking and Lot Attendant		9.92
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		12.06
31361 - Truckdriver, Light		13.59
31362 - Truckdriver, Medium		14.42
31363 - Truckdriver, Heavy		18.36
31364 - Truckdriver, Tractor-Trailer		18.36
99000 - Miscellaneous Occupations		
99030 - Cashier		8.18
99050 - Desk Clerk		8.17
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.05
99252 - Laboratory Animal Caretaker II		10.55
99310 - Mortician		22.74
99410 - Pest Controller		18.58
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.87
99711 - Recycling Specialist		17.40
99730 - Refuse Collector		13.61
99810 - Sales Clerk		10.77
99820 - School Crossing Guard		13.68
99830 - Survey Party Chief		19.13
99831 - Surveying Aide		11.54
99832 - Surveying Technician		15.70
99840 - Vending Machine Attendant		17.70
99841 - Vending Machine Repairer		21.57
99842 - Vending Machine Repairer Helper		17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2184 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland,

Wabash, White

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		16.76
01020 - Administrative Assistant		18.38
01040 - Court Reporter		15.01
01051 - Data Entry Operator I		11.52
01052 - Data Entry Operator II		12.90
01060 - Dispatcher, Motor Vehicle		15.01
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		11.65
01112 - General Clerk II		12.71
01113 - General Clerk III		14.27
01120 - Housing Referral Assistant		17.08
01141 - Messenger Courier		11.29
01191 - Order Clerk I		11.82
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		13.59
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		18.65
01270 - Production Control Clerk		18.58
01280 - Receptionist		12.21
01290 - Rental Clerk		13.37
01300 - Scheduler, Maintenance		13.37
01311 - Secretary I		13.37
01312 - Secretary II		14.69
01313 - Secretary III		17.08
01320 - Service Order Dispatcher		13.50
01410 - Supply Technician		19.27
01420 - Survey Worker		14.69
01531 - Travel Clerk I		12.60
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.25
01611 - Word Processor I		12.21
01612 - Word Processor II		13.37
01613 - Word Processor III		15.33
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.21
05010 - Automotive Electrician		17.67
05040 - Automotive Glass Installer		16.52
05070 - Automotive Worker		16.52
05110 - Mobile Equipment Servicer		14.71
05130 - Motor Equipment Metal Mechanic		18.35
05160 - Motor Equipment Metal Worker		16.52
05190 - Motor Vehicle Mechanic		18.35
05220 - Motor Vehicle Mechanic Helper		13.82
05250 - Motor Vehicle Upholstery Worker		15.91
05280 - Motor Vehicle Wrecker		16.52
05310 - Painter, Automotive		17.41
05340 - Radiator Repair Specialist		16.52
05370 - Tire Repairer		12.92
05400 - Transmission Repair Specialist		18.35

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.81
07041 - Cook I	12.15
07042 - Cook II	13.81
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer, Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.97
11060 - Elevator Operator	11.59
11090 - Gardener	14.93
11122 - Housekeeping Aide	10.85
11150 - Janitor	11.59
11210 - Laborer, Grounds Maintenance	12.06
11240 - Maid or Houseman	9.80
11260 - Pruner	12.13
11270 - Tractor Operator	14.66
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	14.81
12011 - Breath Alcohol Technician	14.81
12012 - Certified Occupational Therapist Assistant	20.32
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	17.13
12025 - Dental Hygienist	33.44
12030 - EKG Technician	22.34
12035 - Electroneurodiagnostic Technologist	22.34
12040 - Emergency Medical Technician	14.81
12071 - Licensed Practical Nurse I	13.24
12072 - Licensed Practical Nurse II	14.81
12073 - Licensed Practical Nurse III	16.52
12100 - Medical Assistant	12.92
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	13.41
12190 - Medical Record Technician	14.99
12195 - Medical Transcriptionist	15.85
12210 - Nuclear Medicine Technologist	34.05
12221 - Nursing Assistant I	10.85
12222 - Nursing Assistant II	12.20
12223 - Nursing Assistant III	13.31
12224 - Nursing Assistant IV	14.94
12235 - Optical Dispenser	14.15
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.93
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	20.93
12312 - Registered Nurse II	25.60
12313 - Registered Nurse II, Specialist	25.60
12314 - Registered Nurse III	30.97
12315 - Registered Nurse III, Anesthetist	30.97
12316 - Registered Nurse IV	37.11
12317 - Scheduler (Drug and Alcohol Testing)	18.36
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.32
13013 - Exhibits Specialist III		25.49
13041 - Illustrator I		16.79
13042 - Illustrator II		20.32
13043 - Illustrator III		25.49
13047 - Librarian		18.19
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		13.18
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13110 - Video Teleconference Technician		16.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.84
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		20.68
14045 - Computer Operator V		22.92
14071 - Computer Programmer I		16.10
14072 - Computer Programmer II		19.94
14073 - Computer Programmer III		24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.02
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.84
14160 - Personal Computer Support Technician		20.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.02
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		34.70
15050 - Computer Based Training Specialist / Instructor		26.02
15060 - Educational Technologist		26.11
15070 - Flight Instructor (Pilot)		34.70
15080 - Graphic Artist		18.75
15090 - Technical Instructor		18.78
15095 - Technical Instructor/Course Developer		23.75
15110 - Test Proctor		15.70
15120 - Tutor		15.70
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88
16040 - Dry Cleaner		11.27
16070 - Finisher, Flatwork, Machine		8.88
16090 - Presser, Hand		8.88
16110 - Presser, Machine, Drycleaning		8.88
16130 - Presser, Machine, Shirts		8.88
16160 - Presser, Machine, Wearing Apparel, Laundry		8.88
16190 - Sewing Machine Operator		12.06
16220 - Tailor		12.83
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.64
19040 - Tool And Die Maker		23.99
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	17.61
21030 - Material Coordinator	18.58
21040 - Material Expediter	18.58
21050 - Material Handling Laborer	11.87
21071 - Order Filler	12.57
21080 - Production Line Worker (Food Processing)	17.61
21110 - Shipping Packer	12.84
21130 - Shipping/Receiving Clerk	12.84
21140 - Store Worker I	12.53
21150 - Stock Clerk	16.41
21210 - Tools And Parts Attendant	17.61
21410 - Warehouse Specialist	17.61
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.80
23021 - Aircraft Mechanic I	20.76
23022 - Aircraft Mechanic II	21.80
23023 - Aircraft Mechanic III	22.87
23040 - Aircraft Mechanic Helper	15.19
23050 - Aircraft, Painter	19.66
23060 - Aircraft Servicer	17.40
23080 - Aircraft Worker	18.54
23110 - Appliance Mechanic	18.64
23120 - Bicycle Repairer	14.21
23125 - Cable Splicer	21.79
23130 - Carpenter, Maintenance	19.56
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	23.68
23181 - Electronics Technician Maintenance I	18.53
23182 - Electronics Technician Maintenance II	19.64
23183 - Electronics Technician Maintenance III	20.76
23260 - Fabric Worker	17.41
23290 - Fire Alarm System Mechanic	20.76
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	18.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	20.76
23381 - Ground Support Equipment Servicer	17.40
23382 - Ground Support Equipment Worker	18.54
23391 - Gunsmith I	16.29
23392 - Gunsmith II	18.53
23393 - Gunsmith III	20.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.80
23430 - Heavy Equipment Mechanic	20.76
23440 - Heavy Equipment Operator	23.13
23460 - Instrument Mechanic	20.76
23465 - Laboratory/Shelter Mechanic	19.64
23470 - Laborer	11.18
23510 - Locksmith	19.64
23530 - Machinery Maintenance Mechanic	20.76
23550 - Machinist, Maintenance	18.23
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.76
23592 - Metrology Technician II	21.80
23593 - Metrology Technician III	22.87
23640 - Millwright	20.76
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	25.53
23810 - Plumber, Maintenance	24.22

23820 - Pneudraulic Systems Mechanic	20.76
23850 - Rigger	20.76
23870 - Scale Mechanic	18.53
23890 - Sheet-Metal Worker, Maintenance	22.06
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	22.86
23932 - Telecommunications Mechanic II	24.00
23950 - Telephone Lineman	20.76
23960 - Welder, Combination, Maintenance	20.76
23965 - Well Driller	20.76
23970 - Woodcraft Worker	20.76
23980 - Woodworker	16.29
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.81
24580 - Child Care Center Clerk	12.22
24610 - Chore Aide	11.89
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.76
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	20.76
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.31
27007 - Baggage Inspector	10.53
27008 - Corrections Officer	15.09
27010 - Court Security Officer	16.60
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	15.09
27070 - Firefighter	17.29
27101 - Guard I	10.53
27102 - Guard II	13.28
27131 - Police Officer I	18.75
27132 - Police Officer II	20.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.20
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	14.21
28310 - Lifeguard	11.51
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	19.69
28630 - Sports Official	12.66
28690 - Swimming Pool Operator	18.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.53
29020 - Hatch Tender	18.53
29030 - Line Handler	18.53
29041 - Stevedore I	17.41
29042 - Stevedore II	19.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.75
30022 - Archeological Technician II	15.39
30023 - Archeological Technician III	18.58
30030 - Cartographic Technician	18.58
30040 - Civil Engineering Technician	22.35

30061 - Drafter/CAD Operator I		13.75
30062 - Drafter/CAD Operator II		15.39
30063 - Drafter/CAD Operator III		17.08
30064 - Drafter/CAD Operator IV		19.44
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		14.94
30083 - Engineering Technician III		16.68
30084 - Engineering Technician IV		20.68
30085 - Engineering Technician V		25.29
30086 - Engineering Technician VI		30.60
30090 - Environmental Technician		17.56
30210 - Laboratory Technician		17.15
30240 - Mathematical Technician		17.56
30361 - Paralegal/Legal Assistant I		15.54
30362 - Paralegal/Legal Assistant II		21.27
30363 - Paralegal/Legal Assistant III		23.46
30364 - Paralegal/Legal Assistant IV		31.57
30390 - Photo-Optics Technician		18.99
30461 - Technical Writer I		17.56
30462 - Technical Writer II		21.48
30463 - Technical Writer III		25.54
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.08
30621 - Weather Observer, Senior	(see 2)	17.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.92
31030 - Bus Driver		15.97
31043 - Driver Courier		12.68
31260 - Parking and Lot Attendant		9.92
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		12.06
31361 - Truckdriver, Light		13.59
31362 - Truckdriver, Medium		14.42
31363 - Truckdriver, Heavy		18.36
31364 - Truckdriver, Tractor-Trailer		18.36
99000 - Miscellaneous Occupations		
99030 - Cashier		8.18
99050 - Desk Clerk		8.17
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.05
99252 - Laboratory Animal Caretaker II		10.55
99310 - Mortician		22.74
99410 - Pest Controller		18.58
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.87
99711 - Recycling Specialist		17.40
99730 - Refuse Collector		13.61
99810 - Sales Clerk		10.77
99820 - School Crossing Guard		13.68
99830 - Survey Party Chief		19.13
99831 - Surveying Aide		11.54
99832 - Surveying Technician		15.70
99840 - Vending Machine Attendant		17.70
99841 - Vending Machine Repairer		21.57
99842 - Vending Machine Repairer Helper		17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2185 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.24
01013 - Accounting Clerk III		15.93
01020 - Administrative Assistant		19.73
01040 - Court Reporter		18.84
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		13.38
01060 - Dispatcher, Motor Vehicle		18.54
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		11.16
01112 - General Clerk II		12.71
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		18.28
01141 - Messenger Courier		11.73
01191 - Order Clerk I		12.73
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		14.85
01262 - Personnel Assistant (Employment) II		18.27
01263 - Personnel Assistant (Employment) III		20.37
01270 - Production Control Clerk		20.55
01280 - Receptionist		11.17
01290 - Rental Clerk		13.42
01300 - Scheduler, Maintenance		14.27
01311 - Secretary I		14.27
01312 - Secretary II		16.66
01313 - Secretary III		17.78
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		19.73

01420 - Survey Worker	17.05
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	12.74
01612 - Word Processor II	14.27
01613 - Word Processor III	17.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.58
05010 - Automotive Electrician	16.43
05040 - Automotive Glass Installer	16.23
05070 - Automotive Worker	16.43
05110 - Mobile Equipment Servicer	15.27
05130 - Motor Equipment Metal Mechanic	17.53
05160 - Motor Equipment Metal Worker	16.43
05190 - Motor Vehicle Mechanic	17.80
05220 - Motor Vehicle Mechanic Helper	15.99
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	17.38
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	16.43
05370 - Tire Repairer	12.64
05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.27
07041 - Cook I	12.36
07042 - Cook II	13.27
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	13.27
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.93
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	15.93
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	15.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.73
11060 - Elevator Operator	13.15
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.73
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.07
11260 - Pruner	12.18
11270 - Tractor Operator	16.45
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	14.77
12000 - Health Occupations	
12010 - Ambulance Driver	14.06
12011 - Breath Alcohol Technician	16.08
12012 - Certified Occupational Therapist Assistant	22.07
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	14.82
12025 - Dental Hygienist	30.06
12030 - EKG Technician	23.82
12035 - Electroneurodiagnostic Technologist	23.82
12040 - Emergency Medical Technician	14.06
12071 - Licensed Practical Nurse I	14.38
12072 - Licensed Practical Nurse II	16.08
12073 - Licensed Practical Nurse III	17.94

12100 - Medical Assistant		12.81
12130 - Medical Laboratory Technician		16.41
12160 - Medical Record Clerk		12.49
12190 - Medical Record Technician		13.97
12195 - Medical Transcriptionist		14.06
12210 - Nuclear Medicine Technologist		34.28
12221 - Nursing Assistant I		10.37
12222 - Nursing Assistant II		11.67
12223 - Nursing Assistant III		12.73
12224 - Nursing Assistant IV		14.28
12235 - Optical Dispenser		13.58
12236 - Optical Technician		14.38
12250 - Pharmacy Technician		12.77
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		22.94
12311 - Registered Nurse I		20.83
12312 - Registered Nurse II		25.48
12313 - Registered Nurse II, Specialist		25.48
12314 - Registered Nurse III		30.82
12315 - Registered Nurse III, Anesthetist		30.82
12316 - Registered Nurse IV		36.95
12317 - Scheduler (Drug and Alcohol Testing)		19.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.09
13013 - Exhibits Specialist III		24.58
13041 - Illustrator I		16.23
13042 - Illustrator II		20.09
13043 - Illustrator III		24.58
13047 - Librarian		22.30
13050 - Library Aide/Clerk		12.92
13054 - Library Information Technology Systems Administrator		20.11
13058 - Library Technician		15.47
13061 - Media Specialist I		14.52
13062 - Media Specialist II		16.23
13063 - Media Specialist III		18.11
13071 - Photographer I		11.20
13072 - Photographer II		14.00
13073 - Photographer III		17.35
13074 - Photographer IV		21.21
13075 - Photographer V		27.98
13110 - Video Teleconference Technician		14.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.81
14071 - Computer Programmer I	(see 1)	20.26
14072 - Computer Programmer II	(see 1)	27.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		22.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.28

15060 - Educational Technologist	24.46
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	22.10
15090 - Technical Instructor	18.59
15095 - Technical Instructor/Course Developer	22.74
15110 - Test Proctor	15.28
15120 - Tutor	15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.84
19040 - Tool And Die Maker	22.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.74
21030 - Material Coordinator	19.40
21040 - Material Expediter	19.40
21050 - Material Handling Laborer	12.60
21071 - Order Filler	13.03
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	12.54
21130 - Shipping/Receiving Clerk	12.54
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.72
23021 - Aircraft Mechanic I	20.04
23022 - Aircraft Mechanic II	20.72
23023 - Aircraft Mechanic III	21.67
23040 - Aircraft Mechanic Helper	16.83
23050 - Aircraft, Painter	18.38
23060 - Aircraft Servicer	18.10
23080 - Aircraft Worker	18.79
23110 - Appliance Mechanic	19.40
23120 - Bicycle Repairer	12.64
23125 - Cable Splicer	20.04
23130 - Carpenter, Maintenance	19.36
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	21.11
23181 - Electronics Technician Maintenance I	19.23
23182 - Electronics Technician Maintenance II	20.25
23183 - Electronics Technician Maintenance III	20.90
23260 - Fabric Worker	17.43
23290 - Fire Alarm System Mechanic	20.04
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	21.48
23312 - Fuel Distribution System Operator	18.16
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	20.04
23381 - Ground Support Equipment Servicer	18.10
23382 - Ground Support Equipment Worker	18.79
23391 - Gunsmith I	16.29

23392 - Gunsmith II	18.42
23393 - Gunsmith III	20.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	19.55
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	20.04
23465 - Laboratory/Shelter Mechanic	19.40
23470 - Laborer	12.02
23510 - Locksmith	19.40
23530 - Machinery Maintenance Mechanic	21.08
23550 - Machinist, Maintenance	17.56
23580 - Maintenance Trades Helper	15.02
23591 - Metrology Technician I	20.04
23592 - Metrology Technician II	20.72
23593 - Metrology Technician III	21.48
23640 - Millwright	24.74
23710 - Office Appliance Repairer	19.26
23760 - Painter, Maintenance	17.52
23790 - Pipefitter, Maintenance	25.75
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	20.04
23850 - Rigger	20.04
23870 - Scale Mechanic	18.94
23890 - Sheet-Metal Worker, Maintenance	20.64
23910 - Small Engine Mechanic	18.42
23931 - Telecommunications Mechanic I	21.63
23932 - Telecommunications Mechanic II	22.35
23950 - Telephone Lineman	21.62
23960 - Welder, Combination, Maintenance	16.55
23965 - Well Driller	19.92
23970 - Woodcraft Worker	20.04
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.89
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.04
25040 - Sewage Plant Operator	18.87
25070 - Stationary Engineer	20.04
25190 - Ventilation Equipment Tender	15.13
25210 - Water Treatment Plant Operator	18.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.09
27007 - Baggage Inspector	10.34
27008 - Corrections Officer	17.91
27010 - Court Security Officer	17.91
27030 - Detection Dog Handler	12.23
27040 - Detention Officer	17.91
27070 - Firefighter	17.42
27101 - Guard I	10.34
27102 - Guard II	12.23
27131 - Police Officer I	18.63
27132 - Police Officer II	20.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	13.59

28043 - Carnival Equpment Worker		10.88
28210 - Gate Attendant/Gate Tender		13.95
28310 - Lifeguard		11.10
28350 - Park Attendant (Aide)		15.60
28510 - Recreation Aide/Health Facility Attendant		11.19
28515 - Recreation Specialist		14.59
28630 - Sports Official		12.34
28690 - Swimming Pool Operator		21.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.42
29020 - Hatch Tender		18.42
29030 - Line Handler		18.42
29041 - Stevedore I		17.32
29042 - Stevedore II		19.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.30
30022 - Archeological Technician II		18.53
30023 - Archeological Technician III		21.88
30030 - Cartographic Technician		21.88
30040 - Civil Engineering Technician		21.46
30061 - Drafter/CAD Operator I		16.57
30062 - Drafter/CAD Operator II		18.53
30063 - Drafter/CAD Operator III		20.66
30064 - Drafter/CAD Operator IV		24.07
30081 - Engineering Technician I		15.61
30082 - Engineering Technician II		17.53
30083 - Engineering Technician III		19.61
30084 - Engineering Technician IV		24.28
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.95
30090 - Environmental Technician		21.46
30210 - Laboratory Technician		22.39
30240 - Mathematical Technician		21.99
30361 - Paralegal/Legal Assistant I		17.38
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.35
30364 - Paralegal/Legal Assistant IV		28.25
30390 - Photo-Optics Technician		21.46
30461 - Technical Writer I		19.57
30462 - Technical Writer II		23.93
30463 - Technical Writer III		26.44
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.66
30621 - Weather Observer, Senior	(see 3)	21.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.16
31030 - Bus Driver		16.69
31043 - Driver Courier		13.72
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.44
31310 - Taxi Driver		13.72
31361 - Truckdriver, Light		15.44
31362 - Truckdriver, Medium		16.69
31363 - Truckdriver, Heavy		21.03
31364 - Truckdriver, Tractor-Trailer		21.03

99000 - Miscellaneous Occupations	
99030 - Cashier	9.98
99050 - Desk Clerk	9.36
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	13.26
99252 - Laboratory Animal Caretaker II	14.27
99310 - Mortician	22.74
99410 - Pest Controller	21.69
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.85
99711 - Recycling Specialist	19.93
99730 - Refuse Collector	15.35
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.74
99830 - Survey Party Chief	19.05
99831 - Surveying Aide	12.48
99832 - Surveying Technician	17.12
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	22.90
99842 - Vending Machine Repairer Helper	20.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2186 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.24

01013 - Accounting Clerk III	15.93
01020 - Administrative Assistant	19.73
01040 - Court Reporter	18.84
01051 - Data Entry Operator I	12.23
01052 - Data Entry Operator II	13.38
01060 - Dispatcher, Motor Vehicle	18.54
01070 - Document Preparation Clerk	12.31
01090 - Duplicating Machine Operator	12.31
01111 - General Clerk I	11.16
01112 - General Clerk II	12.71
01113 - General Clerk III	14.07
01120 - Housing Referral Assistant	18.28
01141 - Messenger Courier	11.73
01191 - Order Clerk I	12.73
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	14.85
01262 - Personnel Assistant (Employment) II	18.27
01263 - Personnel Assistant (Employment) III	20.37
01270 - Production Control Clerk	20.55
01280 - Receptionist	11.17
01290 - Rental Clerk	13.42
01300 - Scheduler, Maintenance	14.27
01311 - Secretary I	14.27
01312 - Secretary II	16.66
01313 - Secretary III	17.78
01320 - Service Order Dispatcher	15.87
01410 - Supply Technician	19.73
01420 - Survey Worker	17.05
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	12.74
01612 - Word Processor II	14.27
01613 - Word Processor III	17.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.58
05010 - Automotive Electrician	16.43
05040 - Automotive Glass Installer	16.23
05070 - Automotive Worker	16.43
05110 - Mobile Equipment Servicer	15.27
05130 - Motor Equipment Metal Mechanic	17.53
05160 - Motor Equipment Metal Worker	16.43
05190 - Motor Vehicle Mechanic	17.80
05220 - Motor Vehicle Mechanic Helper	15.99
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	17.38
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	16.43
05370 - Tire Repairer	12.64
05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.27
07041 - Cook I	12.36
07042 - Cook II	13.27
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	13.27
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.93
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	15.93
09090 - Furniture Refinisher Helper	13.86

09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	15.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.73
11060 - Elevator Operator	13.15
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.73
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.07
11260 - Pruner	12.18
11270 - Tractor Operator	16.45
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	14.77
12000 - Health Occupations	
12010 - Ambulance Driver	14.06
12011 - Breath Alcohol Technician	16.08
12012 - Certified Occupational Therapist Assistant	22.07
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	14.82
12025 - Dental Hygienist	30.06
12030 - EKG Technician	23.82
12035 - Electroneurodiagnostic Technologist	23.82
12040 - Emergency Medical Technician	14.06
12071 - Licensed Practical Nurse I	14.38
12072 - Licensed Practical Nurse II	16.08
12073 - Licensed Practical Nurse III	17.94
12100 - Medical Assistant	12.81
12130 - Medical Laboratory Technician	16.41
12160 - Medical Record Clerk	12.49
12190 - Medical Record Technician	13.97
12195 - Medical Transcriptionist	14.06
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	10.37
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.73
12224 - Nursing Assistant IV	14.28
12235 - Optical Dispenser	13.58
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	12.77
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	22.94
12311 - Registered Nurse I	20.83
12312 - Registered Nurse II	25.48
12313 - Registered Nurse II, Specialist	25.48
12314 - Registered Nurse III	30.82
12315 - Registered Nurse III, Anesthetist	30.82
12316 - Registered Nurse IV	36.95
12317 - Scheduler (Drug and Alcohol Testing)	19.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.23
13012 - Exhibits Specialist II	20.09
13013 - Exhibits Specialist III	24.58
13041 - Illustrator I	16.23
13042 - Illustrator II	20.09
13043 - Illustrator III	24.58
13047 - Librarian	22.30
13050 - Library Aide/Clerk	12.92
13054 - Library Information Technology Systems Administrator	20.11
13058 - Library Technician	15.47
13061 - Media Specialist I	14.52
13062 - Media Specialist II	16.23

13063 - Media Specialist III		18.11
13071 - Photographer I		11.20
13072 - Photographer II		14.00
13073 - Photographer III		17.35
13074 - Photographer IV		21.21
13075 - Photographer V		27.98
13110 - Video Teleconference Technician		14.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.81
14071 - Computer Programmer I	(see 1)	20.26
14072 - Computer Programmer II	(see 1)	27.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		22.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		24.46
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.10
15090 - Technical Instructor		18.59
15095 - Technical Instructor/Course Developer		22.74
15110 - Test Proctor		15.28
15120 - Tutor		15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.84
19040 - Tool And Die Maker		22.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.74
21030 - Material Coordinator		19.40
21040 - Material Expediter		19.40
21050 - Material Handling Laborer		12.60
21071 - Order Filler		13.03
21080 - Production Line Worker (Food Processing)		14.74
21110 - Shipping Packer		12.54
21130 - Shipping/Receiving Clerk		12.54
21140 - Store Worker I		13.05
21150 - Stock Clerk		17.39
21210 - Tools And Parts Attendant		14.74
21410 - Warehouse Specialist		14.74
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	20.72
23021 - Aircraft Mechanic I	20.04
23022 - Aircraft Mechanic II	20.72
23023 - Aircraft Mechanic III	21.67
23040 - Aircraft Mechanic Helper	16.83
23050 - Aircraft, Painter	18.38
23060 - Aircraft Servicer	18.10
23080 - Aircraft Worker	18.79
23110 - Appliance Mechanic	19.40
23120 - Bicycle Repairer	12.64
23125 - Cable Splicer	20.04
23130 - Carpenter, Maintenance	19.36
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	21.11
23181 - Electronics Technician Maintenance I	19.23
23182 - Electronics Technician Maintenance II	20.25
23183 - Electronics Technician Maintenance III	20.90
23260 - Fabric Worker	17.43
23290 - Fire Alarm System Mechanic	20.04
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	21.48
23312 - Fuel Distribution System Operator	18.16
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	20.04
23381 - Ground Support Equipment Servicer	18.10
23382 - Ground Support Equipment Worker	18.79
23391 - Gunsmith I	16.29
23392 - Gunsmith II	18.42
23393 - Gunsmith III	20.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	19.55
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	20.04
23465 - Laboratory/Shelter Mechanic	19.40
23470 - Laborer	12.02
23510 - Locksmith	19.40
23530 - Machinery Maintenance Mechanic	21.08
23550 - Machinist, Maintenance	17.56
23580 - Maintenance Trades Helper	15.02
23591 - Metrology Technician I	20.04
23592 - Metrology Technician II	20.72
23593 - Metrology Technician III	21.48
23640 - Millwright	24.74
23710 - Office Appliance Repairer	19.26
23760 - Painter, Maintenance	17.52
23790 - Pipefitter, Maintenance	25.75
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	20.04
23850 - Rigger	20.04
23870 - Scale Mechanic	18.94
23890 - Sheet-Metal Worker, Maintenance	20.64
23910 - Small Engine Mechanic	18.42
23931 - Telecommunications Mechanic I	21.63
23932 - Telecommunications Mechanic II	22.35
23950 - Telephone Lineman	21.62
23960 - Welder, Combination, Maintenance	16.55
23965 - Well Driller	19.92
23970 - Woodcraft Worker	20.04
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.89
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.04
25040 - Sewage Plant Operator	18.87
25070 - Stationary Engineer	20.04
25190 - Ventilation Equipment Tender	15.13
25210 - Water Treatment Plant Operator	18.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.09
27007 - Baggage Inspector	10.34
27008 - Corrections Officer	17.91
27010 - Court Security Officer	17.91
27030 - Detection Dog Handler	12.23
27040 - Detention Officer	17.91
27070 - Firefighter	17.42
27101 - Guard I	10.34
27102 - Guard II	12.23
27131 - Police Officer I	18.63
27132 - Police Officer II	20.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	13.59
28043 - Carnival Equpment Worker	10.88
28210 - Gate Attendant/Gate Tender	13.95
28310 - Lifeguard	11.10
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.19
28515 - Recreation Specialist	14.59
28630 - Sports Official	12.34
28690 - Swimming Pool Operator	21.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.42
29020 - Hatch Tender	18.42
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30021 - Archeological Technician I	17.30
30022 - Archeological Technician II	18.53
30023 - Archeological Technician III	21.88
30030 - Cartographic Technician	21.88
30040 - Civil Engineering Technician	21.46
30061 - Drafter/CAD Operator I	16.57
30062 - Drafter/CAD Operator II	18.53
30063 - Drafter/CAD Operator III	20.66
30064 - Drafter/CAD Operator IV	24.07
30081 - Engineering Technician I	15.61
30082 - Engineering Technician II	17.53
30083 - Engineering Technician III	19.61
30084 - Engineering Technician IV	24.28
30085 - Engineering Technician V	29.71
30086 - Engineering Technician VI	35.95
30090 - Environmental Technician	21.46
30210 - Laboratory Technician	22.39
30240 - Mathematical Technician	21.99

30361 - Paralegal/Legal Assistant I		17.38
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.35
30364 - Paralegal/Legal Assistant IV		28.25
30390 - Photo-Optics Technician		21.46
30461 - Technical Writer I		19.57
30462 - Technical Writer II		23.93
30463 - Technical Writer III		26.44
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.66
30621 - Weather Observer, Senior	(see 3)	21.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.16
31030 - Bus Driver		16.69
31043 - Driver Courier		13.72
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.44
31310 - Taxi Driver		13.72
31361 - Truckdriver, Light		15.44
31362 - Truckdriver, Medium		16.69
31363 - Truckdriver, Heavy		21.03
31364 - Truckdriver, Tractor-Trailer		21.03
99000 - Miscellaneous Occupations		
99030 - Cashier		9.98
99050 - Desk Clerk		9.36
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		13.26
99252 - Laboratory Animal Caretaker II		14.27
99310 - Mortician		22.74
99410 - Pest Controller		21.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.85
99711 - Recycling Specialist		19.93
99730 - Refuse Collector		15.35
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.74
99830 - Survey Party Chief		19.05
99831 - Surveying Aide		12.48
99832 - Surveying Technician		17.12
99840 - Vending Machine Attendant		20.14
99841 - Vending Machine Repairer		22.90
99842 - Vending Machine Repairer Helper		20.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2187
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.35
01012 - Accounting Clerk II		13.86
01013 - Accounting Clerk III		15.50
01020 - Administrative Assistant		15.65
01040 - Court Reporter		13.03
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.60
01060 - Dispatcher, Motor Vehicle		15.64
01070 - Document Preparation Clerk		11.00
01090 - Duplicating Machine Operator		11.00
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		13.26
01120 - Housing Referral Assistant		14.53
01141 - Messenger Courier		9.22
01191 - Order Clerk I		11.10
01192 - Order Clerk II		12.33
01261 - Personnel Assistant (Employment) I		14.43
01262 - Personnel Assistant (Employment) II		16.14
01263 - Personnel Assistant (Employment) III		18.00
01270 - Production Control Clerk		19.18
01280 - Receptionist		10.38
01290 - Rental Clerk		9.95
01300 - Scheduler, Maintenance		11.65
01311 - Secretary I		11.65
01312 - Secretary II		13.03
01313 - Secretary III		14.53
01320 - Service Order Dispatcher		14.35
01410 - Supply Technician		16.15

01420 - Survey Worker	11.93
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	13.92
01611 - Word Processor I	11.98
01612 - Word Processor II	13.44
01613 - Word Processor III	15.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.91
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.59
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.45
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter, Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	12.86
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.37
07041 - Cook I	10.90
07042 - Cook II	12.15
07070 - Dishwasher	8.49
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.12
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	17.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.73
11060 - Elevator Operator	9.93
11090 - Gardener	12.49
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.90
11260 - Pruner	9.42
11270 - Tractor Operator	11.68
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.70
12000 - Health Occupations	
12010 - Ambulance Driver	13.86
12011 - Breath Alcohol Technician	15.41
12012 - Certified Occupational Therapist Assistant	21.53
12015 - Certified Physical Therapist Assistant	22.48
12020 - Dental Assistant	14.05
12025 - Dental Hygienist	25.70
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	13.68
12071 - Licensed Practical Nurse I	14.93
12072 - Licensed Practical Nurse II	16.69
12073 - Licensed Practical Nurse III	18.61

12100 - Medical Assistant		11.37
12130 - Medical Laboratory Technician		16.90
12160 - Medical Record Clerk		12.26
12190 - Medical Record Technician		13.71
12195 - Medical Transcriptionist		13.40
12210 - Nuclear Medicine Technologist		27.88
12221 - Nursing Assistant I		10.15
12222 - Nursing Assistant II		11.41
12223 - Nursing Assistant III		12.45
12224 - Nursing Assistant IV		13.98
12235 - Optical Dispenser		16.90
12236 - Optical Technician		13.99
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.98
12305 - Radiologic Technologist		21.61
12311 - Registered Nurse I		21.17
12312 - Registered Nurse II		25.89
12313 - Registered Nurse II, Specialist		25.89
12314 - Registered Nurse III		31.32
12315 - Registered Nurse III, Anesthetist		31.32
12316 - Registered Nurse IV		37.54
12317 - Scheduler (Drug and Alcohol Testing)		19.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.88
13012 - Exhibits Specialist II		20.92
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		16.88
13042 - Illustrator II		20.92
13043 - Illustrator III		25.91
13047 - Librarian		23.16
13050 - Library Aide/Clerk		9.39
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		13.35
13061 - Media Specialist I		15.09
13062 - Media Specialist II		16.88
13063 - Media Specialist III		18.83
13071 - Photographer I		13.29
13072 - Photographer II		14.87
13073 - Photographer III		18.42
13074 - Photographer IV		21.08
13075 - Photographer V		22.87
13110 - Video Teleconference Technician		15.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		39.68
15050 - Computer Based Training Specialist / Instructor		27.36

15060 - Educational Technologist	27.18
15070 - Flight Instructor (Pilot)	39.68
15080 - Graphic Artist	19.39
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	22.68
15110 - Test Proctor	14.96
15120 - Tutor	14.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.96
16030 - Counter Attendant	8.96
16040 - Dry Cleaner	11.16
16070 - Finisher, Flatwork, Machine	8.96
16090 - Presser, Hand	8.96
16110 - Presser, Machine, Drycleaning	8.96
16130 - Presser, Machine, Shirts	8.96
16160 - Presser, Machine, Wearing Apparel, Laundry	8.96
16190 - Sewing Machine Operator	11.86
16220 - Tailor	12.51
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.35
19040 - Tool And Die Maker	22.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.85
21030 - Material Coordinator	19.18
21040 - Material Expediter	19.18
21050 - Material Handling Laborer	12.75
21071 - Order Filler	11.70
21080 - Production Line Worker (Food Processing)	13.85
21110 - Shipping Packer	14.07
21130 - Shipping/Receiving Clerk	14.07
21140 - Store Worker I	12.19
21150 - Stock Clerk	16.22
21210 - Tools And Parts Attendant	13.85
21410 - Warehouse Specialist	13.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.08
23021 - Aircraft Mechanic I	21.05
23022 - Aircraft Mechanic II	22.08
23023 - Aircraft Mechanic III	23.09
23040 - Aircraft Mechanic Helper	15.70
23050 - Aircraft, Painter	19.48
23060 - Aircraft Servicer	17.86
23080 - Aircraft Worker	18.98
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.87
23125 - Cable Splicer	22.66
23130 - Carpenter, Maintenance	15.78
23140 - Carpet Layer	16.86
23160 - Electrician, Maintenance	19.65
23181 - Electronics Technician Maintenance I	21.98
23182 - Electronics Technician Maintenance II	23.23
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	15.85
23290 - Fire Alarm System Mechanic	18.23
23310 - Fire Extinguisher Repairer	14.90
23311 - Fuel Distribution System Mechanic	20.41
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	15.76
23380 - Ground Support Equipment Mechanic	21.05
23381 - Ground Support Equipment Servicer	17.86
23382 - Ground Support Equipment Worker	18.53
23391 - Gunsmith I	14.90

23392 - Gunsmith II	16.86
23393 - Gunsmith III	18.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.88
23430 - Heavy Equipment Mechanic	18.04
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	22.75
23465 - Laboratory/Shelter Mechanic	17.81
23470 - Laborer	11.20
23510 - Locksmith	17.80
23530 - Machinery Maintenance Mechanic	21.46
23550 - Machinist, Maintenance	17.80
23580 - Maintenance Trades Helper	13.82
23591 - Metrology Technician I	22.75
23592 - Metrology Technician II	23.79
23593 - Metrology Technician III	24.89
23640 - Millwright	23.03
23710 - Office Appliance Repairer	17.33
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	21.51
23820 - Pneudraulic Systems Mechanic	18.80
23850 - Rigger	18.78
23870 - Scale Mechanic	16.86
23890 - Sheet-Metal Worker, Maintenance	19.63
23910 - Small Engine Mechanic	14.85
23931 - Telecommunications Mechanic I	23.85
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	23.22
23960 - Welder, Combination, Maintenance	17.97
23965 - Well Driller	18.78
23970 - Woodcraft Worker	18.78
23980 - Woodworker	13.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.22
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	12.20
24630 - Homemaker	13.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.67
25190 - Ventilation Equipment Tender	15.33
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.21
27007 - Baggage Inspector	11.06
27008 - Corrections Officer	15.64
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	13.60
27040 - Detention Officer	15.64
27070 - Firefighter	18.17
27101 - Guard I	11.06
27102 - Guard II	13.60
27131 - Police Officer I	18.21
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17

28043 - Carnival Equpment Worker		9.87
28210 - Gate Attendant/Gate Tender		12.36
28310 - Lifeguard		11.74
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		12.54
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		16.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.57
29020 - Hatch Tender		18.57
29030 - Line Handler		18.57
29041 - Stevedore I		18.05
29042 - Stevedore II		19.63
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.10
30021 - Archeological Technician I		17.66
30022 - Archeological Technician II		19.75
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		24.86
30061 - Drafter/CAD Operator I		17.66
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30085 - Engineering Technician V		29.66
30086 - Engineering Technician VI		35.90
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30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.03
30621 - Weather Observer, Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.51
31030 - Bus Driver		14.07
31043 - Driver Courier		12.36
31260 - Parking and Lot Attendant		10.06
31290 - Shuttle Bus Driver		13.21
31310 - Taxi Driver		10.59
31361 - Truckdriver, Light		13.21
31362 - Truckdriver, Medium		14.07
31363 - Truckdriver, Heavy		15.07
31364 - Truckdriver, Tractor-Trailer		15.07

99000 - Miscellaneous Occupations	
99030 - Cashier	7.88
99050 - Desk Clerk	8.22
99095 - Embalmer	22.29
99251 - Laboratory Animal Caretaker I	9.65
99252 - Laboratory Animal Caretaker II	10.31
99310 - Mortician	22.29
99410 - Pest Controller	13.39
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	14.53
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	13.30
99810 - Sales Clerk	10.75
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	11.09
99832 - Surveying Technician	16.97
99840 - Vending Machine Attendant	10.81
99841 - Vending Machine Repairer	12.82
99842 - Vending Machine Repairer Helper	10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2188 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.35
01012 - Accounting Clerk II		13.86
01013 - Accounting Clerk III		15.50
01020 - Administrative Assistant		15.65

01040 - Court Reporter	13.03
01051 - Data Entry Operator I	11.55
01052 - Data Entry Operator II	12.60
01060 - Dispatcher, Motor Vehicle	15.64
01070 - Document Preparation Clerk	11.00
01090 - Duplicating Machine Operator	11.00
01111 - General Clerk I	10.83
01112 - General Clerk II	11.82
01113 - General Clerk III	13.26
01120 - Housing Referral Assistant	14.53
01141 - Messenger Courier	9.22
01191 - Order Clerk I	11.10
01192 - Order Clerk II	12.33
01261 - Personnel Assistant (Employment) I	14.43
01262 - Personnel Assistant (Employment) II	16.14
01263 - Personnel Assistant (Employment) III	18.00
01270 - Production Control Clerk	19.18
01280 - Receptionist	10.38
01290 - Rental Clerk	9.95
01300 - Scheduler, Maintenance	11.65
01311 - Secretary I	11.65
01312 - Secretary II	13.03
01313 - Secretary III	14.53
01320 - Service Order Dispatcher	14.35
01410 - Supply Technician	16.15
01420 - Survey Worker	11.93
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	13.92
01611 - Word Processor I	11.98
01612 - Word Processor II	13.44
01613 - Word Processor III	15.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.91
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.59
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.45
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter, Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	12.86
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.37
07041 - Cook I	10.90
07042 - Cook II	12.15
07070 - Dishwasher	8.49
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.12
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	17.17

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.73
11060 - Elevator Operator	9.93
11090 - Gardener	12.49
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.90
11260 - Pruner	9.42
11270 - Tractor Operator	11.68
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.70
12000 - Health Occupations	
12010 - Ambulance Driver	13.86
12011 - Breath Alcohol Technician	15.41
12012 - Certified Occupational Therapist Assistant	21.53
12015 - Certified Physical Therapist Assistant	22.48
12020 - Dental Assistant	14.05
12025 - Dental Hygienist	25.70
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	13.68
12071 - Licensed Practical Nurse I	14.93
12072 - Licensed Practical Nurse II	16.69
12073 - Licensed Practical Nurse III	18.61
12100 - Medical Assistant	11.37
12130 - Medical Laboratory Technician	16.90
12160 - Medical Record Clerk	12.26
12190 - Medical Record Technician	13.71
12195 - Medical Transcriptionist	13.40
12210 - Nuclear Medicine Technologist	27.88
12221 - Nursing Assistant I	10.15
12222 - Nursing Assistant II	11.41
12223 - Nursing Assistant III	12.45
12224 - Nursing Assistant IV	13.98
12235 - Optical Dispenser	16.90
12236 - Optical Technician	13.99
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.98
12305 - Radiologic Technologist	21.61
12311 - Registered Nurse I	21.17
12312 - Registered Nurse II	25.89
12313 - Registered Nurse II, Specialist	25.89
12314 - Registered Nurse III	31.32
12315 - Registered Nurse III, Anesthetist	31.32
12316 - Registered Nurse IV	37.54
12317 - Scheduler (Drug and Alcohol Testing)	19.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.88
13012 - Exhibits Specialist II	20.92
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	16.88
13042 - Illustrator II	20.92
13043 - Illustrator III	25.91
13047 - Librarian	23.16
13050 - Library Aide/Clerk	9.39
13054 - Library Information Technology Systems Administrator	20.92
13058 - Library Technician	13.35
13061 - Media Specialist I	15.09
13062 - Media Specialist II	16.88
13063 - Media Specialist III	18.83
13071 - Photographer I	13.29

13072 - Photographer II		14.87
13073 - Photographer III		18.42
13074 - Photographer IV		21.08
13075 - Photographer V		22.87
13110 - Video Teleconference Technician		15.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 2)	20.94
14072 - Computer Programmer II	(see 2)	25.96
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		39.68
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		27.18
15070 - Flight Instructor (Pilot)		39.68
15080 - Graphic Artist		19.39
15090 - Technical Instructor		18.54
15095 - Technical Instructor/Course Developer		22.68
15110 - Test Proctor		14.96
15120 - Tutor		14.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.96
16030 - Counter Attendant		8.96
16040 - Dry Cleaner		11.16
16070 - Finisher, Flatwork, Machine		8.96
16090 - Presser, Hand		8.96
16110 - Presser, Machine, Drycleaning		8.96
16130 - Presser, Machine, Shirts		8.96
16160 - Presser, Machine, Wearing Apparel, Laundry		8.96
16190 - Sewing Machine Operator		11.86
16220 - Tailor		12.51
16250 - Washer, Machine		9.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.35
19040 - Tool And Die Maker		22.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.85
21030 - Material Coordinator		19.18
21040 - Material Expediter		19.18
21050 - Material Handling Laborer		12.75
21071 - Order Filler		11.70
21080 - Production Line Worker (Food Processing)		13.85
21110 - Shipping Packer		14.07
21130 - Shipping/Receiving Clerk		14.07
21140 - Store Worker I		12.19
21150 - Stock Clerk		16.22
21210 - Tools And Parts Attendant		13.85
21410 - Warehouse Specialist		13.85
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.08
23021 - Aircraft Mechanic I		21.05

23022 - Aircraft Mechanic II	22.08
23023 - Aircraft Mechanic III	23.09
23040 - Aircraft Mechanic Helper	15.70
23050 - Aircraft, Painter	19.48
23060 - Aircraft Servicer	17.86
23080 - Aircraft Worker	18.98
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.87
23125 - Cable Splicer	22.66
23130 - Carpenter, Maintenance	15.78
23140 - Carpet Layer	16.86
23160 - Electrician, Maintenance	19.65
23181 - Electronics Technician Maintenance I	21.98
23182 - Electronics Technician Maintenance II	23.23
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	15.85
23290 - Fire Alarm System Mechanic	18.23
23310 - Fire Extinguisher Repairer	14.90
23311 - Fuel Distribution System Mechanic	20.41
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	15.76
23380 - Ground Support Equipment Mechanic	21.05
23381 - Ground Support Equipment Servicer	17.86
23382 - Ground Support Equipment Worker	18.53
23391 - Gunsmith I	14.90
23392 - Gunsmith II	16.86
23393 - Gunsmith III	18.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.88
23430 - Heavy Equipment Mechanic	18.04
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	22.75
23465 - Laboratory/Shelter Mechanic	17.81
23470 - Laborer	11.20
23510 - Locksmith	17.80
23530 - Machinery Maintenance Mechanic	21.46
23550 - Machinist, Maintenance	17.80
23580 - Maintenance Trades Helper	13.82
23591 - Metrology Technician I	22.75
23592 - Metrology Technician II	23.79
23593 - Metrology Technician III	24.89
23640 - Millwright	23.03
23710 - Office Appliance Repairer	17.33
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	21.51
23820 - Pneudraulic Systems Mechanic	18.80
23850 - Rigger	18.78
23870 - Scale Mechanic	16.86
23890 - Sheet-Metal Worker, Maintenance	19.63
23910 - Small Engine Mechanic	14.85
23931 - Telecommunications Mechanic I	23.85
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	23.22
23960 - Welder, Combination, Maintenance	17.97
23965 - Well Driller	18.78
23970 - Woodcraft Worker	18.78
23980 - Woodworker	13.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.22
24580 - Child Care Center Clerk	12.43

24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	12.20
24630 - Homemaker	13.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.67
25190 - Ventilation Equipment Tender	15.33
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.21
27007 - Baggage Inspector	11.06
27008 - Corrections Officer	15.64
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	13.60
27040 - Detention Officer	15.64
27070 - Firefighter	18.17
27101 - Guard I	11.06
27102 - Guard II	13.60
27131 - Police Officer I	18.21
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Equpment Worker	9.87
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.54
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.57
29020 - Hatch Tender	18.57
29030 - Line Handler	18.57
29041 - Stevedore I	18.05
29042 - Stevedore II	19.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1)	27.10
30021 - Archeological Technician I	17.66
30022 - Archeological Technician II	19.75
30023 - Archeological Technician III	24.48
30030 - Cartographic Technician	24.48
30040 - Civil Engineering Technician	24.86
30061 - Drafter/CAD Operator I	17.66
30062 - Drafter/CAD Operator II	19.75
30063 - Drafter/CAD Operator III	22.03
30064 - Drafter/CAD Operator IV	27.10
30081 - Engineering Technician I	15.52
30082 - Engineering Technician II	17.41
30083 - Engineering Technician III	19.48
30084 - Engineering Technician IV	24.14
30085 - Engineering Technician V	29.66
30086 - Engineering Technician VI	35.90
30090 - Environmental Technician	23.02
30210 - Laboratory Technician	21.43
30240 - Mathematical Technician	24.48
30361 - Paralegal/Legal Assistant I	15.98
30362 - Paralegal/Legal Assistant II	18.90

30363 - Paralegal/Legal Assistant III		23.12
30364 - Paralegal/Legal Assistant IV		27.95
30390 - Photo-Optics Technician		24.48
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.45
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	22.03
30621 - Weather Observer, Senior	(see 1)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.51
31030 - Bus Driver		14.07
31043 - Driver Courier		12.36
31260 - Parking and Lot Attendant		10.06
31290 - Shuttle Bus Driver		13.21
31310 - Taxi Driver		10.59
31361 - Truckdriver, Light		13.21
31362 - Truckdriver, Medium		14.07
31363 - Truckdriver, Heavy		15.07
31364 - Truckdriver, Tractor-Trailer		15.07
99000 - Miscellaneous Occupations		
99030 - Cashier		7.88
99050 - Desk Clerk		8.22
99095 - Embalmer		22.29
99251 - Laboratory Animal Caretaker I		9.65
99252 - Laboratory Animal Caretaker II		10.31
99310 - Mortician		22.29
99410 - Pest Controller		13.39
99510 - Photofinishing Worker		12.74
99710 - Recycling Laborer		14.53
99711 - Recycling Specialist		17.02
99730 - Refuse Collector		13.30
99810 - Sales Clerk		10.75
99820 - School Crossing Guard		13.56
99830 - Survey Party Chief		18.67
99831 - Surveying Aide		11.09
99832 - Surveying Technician		16.97
99840 - Vending Machine Attendant		10.81
99841 - Vending Machine Repairer		12.82
99842 - Vending Machine Repairer Helper		10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2189
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.12
01012 - Accounting Clerk II		14.74
01013 - Accounting Clerk III		16.49
01020 - Administrative Assistant		17.32
01040 - Court Reporter		20.85
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.88
01060 - Dispatcher, Motor Vehicle		17.20
01070 - Document Preparation Clerk		12.06
01090 - Duplicating Machine Operator		12.30
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		17.22
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.97
01192 - Order Clerk II		14.15
01261 - Personnel Assistant (Employment) I		15.01
01262 - Personnel Assistant (Employment) II		16.79
01263 - Personnel Assistant (Employment) III		18.73
01270 - Production Control Clerk		21.04
01280 - Receptionist		11.66
01290 - Rental Clerk		10.60
01300 - Scheduler, Maintenance		13.80
01311 - Secretary I		13.80
01312 - Secretary II		15.44
01313 - Secretary III		17.22
01320 - Service Order Dispatcher		16.29
01410 - Supply Technician		18.99
01420 - Survey Worker		13.88
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.86
01612 - Word Processor II		14.43
01613 - Word Processor III		16.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.96
05010 - Automotive Electrician		18.37
05040 - Automotive Glass Installer		17.76
05070 - Automotive Worker		17.76
05110 - Mobile Equipment Servicer		16.52

05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.09
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.93
07041 - Cook I	10.69
07042 - Cook II	11.48
07070 - Dishwasher	7.83
07130 - Food Service Worker	8.81
07210 - Meat Cutter	14.57
07260 - Waiter/Waitress	8.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer, Minor	16.61
09130 - Upholsterer	17.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.28
11090 - Gardener	12.42
11122 - Housekeeping Aide	10.09
11150 - Janitor	11.34
11210 - Laborer, Grounds Maintenance	11.35
11240 - Maid or Houseman	9.16
11260 - Pruner	11.68
11270 - Tractor Operator	12.45
11330 - Trail Maintenance Worker	11.35
11360 - Window Cleaner	12.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.16
12011 - Breath Alcohol Technician	15.16
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	21.66
12020 - Dental Assistant	15.96
12025 - Dental Hygienist	26.13
12030 - EKG Technician	26.40
12035 - Electroneurodiagnostic Technologist	26.40
12040 - Emergency Medical Technician	15.16
12071 - Licensed Practical Nurse I	15.57
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.44
12100 - Medical Assistant	12.57
12130 - Medical Laboratory Technician	16.51
12160 - Medical Record Clerk	12.95
12190 - Medical Record Technician	14.49
12195 - Medical Transcriptionist	14.60
12210 - Nuclear Medicine Technologist	29.15
12221 - Nursing Assistant I	9.16
12222 - Nursing Assistant II	10.30
12223 - Nursing Assistant III	11.24
12224 - Nursing Assistant IV	12.61
12235 - Optical Dispenser	14.03
12236 - Optical Technician	14.80
12250 - Pharmacy Technician	14.75

12280 - Phlebotomist		12.61
12305 - Radiologic Technologist		22.78
12311 - Registered Nurse I		20.35
12312 - Registered Nurse II		24.89
12313 - Registered Nurse II, Specialist		24.89
12314 - Registered Nurse III		30.11
12315 - Registered Nurse III, Anesthetist		30.11
12316 - Registered Nurse IV		36.09
12317 - Scheduler (Drug and Alcohol Testing)		19.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		13.50
13072 - Photographer II		15.10
13073 - Photographer III		18.71
13074 - Photographer IV		22.89
13075 - Photographer V		27.69
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		26.32
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.71
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		23.29
15110 - Test Proctor		15.36
15120 - Tutor		15.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13

16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.91
19040 - Tool And Die Maker	22.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.01
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	12.33
21071 - Order Filler	10.58
21080 - Production Line Worker (Food Processing)	16.01
21110 - Shipping Packer	13.56
21130 - Shipping/Receiving Clerk	13.56
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	16.13
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	20.43
23050 - Aircraft, Painter	26.01
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.86
23110 - Appliance Mechanic	19.68
23120 - Bicycle Repairer	14.09
23125 - Cable Splicer	26.64
23130 - Carpenter, Maintenance	20.13
23140 - Carpet Layer	22.40
23160 - Electrician, Maintenance	26.41
23181 - Electronics Technician Maintenance I	21.58
23182 - Electronics Technician Maintenance II	22.73
23183 - Electronics Technician Maintenance III	23.47
23260 - Fabric Worker	18.78
23290 - Fire Alarm System Mechanic	21.57
23310 - Fire Extinguisher Repairer	17.54
23311 - Fuel Distribution System Mechanic	24.61
23312 - Fuel Distribution System Operator	18.19
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.86
23391 - Gunsmith I	17.54
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	12.55
23510 - Locksmith	20.10
23530 - Machinery Maintenance Mechanic	21.96

23550 - Machinist, Maintenance	20.24
23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.14
23640 - Millwright	23.47
23710 - Office Appliance Repairer	20.48
23760 - Painter, Maintenance	19.31
23790 - Pipefitter, Maintenance	25.33
23810 - Plumber, Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	20.92
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.27
23950 - Telephone Lineman	20.71
23960 - Welder, Combination, Maintenance	20.24
23965 - Well Driller	21.57
23970 - Woodcraft Worker	21.57
23980 - Woodworker	16.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	9.96
24620 - Family Readiness And Support Services Coordinator	12.17
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	19.42
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	16.99
25210 - Water Treatment Plant Operator	18.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	16.54
27010 - Court Security Officer	17.57
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	16.54
27070 - Firefighter	17.55
27101 - Guard I	12.10
27102 - Guard II	16.13
27131 - Police Officer I	20.69
27132 - Police Officer II	22.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.38
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.60
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	16.24
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.62
29020 - Hatch Tender	22.62
29030 - Line Handler	22.62
29041 - Stevedore I	21.42

29042 - Stevedore II		25.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.85
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		24.72
30040 - Civil Engineering Technician		22.59
30061 - Drafter/CAD Operator I		17.85
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		26.84
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.64
30090 - Environmental Technician		23.21
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		16.27
30362 - Paralegal/Legal Assistant II		20.16
30363 - Paralegal/Legal Assistant III		24.66
30364 - Paralegal/Legal Assistant IV		29.83
30390 - Photo-Optics Technician		24.53
30461 - Technical Writer I		24.95
30462 - Technical Writer II		30.54
30463 - Technical Writer III		36.92
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.82
30621 - Weather Observer, Senior	(see 3)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		18.12
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		10.82
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		15.39
31362 - Truckdriver, Medium		16.50
31363 - Truckdriver, Heavy		20.33
31364 - Truckdriver, Tractor-Trailer		20.33
99000 - Miscellaneous Occupations		
99030 - Cashier		7.94
99050 - Desk Clerk		10.67
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.21
99252 - Laboratory Animal Caretaker II		10.99
99310 - Mortician		22.74
99410 - Pest Controller		15.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.81
99711 - Recycling Specialist		18.71
99730 - Refuse Collector		15.31
99810 - Sales Clerk		11.07

99820 - School Crossing Guard	13.05
99830 - Survey Party Chief	21.85
99831 - Surveying Aide	12.89
99832 - Surveying Technician	15.76
99840 - Vending Machine Attendant	14.72
99841 - Vending Machine Repairer	16.45
99842 - Vending Machine Repairer Helper	14.72

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Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2190 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.12
01012 - Accounting Clerk II		14.74
01013 - Accounting Clerk III		16.49
01020 - Administrative Assistant		17.32
01040 - Court Reporter		20.85
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.88
01060 - Dispatcher, Motor Vehicle		17.20
01070 - Document Preparation Clerk		12.06
01090 - Duplicating Machine Operator		12.30
01111 - General Clerk I		11.78

01112 - General Clerk II	12.86
01113 - General Clerk III	14.43
01120 - Housing Referral Assistant	17.22
01141 - Messenger Courier	11.49
01191 - Order Clerk I	12.97
01192 - Order Clerk II	14.15
01261 - Personnel Assistant (Employment) I	15.01
01262 - Personnel Assistant (Employment) II	16.79
01263 - Personnel Assistant (Employment) III	18.73
01270 - Production Control Clerk	21.04
01280 - Receptionist	11.66
01290 - Rental Clerk	10.60
01300 - Scheduler, Maintenance	13.80
01311 - Secretary I	13.80
01312 - Secretary II	15.44
01313 - Secretary III	17.22
01320 - Service Order Dispatcher	16.29
01410 - Supply Technician	18.99
01420 - Survey Worker	13.88
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	12.86
01612 - Word Processor II	14.43
01613 - Word Processor III	16.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.96
05010 - Automotive Electrician	18.37
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.09
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.93
07041 - Cook I	10.69
07042 - Cook II	11.48
07070 - Dishwasher	7.83
07130 - Food Service Worker	8.81
07210 - Meat Cutter	14.57
07260 - Waiter/Waitress	8.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer, Minor	16.61
09130 - Upholsterer	17.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.28
11090 - Gardener	12.42
11122 - Housekeeping Aide	10.09
11150 - Janitor	11.34
11210 - Laborer, Grounds Maintenance	11.35

11240 - Maid or Houseman	9.16
11260 - Pruner	11.68
11270 - Tractor Operator	12.45
11330 - Trail Maintenance Worker	11.35
11360 - Window Cleaner	12.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.16
12011 - Breath Alcohol Technician	15.16
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	21.66
12020 - Dental Assistant	15.96
12025 - Dental Hygienist	26.13
12030 - EKG Technician	26.40
12035 - Electroneurodiagnostic Technologist	26.40
12040 - Emergency Medical Technician	15.16
12071 - Licensed Practical Nurse I	15.57
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.44
12100 - Medical Assistant	12.57
12130 - Medical Laboratory Technician	16.51
12160 - Medical Record Clerk	12.95
12190 - Medical Record Technician	14.49
12195 - Medical Transcriptionist	14.60
12210 - Nuclear Medicine Technologist	29.15
12221 - Nursing Assistant I	9.16
12222 - Nursing Assistant II	10.30
12223 - Nursing Assistant III	11.24
12224 - Nursing Assistant IV	12.61
12235 - Optical Dispenser	14.03
12236 - Optical Technician	14.80
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	12.61
12305 - Radiologic Technologist	22.78
12311 - Registered Nurse I	20.35
12312 - Registered Nurse II	24.89
12313 - Registered Nurse II, Specialist	24.89
12314 - Registered Nurse III	30.11
12315 - Registered Nurse III, Anesthetist	30.11
12316 - Registered Nurse IV	36.09
12317 - Scheduler (Drug and Alcohol Testing)	19.61
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.47
13012 - Exhibits Specialist II	20.41
13013 - Exhibits Specialist III	24.95
13041 - Illustrator I	16.47
13042 - Illustrator II	20.41
13043 - Illustrator III	24.95
13047 - Librarian	21.54
13050 - Library Aide/Clerk	11.01
13054 - Library Information Technology Systems Administrator	19.46
13058 - Library Technician	12.62
13061 - Media Specialist I	14.04
13062 - Media Specialist II	15.70
13063 - Media Specialist III	17.50
13071 - Photographer I	13.50
13072 - Photographer II	15.10
13073 - Photographer III	18.71
13074 - Photographer IV	22.89
13075 - Photographer V	27.69
13110 - Video Teleconference Technician	15.36
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.81

14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		26.32
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.71
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		23.29
15110 - Test Proctor		15.36
15120 - Tutor		15.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.91
19040 - Tool And Die Maker		22.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.01
21030 - Material Coordinator		21.04
21040 - Material Expediter		21.04
21050 - Material Handling Laborer		12.33
21071 - Order Filler		10.58
21080 - Production Line Worker (Food Processing)		16.01
21110 - Shipping Packer		13.56
21130 - Shipping/Receiving Clerk		13.56
21140 - Store Worker I		13.05
21150 - Stock Clerk		17.39
21210 - Tools And Parts Attendant		16.13
21410 - Warehouse Specialist		16.01
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.78
23021 - Aircraft Mechanic I		26.86
23022 - Aircraft Mechanic II		27.78
23023 - Aircraft Mechanic III		28.82
23040 - Aircraft Mechanic Helper		20.43
23050 - Aircraft, Painter		26.01
23060 - Aircraft Servicer		23.55
23080 - Aircraft Worker		24.86
23110 - Appliance Mechanic		19.68

23120 - Bicycle Repairer	14.09
23125 - Cable Splicer	26.64
23130 - Carpenter, Maintenance	20.13
23140 - Carpet Layer	22.40
23160 - Electrician, Maintenance	26.41
23181 - Electronics Technician Maintenance I	21.58
23182 - Electronics Technician Maintenance II	22.73
23183 - Electronics Technician Maintenance III	23.47
23260 - Fabric Worker	18.78
23290 - Fire Alarm System Mechanic	21.57
23310 - Fire Extinguisher Repairer	17.54
23311 - Fuel Distribution System Mechanic	24.61
23312 - Fuel Distribution System Operator	18.19
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.86
23391 - Gunsmith I	17.54
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	12.55
23510 - Locksmith	20.10
23530 - Machinery Maintenance Mechanic	21.96
23550 - Machinist, Maintenance	20.24
23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.14
23640 - Millwright	23.47
23710 - Office Appliance Repairer	20.48
23760 - Painter, Maintenance	19.31
23790 - Pipefitter, Maintenance	25.33
23810 - Plumber, Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	20.92
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.27
23950 - Telephone Lineman	20.71
23960 - Welder, Combination, Maintenance	20.24
23965 - Well Driller	21.57
23970 - Woodcraft Worker	21.57
23980 - Woodworker	16.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	9.96
24620 - Family Readiness And Support Services Coordinator	12.17
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	19.42

25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	16.99
25210 - Water Treatment Plant Operator	18.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	16.54
27010 - Court Security Officer	17.57
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	16.54
27070 - Firefighter	17.55
27101 - Guard I	12.10
27102 - Guard II	16.13
27131 - Police Officer I	20.69
27132 - Police Officer II	22.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.38
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.60
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	16.24
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.62
29020 - Hatch Tender	22.62
29030 - Line Handler	22.62
29041 - Stevedore I	21.42
29042 - Stevedore II	25.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.85
30022 - Archeological Technician II	19.88
30023 - Archeological Technician III	25.12
30030 - Cartographic Technician	24.72
30040 - Civil Engineering Technician	22.59
30061 - Drafter/CAD Operator I	17.85
30062 - Drafter/CAD Operator II	19.88
30063 - Drafter/CAD Operator III	21.82
30064 - Drafter/CAD Operator IV	26.84
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	19.98
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.64
30090 - Environmental Technician	23.21
30210 - Laboratory Technician	18.48
30240 - Mathematical Technician	24.53
30361 - Paralegal/Legal Assistant I	16.27
30362 - Paralegal/Legal Assistant II	20.16
30363 - Paralegal/Legal Assistant III	24.66
30364 - Paralegal/Legal Assistant IV	29.83
30390 - Photo-Optics Technician	24.53
30461 - Technical Writer I	24.95
30462 - Technical Writer II	30.54
30463 - Technical Writer III	36.92
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.82
30621 - Weather Observer, Senior	(see 3)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		18.12
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		10.82
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		15.39
31362 - Truckdriver, Medium		16.50
31363 - Truckdriver, Heavy		20.33
31364 - Truckdriver, Tractor-Trailer		20.33
99000 - Miscellaneous Occupations		
99030 - Cashier		7.94
99050 - Desk Clerk		10.67
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.21
99252 - Laboratory Animal Caretaker II		10.99
99310 - Mortician		22.74
99410 - Pest Controller		15.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.81
99711 - Recycling Specialist		18.71
99730 - Refuse Collector		15.31
99810 - Sales Clerk		11.07
99820 - School Crossing Guard		13.05
99830 - Survey Party Chief		21.85
99831 - Surveying Aide		12.89
99832 - Surveying Technician		15.76
99840 - Vending Machine Attendant		14.72
99841 - Vending Machine Repairer		16.45
99842 - Vending Machine Repairer Helper		14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25

years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

    (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2191
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter, Pulaski, Starke

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		18.89
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.89
05010 - Automotive Electrician		23.06
05040 - Automotive Glass Installer		21.85
05070 - Automotive Worker		21.85
05110 - Mobile Equipment Servicer		19.92

05130 - Motor Equipment Metal Mechanic	26.41
05160 - Motor Equipment Metal Worker	21.85
05190 - Motor Vehicle Mechanic	25.88
05220 - Motor Vehicle Mechanic Helper	18.73
05250 - Motor Vehicle Upholstery Worker	20.90
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter, Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair Specialist	26.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.75
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	14.37
07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer, Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29
11090 - Gardener	15.46
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.07
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.40
12250 - Pharmacy Technician	15.58

12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		19.62
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53

16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.33
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.91
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.05
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.91
21110 - Shipping Packer	17.00
21130 - Shipping/Receiving Clerk	17.00
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.91
21410 - Warehouse Specialist	16.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.75
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.25
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	23.92
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	22.81
23530 - Machinery Maintenance Mechanic	23.74

23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	17.11
23591 - Metrology Technician I	23.92
23592 - Metrology Technician II	25.14
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	21.40
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.95
23910 - Small Engine Mechanic	18.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	28.87
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	19.93
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	17.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	14.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.86
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	15.44
27040 - Detention Officer	28.70
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	15.44
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.68
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	18.71
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.75
29020 - Hatch Tender	23.75
29030 - Line Handler	23.75
29041 - Stevedore I	22.40

29042 - Stevedore II		25.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		26.32
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		23.93
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.15
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		20.81
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		20.81
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		11.69
99252 - Laboratory Animal Caretaker II		12.86
99310 - Mortician		32.31
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		13.78
99710 - Recycling Laborer		20.89
99711 - Recycling Specialist		24.46
99730 - Refuse Collector		19.11
99810 - Sales Clerk		13.18

99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	16.71
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	13.40
99841 - Vending Machine Repairer	15.48
99842 - Vending Machine Repairer Helper	13.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2192 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter, Pulaski, Starke

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53

01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	18.89
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.89
05010 - Automotive Electrician	23.06
05040 - Automotive Glass Installer	21.85
05070 - Automotive Worker	21.85
05110 - Mobile Equipment Servicer	19.92
05130 - Motor Equipment Metal Mechanic	26.41
05160 - Motor Equipment Metal Worker	21.85
05190 - Motor Vehicle Mechanic	25.88
05220 - Motor Vehicle Mechanic Helper	18.73
05250 - Motor Vehicle Upholstery Worker	20.90
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter, Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair Specialist	26.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.75
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	14.37
07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer, Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29
11090 - Gardener	15.46
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.07
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74

12025 - Dental Hygienist		31.96
12030 - EKG Technician		26.94
12035 - Electroneurodiagnostic Technologist		26.94
12040 - Emergency Medical Technician		17.28
12071 - Licensed Practical Nurse I		18.53
12072 - Licensed Practical Nurse II		20.72
12073 - Licensed Practical Nurse III		23.10
12100 - Medical Assistant		15.83
12130 - Medical Laboratory Technician		19.40
12160 - Medical Record Clerk		16.98
12190 - Medical Record Technician		18.38
12195 - Medical Transcriptionist		17.07
12210 - Nuclear Medicine Technologist		34.34
12221 - Nursing Assistant I		11.40
12222 - Nursing Assistant II		12.82
12223 - Nursing Assistant III		13.99
12224 - Nursing Assistant IV		15.71
12235 - Optical Dispenser		15.59
12236 - Optical Technician		17.40
12250 - Pharmacy Technician		15.58
12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	18.11
14160 - Personal Computer Support Technician	25.09
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.22
15020 - Aircrew Training Devices Instructor (Rated)	41.82
15030 - Air Crew Training Devices Instructor (Pilot)	46.94
15050 - Computer Based Training Specialist / Instructor	36.22
15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	26.41
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course Developer	26.88
15110 - Test Proctor	19.62
15120 - Tutor	17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.33
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.91
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.05
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.91
21110 - Shipping Packer	17.00
21130 - Shipping/Receiving Clerk	17.00
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.91
21410 - Warehouse Specialist	16.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.75
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36

23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.25
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	23.92
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	22.81
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	17.11
23591 - Metrology Technician I	23.92
23592 - Metrology Technician II	25.14
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	21.40
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.95
23910 - Small Engine Mechanic	18.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	28.87
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	19.93
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	17.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	14.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.86
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	15.44
27040 - Detention Officer	28.70
27070 - Firefighter	27.04

27101 - Guard I		12.10
27102 - Guard II		15.44
27131 - Police Officer I		30.33
27132 - Police Officer II		33.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.83
28042 - Carnival Equipment Repairer		13.68
28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.27
28510 - Recreation Aide/Health Facility Attendant		10.81
28515 - Recreation Specialist		18.71
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		17.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.75
29020 - Hatch Tender		23.75
29030 - Line Handler		23.75
29041 - Stevedore I		22.40
29042 - Stevedore II		25.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		26.32
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		23.93
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.15
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14

31260 - Parking and Lot Attendant	11.21
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	12.96
31361 - Truckdriver, Light	20.81
31362 - Truckdriver, Medium	22.78
31363 - Truckdriver, Heavy	24.15
31364 - Truckdriver, Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	24.84
99251 - Laboratory Animal Caretaker I	11.69
99252 - Laboratory Animal Caretaker II	12.86
99310 - Mortician	32.31
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	16.71
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	13.40
99841 - Vending Machine Repairer	15.48
99842 - Vending Machine Repairer Helper	13.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2193 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		22.88
01040 - Court Reporter		18.14
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher, Motor Vehicle		18.00
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45
01113 - General Clerk III		15.92
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		11.99
01191 - Order Clerk I		13.48
01192 - Order Clerk II		15.84
01261 - Personnel Assistant (Employment) I		15.48
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		19.31
01270 - Production Control Clerk		21.08
01280 - Receptionist		13.61
01290 - Rental Clerk		15.07
01300 - Scheduler, Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01313 - Secretary III		20.59
01320 - Service Order Dispatcher		17.76
01410 - Supply Technician		22.88
01420 - Survey Worker		16.49
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.70
01612 - Word Processor II		15.13
01613 - Word Processor III		16.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.67
05010 - Automotive Electrician		20.01
05040 - Automotive Glass Installer		19.42
05070 - Automotive Worker		19.39
05110 - Mobile Equipment Servicer		17.72
05130 - Motor Equipment Metal Mechanic		20.84
05160 - Motor Equipment Metal Worker		19.39
05190 - Motor Vehicle Mechanic		20.84
05220 - Motor Vehicle Mechanic Helper		17.09
05250 - Motor Vehicle Upholstery Worker		18.62
05280 - Motor Vehicle Wrecker		19.39
05310 - Painter, Automotive		21.87
05340 - Radiator Repair Specialist		19.39
05370 - Tire Repairer		14.84
05400 - Transmission Repair Specialist		20.84
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.11
07041 - Cook I		11.84
07042 - Cook II		13.15
07070 - Dishwasher		9.31
07130 - Food Service Worker		9.31
07210 - Meat Cutter		13.92
07260 - Waiter/Waitress		9.11

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.02
09130 - Upholsterer	20.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.47
11060 - Elevator Operator	11.47
11090 - Gardener	12.39
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer, Grounds Maintenance	11.23
11240 - Maid or Houseman	8.94
11260 - Pruner	11.94
11270 - Tractor Operator	12.87
11330 - Trail Maintenance Worker	11.39
11360 - Window Cleaner	11.13
12000 - Health Occupations	
12010 - Ambulance Driver	15.25
12011 - Breath Alcohol Technician	17.18
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	25.41
12020 - Dental Assistant	17.49
12025 - Dental Hygienist	34.02
12030 - EKG Technician	24.30
12035 - Electroneurodiagnostic Technologist	24.30
12040 - Emergency Medical Technician	15.25
12071 - Licensed Practical Nurse I	15.35
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	19.29
12160 - Medical Record Clerk	14.72
12190 - Medical Record Technician	16.48
12195 - Medical Transcriptionist	15.19
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	10.69
12222 - Nursing Assistant II	12.02
12223 - Nursing Assistant III	13.12
12224 - Nursing Assistant IV	14.72
12235 - Optical Dispenser	14.98
12236 - Optical Technician	15.35
12250 - Pharmacy Technician	13.68
12280 - Phlebotomist	14.72
12305 - Radiologic Technologist	26.36
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35
12313 - Registered Nurse II, Specialist	29.35
12314 - Registered Nurse III	35.51
12315 - Registered Nurse III, Anesthetist	35.51
12316 - Registered Nurse IV	42.56
12317 - Scheduler (Drug and Alcohol Testing)	21.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.04
13012 - Exhibits Specialist II	22.35
13013 - Exhibits Specialist III	27.33
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	24.08
13050 - Library Aide/Clerk	13.82

13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		21.39
15090 - Technical Instructor		21.01
15095 - Technical Instructor/Course Developer		25.70
15110 - Test Proctor		16.96
15120 - Tutor		16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.05
16030 - Counter Attendant		9.05
16040 - Dry Cleaner		11.49
16070 - Finisher, Flatwork, Machine		9.05
16090 - Presser, Hand		9.05
16110 - Presser, Machine, Drycleaning		9.05
16130 - Presser, Machine, Shirts		9.05
16160 - Presser, Machine, Wearing Apparel, Laundry		9.05
16190 - Sewing Machine Operator		12.29
16220 - Tailor		13.08
16250 - Washer, Machine		9.86
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.46
19040 - Tool And Die Maker		30.19
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.63
21030 - Material Coordinator		21.00
21040 - Material Expediter		21.00
21050 - Material Handling Laborer		15.55
21071 - Order Filler		13.04
21080 - Production Line Worker (Food Processing)		17.63
21110 - Shipping Packer		16.00
21130 - Shipping/Receiving Clerk		16.00

21140 - Store Worker I	13.69
21150 - Stock Clerk	18.89
21210 - Tools And Parts Attendant	17.63
21410 - Warehouse Specialist	17.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft, Painter	29.05
23060 - Aircraft Servicer	26.52
23080 - Aircraft Worker	27.71
23110 - Appliance Mechanic	20.52
23120 - Bicycle Repairer	15.95
23125 - Cable Splicer	25.01
23130 - Carpenter, Maintenance	20.00
23140 - Carpet Layer	18.17
23160 - Electrician, Maintenance	28.10
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.84
23183 - Electronics Technician Maintenance III	26.89
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	20.49
23310 - Fire Extinguisher Repairer	18.49
23311 - Fuel Distribution System Mechanic	24.90
23312 - Fuel Distribution System Operator	20.21
23370 - General Maintenance Worker	17.51
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	18.49
23392 - Gunsmith II	20.53
23393 - Gunsmith III	22.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.54
23430 - Heavy Equipment Mechanic	20.89
23440 - Heavy Equipment Operator	23.27
23460 - Instrument Mechanic	22.33
23465 - Laboratory/Shelter Mechanic	21.45
23470 - Laborer	12.96
23510 - Locksmith	21.45
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	22.33
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	23.94
23640 - Millwright	28.58
23710 - Office Appliance Repairer	21.45
23760 - Painter, Maintenance	20.52
23790 - Pipefitter, Maintenance	25.04
23810 - Plumber, Maintenance	23.29
23820 - Pneudraulic Systems Mechanic	22.33
23850 - Rigger	22.33
23870 - Scale Mechanic	20.53
23890 - Sheet-Metal Worker, Maintenance	20.51
23910 - Small Engine Mechanic	19.88
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.31
23950 - Telephone Lineman	22.33

23960 - Welder, Combination, Maintenance	21.37
23965 - Well Driller	22.33
23970 - Woodcraft Worker	22.33
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.27
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	24.27
25190 - Ventilation Equipment Tender	18.80
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.68
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	18.80
27010 - Court Security Officer	19.65
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	18.80
27070 - Firefighter	22.50
27101 - Guard I	12.58
27102 - Guard II	17.22
27131 - Police Officer I	23.19
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.16
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	16.61
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.18
29020 - Hatch Tender	24.18
29030 - Line Handler	24.18
29041 - Stevedore I	21.14
29042 - Stevedore II	25.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.93
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.78
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.29
30021 - Archeological Technician I	18.58
30022 - Archeological Technician II	21.49
30023 - Archeological Technician III	25.75
30030 - Cartographic Technician	25.75
30040 - Civil Engineering Technician	22.58
30061 - Drafter/CAD Operator I	18.58
30062 - Drafter/CAD Operator II	21.49
30063 - Drafter/CAD Operator III	23.17
30064 - Drafter/CAD Operator IV	28.52
30081 - Engineering Technician I	16.48
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	27.03

30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		21.25
30210 - Laboratory Technician		18.86
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		17.14
30362 - Paralegal/Legal Assistant II		21.23
30363 - Paralegal/Legal Assistant III		25.97
30364 - Paralegal/Legal Assistant IV		31.42
30390 - Photo-Optics Technician		25.75
30461 - Technical Writer I		21.24
30462 - Technical Writer II		25.98
30463 - Technical Writer III		31.44
30491 - Unexploded Ordnance (UXO) Technician I		22.84
30492 - Unexploded Ordnance (UXO) Technician II		27.63
30493 - Unexploded Ordnance (UXO) Technician III		33.12
30494 - Unexploded (UXO) Safety Escort		22.84
30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer, Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.09
31030 - Bus Driver		18.45
31043 - Driver Courier		16.07
31260 - Parking and Lot Attendant		9.77
31290 - Shuttle Bus Driver		17.52
31310 - Taxi Driver		11.31
31361 - Truckdriver, Light		17.52
31362 - Truckdriver, Medium		22.44
31363 - Truckdriver, Heavy		22.50
31364 - Truckdriver, Tractor-Trailer		22.50
99000 - Miscellaneous Occupations		
99030 - Cashier		9.46
99050 - Desk Clerk		10.56
99095 - Embalmer		26.25
99251 - Laboratory Animal Caretaker I		11.04
99252 - Laboratory Animal Caretaker II		11.77
99310 - Mortician		26.25
99410 - Pest Controller		14.48
99510 - Photofinishing Worker		12.78
99710 - Recycling Laborer		17.63
99711 - Recycling Specialist		22.03
99730 - Refuse Collector		14.77
99810 - Sales Clerk		12.58
99820 - School Crossing Guard		11.61
99830 - Survey Party Chief		22.50
99831 - Surveying Aide		13.85
99832 - Surveying Technician		18.05
99840 - Vending Machine Attendant		14.74
99841 - Vending Machine Repairer		16.72
99842 - Vending Machine Repairer Helper		14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2194
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

Fringe Benefits Required Follow the Occupational Listing

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01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher, Motor Vehicle		18.00
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45
01113 - General Clerk III		15.92
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		11.99
01191 - Order Clerk I		13.48
01192 - Order Clerk II		15.84
01261 - Personnel Assistant (Employment) I		15.48
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		19.31
01270 - Production Control Clerk		21.08
01280 - Receptionist		13.61
01290 - Rental Clerk		15.07
01300 - Scheduler, Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01313 - Secretary III		20.59
01320 - Service Order Dispatcher		17.76
01410 - Supply Technician		22.88
01420 - Survey Worker		16.49
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.70
01612 - Word Processor II		15.13
01613 - Word Processor III		16.65
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	21.67
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter, Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	9.31
07130 - Food Service Worker	9.31
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.02
09130 - Upholsterer	20.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.47
11060 - Elevator Operator	11.47
11090 - Gardener	12.39
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer, Grounds Maintenance	11.23
11240 - Maid or Houseman	8.94
11260 - Pruner	11.94
11270 - Tractor Operator	12.87
11330 - Trail Maintenance Worker	11.39
11360 - Window Cleaner	11.13
12000 - Health Occupations	
12010 - Ambulance Driver	15.25
12011 - Breath Alcohol Technician	17.18
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	25.41
12020 - Dental Assistant	17.49
12025 - Dental Hygienist	34.02
12030 - EKG Technician	24.30
12035 - Electroneurodiagnostic Technologist	24.30
12040 - Emergency Medical Technician	15.25
12071 - Licensed Practical Nurse I	15.35
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	19.29
12160 - Medical Record Clerk	14.72
12190 - Medical Record Technician	16.48
12195 - Medical Transcriptionist	15.19
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	10.69
12222 - Nursing Assistant II	12.02

12223 - Nursing Assistant III		13.12
12224 - Nursing Assistant IV		14.72
12235 - Optical Dispenser		14.98
12236 - Optical Technician		15.35
12250 - Pharmacy Technician		13.68
12280 - Phlebotomist		14.72
12305 - Radiologic Technologist		26.36
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		29.35
12313 - Registered Nurse II, Specialist		29.35
12314 - Registered Nurse III		35.51
12315 - Registered Nurse III, Anesthetist		35.51
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		21.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		21.39
15090 - Technical Instructor		21.01
15095 - Technical Instructor/Course Developer		25.70
15110 - Test Proctor		16.96
15120 - Tutor		16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	9.05
16030 - Counter Attendant	9.05
16040 - Dry Cleaner	11.49
16070 - Finisher, Flatwork, Machine	9.05
16090 - Presser, Hand	9.05
16110 - Presser, Machine, Drycleaning	9.05
16130 - Presser, Machine, Shirts	9.05
16160 - Presser, Machine, Wearing Apparel, Laundry	9.05
16190 - Sewing Machine Operator	12.29
16220 - Tailor	13.08
16250 - Washer, Machine	9.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.46
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.63
21030 - Material Coordinator	21.00
21040 - Material Expediter	21.00
21050 - Material Handling Laborer	15.55
21071 - Order Filler	13.04
21080 - Production Line Worker (Food Processing)	17.63
21110 - Shipping Packer	16.00
21130 - Shipping/Receiving Clerk	16.00
21140 - Store Worker I	13.69
21150 - Stock Clerk	18.89
21210 - Tools And Parts Attendant	17.63
21410 - Warehouse Specialist	17.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft, Painter	29.05
23060 - Aircraft Servicer	26.52
23080 - Aircraft Worker	27.71
23110 - Appliance Mechanic	20.52
23120 - Bicycle Repairer	15.95
23125 - Cable Splicer	25.01
23130 - Carpenter, Maintenance	20.00
23140 - Carpet Layer	18.17
23160 - Electrician, Maintenance	28.10
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.84
23183 - Electronics Technician Maintenance III	26.89
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	20.49
23310 - Fire Extinguisher Repairer	18.49
23311 - Fuel Distribution System Mechanic	24.90
23312 - Fuel Distribution System Operator	20.21
23370 - General Maintenance Worker	17.51
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	18.49
23392 - Gunsmith II	20.53
23393 - Gunsmith III	22.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.54
23430 - Heavy Equipment Mechanic	20.89
23440 - Heavy Equipment Operator	23.27

23460 - Instrument Mechanic	22.33
23465 - Laboratory/Shelter Mechanic	21.45
23470 - Laborer	12.96
23510 - Locksmith	21.45
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	22.33
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	23.94
23640 - Millwright	28.58
23710 - Office Appliance Repairer	21.45
23760 - Painter, Maintenance	20.52
23790 - Pipefitter, Maintenance	25.04
23810 - Plumber, Maintenance	23.29
23820 - Pneudraulic Systems Mechanic	22.33
23850 - Rigger	22.33
23870 - Scale Mechanic	20.53
23890 - Sheet-Metal Worker, Maintenance	20.51
23910 - Small Engine Mechanic	19.88
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.31
23950 - Telephone Lineman	22.33
23960 - Welder, Combination, Maintenance	21.37
23965 - Well Driller	22.33
23970 - Woodcraft Worker	22.33
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.27
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	24.27
25190 - Ventilation Equipment Tender	18.80
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.68
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	18.80
27010 - Court Security Officer	19.65
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	18.80
27070 - Firefighter	22.50
27101 - Guard I	12.58
27102 - Guard II	17.22
27131 - Police Officer I	23.19
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.16
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	16.61
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.18
29020 - Hatch Tender		24.18
29030 - Line Handler		24.18
29041 - Stevedore I		21.14
29042 - Stevedore II		25.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.93
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.29
30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		22.58
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		21.25
30210 - Laboratory Technician		18.86
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		17.14
30362 - Paralegal/Legal Assistant II		21.23
30363 - Paralegal/Legal Assistant III		25.97
30364 - Paralegal/Legal Assistant IV		31.42
30390 - Photo-Optics Technician		25.75
30461 - Technical Writer I		21.24
30462 - Technical Writer II		25.98
30463 - Technical Writer III		31.44
30491 - Unexploded Ordnance (UXO) Technician I		22.84
30492 - Unexploded Ordnance (UXO) Technician II		27.63
30493 - Unexploded Ordnance (UXO) Technician III		33.12
30494 - Unexploded (UXO) Safety Escort		22.84
30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer, Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.09
31030 - Bus Driver		18.45
31043 - Driver Courier		16.07
31260 - Parking and Lot Attendant		9.77
31290 - Shuttle Bus Driver		17.52
31310 - Taxi Driver		11.31
31361 - Truckdriver, Light		17.52
31362 - Truckdriver, Medium		22.44
31363 - Truckdriver, Heavy		22.50
31364 - Truckdriver, Tractor-Trailer		22.50
99000 - Miscellaneous Occupations		
99030 - Cashier		9.46
99050 - Desk Clerk		10.56
99095 - Embalmer		26.25
99251 - Laboratory Animal Caretaker I		11.04
99252 - Laboratory Animal Caretaker II		11.77
99310 - Mortician		26.25
99410 - Pest Controller		14.48

99510 - Photofinishing Worker	12.78
99710 - Recycling Laborer	17.63
99711 - Recycling Specialist	22.03
99730 - Refuse Collector	14.77
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	16.72
99842 - Vending Machine Repairer Helper	14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2195 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.04
01012 - Accounting Clerk II		13.51
01013 - Accounting Clerk III		16.29
01020 - Administrative Assistant		19.70
01040 - Court Reporter		14.53
01051 - Data Entry Operator I		10.83
01052 - Data Entry Operator II		11.82
01060 - Dispatcher, Motor Vehicle		18.05
01070 - Document Preparation Clerk		11.58
01090 - Duplicating Machine Operator		11.58
01111 - General Clerk I		10.95
01112 - General Clerk II		11.82
01113 - General Clerk III		13.27

01120 - Housing Referral Assistant	16.21
01141 - Messenger Courier	9.43
01191 - Order Clerk I	12.93
01192 - Order Clerk II	15.75
01261 - Personnel Assistant (Employment) I	12.99
01262 - Personnel Assistant (Employment) II	14.53
01263 - Personnel Assistant (Employment) III	16.21
01270 - Production Control Clerk	24.49
01280 - Receptionist	11.25
01290 - Rental Clerk	10.55
01300 - Scheduler, Maintenance	12.99
01311 - Secretary I	12.99
01312 - Secretary II	14.53
01313 - Secretary III	16.21
01320 - Service Order Dispatcher	17.84
01410 - Supply Technician	19.70
01420 - Survey Worker	15.36
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	11.58
01612 - Word Processor II	12.99
01613 - Word Processor III	14.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.86
05070 - Automotive Worker	15.86
05110 - Mobile Equipment Servicer	14.88
05130 - Motor Equipment Metal Mechanic	16.87
05160 - Motor Equipment Metal Worker	15.86
05190 - Motor Vehicle Mechanic	16.85
05220 - Motor Vehicle Mechanic Helper	14.39
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.86
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.86
05370 - Tire Repairer	12.67
05400 - Transmission Repair Specialist	16.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.83
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.07
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer, Minor	18.02
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.07
11060 - Elevator Operator	13.69
11090 - Gardener	15.39
11122 - Housekeeping Aide	13.66
11150 - Janitor	15.19
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	10.18
11260 - Pruner	11.97

11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	15.73
12012 - Certified Occupational Therapist Assistant	21.42
12015 - Certified Physical Therapist Assistant	21.42
12020 - Dental Assistant	15.54
12025 - Dental Hygienist	29.30
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	13.95
12072 - Licensed Practical Nurse II	15.61
12073 - Licensed Practical Nurse III	17.41
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.63
12195 - Medical Transcriptionist	13.79
12210 - Nuclear Medicine Technologist	34.31
12221 - Nursing Assistant I	9.96
12222 - Nursing Assistant II	11.20
12223 - Nursing Assistant III	12.22
12224 - Nursing Assistant IV	13.72
12235 - Optical Dispenser	14.49
12236 - Optical Technician	13.96
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.72
12305 - Radiologic Technologist	23.65
12311 - Registered Nurse I	20.41
12312 - Registered Nurse II	24.97
12313 - Registered Nurse II, Specialist	24.97
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.20
12317 - Scheduler (Drug and Alcohol Testing)	19.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.75
13012 - Exhibits Specialist II	20.76
13013 - Exhibits Specialist III	25.39
13041 - Illustrator I	16.75
13042 - Illustrator II	20.76
13043 - Illustrator III	25.39
13047 - Librarian	22.98
13050 - Library Aide/Clerk	13.34
13054 - Library Information Technology Systems Administrator	20.76
13058 - Library Technician	13.67
13061 - Media Specialist I	14.97
13062 - Media Specialist II	16.75
13063 - Media Specialist III	18.68
13071 - Photographer I	14.97
13072 - Photographer II	16.75
13073 - Photographer III	20.76
13074 - Photographer IV	25.39
13075 - Photographer V	30.72
13110 - Video Teleconference Technician	14.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.21
14042 - Computer Operator II	15.41
14043 - Computer Operator III	16.81

14044 - Computer Operator IV	18.26
14045 - Computer Operator V	20.23
14071 - Computer Programmer I	16.05
14072 - Computer Programmer II	19.91
14073 - Computer Programmer III	23.86
14074 - Computer Programmer IV	27.08
14101 - Computer Systems Analyst I	22.39
14102 - Computer Systems Analyst II	27.08
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	13.21
14160 - Personal Computer Support Technician	18.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.39
15020 - Aircrew Training Devices Instructor (Rated)	27.08
15030 - Air Crew Training Devices Instructor (Pilot)	32.47
15050 - Computer Based Training Specialist / Instructor	22.39
15060 - Educational Technologist	20.35
15070 - Flight Instructor (Pilot)	32.47
15080 - Graphic Artist	19.89
15090 - Technical Instructor	19.40
15095 - Technical Instructor/Course Developer	23.74
15110 - Test Proctor	15.66
15120 - Tutor	15.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.96
16030 - Counter Attendant	8.96
16040 - Dry Cleaner	11.35
16070 - Finisher, Flatwork, Machine	8.96
16090 - Presser, Hand	8.96
16110 - Presser, Machine, Drycleaning	8.96
16130 - Presser, Machine, Shirts	8.96
16160 - Presser, Machine, Wearing Apparel, Laundry	8.96
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.94
16250 - Washer, Machine	9.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.25
19040 - Tool And Die Maker	27.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.12
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	17.19
21071 - Order Filler	12.40
21080 - Production Line Worker (Food Processing)	23.12
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	13.07
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.26
23021 - Aircraft Mechanic I	24.42
23022 - Aircraft Mechanic II	25.26
23023 - Aircraft Mechanic III	26.19
23040 - Aircraft Mechanic Helper	19.56
23050 - Aircraft, Painter	23.65
23060 - Aircraft Servicer	22.26
23080 - Aircraft Worker	22.99
23110 - Appliance Mechanic	23.67
23120 - Bicycle Repairer	13.78
23125 - Cable Splicer	24.42

23130 - Carpenter, Maintenance	19.85
23140 - Carpet Layer	22.47
23160 - Electrician, Maintenance	25.30
23181 - Electronics Technician Maintenance I	22.27
23182 - Electronics Technician Maintenance II	23.67
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.86
23370 - General Maintenance Worker	20.41
23380 - Ground Support Equipment Mechanic	24.42
23381 - Ground Support Equipment Servicer	22.26
23382 - Ground Support Equipment Worker	22.99
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.47
23393 - Gunsmith III	24.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.86
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	22.84
23460 - Instrument Mechanic	24.42
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance Mechanic	25.06
23550 - Machinist, Maintenance	24.42
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	24.42
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.72
23640 - Millwright	24.42
23710 - Office Appliance Repairer	23.67
23760 - Painter, Maintenance	23.67
23790 - Pipefitter, Maintenance	26.12
23810 - Plumber, Maintenance	24.28
23820 - Pneudraulic Systems Mechanic	24.42
23850 - Rigger	24.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker, Maintenance	25.44
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic I	23.98
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	24.42
23960 - Welder, Combination, Maintenance	22.97
23965 - Well Driller	24.42
23970 - Woodcraft Worker	24.42
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.19
24620 - Family Readiness And Support Services Coordinator	14.95
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22

25210 - Water Treatment Plant Operator	23.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.86
27007 - Baggage Inspector	14.89
27008 - Corrections Officer	16.66
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	16.35
27040 - Detention Officer	16.66
27070 - Firefighter	17.20
27101 - Guard I	14.89
27102 - Guard II	16.66
27131 - Police Officer I	19.18
27132 - Police Officer II	21.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Equpment Worker	12.18
28210 - Gate Attendant/Gate Tender	14.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	16.92
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.47
29020 - Hatch Tender	22.47
29030 - Line Handler	22.47
29041 - Stevedore I	21.31
29042 - Stevedore II	23.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.70
30022 - Archeological Technician II	15.18
30023 - Archeological Technician III	18.79
30030 - Cartographic Technician	18.79
30040 - Civil Engineering Technician	18.79
30061 - Drafter/CAD Operator I	12.62
30062 - Drafter/CAD Operator II	15.32
30063 - Drafter/CAD Operator III	16.92
30064 - Drafter/CAD Operator IV	20.82
30081 - Engineering Technician I	12.58
30082 - Engineering Technician II	14.23
30083 - Engineering Technician III	15.92
30084 - Engineering Technician IV	19.72
30085 - Engineering Technician V	24.12
30086 - Engineering Technician VI	28.09
30090 - Environmental Technician	18.79
30210 - Laboratory Technician	16.92
30240 - Mathematical Technician	18.79
30361 - Paralegal/Legal Assistant I	16.20
30362 - Paralegal/Legal Assistant II	20.08
30363 - Paralegal/Legal Assistant III	24.56
30364 - Paralegal/Legal Assistant IV	29.71
30390 - Photo-Optics Technician	18.79
30461 - Technical Writer I	17.77
30462 - Technical Writer II	21.74
30463 - Technical Writer III	26.30
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	16.92
30621 - Weather Observer, Senior	(see 2)	18.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.23
31030 - Bus Driver		16.68
31043 - Driver Courier		13.92
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		11.39
31361 - Truckdriver, Light		14.99
31362 - Truckdriver, Medium		16.63
31363 - Truckdriver, Heavy		18.80
31364 - Truckdriver, Tractor-Trailer		18.80
99000 - Miscellaneous Occupations		
99030 - Cashier		7.95
99050 - Desk Clerk		10.15
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		14.80
99252 - Laboratory Animal Caretaker II		15.92
99310 - Mortician		23.74
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.95
99711 - Recycling Specialist		18.88
99730 - Refuse Collector		14.53
99810 - Sales Clerk		11.10
99820 - School Crossing Guard		14.53
99830 - Survey Party Chief		17.84
99831 - Surveying Aide		10.95
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		18.88
99841 - Vending Machine Repairer		22.95
99842 - Vending Machine Repairer Helper		18.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2196 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.04
01012 - Accounting Clerk II		13.51
01013 - Accounting Clerk III		16.29
01020 - Administrative Assistant		19.70
01040 - Court Reporter		14.53
01051 - Data Entry Operator I		10.83
01052 - Data Entry Operator II		11.82
01060 - Dispatcher, Motor Vehicle		18.05
01070 - Document Preparation Clerk		11.58
01090 - Duplicating Machine Operator		11.58
01111 - General Clerk I		10.95
01112 - General Clerk II		11.82
01113 - General Clerk III		13.27
01120 - Housing Referral Assistant		16.21
01141 - Messenger Courier		9.43
01191 - Order Clerk I		12.93
01192 - Order Clerk II		15.75
01261 - Personnel Assistant (Employment) I		12.99
01262 - Personnel Assistant (Employment) II		14.53
01263 - Personnel Assistant (Employment) III		16.21
01270 - Production Control Clerk		24.49
01280 - Receptionist		11.25
01290 - Rental Clerk		10.55
01300 - Scheduler, Maintenance		12.99
01311 - Secretary I		12.99
01312 - Secretary II		14.53
01313 - Secretary III		16.21
01320 - Service Order Dispatcher		17.84
01410 - Supply Technician		19.70
01420 - Survey Worker		15.36
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		11.58
01612 - Word Processor II		12.99
01613 - Word Processor III		14.53
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.40
05010 - Automotive Electrician		16.40
05040 - Automotive Glass Installer		15.86
05070 - Automotive Worker		15.86
05110 - Mobile Equipment Servicer		14.88
05130 - Motor Equipment Metal Mechanic		16.87
05160 - Motor Equipment Metal Worker		15.86
05190 - Motor Vehicle Mechanic		16.85
05220 - Motor Vehicle Mechanic Helper		14.39
05250 - Motor Vehicle Upholstery Worker		15.36
05280 - Motor Vehicle Wrecker		15.86
05310 - Painter, Automotive		16.40
05340 - Radiator Repair Specialist		15.86
05370 - Tire Repairer		12.67
05400 - Transmission Repair Specialist		16.84

07000 - Food Preparation And Service Occupations	
07010 - Baker	14.83
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.07
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer, Minor	18.02
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.07
11060 - Elevator Operator	13.69
11090 - Gardener	15.39
11122 - Housekeeping Aide	13.66
11150 - Janitor	15.19
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	10.18
11260 - Pruner	11.97
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	15.73
12012 - Certified Occupational Therapist Assistant	21.42
12015 - Certified Physical Therapist Assistant	21.42
12020 - Dental Assistant	15.54
12025 - Dental Hygienist	29.30
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	13.95
12072 - Licensed Practical Nurse II	15.61
12073 - Licensed Practical Nurse III	17.41
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.63
12195 - Medical Transcriptionist	13.79
12210 - Nuclear Medicine Technologist	34.31
12221 - Nursing Assistant I	9.96
12222 - Nursing Assistant II	11.20
12223 - Nursing Assistant III	12.22
12224 - Nursing Assistant IV	13.72
12235 - Optical Dispenser	14.49
12236 - Optical Technician	13.96
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.72
12305 - Radiologic Technologist	23.65
12311 - Registered Nurse I	20.41
12312 - Registered Nurse II	24.97
12313 - Registered Nurse II, Specialist	24.97
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.20
12317 - Scheduler (Drug and Alcohol Testing)	19.49
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I	16.75
13012 - Exhibits Specialist II	20.76
13013 - Exhibits Specialist III	25.39
13041 - Illustrator I	16.75
13042 - Illustrator II	20.76
13043 - Illustrator III	25.39
13047 - Librarian	22.98
13050 - Library Aide/Clerk	13.34
13054 - Library Information Technology Systems Administrator	20.76
13058 - Library Technician	13.67
13061 - Media Specialist I	14.97
13062 - Media Specialist II	16.75
13063 - Media Specialist III	18.68
13071 - Photographer I	14.97
13072 - Photographer II	16.75
13073 - Photographer III	20.76
13074 - Photographer IV	25.39
13075 - Photographer V	30.72
13110 - Video Teleconference Technician	14.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.21
14042 - Computer Operator II	15.41
14043 - Computer Operator III	16.81
14044 - Computer Operator IV	18.26
14045 - Computer Operator V	20.23
14071 - Computer Programmer I	16.05
14072 - Computer Programmer II	19.91
14073 - Computer Programmer III	23.86
14074 - Computer Programmer IV	27.08
14101 - Computer Systems Analyst I	22.39
14102 - Computer Systems Analyst II	27.08
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	13.21
14160 - Personal Computer Support Technician	18.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.39
15020 - Aircrew Training Devices Instructor (Rated)	27.08
15030 - Air Crew Training Devices Instructor (Pilot)	32.47
15050 - Computer Based Training Specialist / Instructor	22.39
15060 - Educational Technologist	20.35
15070 - Flight Instructor (Pilot)	32.47
15080 - Graphic Artist	19.89
15090 - Technical Instructor	19.40
15095 - Technical Instructor/Course Developer	23.74
15110 - Test Proctor	15.66
15120 - Tutor	15.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.96
16030 - Counter Attendant	8.96
16040 - Dry Cleaner	11.35
16070 - Finisher, Flatwork, Machine	8.96
16090 - Presser, Hand	8.96
16110 - Presser, Machine, Drycleaning	8.96
16130 - Presser, Machine, Shirts	8.96
16160 - Presser, Machine, Wearing Apparel, Laundry	8.96
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.94
16250 - Washer, Machine	9.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.25
19040 - Tool And Die Maker	27.16
21000 - Materials Handling And Packing Occupations	

21020 - Forklift Operator	23.12
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	17.19
21071 - Order Filler	12.40
21080 - Production Line Worker (Food Processing)	23.12
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	13.07
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.26
23021 - Aircraft Mechanic I	24.42
23022 - Aircraft Mechanic II	25.26
23023 - Aircraft Mechanic III	26.19
23040 - Aircraft Mechanic Helper	19.56
23050 - Aircraft, Painter	23.65
23060 - Aircraft Servicer	22.26
23080 - Aircraft Worker	22.99
23110 - Appliance Mechanic	23.67
23120 - Bicycle Repairer	13.78
23125 - Cable Splicer	24.42
23130 - Carpenter, Maintenance	19.85
23140 - Carpet Layer	22.47
23160 - Electrician, Maintenance	25.30
23181 - Electronics Technician Maintenance I	22.27
23182 - Electronics Technician Maintenance II	23.67
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.86
23370 - General Maintenance Worker	20.41
23380 - Ground Support Equipment Mechanic	24.42
23381 - Ground Support Equipment Servicer	22.26
23382 - Ground Support Equipment Worker	22.99
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.47
23393 - Gunsmith III	24.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.86
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	22.84
23460 - Instrument Mechanic	24.42
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance Mechanic	25.06
23550 - Machinist, Maintenance	24.42
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	24.42
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.72
23640 - Millwright	24.42
23710 - Office Appliance Repairer	23.67
23760 - Painter, Maintenance	23.67
23790 - Pipefitter, Maintenance	26.12
23810 - Plumber, Maintenance	24.28

23820 - Pneudraulic Systems Mechanic	24.42
23850 - Rigger	24.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker, Maintenance	25.44
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic I	23.98
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	24.42
23960 - Welder, Combination, Maintenance	22.97
23965 - Well Driller	24.42
23970 - Woodcraft Worker	24.42
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.19
24620 - Family Readiness And Support Services Coordinator	14.95
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	23.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.86
27007 - Baggage Inspector	14.89
27008 - Corrections Officer	16.66
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	16.35
27040 - Detention Officer	16.66
27070 - Firefighter	17.20
27101 - Guard I	14.89
27102 - Guard II	16.66
27131 - Police Officer I	19.18
27132 - Police Officer II	21.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Equpment Worker	12.18
28210 - Gate Attendant/Gate Tender	14.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	16.92
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.47
29020 - Hatch Tender	22.47
29030 - Line Handler	22.47
29041 - Stevedore I	21.31
29042 - Stevedore II	23.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.70
30022 - Archeological Technician II	15.18
30023 - Archeological Technician III	18.79
30030 - Cartographic Technician	18.79
30040 - Civil Engineering Technician	18.79

30061 - Drafter/CAD Operator I		12.62
30062 - Drafter/CAD Operator II		15.32
30063 - Drafter/CAD Operator III		16.92
30064 - Drafter/CAD Operator IV		20.82
30081 - Engineering Technician I		12.58
30082 - Engineering Technician II		14.23
30083 - Engineering Technician III		15.92
30084 - Engineering Technician IV		19.72
30085 - Engineering Technician V		24.12
30086 - Engineering Technician VI		28.09
30090 - Environmental Technician		18.79
30210 - Laboratory Technician		16.92
30240 - Mathematical Technician		18.79
30361 - Paralegal/Legal Assistant I		16.20
30362 - Paralegal/Legal Assistant II		20.08
30363 - Paralegal/Legal Assistant III		24.56
30364 - Paralegal/Legal Assistant IV		29.71
30390 - Photo-Optics Technician		18.79
30461 - Technical Writer I		17.77
30462 - Technical Writer II		21.74
30463 - Technical Writer III		26.30
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	16.92
30621 - Weather Observer, Senior	(see 2)	18.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.23
31030 - Bus Driver		16.68
31043 - Driver Courier		13.92
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		11.39
31361 - Truckdriver, Light		14.99
31362 - Truckdriver, Medium		16.63
31363 - Truckdriver, Heavy		18.80
31364 - Truckdriver, Tractor-Trailer		18.80
99000 - Miscellaneous Occupations		
99030 - Cashier		7.95
99050 - Desk Clerk		10.15
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		14.80
99252 - Laboratory Animal Caretaker II		15.92
99310 - Mortician		23.74
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.95
99711 - Recycling Specialist		18.88
99730 - Refuse Collector		14.53
99810 - Sales Clerk		11.10
99820 - School Crossing Guard		14.53
99830 - Survey Party Chief		17.84
99831 - Surveying Aide		10.95
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		18.88
99841 - Vending Machine Repairer		22.95
99842 - Vending Machine Repairer Helper		18.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2197 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.96
01012 - Accounting Clerk II		13.42
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		18.42
01040 - Court Reporter		15.11
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.82
01060 - Dispatcher, Motor Vehicle		16.25
01070 - Document Preparation Clerk		11.84
01090 - Duplicating Machine Operator		11.84
01111 - General Clerk I		10.82
01112 - General Clerk II		11.81
01113 - General Clerk III		13.25
01120 - Housing Referral Assistant		16.58
01141 - Messenger Courier		12.85
01191 - Order Clerk I		12.14
01192 - Order Clerk II		13.25
01261 - Personnel Assistant (Employment) I		13.85
01262 - Personnel Assistant (Employment) II		15.49
01263 - Personnel Assistant (Employment) III		17.27
01270 - Production Control Clerk		19.91
01280 - Receptionist		10.77
01290 - Rental Clerk		10.34
01300 - Scheduler, Maintenance		13.29
01311 - Secretary I		13.29
01312 - Secretary II		15.11

01313 - Secretary III	16.58
01320 - Service Order Dispatcher	13.89
01410 - Supply Technician	18.42
01420 - Survey Worker	13.77
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	11.73
01612 - Word Processor II	13.16
01613 - Word Processor III	14.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.23
05010 - Automotive Electrician	17.72
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	16.01
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	17.79
05220 - Motor Vehicle Mechanic Helper	15.41
05250 - Motor Vehicle Upholstery Worker	16.59
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	19.20
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	13.94
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.56
07042 - Cook II	12.89
07070 - Dishwasher	8.98
07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer, Minor	17.78
09130 - Upholsterer	19.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.94
11060 - Elevator Operator	10.50
11090 - Gardener	13.39
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.27
11260 - Pruner	10.13
11270 - Tractor Operator	13.07
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	15.78
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.58
12015 - Certified Physical Therapist Assistant	20.68
12020 - Dental Assistant	17.84
12025 - Dental Hygienist	29.07
12030 - EKG Technician	23.12
12035 - Electroneurodiagnostic Technologist	23.12
12040 - Emergency Medical Technician	15.78

12071 - Licensed Practical Nurse I		15.08
12072 - Licensed Practical Nurse II		16.86
12073 - Licensed Practical Nurse III		18.81
12100 - Medical Assistant		13.16
12130 - Medical Laboratory Technician		17.36
12160 - Medical Record Clerk		12.96
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		15.14
12210 - Nuclear Medicine Technologist		37.07
12221 - Nursing Assistant I		9.93
12222 - Nursing Assistant II		11.17
12223 - Nursing Assistant III		12.19
12224 - Nursing Assistant IV		13.68
12235 - Optical Dispenser		16.35
12236 - Optical Technician		16.19
12250 - Pharmacy Technician		13.35
12280 - Phlebotomist		13.68
12305 - Radiologic Technologist		24.03
12311 - Registered Nurse I		21.08
12312 - Registered Nurse II		25.79
12313 - Registered Nurse II, Specialist		25.79
12314 - Registered Nurse III		31.20
12315 - Registered Nurse III, Anesthetist		31.20
12316 - Registered Nurse IV		37.39
12317 - Scheduler (Drug and Alcohol Testing)		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		17.09
13042 - Illustrator II		21.18
13043 - Illustrator III		25.91
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		15.31
13061 - Media Specialist I		15.28
13062 - Media Specialist II		17.09
13063 - Media Specialist III		19.06
13071 - Photographer I		16.05
13072 - Photographer II		19.00
13073 - Photographer III		20.21
13074 - Photographer IV		24.72
13075 - Photographer V		29.91
13110 - Video Teleconference Technician		18.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.22
14042 - Computer Operator II		15.53
14043 - Computer Operator III		20.83
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I		18.78
14072 - Computer Programmer II		24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.22
14160 - Personal Computer Support Technician		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52

15020 - Aircrew Training Devices Instructor (Rated)	31.47
15030 - Air Crew Training Devices Instructor (Pilot)	37.71
15050 - Computer Based Training Specialist / Instructor	28.52
15060 - Educational Technologist	23.85
15070 - Flight Instructor (Pilot)	37.71
15080 - Graphic Artist	19.11
15090 - Technical Instructor	22.17
15095 - Technical Instructor/Course Developer	27.12
15110 - Test Proctor	17.89
15120 - Tutor	17.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.56
19040 - Tool And Die Maker	20.68
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.49
21030 - Material Coordinator	19.91
21040 - Material Expediter	19.91
21050 - Material Handling Laborer	11.66
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	13.49
21110 - Shipping Packer	13.10
21130 - Shipping/Receiving Clerk	13.10
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	13.49
21410 - Warehouse Specialist	13.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.60
23021 - Aircraft Mechanic I	21.86
23022 - Aircraft Mechanic II	22.60
23023 - Aircraft Mechanic III	23.32
23040 - Aircraft Mechanic Helper	17.09
23050 - Aircraft, Painter	21.00
23060 - Aircraft Servicer	19.70
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.33
23120 - Bicycle Repairer	13.94
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	20.37
23140 - Carpet Layer	20.09
23160 - Electrician, Maintenance	24.40
23181 - Electronics Technician Maintenance I	21.24
23182 - Electronics Technician Maintenance II	21.97
23183 - Electronics Technician Maintenance III	22.66
23260 - Fabric Worker	19.03
23290 - Fire Alarm System Mechanic	21.86
23310 - Fire Extinguisher Repairer	17.78
23311 - Fuel Distribution System Mechanic	20.57
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	17.54
23380 - Ground Support Equipment Mechanic	21.86

23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	17.78
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.05
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	20.62
23465 - Laboratory/Shelter Mechanic	21.16
23470 - Laborer	11.66
23510 - Locksmith	19.97
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	18.67
23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	20.62
23592 - Metrology Technician II	21.33
23593 - Metrology Technician III	22.73
23640 - Millwright	25.21
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.11
23790 - Pipefitter, Maintenance	26.62
23810 - Plumber, Maintenance	24.82
23820 - Pneudraulic Systems Mechanic	21.86
23850 - Rigger	20.62
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	21.55
23910 - Small Engine Mechanic	20.09
23931 - Telecommunications Mechanic I	25.07
23932 - Telecommunications Mechanic II	25.92
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.21
23965 - Well Driller	21.75
23970 - Woodcraft Worker	21.86
23980 - Woodworker	17.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	11.95
24610 - Chore Aide	9.30
24620 - Family Readiness And Support Services Coordinator	12.83
24630 - Homemaker	13.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	21.86
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	19.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.96
27008 - Corrections Officer	15.04
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	15.04
27070 - Firefighter	18.40
27101 - Guard I	10.96
27102 - Guard II	13.10
27131 - Police Officer I	19.68
27132 - Police Officer II	21.87

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.54
28042 - Carnival Equipment Repairer		12.01
28043 - Carnival Equpment Worker		9.61
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		16.07
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		18.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.29
29020 - Hatch Tender		18.29
29030 - Line Handler		18.29
29041 - Stevedore I		17.33
29042 - Stevedore II		19.27
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.55
30022 - Archeological Technician II		18.51
30023 - Archeological Technician III		22.94
30030 - Cartographic Technician		22.94
30040 - Civil Engineering Technician		21.96
30061 - Drafter/CAD Operator I		16.55
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.65
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.03
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.04
30090 - Environmental Technician		22.94
30210 - Laboratory Technician		19.92
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.94
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		33.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		92.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	22.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		16.25
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		15.17
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		14.27

31362 - Truckdriver, Medium	17.18
31363 - Truckdriver, Heavy	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
99000 - Miscellaneous Occupations	
99030 - Cashier	8.16
99050 - Desk Clerk	9.03
99095 - Embalmer	22.37
99251 - Laboratory Animal Caretaker I	10.49
99252 - Laboratory Animal Caretaker II	11.30
99310 - Mortician	22.37
99410 - Pest Controller	17.01
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.95
99711 - Recycling Specialist	17.68
99730 - Refuse Collector	13.62
99810 - Sales Clerk	11.74
99820 - School Crossing Guard	11.63
99830 - Survey Party Chief	17.26
99831 - Surveying Aide	10.44
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	14.96
99841 - Vending Machine Repairer	16.71
99842 - Vending Machine Repairer Helper	14.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2198 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.96
01012 - Accounting Clerk II		13.42
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		18.42
01040 - Court Reporter		15.11
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.82

01060 - Dispatcher, Motor Vehicle	16.25
01070 - Document Preparation Clerk	11.84
01090 - Duplicating Machine Operator	11.84
01111 - General Clerk I	10.82
01112 - General Clerk II	11.81
01113 - General Clerk III	13.25
01120 - Housing Referral Assistant	16.58
01141 - Messenger Courier	12.85
01191 - Order Clerk I	12.14
01192 - Order Clerk II	13.25
01261 - Personnel Assistant (Employment) I	13.85
01262 - Personnel Assistant (Employment) II	15.49
01263 - Personnel Assistant (Employment) III	17.27
01270 - Production Control Clerk	19.91
01280 - Receptionist	10.77
01290 - Rental Clerk	10.34
01300 - Scheduler, Maintenance	13.29
01311 - Secretary I	13.29
01312 - Secretary II	15.11
01313 - Secretary III	16.58
01320 - Service Order Dispatcher	13.89
01410 - Supply Technician	18.42
01420 - Survey Worker	13.77
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	11.73
01612 - Word Processor II	13.16
01613 - Word Processor III	14.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.23
05010 - Automotive Electrician	17.72
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	16.01
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	17.79
05220 - Motor Vehicle Mechanic Helper	15.41
05250 - Motor Vehicle Upholstery Worker	16.59
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	19.20
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	13.94
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.56
07042 - Cook II	12.89
07070 - Dishwasher	8.98
07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer, Minor	17.78
09130 - Upholsterer	19.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.94
11060 - Elevator Operator	10.50

11090 - Gardener	13.39
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.27
11260 - Pruner	10.13
11270 - Tractor Operator	13.07
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	15.78
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.58
12015 - Certified Physical Therapist Assistant	20.68
12020 - Dental Assistant	17.84
12025 - Dental Hygienist	29.07
12030 - EKG Technician	23.12
12035 - Electroneurodiagnostic Technologist	23.12
12040 - Emergency Medical Technician	15.78
12071 - Licensed Practical Nurse I	15.08
12072 - Licensed Practical Nurse II	16.86
12073 - Licensed Practical Nurse III	18.81
12100 - Medical Assistant	13.16
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	37.07
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.17
12223 - Nursing Assistant III	12.19
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	16.35
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	13.35
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	24.03
12311 - Registered Nurse I	21.08
12312 - Registered Nurse II	25.79
12313 - Registered Nurse II, Specialist	25.79
12314 - Registered Nurse III	31.20
12315 - Registered Nurse III, Anesthetist	31.20
12316 - Registered Nurse IV	37.39
12317 - Scheduler (Drug and Alcohol Testing)	20.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.09
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	17.09
13042 - Illustrator II	21.18
13043 - Illustrator III	25.91
13047 - Librarian	23.46
13050 - Library Aide/Clerk	13.43
13054 - Library Information Technology Systems Administrator	21.18
13058 - Library Technician	15.31
13061 - Media Specialist I	15.28
13062 - Media Specialist II	17.09
13063 - Media Specialist III	19.06
13071 - Photographer I	16.05
13072 - Photographer II	19.00
13073 - Photographer III	20.21
13074 - Photographer IV	24.72

13075 - Photographer V		29.91
13110 - Video Teleconference Technician		18.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.22
14042 - Computer Operator II		15.53
14043 - Computer Operator III		20.83
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I		18.78
14072 - Computer Programmer II		24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.22
14160 - Personal Computer Support Technician		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		31.47
15030 - Air Crew Training Devices Instructor (Pilot)		37.71
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		23.85
15070 - Flight Instructor (Pilot)		37.71
15080 - Graphic Artist		19.11
15090 - Technical Instructor		22.17
15095 - Technical Instructor/Course Developer		27.12
15110 - Test Proctor		17.89
15120 - Tutor		17.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.56
19040 - Tool And Die Maker		20.68
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.49
21030 - Material Coordinator		19.91
21040 - Material Expediter		19.91
21050 - Material Handling Laborer		11.66
21071 - Order Filler		11.47
21080 - Production Line Worker (Food Processing)		13.49
21110 - Shipping Packer		13.10
21130 - Shipping/Receiving Clerk		13.10
21140 - Store Worker I		13.05
21150 - Stock Clerk		17.39
21210 - Tools And Parts Attendant		13.49
21410 - Warehouse Specialist		13.49
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.60
23021 - Aircraft Mechanic I		21.86
23022 - Aircraft Mechanic II		22.60
23023 - Aircraft Mechanic III		23.32
23040 - Aircraft Mechanic Helper		17.09

23050 - Aircraft, Painter	21.00
23060 - Aircraft Servicer	19.70
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.33
23120 - Bicycle Repairer	13.94
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	20.37
23140 - Carpet Layer	20.09
23160 - Electrician, Maintenance	24.40
23181 - Electronics Technician Maintenance I	21.24
23182 - Electronics Technician Maintenance II	21.97
23183 - Electronics Technician Maintenance III	22.66
23260 - Fabric Worker	19.03
23290 - Fire Alarm System Mechanic	21.86
23310 - Fire Extinguisher Repairer	17.78
23311 - Fuel Distribution System Mechanic	20.57
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	17.54
23380 - Ground Support Equipment Mechanic	21.86
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	17.78
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.05
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	20.62
23465 - Laboratory/Shelter Mechanic	21.16
23470 - Laborer	11.66
23510 - Locksmith	19.97
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	18.67
23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	20.62
23592 - Metrology Technician II	21.33
23593 - Metrology Technician III	22.73
23640 - Millwright	25.21
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.11
23790 - Pipefitter, Maintenance	26.62
23810 - Plumber, Maintenance	24.82
23820 - Pneudraulic Systems Mechanic	21.86
23850 - Rigger	20.62
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	21.55
23910 - Small Engine Mechanic	20.09
23931 - Telecommunications Mechanic I	25.07
23932 - Telecommunications Mechanic II	25.92
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.21
23965 - Well Driller	21.75
23970 - Woodcraft Worker	21.86
23980 - Woodworker	17.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	11.95
24610 - Chore Aide	9.30
24620 - Family Readiness And Support Services Coordinator	12.83

24630 - Homemaker	13.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	21.86
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	19.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.96
27008 - Corrections Officer	15.04
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	15.04
27070 - Firefighter	18.40
27101 - Guard I	10.96
27102 - Guard II	13.10
27131 - Police Officer I	19.68
27132 - Police Officer II	21.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	17.33
29042 - Stevedore II	19.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.51
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	21.96
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	18.05
30083 - Engineering Technician III	20.19
30084 - Engineering Technician IV	25.03
30085 - Engineering Technician V	30.62
30086 - Engineering Technician VI	37.04
30090 - Environmental Technician	22.94
30210 - Laboratory Technician	19.92
30240 - Mathematical Technician	22.94
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02
30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30390 - Photo-Optics Technician	22.94

30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		33.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		92.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	22.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		16.25
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		15.17
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		14.27
31362 - Truckdriver, Medium		17.18
31363 - Truckdriver, Heavy		18.25
31364 - Truckdriver, Tractor-Trailer		18.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.16
99050 - Desk Clerk		9.03
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.49
99252 - Laboratory Animal Caretaker II		11.30
99310 - Mortician		22.37
99410 - Pest Controller		17.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.95
99711 - Recycling Specialist		17.68
99730 - Refuse Collector		13.62
99810 - Sales Clerk		11.74
99820 - School Crossing Guard		11.63
99830 - Survey Party Chief		17.26
99831 - Surveying Aide		10.44
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		14.96
99841 - Vending Machine Repairer		16.71
99842 - Vending Machine Repairer Helper		14.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2203

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		19.38
01040 - Court Reporter		20.39
01051 - Data Entry Operator I		12.49
01052 - Data Entry Operator II		14.56
01060 - Dispatcher, Motor Vehicle		15.38
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		11.63
01112 - General Clerk II		12.68
01113 - General Clerk III		14.24
01120 - Housing Referral Assistant		16.52
01141 - Messenger Courier		11.00
01191 - Order Clerk I		13.30
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		14.60
01262 - Personnel Assistant (Employment) II		16.34
01263 - Personnel Assistant (Employment) III		18.22
01270 - Production Control Clerk		19.25
01280 - Receptionist		11.71
01290 - Rental Clerk		10.87
01300 - Scheduler, Maintenance		13.24
01311 - Secretary I		13.24
01312 - Secretary II		14.81
01313 - Secretary III		16.52
01320 - Service Order Dispatcher		14.62
01410 - Supply Technician		19.38
01420 - Survey Worker		13.11
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		11.67
01612 - Word Processor II		13.10
01613 - Word Processor III		14.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.02
05010 - Automotive Electrician		18.51
05040 - Automotive Glass Installer		18.00
05070 - Automotive Worker		18.00
05110 - Mobile Equipment Servicer		16.94
05130 - Motor Equipment Metal Mechanic		19.02
05160 - Motor Equipment Metal Worker		18.00
05190 - Motor Vehicle Mechanic		19.02

05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.88
07041 - Cook I	10.68
07042 - Cook II	11.88
07070 - Dishwasher	8.74
07130 - Food Service Worker	8.96
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	10.73
11090 - Gardener	13.23
11122 - Housekeeping Aide	10.73
11150 - Janitor	10.73
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	9.50
11260 - Pruner	10.95
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	11.55
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	19.38
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	30.40
12030 - EKG Technician	24.95
12035 - Electroneurodiagnostic Technologist	24.95
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.46
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	14.34
12130 - Medical Laboratory Technician	16.34
12160 - Medical Record Clerk	14.21
12190 - Medical Record Technician	16.41
12195 - Medical Transcriptionist	14.36
12210 - Nuclear Medicine Technologist	36.18
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	15.13
12236 - Optical Technician	14.72
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	24.45
12311 - Registered Nurse I	21.66

12312 - Registered Nurse II		26.51
12313 - Registered Nurse II, Specialist		26.51
12314 - Registered Nurse III		32.08
12315 - Registered Nurse III, Anesthetist		32.08
12316 - Registered Nurse IV		38.42
12317 - Scheduler (Drug and Alcohol Testing)		20.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		16.69
13042 - Illustrator II		20.69
13043 - Illustrator III		25.31
13047 - Librarian		22.91
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		20.69
13058 - Library Technician		13.33
13061 - Media Specialist I		14.93
13062 - Media Specialist II		16.69
13063 - Media Specialist III		18.62
13071 - Photographer I		14.72
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.51
14042 - Computer Operator II		15.11
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I		20.67
14072 - Computer Programmer II		25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.51
14160 - Personal Computer Support Technician		21.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		26.59
15070 - Flight Instructor (Pilot)		39.12
15080 - Graphic Artist		19.60
15090 - Technical Instructor		18.70
15095 - Technical Instructor/Course Developer		22.98
15110 - Test Proctor		15.09
15120 - Tutor		15.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53

16190 - Sewing Machine Operator 13.37
16220 - Tailor 14.31
16250 - Washer, Machine 10.54
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.47
19040 - Tool And Die Maker 22.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.86
21030 - Material Coordinator 19.25
21040 - Material Expediter 19.25
21050 - Material Handling Laborer 15.82
21071 - Order Filler 10.93
21080 - Production Line Worker (Food Processing) 15.86
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 15.94
21140 - Store Worker I 14.36
21150 - Stock Clerk 17.94
21210 - Tools And Parts Attendant 15.86
21410 - Warehouse Specialist 15.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.70
23021 - Aircraft Mechanic I 22.78
23022 - Aircraft Mechanic II 23.70
23023 - Aircraft Mechanic III 24.39
23040 - Aircraft Mechanic Helper 17.66
23050 - Aircraft, Painter 21.89
23060 - Aircraft Servicer 19.85
23080 - Aircraft Worker 20.94
23110 - Appliance Mechanic 21.89
23120 - Bicycle Repairer 15.87
23125 - Cable Splicer 29.41
23130 - Carpenter, Maintenance 20.39
23140 - Carpet Layer 20.94
23160 - Electrician, Maintenance 25.46
23181 - Electronics Technician Maintenance I 23.27
23182 - Electronics Technician Maintenance II 24.15
23183 - Electronics Technician Maintenance III 25.31
23260 - Fabric Worker 19.85
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23312 - Fuel Distribution System Operator 17.57
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23470 - Laborer 13.20
23510 - Locksmith 21.89
23530 - Machinery Maintenance Mechanic 24.28
23550 - Machinist, Maintenance 19.63
23580 - Maintenance Trades Helper 16.46
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23593 - Metrology Technician III	24.26
23640 - Millwright	23.19
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	25.63
23810 - Plumber, Maintenance	21.82
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
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23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	12.50
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.78
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.93
27070 - Firefighter	18.68
27101 - Guard I	10.95
27102 - Guard II	14.39
27131 - Police Officer I	21.40
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.45
28042 - Carnival Equipment Repairer	10.82
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.59
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.93
29020 - Hatch Tender	20.93
29030 - Line Handler	20.93
29041 - Stevedore I	18.59
29042 - Stevedore II	21.89
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.33
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		24.03
30030 - Cartographic Technician		24.03
30040 - Civil Engineering Technician		22.29
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.11
30064 - Drafter/CAD Operator IV		26.60
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.03
30210 - Laboratory Technician		25.15
30240 - Mathematical Technician		24.03
30361 - Paralegal/Legal Assistant I		15.73
30362 - Paralegal/Legal Assistant II		19.50
30363 - Paralegal/Legal Assistant III		23.85
30364 - Paralegal/Legal Assistant IV		28.86
30390 - Photo-Optics Technician		24.03
30461 - Technical Writer I		18.08
30462 - Technical Writer II		22.11
30463 - Technical Writer III		26.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.63
30621 - Weather Observer, Senior	(see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.53
31030 - Bus Driver		15.72
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.42
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		14.87
31363 - Truckdriver, Heavy		19.87
31364 - Truckdriver, Tractor-Trailer		19.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.77
99050 - Desk Clerk		9.56
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.85
99252 - Laboratory Animal Caretaker II		13.63
99310 - Mortician		24.57
99410 - Pest Controller		15.59
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.04
99711 - Recycling Specialist		17.17
99730 - Refuse Collector		13.97
99810 - Sales Clerk		12.45
99820 - School Crossing Guard		13.71
99830 - Survey Party Chief		24.55
99831 - Surveying Aide		12.29

99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	14.28
99842 - Vending Machine Repairer Helper	13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2204 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		19.38
01040 - Court Reporter		20.39
01051 - Data Entry Operator I		12.49
01052 - Data Entry Operator II		14.56
01060 - Dispatcher, Motor Vehicle		15.38
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		11.63
01112 - General Clerk II		12.68
01113 - General Clerk III		14.24
01120 - Housing Referral Assistant		16.52
01141 - Messenger Courier		11.00
01191 - Order Clerk I		13.30
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		14.60
01262 - Personnel Assistant (Employment) II		16.34
01263 - Personnel Assistant (Employment) III		18.22
01270 - Production Control Clerk		19.25
01280 - Receptionist		11.71

01290 - Rental Clerk	10.87
01300 - Scheduler, Maintenance	13.24
01311 - Secretary I	13.24
01312 - Secretary II	14.81
01313 - Secretary III	16.52
01320 - Service Order Dispatcher	14.62
01410 - Supply Technician	19.38
01420 - Survey Worker	13.11
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	11.67
01612 - Word Processor II	13.10
01613 - Word Processor III	14.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.88
07041 - Cook I	10.68
07042 - Cook II	11.88
07070 - Dishwasher	8.74
07130 - Food Service Worker	8.96
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	10.73
11090 - Gardener	13.23
11122 - Housekeeping Aide	10.73
11150 - Janitor	10.73
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	9.50
11260 - Pruner	10.95
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	11.55
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	19.38
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	17.85

12025 - Dental Hygienist		30.40
12030 - EKG Technician		24.95
12035 - Electroneurodiagnostic Technologist		24.95
12040 - Emergency Medical Technician		15.48
12071 - Licensed Practical Nurse I		14.72
12072 - Licensed Practical Nurse II		16.46
12073 - Licensed Practical Nurse III		18.36
12100 - Medical Assistant		14.34
12130 - Medical Laboratory Technician		16.34
12160 - Medical Record Clerk		14.21
12190 - Medical Record Technician		16.41
12195 - Medical Transcriptionist		14.36
12210 - Nuclear Medicine Technologist		36.18
12221 - Nursing Assistant I		10.66
12222 - Nursing Assistant II		11.98
12223 - Nursing Assistant III		13.07
12224 - Nursing Assistant IV		14.67
12235 - Optical Dispenser		15.13
12236 - Optical Technician		14.72
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.67
12305 - Radiologic Technologist		24.45
12311 - Registered Nurse I		21.66
12312 - Registered Nurse II		26.51
12313 - Registered Nurse II, Specialist		26.51
12314 - Registered Nurse III		32.08
12315 - Registered Nurse III, Anesthetist		32.08
12316 - Registered Nurse IV		38.42
12317 - Scheduler (Drug and Alcohol Testing)		20.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		16.69
13042 - Illustrator II		20.69
13043 - Illustrator III		25.31
13047 - Librarian		22.91
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		20.69
13058 - Library Technician		13.33
13061 - Media Specialist I		14.93
13062 - Media Specialist II		16.69
13063 - Media Specialist III		18.62
13071 - Photographer I		14.72
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.51
14042 - Computer Operator II		15.11
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	13.51
14160 - Personal Computer Support Technician	21.08
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.53
15020 - Aircrew Training Devices Instructor (Rated)	33.31
15030 - Air Crew Training Devices Instructor (Pilot)	39.12
15050 - Computer Based Training Specialist / Instructor	27.53
15060 - Educational Technologist	26.59
15070 - Flight Instructor (Pilot)	39.12
15080 - Graphic Artist	19.60
15090 - Technical Instructor	18.70
15095 - Technical Instructor/Course Developer	22.98
15110 - Test Proctor	15.09
15120 - Tutor	15.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.47
19040 - Tool And Die Maker	22.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	19.25
21040 - Material Expediter	19.25
21050 - Material Handling Laborer	15.82
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	15.94
21140 - Store Worker I	14.36
21150 - Stock Clerk	17.94
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23021 - Aircraft Mechanic I	22.78
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.39
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	21.89
23060 - Aircraft Servicer	19.85
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	15.87
23125 - Cable Splicer	29.41
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	20.94
23160 - Electrician, Maintenance	25.46
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.15
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	18.75

23311 - Fuel Distribution System Mechanic	21.24
23312 - Fuel Distribution System Operator	17.57
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	22.78
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	18.75
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.46
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.95
23460 - Instrument Mechanic	22.78
23465 - Laboratory/Shelter Mechanic	21.89
23470 - Laborer	13.20
23510 - Locksmith	21.89
23530 - Machinery Maintenance Mechanic	24.28
23550 - Machinist, Maintenance	19.63
23580 - Maintenance Trades Helper	16.46
23591 - Metrology Technician I	22.78
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.26
23640 - Millwright	23.19
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	25.63
23810 - Plumber, Maintenance	21.82
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.94
23890 - Sheet-Metal Worker, Maintenance	22.17
23910 - Small Engine Mechanic	19.22
23931 - Telecommunications Mechanic I	23.73
23932 - Telecommunications Mechanic II	24.67
23950 - Telephone Lineman	21.08
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	12.50
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.78
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.93
27070 - Firefighter	18.68

27101 - Guard I		10.95
27102 - Guard II		14.39
27131 - Police Officer I		21.40
27132 - Police Officer II		23.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.45
28042 - Carnival Equipment Repairer		10.82
28043 - Carnival Equpment Worker		9.09
28210 - Gate Attendant/Gate Tender		13.41
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health Facility Attendant		10.95
28515 - Recreation Specialist		18.59
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		15.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.93
29020 - Hatch Tender		20.93
29030 - Line Handler		20.93
29041 - Stevedore I		18.59
29042 - Stevedore II		21.89
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.33
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		24.03
30030 - Cartographic Technician		24.03
30040 - Civil Engineering Technician		22.29
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.11
30064 - Drafter/CAD Operator IV		26.60
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.03
30210 - Laboratory Technician		25.15
30240 - Mathematical Technician		24.03
30361 - Paralegal/Legal Assistant I		15.73
30362 - Paralegal/Legal Assistant II		19.50
30363 - Paralegal/Legal Assistant III		23.85
30364 - Paralegal/Legal Assistant IV		28.86
30390 - Photo-Optics Technician		24.03
30461 - Technical Writer I		18.08
30462 - Technical Writer II		22.11
30463 - Technical Writer III		26.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.63
30621 - Weather Observer, Senior	(see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.53
31030 - Bus Driver		15.72
31043 - Driver Courier		13.44

31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	14.05
31310 - Taxi Driver	12.42
31361 - Truckdriver, Light	14.05
31362 - Truckdriver, Medium	14.87
31363 - Truckdriver, Heavy	19.87
31364 - Truckdriver, Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99030 - Cashier	8.77
99050 - Desk Clerk	9.56
99095 - Embalmer	24.57
99251 - Laboratory Animal Caretaker I	12.85
99252 - Laboratory Animal Caretaker II	13.63
99310 - Mortician	24.57
99410 - Pest Controller	15.59
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.04
99711 - Recycling Specialist	17.17
99730 - Refuse Collector	13.97
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	14.28
99842 - Vending Machine Repairer Helper	13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2205 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.67
01012 - Accounting Clerk II		14.21
01013 - Accounting Clerk III		15.90
01020 - Administrative Assistant		22.14
01040 - Court Reporter		16.25
01051 - Data Entry Operator I		12.10
01052 - Data Entry Operator II		13.20
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.68
01113 - General Clerk III		15.35
01120 - Housing Referral Assistant		18.58
01141 - Messenger Courier		11.61
01191 - Order Clerk I		15.21
01192 - Order Clerk II		18.54
01261 - Personnel Assistant (Employment) I		15.06
01262 - Personnel Assistant (Employment) II		16.85
01263 - Personnel Assistant (Employment) III		21.01
01270 - Production Control Clerk		19.65
01280 - Receptionist		12.00
01290 - Rental Clerk		12.28
01300 - Scheduler, Maintenance		14.53
01311 - Secretary I		14.53
01312 - Secretary II		16.25
01313 - Secretary III		18.43
01320 - Service Order Dispatcher		16.60
01410 - Supply Technician		22.14
01420 - Survey Worker		16.09
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93
01613 - Word Processor III		16.70
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.28
05010 - Automotive Electrician		20.43
05040 - Automotive Glass Installer		19.68
05070 - Automotive Worker		19.68
05110 - Mobile Equipment Servicer		18.10
05130 - Motor Equipment Metal Mechanic		21.62
05160 - Motor Equipment Metal Worker		19.68
05190 - Motor Vehicle Mechanic		19.87
05220 - Motor Vehicle Mechanic Helper		17.33
05250 - Motor Vehicle Upholstery Worker		18.88
05280 - Motor Vehicle Wrecker		19.68
05310 - Painter, Automotive		20.02
05340 - Radiator Repair Specialist		19.68
05370 - Tire Repairer		13.35
05400 - Transmission Repair Specialist		21.62
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.11
07041 - Cook I		11.57
07042 - Cook II		13.25
07070 - Dishwasher		8.49
07130 - Food Service Worker		9.05

07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	17.13
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	15.83
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.86
11060 - Elevator Operator	10.87
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer, Grounds Maintenance	12.27
11240 - Maid or Houseman	9.66
11260 - Pruner	11.19
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	16.11
12011 - Breath Alcohol Technician	16.44
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	20.56
12020 - Dental Assistant	16.95
12025 - Dental Hygienist	31.76
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	16.11
12071 - Licensed Practical Nurse I	14.40
12072 - Licensed Practical Nurse II	16.10
12073 - Licensed Practical Nurse III	17.96
12100 - Medical Assistant	15.08
12130 - Medical Laboratory Technician	18.33
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.32
12195 - Medical Transcriptionist	14.60
12210 - Nuclear Medicine Technologist	30.80
12221 - Nursing Assistant I	9.78
12222 - Nursing Assistant II	11.00
12223 - Nursing Assistant III	12.00
12224 - Nursing Assistant IV	13.47
12235 - Optical Dispenser	16.10
12236 - Optical Technician	13.93
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	22.29
12311 - Registered Nurse I	20.82
12312 - Registered Nurse II	25.47
12313 - Registered Nurse II, Specialist	25.47
12314 - Registered Nurse III	30.81
12315 - Registered Nurse III, Anesthetist	30.81
12316 - Registered Nurse IV	36.93
12317 - Scheduler (Drug and Alcohol Testing)	19.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.57
13012 - Exhibits Specialist II	21.77
13013 - Exhibits Specialist III	26.63
13041 - Illustrator I	17.57
13042 - Illustrator II	21.77
13043 - Illustrator III	26.63

13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I		22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		30.99
15070 - Flight Instructor (Pilot)		41.63
15080 - Graphic Artist		22.58
15090 - Technical Instructor		19.97
15095 - Technical Instructor/Course Developer		24.42
15110 - Test Proctor		16.12
15120 - Tutor		16.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.61
19040 - Tool And Die Maker		21.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.29
21030 - Material Coordinator		19.65
21040 - Material Expediter		19.65
21050 - Material Handling Laborer		11.70
21071 - Order Filler		12.56
21080 - Production Line Worker (Food Processing)		14.29

21110 - Shipping Packer	15.83
21130 - Shipping/Receiving Clerk	15.83
21140 - Store Worker I	11.66
21150 - Stock Clerk	15.46
21210 - Tools And Parts Attendant	14.29
21410 - Warehouse Specialist	14.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.77
23021 - Aircraft Mechanic I	25.32
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.21
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft, Painter	23.15
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.81
23110 - Appliance Mechanic	21.67
23120 - Bicycle Repairer	13.32
23125 - Cable Splicer	22.76
23130 - Carpenter, Maintenance	18.98
23140 - Carpet Layer	18.48
23160 - Electrician, Maintenance	23.63
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	17.30
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.91
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	25.32
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.81
23391 - Gunsmith I	16.13
23392 - Gunsmith II	18.48
23393 - Gunsmith III	20.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.16
23430 - Heavy Equipment Mechanic	21.40
23440 - Heavy Equipment Operator	22.46
23460 - Instrument Mechanic	20.89
23465 - Laboratory/Shelter Mechanic	19.69
23470 - Laborer	11.70
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	19.77
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	20.89
23592 - Metrology Technician II	22.09
23593 - Metrology Technician III	23.26
23640 - Millwright	20.89
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.51
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	22.20
23820 - Pneudraulic Systems Mechanic	20.89
23850 - Rigger	20.89
23870 - Scale Mechanic	18.48
23890 - Sheet-Metal Worker, Maintenance	22.02
23910 - Small Engine Mechanic	16.48
23931 - Telecommunications Mechanic I	23.13

23932 - Telecommunications Mechanic II		24.46
23950 - Telephone Lineman		19.64
23960 - Welder, Combination, Maintenance		19.58
23965 - Well Driller		21.33
23970 - Woodcraft Worker		20.89
23980 - Woodworker		16.13
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		10.51
24580 - Child Care Center Clerk		13.10
24610 - Chore Aide		12.44
24620 - Family Readiness And Support Services Coordinator		14.20
24630 - Homemaker		17.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.08
25040 - Sewage Plant Operator		20.55
25070 - Stationary Engineer		22.08
25190 - Ventilation Equipment Tender		15.94
25210 - Water Treatment Plant Operator		20.55
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.77
27007 - Baggage Inspector		13.55
27008 - Corrections Officer		22.35
27010 - Court Security Officer		20.95
27030 - Detection Dog Handler		18.66
27040 - Detention Officer		22.35
27070 - Firefighter		19.70
27101 - Guard I		13.55
27102 - Guard II		18.66
27131 - Police Officer I		23.98
27132 - Police Officer II		26.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.75
28042 - Carnival Equipment Repairer		11.32
28043 - Carnival Equpment Worker		9.19
28210 - Gate Attendant/Gate Tender		12.94
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.48
28510 - Recreation Aide/Health Facility Attendant		10.57
28515 - Recreation Specialist		17.62
28630 - Sports Official		11.53
28690 - Swimming Pool Operator		15.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.21
29020 - Hatch Tender		22.21
29030 - Line Handler		22.21
29041 - Stevedore I		21.05
29042 - Stevedore II		23.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)		35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)		27.16
30021 - Archeological Technician I	(see 2)	16.46
30022 - Archeological Technician II		18.42
30023 - Archeological Technician III		22.80
30030 - Cartographic Technician		22.80
30040 - Civil Engineering Technician		22.57
30061 - Drafter/CAD Operator I		16.29
30062 - Drafter/CAD Operator II		18.42
30063 - Drafter/CAD Operator III		20.32
30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69

30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.12
30210 - Laboratory Technician		20.36
30240 - Mathematical Technician		22.80
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		22.42
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.37
30491 - Unexploded Ordnance (UXO) Technician I		22.47
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer, Senior	(see 2)	24.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.57
31030 - Bus Driver		16.61
31043 - Driver Courier		14.48
31260 - Parking and Lot Attendant		9.41
31290 - Shuttle Bus Driver		15.81
31310 - Taxi Driver		9.93
31361 - Truckdriver, Light		15.81
31362 - Truckdriver, Medium		16.06
31363 - Truckdriver, Heavy		19.88
31364 - Truckdriver, Tractor-Trailer		19.88
99000 - Miscellaneous Occupations		
99030 - Cashier		9.17
99050 - Desk Clerk		9.97
99095 - Embalmer		26.52
99251 - Laboratory Animal Caretaker I		10.04
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		27.89
99410 - Pest Controller		17.29
99510 - Photofinishing Worker		12.16
99710 - Recycling Laborer		16.00
99711 - Recycling Specialist		18.82
99730 - Refuse Collector		14.56
99810 - Sales Clerk		13.46
99820 - School Crossing Guard		11.95
99830 - Survey Party Chief		26.36
99831 - Surveying Aide		14.12
99832 - Surveying Technician		19.93
99840 - Vending Machine Attendant		15.47
99841 - Vending Machine Repairer		17.52
99842 - Vending Machine Repairer Helper		15.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2206 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.67
01012 - Accounting Clerk II		14.21
01013 - Accounting Clerk III		15.90
01020 - Administrative Assistant		22.14
01040 - Court Reporter		16.25
01051 - Data Entry Operator I		12.10
01052 - Data Entry Operator II		13.20
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.68
01113 - General Clerk III		15.35
01120 - Housing Referral Assistant		18.58
01141 - Messenger Courier		11.61
01191 - Order Clerk I		15.21
01192 - Order Clerk II		18.54
01261 - Personnel Assistant (Employment) I		15.06
01262 - Personnel Assistant (Employment) II		16.85
01263 - Personnel Assistant (Employment) III		21.01
01270 - Production Control Clerk		19.65
01280 - Receptionist		12.00
01290 - Rental Clerk		12.28
01300 - Scheduler, Maintenance		14.53
01311 - Secretary I		14.53
01312 - Secretary II		16.25
01313 - Secretary III		18.43
01320 - Service Order Dispatcher		16.60
01410 - Supply Technician		22.14
01420 - Survey Worker		16.09
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93

01613 - Word Processor III	16.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.28
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal Mechanic	21.62
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	19.87
05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter, Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.11
07041 - Cook I	11.57
07042 - Cook II	13.25
07070 - Dishwasher	8.49
07130 - Food Service Worker	9.05
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	17.13
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	15.83
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.86
11060 - Elevator Operator	10.87
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer, Grounds Maintenance	12.27
11240 - Maid or Houseman	9.66
11260 - Pruner	11.19
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	16.11
12011 - Breath Alcohol Technician	16.44
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	20.56
12020 - Dental Assistant	16.95
12025 - Dental Hygienist	31.76
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	16.11
12071 - Licensed Practical Nurse I	14.40
12072 - Licensed Practical Nurse II	16.10
12073 - Licensed Practical Nurse III	17.96
12100 - Medical Assistant	15.08
12130 - Medical Laboratory Technician	18.33
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.32
12195 - Medical Transcriptionist	14.60
12210 - Nuclear Medicine Technologist	30.80

12221 - Nursing Assistant I		9.78
12222 - Nursing Assistant II		11.00
12223 - Nursing Assistant III		12.00
12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		16.10
12236 - Optical Technician		13.93
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		22.29
12311 - Registered Nurse I		20.82
12312 - Registered Nurse II		25.47
12313 - Registered Nurse II, Specialist		25.47
12314 - Registered Nurse III		30.81
12315 - Registered Nurse III, Anesthetist		30.81
12316 - Registered Nurse IV		36.93
12317 - Scheduler (Drug and Alcohol Testing)		19.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I		22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		30.99
15070 - Flight Instructor (Pilot)		41.63
15080 - Graphic Artist		22.58
15090 - Technical Instructor		19.97
15095 - Technical Instructor/Course Developer		24.42
15110 - Test Proctor		16.12

15120 - Tutor	16.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.03
16030 - Counter Attendant	9.03
16040 - Dry Cleaner	10.82
16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03
16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.61
19040 - Tool And Die Maker	21.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.29
21030 - Material Coordinator	19.65
21040 - Material Expediter	19.65
21050 - Material Handling Laborer	11.70
21071 - Order Filler	12.56
21080 - Production Line Worker (Food Processing)	14.29
21110 - Shipping Packer	15.83
21130 - Shipping/Receiving Clerk	15.83
21140 - Store Worker I	11.66
21150 - Stock Clerk	15.46
21210 - Tools And Parts Attendant	14.29
21410 - Warehouse Specialist	14.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.77
23021 - Aircraft Mechanic I	25.32
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.21
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft, Painter	23.15
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.81
23110 - Appliance Mechanic	21.67
23120 - Bicycle Repairer	13.32
23125 - Cable Splicer	22.76
23130 - Carpenter, Maintenance	18.98
23140 - Carpet Layer	18.48
23160 - Electrician, Maintenance	23.63
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	17.30
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.91
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	25.32
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.81
23391 - Gunsmith I	16.13
23392 - Gunsmith II	18.48
23393 - Gunsmith III	20.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.16

23430 - Heavy Equipment Mechanic	21.40
23440 - Heavy Equipment Operator	22.46
23460 - Instrument Mechanic	20.89
23465 - Laboratory/Shelter Mechanic	19.69
23470 - Laborer	11.70
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	19.77
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	20.89
23592 - Metrology Technician II	22.09
23593 - Metrology Technician III	23.26
23640 - Millwright	20.89
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.51
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	22.20
23820 - Pneudraulic Systems Mechanic	20.89
23850 - Rigger	20.89
23870 - Scale Mechanic	18.48
23890 - Sheet-Metal Worker, Maintenance	22.02
23910 - Small Engine Mechanic	16.48
23931 - Telecommunications Mechanic I	23.13
23932 - Telecommunications Mechanic II	24.46
23950 - Telephone Lineman	19.64
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	21.33
23970 - Woodcraft Worker	20.89
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.08
25040 - Sewage Plant Operator	20.55
25070 - Stationary Engineer	22.08
25190 - Ventilation Equipment Tender	15.94
25210 - Water Treatment Plant Operator	20.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.77
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	22.35
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	22.35
27070 - Firefighter	19.70
27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	23.98
27132 - Police Officer II	26.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.75
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.19
28210 - Gate Attendant/Gate Tender	12.94
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.48
28510 - Recreation Aide/Health Facility Attendant	10.57
28515 - Recreation Specialist	17.62

28630 - Sports Official		11.53
28690 - Swimming Pool Operator		15.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.21
29020 - Hatch Tender		22.21
29030 - Line Handler		22.21
29041 - Stevedore I		21.05
29042 - Stevedore II		23.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.46
30022 - Archeological Technician II		18.42
30023 - Archeological Technician III		22.80
30030 - Cartographic Technician		22.80
30040 - Civil Engineering Technician		22.57
30061 - Drafter/CAD Operator I		16.29
30062 - Drafter/CAD Operator II		18.42
30063 - Drafter/CAD Operator III		20.32
30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.12
30210 - Laboratory Technician		20.36
30240 - Mathematical Technician		22.80
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		22.42
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.37
30491 - Unexploded Ordnance (UXO) Technician I		22.47
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
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30621 - Weather Observer, Senior	(see 2)	24.83
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31030 - Bus Driver		16.61
31043 - Driver Courier		14.48
31260 - Parking and Lot Attendant		9.41
31290 - Shuttle Bus Driver		15.81
31310 - Taxi Driver		9.93
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31362 - Truckdriver, Medium		16.06
31363 - Truckdriver, Heavy		19.88
31364 - Truckdriver, Tractor-Trailer		19.88
99000 - Miscellaneous Occupations		
99030 - Cashier		9.17
99050 - Desk Clerk		9.97
99095 - Embalmer		26.52
99251 - Laboratory Animal Caretaker I		10.04
99252 - Laboratory Animal Caretaker II		10.65

99310 - Mortician	27.89
99410 - Pest Controller	17.29
99510 - Photofinishing Worker	12.16
99710 - Recycling Laborer	16.00
99711 - Recycling Specialist	18.82
99730 - Refuse Collector	14.56
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99820 - School Crossing Guard	11.95
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
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99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	15.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2211 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47

01191 - Order Clerk I	13.18
01192 - Order Clerk II	14.38
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	17.88
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	18.86
01280 - Receptionist	15.40
01290 - Rental Clerk	15.79
01300 - Scheduler, Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	14.05
01410 - Supply Technician	25.82
01420 - Survey Worker	17.10
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.12
01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55

11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	29.04
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III, Anesthetist	43.34
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	25.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	23.29
13013 - Exhibits Specialist III	28.49
13041 - Illustrator I	20.71
13042 - Illustrator II	25.67
13043 - Illustrator III	31.40
13047 - Librarian	28.71
13050 - Library Aide/Clerk	14.17
13054 - Library Information Technology Systems Administrator	21.89
13058 - Library Technician	17.36
13061 - Media Specialist I	15.86
13062 - Media Specialist II	17.74
13063 - Media Specialist III	19.78
13071 - Photographer I	14.00
13072 - Photographer II	16.54
13073 - Photographer III	19.61
13074 - Photographer IV	23.99
13075 - Photographer V	28.99
13110 - Video Teleconference Technician	20.30
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.54
14042 - Computer Operator II	19.62
14043 - Computer Operator III	22.80
14044 - Computer Operator IV	24.81
14045 - Computer Operator V	27.45

14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.72
16030 - Counter Attendant		11.72
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.72
16090 - Presser, Hand		11.72
16110 - Presser, Machine, Drycleaning		11.72
16130 - Presser, Machine, Shirts		11.72
16160 - Presser, Machine, Wearing Apparel, Laundry		11.72
16190 - Sewing Machine Operator		15.45
16220 - Tailor		16.27
16250 - Washer, Machine		12.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.08
19040 - Tool And Die Maker		30.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.84
21030 - Material Coordinator		21.89
21040 - Material Expediter		21.89
21050 - Material Handling Laborer		16.89
21071 - Order Filler		13.51
21080 - Production Line Worker (Food Processing)		20.84
21110 - Shipping Packer		15.22
21130 - Shipping/Receiving Clerk		14.69
21140 - Store Worker I		13.23
21150 - Stock Clerk		18.58
21210 - Tools And Parts Attendant		20.84
21410 - Warehouse Specialist		20.84
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.74
23021 - Aircraft Mechanic I		27.03
23022 - Aircraft Mechanic II		28.74
23023 - Aircraft Mechanic III		30.43
23040 - Aircraft Mechanic Helper		19.51
23050 - Aircraft, Painter		25.27
23060 - Aircraft Servicer		22.63
23080 - Aircraft Worker		24.16
23110 - Appliance Mechanic		21.94
23120 - Bicycle Repairer		15.16
23125 - Cable Splicer		28.39
23130 - Carpenter, Maintenance		30.99
23140 - Carpet Layer		24.86

23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	

27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.19
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	26.62
29042 - Stevedore II	29.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	21.55
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	18.64
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	22.21
30210 - Laboratory Technician	23.01
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.13
30363 - Paralegal/Legal Assistant III	28.30
30364 - Paralegal/Legal Assistant IV	34.23
30390 - Photo-Optics Technician	25.78
30461 - Technical Writer I	22.86
30462 - Technical Writer II	27.96
30463 - Technical Writer III	33.84
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		23.10
99730 - Refuse Collector		17.18
99810 - Sales Clerk		14.39
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		24.01
99831 - Surveying Aide		13.13
99832 - Surveying Technician		17.99
99840 - Vending Machine Attendant		12.64
99841 - Vending Machine Repairer		15.06
99842 - Vending Machine Repairer Helper		12.64

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2212 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		18.86
01280 - Receptionist		15.40
01290 - Rental Clerk		15.79
01300 - Scheduler, Maintenance		19.05
01311 - Secretary I		19.05
01312 - Secretary II		21.31
01313 - Secretary III		23.77
01320 - Service Order Dispatcher		14.05
01410 - Supply Technician		25.82
01420 - Survey Worker		17.10
01531 - Travel Clerk I		14.78
01532 - Travel Clerk II		15.97
01533 - Travel Clerk III		17.12
01611 - Word Processor I		14.36
01612 - Word Processor II		16.11
01613 - Word Processor III		18.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.19
05010 - Automotive Electrician		22.43
05040 - Automotive Glass Installer		22.00
05070 - Automotive Worker		22.00
05110 - Mobile Equipment Servicer		18.99
05130 - Motor Equipment Metal Mechanic		24.41
05160 - Motor Equipment Metal Worker		22.00
05190 - Motor Vehicle Mechanic		25.65
05220 - Motor Vehicle Mechanic Helper		17.39
05250 - Motor Vehicle Upholstery Worker		20.80
05280 - Motor Vehicle Wrecker		22.00
05310 - Painter, Automotive		23.19
05340 - Radiator Repair Specialist		22.00
05370 - Tire Repairer		13.78
05400 - Transmission Repair Specialist		24.37
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.87
07041 - Cook I		13.17
07042 - Cook II		15.29
07070 - Dishwasher		12.05
07130 - Food Service Worker		11.14
07210 - Meat Cutter		18.70
07260 - Waiter/Waitress		12.01

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.36
11240 - Maid or Houseman	13.55
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	29.04
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III, Anesthetist	43.34
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	25.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	23.29
13013 - Exhibits Specialist III	28.49
13041 - Illustrator I	20.71
13042 - Illustrator II	25.67
13043 - Illustrator III	31.40
13047 - Librarian	28.71
13050 - Library Aide/Clerk	14.17

13054 - Library Information Technology Systems Administrator		21.89
13058 - Library Technician		17.36
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.78
13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.72
16030 - Counter Attendant		11.72
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.72
16090 - Presser, Hand		11.72
16110 - Presser, Machine, Drycleaning		11.72
16130 - Presser, Machine, Shirts		11.72
16160 - Presser, Machine, Wearing Apparel, Laundry		11.72
16190 - Sewing Machine Operator		16.27
16220 - Tailor		16.27
16250 - Washer, Machine		12.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.08
19040 - Tool And Die Maker		30.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.84
21030 - Material Coordinator		21.89
21040 - Material Expediter		21.89
21050 - Material Handling Laborer		16.89
21071 - Order Filler		13.51
21080 - Production Line Worker (Food Processing)		20.84
21110 - Shipping Packer		15.22
21130 - Shipping/Receiving Clerk		14.69

21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
23080 - Aircraft Worker	24.16
23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18

23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	21.44
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	26.62
29042 - Stevedore II	29.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	21.55
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	18.64
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74

30085 - Engineering Technician V		32.60
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		22.21
30210 - Laboratory Technician		23.01
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.13
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.23
30390 - Photo-Optics Technician		25.78
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		33.84
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		23.10
99730 - Refuse Collector		17.18
99810 - Sales Clerk		14.39
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		24.01
99831 - Surveying Aide		13.13
99832 - Surveying Technician		17.99
99840 - Vending Machine Attendant		12.64
99841 - Vending Machine Repairer		15.06
99842 - Vending Machine Repairer Helper		12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2213 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.46
01012 - Accounting Clerk II		14.00
01013 - Accounting Clerk III		15.65
01020 - Administrative Assistant		18.70
01040 - Court Reporter		16.14
01051 - Data Entry Operator I		11.27
01052 - Data Entry Operator II		12.31
01060 - Dispatcher, Motor Vehicle		14.93
01070 - Document Preparation Clerk		12.34
01090 - Duplicating Machine Operator		12.34
01111 - General Clerk I		11.85
01112 - General Clerk II		12.94
01113 - General Clerk III		14.52
01120 - Housing Referral Assistant		16.31
01141 - Messenger Courier		9.90
01191 - Order Clerk I		11.73
01192 - Order Clerk II		12.93
01261 - Personnel Assistant (Employment) I		13.97
01262 - Personnel Assistant (Employment) II		15.59
01263 - Personnel Assistant (Employment) III		17.37
01270 - Production Control Clerk		21.17
01280 - Receptionist		11.12
01290 - Rental Clerk		12.18
01300 - Scheduler, Maintenance		12.18
01311 - Secretary I		12.18
01312 - Secretary II		14.66
01313 - Secretary III		16.31
01320 - Service Order Dispatcher		12.18
01410 - Supply Technician		18.70
01420 - Survey Worker		13.09
01531 - Travel Clerk I		12.58
01532 - Travel Clerk II		13.25
01533 - Travel Clerk III		14.27
01611 - Word Processor I		12.47
01612 - Word Processor II		14.01

01613 - Word Processor III	15.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.18
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.59
05250 - Motor Vehicle Upholstery Worker	15.96
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter, Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	12.95
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	10.66
07042 - Cook II	12.27
07070 - Dishwasher	7.46
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.93
07260 - Waiter/Waitress	7.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.00
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	18.00
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer, Minor	16.07
09130 - Upholsterer	18.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.55
11060 - Elevator Operator	10.32
11090 - Gardener	12.68
11122 - Housekeeping Aide	10.32
11150 - Janitor	10.32
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	8.22
11260 - Pruner	10.25
11270 - Tractor Operator	12.12
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	11.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	14.82
12012 - Certified Occupational Therapist Assistant	21.92
12015 - Certified Physical Therapist Assistant	21.90
12020 - Dental Assistant	13.77
12025 - Dental Hygienist	34.41
12030 - EKG Technician	23.18
12035 - Electroneurodiagnostic Technologist	23.18
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	13.93
12072 - Licensed Practical Nurse II	15.58
12073 - Licensed Practical Nurse III	17.37
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	13.81
12160 - Medical Record Clerk	13.37
12190 - Medical Record Technician	14.95
12195 - Medical Transcriptionist	14.84
12210 - Nuclear Medicine Technologist	33.67

12221 - Nursing Assistant I		9.70
12222 - Nursing Assistant II		10.91
12223 - Nursing Assistant III		11.90
12224 - Nursing Assistant IV		13.35
12235 - Optical Dispenser		14.27
12236 - Optical Technician		13.69
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.35
12305 - Radiologic Technologist		21.99
12311 - Registered Nurse I		21.78
12312 - Registered Nurse II		26.63
12313 - Registered Nurse II, Specialist		26.63
12314 - Registered Nurse III		32.22
12315 - Registered Nurse III, Anesthetist		32.22
12316 - Registered Nurse IV		38.61
12317 - Scheduler (Drug and Alcohol Testing)		18.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.03
13012 - Exhibits Specialist II		22.33
13013 - Exhibits Specialist III		27.34
13041 - Illustrator I		18.03
13042 - Illustrator II		22.33
13043 - Illustrator III		27.34
13047 - Librarian		24.76
13050 - Library Aide/Clerk		11.56
13054 - Library Information Technology Systems Administrator		22.33
13058 - Library Technician		15.31
13061 - Media Specialist I		16.12
13062 - Media Specialist II		18.03
13063 - Media Specialist III		20.11
13071 - Photographer I		14.78
13072 - Photographer II		16.56
13073 - Photographer III		20.49
13074 - Photographer IV		25.06
13075 - Photographer V		30.32
13110 - Video Teleconference Technician		14.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.86
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		20.46
14045 - Computer Operator V		22.66
14071 - Computer Programmer I		22.89
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.18
15020 - Aircrew Training Devices Instructor (Rated)		32.87
15030 - Air Crew Training Devices Instructor (Pilot)		39.03
15050 - Computer Based Training Specialist / Instructor		27.18
15060 - Educational Technologist		26.40
15070 - Flight Instructor (Pilot)		39.03
15080 - Graphic Artist		21.89
15090 - Technical Instructor		19.59
15095 - Technical Instructor/Course Developer		23.98
15110 - Test Proctor		15.80

15120 - Tutor	15.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.85
16030 - Counter Attendant	8.85
16040 - Dry Cleaner	11.22
16070 - Finisher, Flatwork, Machine	8.85
16090 - Presser, Hand	8.85
16110 - Presser, Machine, Drycleaning	8.85
16130 - Presser, Machine, Shirts	8.85
16160 - Presser, Machine, Wearing Apparel, Laundry	8.85
16190 - Sewing Machine Operator	11.96
16220 - Tailor	12.71
16250 - Washer, Machine	9.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.87
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	21.17
21040 - Material Expediter	21.17
21050 - Material Handling Laborer	12.52
21071 - Order Filler	13.16
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	12.07
21150 - Stock Clerk	16.14
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.51
23021 - Aircraft Mechanic I	25.37
23022 - Aircraft Mechanic II	26.51
23023 - Aircraft Mechanic III	27.39
23040 - Aircraft Mechanic Helper	18.95
23050 - Aircraft, Painter	24.10
23060 - Aircraft Servicer	21.55
23080 - Aircraft Worker	22.42
23110 - Appliance Mechanic	19.87
23120 - Bicycle Repairer	12.95
23125 - Cable Splicer	26.52
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	18.42
23160 - Electrician, Maintenance	21.74
23181 - Electronics Technician Maintenance I	20.77
23182 - Electronics Technician Maintenance II	21.84
23183 - Electronics Technician Maintenance III	24.76
23260 - Fabric Worker	17.73
23290 - Fire Alarm System Mechanic	20.38
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	23.81
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment Mechanic	25.37
23381 - Ground Support Equipment Servicer	21.55
23382 - Ground Support Equipment Worker	22.42
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.78
23393 - Gunsmith III	22.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.39

23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	23.38
23465 - Laboratory/Shelter Mechanic	19.87
23470 - Laborer	11.21
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	22.64
23550 - Machinist, Maintenance	18.16
23580 - Maintenance Trades Helper	14.11
23591 - Metrology Technician I	23.81
23592 - Metrology Technician II	22.55
23593 - Metrology Technician III	23.45
23640 - Millwright	23.27
23710 - Office Appliance Repairer	19.78
23760 - Painter, Maintenance	19.02
23790 - Pipefitter, Maintenance	25.50
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	22.42
23850 - Rigger	22.42
23870 - Scale Mechanic	18.78
23890 - Sheet-Metal Worker, Maintenance	23.81
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	23.81
23932 - Telecommunications Mechanic II	27.20
23950 - Telephone Lineman	24.21
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	22.42
23970 - Woodcraft Worker	22.42
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.42
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	22.42
25190 - Ventilation Equipment Tender	15.37
25210 - Water Treatment Plant Operator	19.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.07
27007 - Baggage Inspector	12.40
27008 - Corrections Officer	15.26
27010 - Court Security Officer	17.84
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	15.26
27070 - Firefighter	17.84
27101 - Guard I	12.40
27102 - Guard II	13.87
27131 - Police Officer I	19.05
27132 - Police Officer II	21.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.17
28042 - Carnival Equipment Repairer	12.55
28043 - Carnival Equpment Worker	9.72
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	15.16

28630 - Sports Official		13.06
28690 - Swimming Pool Operator		16.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.26
29020 - Hatch Tender		20.26
29030 - Line Handler		20.26
29041 - Stevedore I		19.39
29042 - Stevedore II		21.45
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		22.96
30030 - Cartographic Technician		23.01
30040 - Civil Engineering Technician		20.62
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.57
30063 - Drafter/CAD Operator III		20.73
30064 - Drafter/CAD Operator IV		25.50
30081 - Engineering Technician I		16.89
30082 - Engineering Technician II		17.92
30083 - Engineering Technician III		20.05
30084 - Engineering Technician IV		24.85
30085 - Engineering Technician V		30.39
30086 - Engineering Technician VI		36.79
30090 - Environmental Technician		23.01
30210 - Laboratory Technician		23.53
30240 - Mathematical Technician		23.01
30361 - Paralegal/Legal Assistant I		18.97
30362 - Paralegal/Legal Assistant II		23.52
30363 - Paralegal/Legal Assistant III		28.76
30364 - Paralegal/Legal Assistant IV		34.79
30390 - Photo-Optics Technician		24.16
30461 - Technical Writer I		23.01
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.74
30621 - Weather Observer, Senior	(see 2)	23.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.67
31043 - Driver Courier		14.75
31260 - Parking and Lot Attendant		11.23
31290 - Shuttle Bus Driver		15.82
31310 - Taxi Driver		13.86
31361 - Truckdriver, Light		15.82
31362 - Truckdriver, Medium		16.58
31363 - Truckdriver, Heavy		17.23
31364 - Truckdriver, Tractor-Trailer		17.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.03
99050 - Desk Clerk		9.94
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		10.80
99252 - Laboratory Animal Caretaker II		11.46

99310 - Mortician	23.05
99410 - Pest Controller	15.30
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	13.16
99711 - Recycling Specialist	15.64
99730 - Refuse Collector	11.91
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	19.88
99831 - Surveying Aide	12.44
99832 - Surveying Technician	15.54
99840 - Vending Machine Attendant	13.20
99841 - Vending Machine Repairer	15.03
99842 - Vending Machine Repairer Helper	13.20

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2214 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.46
01012 - Accounting Clerk II		14.00
01013 - Accounting Clerk III		15.65
01020 - Administrative Assistant		18.70
01040 - Court Reporter		16.14
01051 - Data Entry Operator I		11.27
01052 - Data Entry Operator II		12.31
01060 - Dispatcher, Motor Vehicle		14.93
01070 - Document Preparation Clerk		12.34
01090 - Duplicating Machine Operator		12.34
01111 - General Clerk I		11.85
01112 - General Clerk II		12.94
01113 - General Clerk III		14.52
01120 - Housing Referral Assistant		16.31

01141 - Messenger Courier	9.90
01191 - Order Clerk I	11.73
01192 - Order Clerk II	12.93
01261 - Personnel Assistant (Employment) I	13.97
01262 - Personnel Assistant (Employment) II	15.59
01263 - Personnel Assistant (Employment) III	17.37
01270 - Production Control Clerk	21.17
01280 - Receptionist	11.12
01290 - Rental Clerk	12.18
01300 - Scheduler, Maintenance	12.18
01311 - Secretary I	12.18
01312 - Secretary II	14.66
01313 - Secretary III	16.31
01320 - Service Order Dispatcher	12.18
01410 - Supply Technician	18.70
01420 - Survey Worker	13.09
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.25
01533 - Travel Clerk III	14.27
01611 - Word Processor I	12.47
01612 - Word Processor II	14.01
01613 - Word Processor III	15.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.18
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.59
05250 - Motor Vehicle Upholstery Worker	15.96
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter, Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	12.95
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	10.66
07042 - Cook II	12.27
07070 - Dishwasher	7.46
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.93
07260 - Waiter/Waitress	7.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.00
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	18.00
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer, Minor	16.07
09130 - Upholsterer	18.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.55
11060 - Elevator Operator	10.32
11090 - Gardener	12.68
11122 - Housekeeping Aide	10.32
11150 - Janitor	10.32
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	8.22
11260 - Pruner	10.25
11270 - Tractor Operator	12.12

11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	11.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	14.82
12012 - Certified Occupational Therapist Assistant	21.92
12015 - Certified Physical Therapist Assistant	21.90
12020 - Dental Assistant	13.77
12025 - Dental Hygienist	34.41
12030 - EKG Technician	23.18
12035 - Electroneurodiagnostic Technologist	23.18
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	13.93
12072 - Licensed Practical Nurse II	15.58
12073 - Licensed Practical Nurse III	17.37
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	13.81
12160 - Medical Record Clerk	13.37
12190 - Medical Record Technician	14.95
12195 - Medical Transcriptionist	14.84
12210 - Nuclear Medicine Technologist	33.67
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	10.91
12223 - Nursing Assistant III	11.90
12224 - Nursing Assistant IV	13.35
12235 - Optical Dispenser	14.27
12236 - Optical Technician	13.69
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.35
12305 - Radiologic Technologist	21.99
12311 - Registered Nurse I	21.78
12312 - Registered Nurse II	26.63
12313 - Registered Nurse II, Specialist	26.63
12314 - Registered Nurse III	32.22
12315 - Registered Nurse III, Anesthetist	32.22
12316 - Registered Nurse IV	38.61
12317 - Scheduler (Drug and Alcohol Testing)	18.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.03
13012 - Exhibits Specialist II	22.33
13013 - Exhibits Specialist III	27.34
13041 - Illustrator I	18.03
13042 - Illustrator II	22.33
13043 - Illustrator III	27.34
13047 - Librarian	24.76
13050 - Library Aide/Clerk	11.56
13054 - Library Information Technology Systems Administrator	22.33
13058 - Library Technician	15.31
13061 - Media Specialist I	16.12
13062 - Media Specialist II	18.03
13063 - Media Specialist III	20.11
13071 - Photographer I	14.78
13072 - Photographer II	16.56
13073 - Photographer III	20.49
13074 - Photographer IV	25.06
13075 - Photographer V	30.32
13110 - Video Teleconference Technician	14.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.86
14043 - Computer Operator III	17.92
14044 - Computer Operator IV	20.46

14045 - Computer Operator V		22.66
14071 - Computer Programmer I		22.89
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.18
15020 - Aircrew Training Devices Instructor (Rated)		32.87
15030 - Air Crew Training Devices Instructor (Pilot)		39.03
15050 - Computer Based Training Specialist / Instructor		27.18
15060 - Educational Technologist		26.40
15070 - Flight Instructor (Pilot)		39.03
15080 - Graphic Artist		21.89
15090 - Technical Instructor		19.59
15095 - Technical Instructor/Course Developer		23.98
15110 - Test Proctor		15.80
15120 - Tutor		15.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		11.22
16070 - Finisher, Flatwork, Machine		8.85
16090 - Presser, Hand		8.85
16110 - Presser, Machine, Drycleaning		8.85
16130 - Presser, Machine, Shirts		8.85
16160 - Presser, Machine, Wearing Apparel, Laundry		8.85
16190 - Sewing Machine Operator		11.96
16220 - Tailor		12.71
16250 - Washer, Machine		9.61
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.87
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		21.17
21040 - Material Expediter		21.17
21050 - Material Handling Laborer		12.52
21071 - Order Filler		13.16
21080 - Production Line Worker (Food Processing)		15.02
21110 - Shipping Packer		15.40
21130 - Shipping/Receiving Clerk		15.40
21140 - Store Worker I		12.07
21150 - Stock Clerk		16.14
21210 - Tools And Parts Attendant		15.02
21410 - Warehouse Specialist		15.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.51
23021 - Aircraft Mechanic I		25.37
23022 - Aircraft Mechanic II		26.51
23023 - Aircraft Mechanic III		27.39
23040 - Aircraft Mechanic Helper		18.95
23050 - Aircraft, Painter		24.10
23060 - Aircraft Servicer		21.55
23080 - Aircraft Worker		22.42
23110 - Appliance Mechanic		19.87
23120 - Bicycle Repairer		12.95
23125 - Cable Splicer		26.52
23130 - Carpenter, Maintenance		19.62

23140 - Carpet Layer	18.42
23160 - Electrician, Maintenance	21.74
23181 - Electronics Technician Maintenance I	20.77
23182 - Electronics Technician Maintenance II	21.84
23183 - Electronics Technician Maintenance III	24.76
23260 - Fabric Worker	17.73
23290 - Fire Alarm System Mechanic	20.38
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	23.81
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment Mechanic	25.37
23381 - Ground Support Equipment Servicer	21.55
23382 - Ground Support Equipment Worker	22.42
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.78
23393 - Gunsmith III	22.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.39
23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	23.38
23465 - Laboratory/Shelter Mechanic	19.87
23470 - Laborer	11.21
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	22.64
23550 - Machinist, Maintenance	18.16
23580 - Maintenance Trades Helper	14.11
23591 - Metrology Technician I	23.81
23592 - Metrology Technician II	22.55
23593 - Metrology Technician III	23.45
23640 - Millwright	23.27
23710 - Office Appliance Repairer	19.78
23760 - Painter, Maintenance	19.02
23790 - Pipefitter, Maintenance	25.50
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	22.42
23850 - Rigger	22.42
23870 - Scale Mechanic	18.78
23890 - Sheet-Metal Worker, Maintenance	23.81
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	23.81
23932 - Telecommunications Mechanic II	27.20
23950 - Telephone Lineman	24.21
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	22.42
23970 - Woodcraft Worker	22.42
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.42
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	22.42
25190 - Ventilation Equipment Tender	15.37
25210 - Water Treatment Plant Operator	19.87

27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.07
27007 - Baggage Inspector	12.40
27008 - Corrections Officer	15.26
27010 - Court Security Officer	17.84
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	15.26
27070 - Firefighter	17.84
27101 - Guard I	12.40
27102 - Guard II	13.87
27131 - Police Officer I	19.05
27132 - Police Officer II	21.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.17
28042 - Carnival Equipment Repairer	12.55
28043 - Carnival Equpment Worker	9.72
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	15.16
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	16.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.26
29020 - Hatch Tender	20.26
29030 - Line Handler	20.26
29041 - Stevedore I	19.39
29042 - Stevedore II	21.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.12
30022 - Archeological Technician II	19.48
30023 - Archeological Technician III	22.96
30030 - Cartographic Technician	23.01
30040 - Civil Engineering Technician	20.62
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.57
30063 - Drafter/CAD Operator III	20.73
30064 - Drafter/CAD Operator IV	25.50
30081 - Engineering Technician I	16.89
30082 - Engineering Technician II	17.92
30083 - Engineering Technician III	20.05
30084 - Engineering Technician IV	24.85
30085 - Engineering Technician V	30.39
30086 - Engineering Technician VI	36.79
30090 - Environmental Technician	23.01
30210 - Laboratory Technician	23.53
30240 - Mathematical Technician	23.01
30361 - Paralegal/Legal Assistant I	18.97
30362 - Paralegal/Legal Assistant II	23.52
30363 - Paralegal/Legal Assistant III	28.76
30364 - Paralegal/Legal Assistant IV	34.79
30390 - Photo-Optics Technician	24.16
30461 - Technical Writer I	23.01
30462 - Technical Writer II	28.14
30463 - Technical Writer III	34.05
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.74
30621 - Weather Observer, Senior	(see 2)	23.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.67
31043 - Driver Courier		14.75
31260 - Parking and Lot Attendant		11.23
31290 - Shuttle Bus Driver		15.82
31310 - Taxi Driver		13.86
31361 - Truckdriver, Light		15.82
31362 - Truckdriver, Medium		16.58
31363 - Truckdriver, Heavy		17.23
31364 - Truckdriver, Tractor-Trailer		17.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.03
99050 - Desk Clerk		9.94
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		10.80
99252 - Laboratory Animal Caretaker II		11.46
99310 - Mortician		23.05
99410 - Pest Controller		15.30
99510 - Photofinishing Worker		14.29
99710 - Recycling Laborer		13.16
99711 - Recycling Specialist		15.64
99730 - Refuse Collector		11.91
99810 - Sales Clerk		11.92
99820 - School Crossing Guard		12.01
99830 - Survey Party Chief		19.88
99831 - Surveying Aide		12.44
99832 - Surveying Technician		15.54
99840 - Vending Machine Attendant		13.20
99841 - Vending Machine Repairer		15.03
99842 - Vending Machine Repairer Helper		13.20

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2215 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.69
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		19.09
01040 - Court Reporter		22.72
01051 - Data Entry Operator I		13.80
01052 - Data Entry Operator II		15.07
01060 - Dispatcher, Motor Vehicle		16.19
01070 - Document Preparation Clerk		14.46
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65
01113 - General Clerk III		14.20
01120 - Housing Referral Assistant		16.15
01141 - Messenger Courier		12.43
01191 - Order Clerk I		12.48
01192 - Order Clerk II		13.62
01261 - Personnel Assistant (Employment) I		14.14
01262 - Personnel Assistant (Employment) II		15.81
01263 - Personnel Assistant (Employment) III		17.85
01270 - Production Control Clerk		20.84
01280 - Receptionist		10.96
01290 - Rental Clerk		13.83
01300 - Scheduler, Maintenance		12.55
01311 - Secretary I		12.55
01312 - Secretary II		14.04
01313 - Secretary III		16.15
01320 - Service Order Dispatcher		14.01
01410 - Supply Technician		19.09
01420 - Survey Worker		13.37
01531 - Travel Clerk I		12.58
01532 - Travel Clerk II		13.25
01533 - Travel Clerk III		14.27
01611 - Word Processor I		11.87
01612 - Word Processor II		13.24
01613 - Word Processor III		14.74
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.95
05010 - Automotive Electrician		19.91
05040 - Automotive Glass Installer		19.06
05070 - Automotive Worker		19.06
05110 - Mobile Equipment Servicer		16.98
05130 - Motor Equipment Metal Mechanic		20.95
05160 - Motor Equipment Metal Worker		19.06
05190 - Motor Vehicle Mechanic		21.18
05220 - Motor Vehicle Mechanic Helper		15.92
05250 - Motor Vehicle Upholstery Worker		18.02

05280 - Motor Vehicle Wrecker	19.06
05310 - Painter, Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	10.46
07042 - Cook II	11.75
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer, Minor	17.54
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.31
11060 - Elevator Operator	10.62
11090 - Gardener	11.43
11122 - Housekeeping Aide	10.62
11150 - Janitor	10.62
11210 - Laborer, Grounds Maintenance	10.55
11240 - Maid or Houseman	8.83
11260 - Pruner	9.68
11270 - Tractor Operator	11.39
11330 - Trail Maintenance Worker	10.55
11360 - Window Cleaner	11.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	15.23
12012 - Certified Occupational Therapist Assistant	21.08
12015 - Certified Physical Therapist Assistant	20.99
12020 - Dental Assistant	15.32
12025 - Dental Hygienist	29.85
12030 - EKG Technician	21.59
12035 - Electroneurodiagnostic Technologist	21.59
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	14.10
12072 - Licensed Practical Nurse II	15.77
12073 - Licensed Practical Nurse III	17.59
12100 - Medical Assistant	12.05
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.22
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	9.71
12222 - Nursing Assistant II	10.92
12223 - Nursing Assistant III	11.92
12224 - Nursing Assistant IV	13.37
12235 - Optical Dispenser	13.59
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.37
12305 - Radiologic Technologist	20.92
12311 - Registered Nurse I	20.98
12312 - Registered Nurse II	25.67
12313 - Registered Nurse II, Specialist	25.67

12314 - Registered Nurse III		31.05
12315 - Registered Nurse III, Anesthetist		31.05
12316 - Registered Nurse IV		37.22
12317 - Scheduler (Drug and Alcohol Testing)		19.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.59
13013 - Exhibits Specialist III		26.42
13041 - Illustrator I		17.44
13042 - Illustrator II		21.59
13043 - Illustrator III		26.42
13047 - Librarian		23.91
13050 - Library Aide/Clerk		12.63
13054 - Library Information Technology Systems Administrator		19.64
13058 - Library Technician		14.40
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.13
13071 - Photographer I		13.75
13072 - Photographer II		16.29
13073 - Photographer III		20.16
13074 - Photographer IV		24.59
13075 - Photographer V		29.83
13110 - Video Teleconference Technician		15.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.33
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I		22.75
14072 - Computer Programmer II		25.78
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.92
14160 - Personal Computer Support Technician		24.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		26.09
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		21.75
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.79
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		11.22
16070 - Finisher, Flatwork, Machine		8.85
16090 - Presser, Hand		8.85
16110 - Presser, Machine, Drycleaning		8.85
16130 - Presser, Machine, Shirts		8.85
16160 - Presser, Machine, Wearing Apparel, Laundry		8.85
16190 - Sewing Machine Operator		11.96
16220 - Tailor		12.71

16250 - Washer, Machine	9.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.06
21030 - Material Coordinator	21.09
21040 - Material Expediter	21.09
21050 - Material Handling Laborer	11.21
21071 - Order Filler	12.00
21080 - Production Line Worker (Food Processing)	15.06
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	14.77
21150 - Stock Clerk	18.92
21210 - Tools And Parts Attendant	15.06
21410 - Warehouse Specialist	15.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.92
23021 - Aircraft Mechanic I	24.68
23022 - Aircraft Mechanic II	25.92
23023 - Aircraft Mechanic III	27.21
23040 - Aircraft Mechanic Helper	18.46
23050 - Aircraft, Painter	22.94
23060 - Aircraft Servicer	20.90
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.62
23120 - Bicycle Repairer	15.62
23125 - Cable Splicer	24.49
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	21.21
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.52
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	16.71
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.45
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	24.68
23381 - Ground Support Equipment Servicer	20.90
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	16.71
23392 - Gunsmith II	18.69
23393 - Gunsmith III	20.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.53
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	21.96
23465 - Laboratory/Shelter Mechanic	19.62
23470 - Laborer	11.21
23510 - Locksmith	20.86
23530 - Machinery Maintenance Mechanic	21.70
23550 - Machinist, Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	21.96
23592 - Metrology Technician II	23.03
23593 - Metrology Technician III	24.00

23640 - Millwright	20.58
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	18.96
23790 - Pipefitter, Maintenance	22.34
23810 - Plumber, Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	20.58
23850 - Rigger	20.58
23870 - Scale Mechanic	18.69
23890 - Sheet-Metal Worker, Maintenance	21.95
23910 - Small Engine Mechanic	18.69
23931 - Telecommunications Mechanic I	23.82
23932 - Telecommunications Mechanic II	24.92
23950 - Telephone Lineman	23.77
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	20.58
23970 - Woodcraft Worker	20.58
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.01
24620 - Family Readiness And Support Services Coordinator	12.73
24630 - Homemaker	16.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.93
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	25.22
25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant Operator	20.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.13
27010 - Court Security Officer	16.04
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	15.13
27070 - Firefighter	17.61
27101 - Guard I	12.36
27102 - Guard II	17.18
27131 - Police Officer I	18.17
27132 - Police Officer II	20.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.08
28043 - Carnival Equpment Worker	9.29
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	19.85
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	15.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.69
29020 - Hatch Tender	18.69
29030 - Line Handler	18.69
29041 - Stevedore I	16.97
29042 - Stevedore II	19.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.90
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		17.30
30022 - Archeological Technician II		18.10
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.43
30040 - Civil Engineering Technician		19.66
30061 - Drafter/CAD Operator I		16.18
30062 - Drafter/CAD Operator II		18.10
30063 - Drafter/CAD Operator III		20.18
30064 - Drafter/CAD Operator IV		24.83
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.25
30083 - Engineering Technician III		22.54
30084 - Engineering Technician IV		24.66
30085 - Engineering Technician V		33.08
30086 - Engineering Technician VI	(see 3)	40.00
30090 - Environmental Technician		22.43
30210 - Laboratory Technician		20.33
30240 - Mathematical Technician		23.48
30361 - Paralegal/Legal Assistant I		18.18
30362 - Paralegal/Legal Assistant II		23.48
30363 - Paralegal/Legal Assistant III		28.72
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.48
30461 - Technical Writer I		20.98
30462 - Technical Writer II		25.67
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		23.01
30495 - Unexploded (UXO) Sweep Personnel		23.00
30620 - Weather Observer, Combined Upper Air Or Surface Programs		20.18
30621 - Weather Observer, Senior		22.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.85
31030 - Bus Driver		13.88
31043 - Driver Courier		11.90
31260 - Parking and Lot Attendant		9.19
31290 - Shuttle Bus Driver		12.61
31310 - Taxi Driver		9.48
31361 - Truckdriver, Light		12.61
31362 - Truckdriver, Medium		12.87
31363 - Truckdriver, Heavy		18.13
31364 - Truckdriver, Tractor-Trailer		18.13
99000 - Miscellaneous Occupations		
99030 - Cashier		8.25
99050 - Desk Clerk		9.27
99095 - Embalmer		24.91
99251 - Laboratory Animal Caretaker I		8.96
99252 - Laboratory Animal Caretaker II		9.49
99310 - Mortician		24.91
99410 - Pest Controller		18.68
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.15
99711 - Recycling Specialist		17.51
99730 - Refuse Collector		12.75
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		10.33
99830 - Survey Party Chief		20.22
99831 - Surveying Aide		12.47
99832 - Surveying Technician		17.11
99840 - Vending Machine Attendant		13.31

99841 - Vending Machine Repairer	15.81
99842 - Vending Machine Repairer Helper	13.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

3) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2216 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.69
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		19.09
01040 - Court Reporter		22.72
01051 - Data Entry Operator I		13.80
01052 - Data Entry Operator II		15.07
01060 - Dispatcher, Motor Vehicle		16.19
01070 - Document Preparation Clerk		14.46
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65

01113 - General Clerk III	14.20
01120 - Housing Referral Assistant	16.15
01141 - Messenger Courier	12.43
01191 - Order Clerk I	12.48
01192 - Order Clerk II	13.62
01261 - Personnel Assistant (Employment) I	14.14
01262 - Personnel Assistant (Employment) II	15.81
01263 - Personnel Assistant (Employment) III	17.85
01270 - Production Control Clerk	20.84
01280 - Receptionist	10.96
01290 - Rental Clerk	13.83
01300 - Scheduler, Maintenance	12.55
01311 - Secretary I	12.55
01312 - Secretary II	14.04
01313 - Secretary III	16.15
01320 - Service Order Dispatcher	14.01
01410 - Supply Technician	19.09
01420 - Survey Worker	13.37
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.25
01533 - Travel Clerk III	14.27
01611 - Word Processor I	11.87
01612 - Word Processor II	13.24
01613 - Word Processor III	14.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.95
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal Mechanic	20.95
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter, Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	10.46
07042 - Cook II	11.75
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer, Minor	17.54
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.31
11060 - Elevator Operator	10.62
11090 - Gardener	11.43
11122 - Housekeeping Aide	10.62
11150 - Janitor	10.62
11210 - Laborer, Grounds Maintenance	10.55
11240 - Maid or Houseman	8.83

11260 - Pruner	9.68
11270 - Tractor Operator	11.39
11330 - Trail Maintenance Worker	10.55
11360 - Window Cleaner	11.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	15.23
12012 - Certified Occupational Therapist Assistant	21.08
12015 - Certified Physical Therapist Assistant	20.99
12020 - Dental Assistant	15.32
12025 - Dental Hygienist	29.85
12030 - EKG Technician	21.59
12035 - Electroneurodiagnostic Technologist	21.59
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	14.10
12072 - Licensed Practical Nurse II	15.77
12073 - Licensed Practical Nurse III	17.59
12100 - Medical Assistant	12.05
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.22
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	9.71
12222 - Nursing Assistant II	10.92
12223 - Nursing Assistant III	11.92
12224 - Nursing Assistant IV	13.37
12235 - Optical Dispenser	13.59
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.37
12305 - Radiologic Technologist	20.92
12311 - Registered Nurse I	20.98
12312 - Registered Nurse II	25.67
12313 - Registered Nurse II, Specialist	25.67
12314 - Registered Nurse III	31.05
12315 - Registered Nurse III, Anesthetist	31.05
12316 - Registered Nurse IV	37.22
12317 - Scheduler (Drug and Alcohol Testing)	19.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.59
13013 - Exhibits Specialist III	26.42
13041 - Illustrator I	17.44
13042 - Illustrator II	21.59
13043 - Illustrator III	26.42
13047 - Librarian	23.91
13050 - Library Aide/Clerk	12.63
13054 - Library Information Technology Systems Administrator	19.64
13058 - Library Technician	14.40
13061 - Media Specialist I	16.19
13062 - Media Specialist II	18.05
13063 - Media Specialist III	20.13
13071 - Photographer I	13.75
13072 - Photographer II	16.29
13073 - Photographer III	20.16
13074 - Photographer IV	24.59
13075 - Photographer V	29.83
13110 - Video Teleconference Technician	15.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.92
14042 - Computer Operator II	18.33

14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I		22.75
14072 - Computer Programmer II		25.78
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.92
14160 - Personal Computer Support Technician		24.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		26.09
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		21.75
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.79
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		11.22
16070 - Finisher, Flatwork, Machine		8.85
16090 - Presser, Hand		8.85
16110 - Presser, Machine, Drycleaning		8.85
16130 - Presser, Machine, Shirts		8.85
16160 - Presser, Machine, Wearing Apparel, Laundry		8.85
16190 - Sewing Machine Operator		11.96
16220 - Tailor		12.71
16250 - Washer, Machine		9.61
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.95
19040 - Tool And Die Maker		29.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.06
21030 - Material Coordinator		21.09
21040 - Material Expediter		21.09
21050 - Material Handling Laborer		11.21
21071 - Order Filler		12.00
21080 - Production Line Worker (Food Processing)		15.06
21110 - Shipping Packer		16.54
21130 - Shipping/Receiving Clerk		16.54
21140 - Store Worker I		14.77
21150 - Stock Clerk		18.92
21210 - Tools And Parts Attendant		15.06
21410 - Warehouse Specialist		15.06
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.92
23021 - Aircraft Mechanic I		24.68
23022 - Aircraft Mechanic II		25.92
23023 - Aircraft Mechanic III		27.21
23040 - Aircraft Mechanic Helper		18.46
23050 - Aircraft, Painter		22.94
23060 - Aircraft Servicer		20.90
23080 - Aircraft Worker		22.11
23110 - Appliance Mechanic		19.62
23120 - Bicycle Repairer		15.62

23125 - Cable Splicer	24.49
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	21.21
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.52
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	16.71
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.45
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	24.68
23381 - Ground Support Equipment Servicer	20.90
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	16.71
23392 - Gunsmith II	18.69
23393 - Gunsmith III	20.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.53
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	21.96
23465 - Laboratory/Shelter Mechanic	19.62
23470 - Laborer	11.21
23510 - Locksmith	20.86
23530 - Machinery Maintenance Mechanic	21.70
23550 - Machinist, Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	21.96
23592 - Metrology Technician II	23.03
23593 - Metrology Technician III	24.00
23640 - Millwright	20.58
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	18.96
23790 - Pipefitter, Maintenance	22.34
23810 - Plumber, Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	20.58
23850 - Rigger	20.58
23870 - Scale Mechanic	18.69
23890 - Sheet-Metal Worker, Maintenance	21.95
23910 - Small Engine Mechanic	18.69
23931 - Telecommunications Mechanic I	23.82
23932 - Telecommunications Mechanic II	24.92
23950 - Telephone Lineman	23.77
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	20.58
23970 - Woodcraft Worker	20.58
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.01
24620 - Family Readiness And Support Services Coordinator	12.73
24630 - Homemaker	16.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.93
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	25.22

25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant Operator	20.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.13
27010 - Court Security Officer	16.04
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	15.13
27070 - Firefighter	17.61
27101 - Guard I	12.36
27102 - Guard II	17.18
27131 - Police Officer I	18.17
27132 - Police Officer II	20.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.08
28043 - Carnival Equpment Worker	9.29
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	19.85
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	15.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.69
29020 - Hatch Tender	18.69
29030 - Line Handler	18.69
29041 - Stevedore I	16.97
29042 - Stevedore II	19.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.90
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.30
30022 - Archeological Technician II	18.10
30023 - Archeological Technician III	22.43
30030 - Cartographic Technician	22.43
30040 - Civil Engineering Technician	19.66
30061 - Drafter/CAD Operator I	16.18
30062 - Drafter/CAD Operator II	18.10
30063 - Drafter/CAD Operator III	20.18
30064 - Drafter/CAD Operator IV	24.83
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.25
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	33.08
30086 - Engineering Technician VI	40.00
30090 - Environmental Technician	22.43
30210 - Laboratory Technician	20.33
30240 - Mathematical Technician	23.48
30361 - Paralegal/Legal Assistant I	18.18
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant III	28.72
30364 - Paralegal/Legal Assistant IV	33.95
30390 - Photo-Optics Technician	23.48
30461 - Technical Writer I	20.98
30462 - Technical Writer II	25.67
30463 - Technical Writer III	31.05
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		23.01
30495 - Unexploded (UXO) Sweep Personnel		23.00
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.18
30621 - Weather Observer, Senior	(see 2)	22.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.85
31030 - Bus Driver		13.88
31043 - Driver Courier		11.90
31260 - Parking and Lot Attendant		9.19
31290 - Shuttle Bus Driver		12.61
31310 - Taxi Driver		9.48
31361 - Truckdriver, Light		12.61
31362 - Truckdriver, Medium		12.87
31363 - Truckdriver, Heavy		18.13
31364 - Truckdriver, Tractor-Trailer		18.13
99000 - Miscellaneous Occupations		
99030 - Cashier		8.25
99050 - Desk Clerk		9.27
99095 - Embalmer		24.91
99251 - Laboratory Animal Caretaker I		8.96
99252 - Laboratory Animal Caretaker II		9.49
99310 - Mortician		24.91
99410 - Pest Controller		18.68
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.15
99711 - Recycling Specialist		17.51
99730 - Refuse Collector		12.75
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		10.33
99830 - Survey Party Chief		20.22
99831 - Surveying Aide		12.47
99832 - Surveying Technician		17.11
99840 - Vending Machine Attendant		13.31
99841 - Vending Machine Repairer		15.81
99842 - Vending Machine Repairer Helper		13.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2221 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		16.14
01141 - Messenger Courier		10.23
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01280 - Receptionist		11.49
01290 - Rental Clerk		11.39
01300 - Scheduler, Maintenance		12.94
01311 - Secretary I		12.94
01312 - Secretary II		14.47
01313 - Secretary III		16.14
01320 - Service Order Dispatcher		13.40
01410 - Supply Technician		19.21
01420 - Survey Worker		13.72
01531 - Travel Clerk I		12.75
01532 - Travel Clerk II		13.39
01533 - Travel Clerk III		14.00
01611 - Word Processor I		12.59
01612 - Word Processor II		14.13
01613 - Word Processor III		15.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.86
05010 - Automotive Electrician		15.46
05040 - Automotive Glass Installer		14.77
05070 - Automotive Worker		14.77
05110 - Mobile Equipment Servicer		13.43
05130 - Motor Equipment Metal Mechanic		18.22
05160 - Motor Equipment Metal Worker		14.77
05190 - Motor Vehicle Mechanic		18.22

05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53

12312 - Registered Nurse II		27.56
12313 - Registered Nurse II, Specialist		27.56
12314 - Registered Nurse III		33.34
12315 - Registered Nurse III, Anesthetist		33.34
12316 - Registered Nurse IV		39.95
12317 - Scheduler (Drug and Alcohol Testing)		19.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.26
13012 - Exhibits Specialist II		22.63
13013 - Exhibits Specialist III		26.68
13041 - Illustrator I		18.26
13042 - Illustrator II		22.63
13043 - Illustrator III		26.68
13047 - Librarian		25.05
13050 - Library Aide/Clerk		11.31
13054 - Library Information Technology Systems Administrator		22.63
13058 - Library Technician		15.11
13061 - Media Specialist I		16.16
13062 - Media Specialist II		18.06
13063 - Media Specialist III		20.15
13071 - Photographer I		16.09
13072 - Photographer II		17.37
13073 - Photographer III		21.53
13074 - Photographer IV		26.33
13075 - Photographer V		31.86
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.47
14043 - Computer Operator III		18.37
14044 - Computer Operator IV		20.41
14045 - Computer Operator V		22.60
14071 - Computer Programmer I	(see 1)	22.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.39
14160 - Personal Computer Support Technician		21.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.30
15020 - Aircrew Training Devices Instructor (Rated)		31.82
15030 - Air Crew Training Devices Instructor (Pilot)		35.77
15050 - Computer Based Training Specialist / Instructor		26.30
15060 - Educational Technologist		25.81
15070 - Flight Instructor (Pilot)		35.77
15080 - Graphic Artist		22.34
15090 - Technical Instructor		19.54
15095 - Technical Instructor/Course Developer		23.90
15110 - Test Proctor		15.79
15120 - Tutor		15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.96
16070 - Finisher, Flatwork, Machine		9.32
16090 - Presser, Hand		9.32
16110 - Presser, Machine, Drycleaning		9.32
16130 - Presser, Machine, Shirts		9.32
16160 - Presser, Machine, Wearing Apparel, Laundry		9.32

16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03

23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.09
30022 - Archeological Technician II		18.00
30023 - Archeological Technician III		22.31
30030 - Cartographic Technician		22.31
30040 - Civil Engineering Technician		22.31
30061 - Drafter/CAD Operator I		16.09
30062 - Drafter/CAD Operator II		18.00
30063 - Drafter/CAD Operator III		20.08
30064 - Drafter/CAD Operator IV		24.70
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.49
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		24.23
30085 - Engineering Technician V		31.34
30086 - Engineering Technician VI		35.87
30090 - Environmental Technician		20.66
30210 - Laboratory Technician		17.36
30240 - Mathematical Technician		22.31
30361 - Paralegal/Legal Assistant I		19.13
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.92
30364 - Paralegal/Legal Assistant IV		38.63
30390 - Photo-Optics Technician		22.31
30461 - Technical Writer I		22.15
30462 - Technical Writer II		27.11
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.08
30621 - Weather Observer, Senior	(see 2)	22.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.02
31030 - Bus Driver		17.47
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.10
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		18.91
31363 - Truckdriver, Heavy		19.75
31364 - Truckdriver, Tractor-Trailer		19.75
99000 - Miscellaneous Occupations		
99030 - Cashier		8.50
99050 - Desk Clerk		9.96
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.32
99252 - Laboratory Animal Caretaker II		11.11
99310 - Mortician		23.25
99410 - Pest Controller		14.43
99510 - Photofinishing Worker		10.37
99710 - Recycling Laborer		12.95
99711 - Recycling Specialist		15.04
99730 - Refuse Collector		12.28
99810 - Sales Clerk		11.59
99820 - School Crossing Guard		12.18
99830 - Survey Party Chief		18.10
99831 - Surveying Aide		10.67

99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2222 Revision No.: 20 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		16.14
01141 - Messenger Courier		10.23
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01280 - Receptionist		11.49

01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91

12025 - Dental Hygienist		29.85
12030 - EKG Technician		20.94
12035 - Electroneurodiagnostic Technologist		20.94
12040 - Emergency Medical Technician		13.71
12071 - Licensed Practical Nurse I		14.75
12072 - Licensed Practical Nurse II		16.49
12073 - Licensed Practical Nurse III		18.40
12100 - Medical Assistant		14.11
12130 - Medical Laboratory Technician		17.23
12160 - Medical Record Clerk		14.74
12190 - Medical Record Technician		16.83
12195 - Medical Transcriptionist		14.00
12210 - Nuclear Medicine Technologist		29.85
12221 - Nursing Assistant I		9.52
12222 - Nursing Assistant II		10.70
12223 - Nursing Assistant III		11.68
12224 - Nursing Assistant IV		13.11
12235 - Optical Dispenser		15.51
12236 - Optical Technician		13.24
12250 - Pharmacy Technician		16.21
12280 - Phlebotomist		13.11
12305 - Radiologic Technologist		21.42
12311 - Registered Nurse I		22.53
12312 - Registered Nurse II		27.56
12313 - Registered Nurse II, Specialist		27.56
12314 - Registered Nurse III		33.34
12315 - Registered Nurse III, Anesthetist		33.34
12316 - Registered Nurse IV		39.95
12317 - Scheduler (Drug and Alcohol Testing)		19.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.26
13012 - Exhibits Specialist II		22.63
13013 - Exhibits Specialist III		26.68
13041 - Illustrator I		18.26
13042 - Illustrator II		22.63
13043 - Illustrator III		26.68
13047 - Librarian		25.05
13050 - Library Aide/Clerk		11.31
13054 - Library Information Technology Systems Administrator		22.63
13058 - Library Technician		15.11
13061 - Media Specialist I		16.16
13062 - Media Specialist II		18.06
13063 - Media Specialist III		20.15
13071 - Photographer I		16.09
13072 - Photographer II		17.37
13073 - Photographer III		21.53
13074 - Photographer IV		26.33
13075 - Photographer V		31.86
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.47
14043 - Computer Operator III		18.37
14044 - Computer Operator IV		20.41
14045 - Computer Operator V		22.60
14071 - Computer Programmer I	(see 1)	22.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71

23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64

27101 - Guard I		10.17
27102 - Guard II		15.17
27131 - Police Officer I		18.00
27132 - Police Officer II		20.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.60
28042 - Carnival Equipment Repairer		11.00
28043 - Carnival Equpment Worker		8.57
28210 - Gate Attendant/Gate Tender		12.50
28310 - Lifeguard		11.14
28350 - Park Attendant (Aide)		13.83
28510 - Recreation Aide/Health Facility Attendant		10.21
28515 - Recreation Specialist		14.86
28630 - Sports Official		11.14
28690 - Swimming Pool Operator		16.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.69
29020 - Hatch Tender		21.69
29030 - Line Handler		21.69
29041 - Stevedore I		18.67
29042 - Stevedore II		22.57
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.09
30022 - Archeological Technician II		18.00
30023 - Archeological Technician III		22.31
30030 - Cartographic Technician		22.31
30040 - Civil Engineering Technician		22.31
30061 - Drafter/CAD Operator I		16.09
30062 - Drafter/CAD Operator II		18.00
30063 - Drafter/CAD Operator III		20.08
30064 - Drafter/CAD Operator IV		24.70
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.49
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		24.23
30085 - Engineering Technician V		31.34
30086 - Engineering Technician VI		35.87
30090 - Environmental Technician		20.66
30210 - Laboratory Technician		17.36
30240 - Mathematical Technician		22.31
30361 - Paralegal/Legal Assistant I		19.13
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.92
30364 - Paralegal/Legal Assistant IV		38.63
30390 - Photo-Optics Technician		22.31
30461 - Technical Writer I		22.15
30462 - Technical Writer II		27.11
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.08
30621 - Weather Observer, Senior	(see 2)	22.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.02
31030 - Bus Driver		17.47
31043 - Driver Courier		13.71

31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2223 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott

Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.99
01012 - Accounting Clerk II	15.70
01013 - Accounting Clerk III	17.56
01020 - Administrative Assistant	21.20
01040 - Court Reporter	17.22
01051 - Data Entry Operator I	12.14
01052 - Data Entry Operator II	13.63
01060 - Dispatcher, Motor Vehicle	17.22
01070 - Document Preparation Clerk	12.72
01090 - Duplicating Machine Operator	12.72
01111 - General Clerk I	12.25
01112 - General Clerk II	13.37
01113 - General Clerk III	15.01
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	10.59
01191 - Order Clerk I	12.72
01192 - Order Clerk II	15.16
01261 - Personnel Assistant (Employment) I	15.81
01262 - Personnel Assistant (Employment) II	17.52
01263 - Personnel Assistant (Employment) III	20.96
01270 - Production Control Clerk	19.93
01280 - Receptionist	12.23
01290 - Rental Clerk	12.53
01300 - Scheduler, Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.99
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	15.34
01410 - Supply Technician	21.20
01420 - Survey Worker	15.50
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	13.67
01533 - Travel Clerk III	14.29
01611 - Word Processor I	13.37
01612 - Word Processor II	15.01
01613 - Word Processor III	17.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.11
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.78
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.20
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter, Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.63
07041 - Cook I	10.51
07042 - Cook II	11.67
07070 - Dishwasher	8.48
07130 - Food Service Worker	9.57
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	10.75
11090 - Gardener	13.75
11122 - Housekeeping Aide	10.75
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.22
11240 - Maid or Houseman	9.19
11260 - Pruner	11.43
11270 - Tractor Operator	12.90
11330 - Trail Maintenance Worker	12.22
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	14.09
12011 - Breath Alcohol Technician	16.27
12012 - Certified Occupational Therapist Assistant	24.99
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	16.66
12025 - Dental Hygienist	28.37
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.09
12071 - Licensed Practical Nurse I	14.55
12072 - Licensed Practical Nurse II	16.27
12073 - Licensed Practical Nurse III	18.15
12100 - Medical Assistant	13.84
12130 - Medical Laboratory Technician	16.55
12160 - Medical Record Clerk	13.64
12190 - Medical Record Technician	15.12
12195 - Medical Transcriptionist	14.85
12210 - Nuclear Medicine Technologist	27.39
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.49
12236 - Optical Technician	13.77
12250 - Pharmacy Technician	12.30
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	22.46
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	20.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.47
13012 - Exhibits Specialist II	21.65
13013 - Exhibits Specialist III	26.48
13041 - Illustrator I	18.77
13042 - Illustrator II	23.26
13043 - Illustrator III	28.45
13047 - Librarian	25.75
13050 - Library Aide/Clerk	12.22
13054 - Library Information Technology Systems	23.26

Administrator		
13058 - Library Technician		14.11
13061 - Media Specialist I		15.36
13062 - Media Specialist II		16.84
13063 - Media Specialist III		18.78
13071 - Photographer I		14.79
13072 - Photographer II		16.55
13073 - Photographer III		18.63
13074 - Photographer IV		22.79
13075 - Photographer V		27.59
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		21.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.28
15020 - Aircrew Training Devices Instructor (Rated)		31.79
15030 - Air Crew Training Devices Instructor (Pilot)		38.10
15050 - Computer Based Training Specialist / Instructor		26.28
15060 - Educational Technologist		27.05
15070 - Flight Instructor (Pilot)		38.10
15080 - Graphic Artist		21.68
15090 - Technical Instructor		19.17
15095 - Technical Instructor/Course Developer		23.45
15110 - Test Proctor		15.71
15120 - Tutor		15.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.49
16030 - Counter Attendant		9.49
16040 - Dry Cleaner		12.18
16070 - Finisher, Flatwork, Machine		9.49
16090 - Presser, Hand		9.49
16110 - Presser, Machine, Drycleaning		9.49
16130 - Presser, Machine, Shirts		9.49
16160 - Presser, Machine, Wearing Apparel, Laundry		9.49
16190 - Sewing Machine Operator		12.93
16220 - Tailor		13.64
16250 - Washer, Machine		10.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.20
19040 - Tool And Die Maker		22.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.09
21030 - Material Coordinator		19.38
21040 - Material Expediter		19.38
21050 - Material Handling Laborer		12.82
21071 - Order Filler		12.37
21080 - Production Line Worker (Food Processing)		16.09
21110 - Shipping Packer		14.51
21130 - Shipping/Receiving Clerk		14.51
21140 - Store Worker I		16.63

21150 - Stock Clerk	17.51
21210 - Tools And Parts Attendant	16.09
21410 - Warehouse Specialist	16.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.70
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.70
23023 - Aircraft Mechanic III	26.98
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft, Painter	23.80
23060 - Aircraft Servicer	21.79
23080 - Aircraft Worker	22.40
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	13.60
23125 - Cable Splicer	23.47
23130 - Carpenter, Maintenance	18.24
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	20.75
23181 - Electronics Technician Maintenance I	20.23
23182 - Electronics Technician Maintenance II	21.25
23183 - Electronics Technician Maintenance III	21.95
23260 - Fabric Worker	18.95
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	17.81
23311 - Fuel Distribution System Mechanic	21.99
23312 - Fuel Distribution System Operator	17.62
23370 - General Maintenance Worker	17.33
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	17.81
23392 - Gunsmith II	19.99
23393 - Gunsmith III	21.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.22
23430 - Heavy Equipment Mechanic	20.26
23440 - Heavy Equipment Operator	19.93
23460 - Instrument Mechanic	25.43
23465 - Laboratory/Shelter Mechanic	21.00
23470 - Laborer	12.85
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.74
23550 - Machinist, Maintenance	18.63
23580 - Maintenance Trades Helper	15.49
23591 - Metrology Technician I	25.43
23592 - Metrology Technician II	26.40
23593 - Metrology Technician III	27.54
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.13
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	27.89
23810 - Plumber, Maintenance	24.34
23820 - Pneudraulic Systems Mechanic	21.83
23850 - Rigger	21.83
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	18.80
23910 - Small Engine Mechanic	17.33
23931 - Telecommunications Mechanic I	22.94
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	21.18
23960 - Welder, Combination, Maintenance	18.63

23965 - Well Driller	18.63
23970 - Woodcraft Worker	19.85
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.87
24580 - Child Care Center Clerk	12.09
24610 - Chore Aide	8.75
24620 - Family Readiness And Support Services Coordinator	12.86
24630 - Homemaker	12.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	17.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	12.16
27008 - Corrections Officer	17.26
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	17.26
27070 - Firefighter	17.47
27101 - Guard I	12.83
27102 - Guard II	16.01
27131 - Police Officer I	19.87
27132 - Police Officer II	22.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.02
28042 - Carnival Equipment Repairer	9.14
28043 - Carnival Equpment Worker	7.65
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	13.52
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	20.56
29030 - Line Handler	20.56
29041 - Stevedore I	19.93
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.17
30022 - Archeological Technician II	20.32
30023 - Archeological Technician III	25.19
30030 - Cartographic Technician	25.19
30040 - Civil Engineering Technician	24.71
30061 - Drafter/CAD Operator I	18.17
30062 - Drafter/CAD Operator II	20.32
30063 - Drafter/CAD Operator III	22.67
30064 - Drafter/CAD Operator IV	27.88
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.43
30083 - Engineering Technician III	25.09
30084 - Engineering Technician IV	31.08
30085 - Engineering Technician V	38.03

30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		21.05
30210 - Laboratory Technician		21.00
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
30390 - Photo-Optics Technician		25.19
30461 - Technical Writer I		19.73
30462 - Technical Writer II		24.14
30463 - Technical Writer III		29.20
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.67
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.48
31043 - Driver Courier		12.90
31260 - Parking and Lot Attendant		10.51
31290 - Shuttle Bus Driver		15.90
31310 - Taxi Driver		10.20
31361 - Truckdriver, Light		15.90
31362 - Truckdriver, Medium		16.56
31363 - Truckdriver, Heavy		17.65
31364 - Truckdriver, Tractor-Trailer		17.65
99000 - Miscellaneous Occupations		
99030 - Cashier		9.24
99050 - Desk Clerk		9.28
99095 - Embalmer		20.40
99251 - Laboratory Animal Caretaker I		10.15
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		23.25
99410 - Pest Controller		12.92
99510 - Photofinishing Worker		11.96
99710 - Recycling Laborer		13.72
99711 - Recycling Specialist		14.83
99730 - Refuse Collector		12.63
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		10.73
99830 - Survey Party Chief		17.65
99831 - Surveying Aide		15.50
99832 - Surveying Technician		15.99
99840 - Vending Machine Attendant		13.87
99841 - Vending Machine Repairer		16.40
99842 - Vending Machine Repairer Helper		13.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2224 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott

Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01040 - Court Reporter		17.22

01051 - Data Entry Operator I	12.14
01052 - Data Entry Operator II	13.63
01060 - Dispatcher, Motor Vehicle	17.22
01070 - Document Preparation Clerk	12.72
01090 - Duplicating Machine Operator	12.72
01111 - General Clerk I	12.25
01112 - General Clerk II	13.37
01113 - General Clerk III	15.01
01120 - Housing Referral Assistant	20.99
01141 - Messenger Courier	10.59
01191 - Order Clerk I	12.72
01192 - Order Clerk II	15.16
01261 - Personnel Assistant (Employment) I	15.81
01262 - Personnel Assistant (Employment) II	17.52
01263 - Personnel Assistant (Employment) III	20.96
01270 - Production Control Clerk	19.93
01280 - Receptionist	12.23
01290 - Rental Clerk	12.53
01300 - Scheduler, Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.99
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	15.34
01410 - Supply Technician	21.20
01420 - Survey Worker	15.50
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	13.67
01533 - Travel Clerk III	14.29
01611 - Word Processor I	13.37
01612 - Word Processor II	15.01
01613 - Word Processor III	17.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.11
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.78
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.20
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter, Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.63
07041 - Cook I	10.51
07042 - Cook II	11.67
07070 - Dishwasher	8.48
07130 - Food Service Worker	9.57
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	10.75
11090 - Gardener	13.75
11122 - Housekeeping Aide	10.75
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.22
11240 - Maid or Houseman	9.19
11260 - Pruner	11.43
11270 - Tractor Operator	12.90
11330 - Trail Maintenance Worker	12.22
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	14.09
12011 - Breath Alcohol Technician	16.27
12012 - Certified Occupational Therapist Assistant	24.99
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	16.66
12025 - Dental Hygienist	28.37
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.09
12071 - Licensed Practical Nurse I	14.55
12072 - Licensed Practical Nurse II	16.27
12073 - Licensed Practical Nurse III	18.15
12100 - Medical Assistant	13.84
12130 - Medical Laboratory Technician	16.55
12160 - Medical Record Clerk	13.64
12190 - Medical Record Technician	15.12
12195 - Medical Transcriptionist	14.85
12210 - Nuclear Medicine Technologist	27.39
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.49
12236 - Optical Technician	13.77
12250 - Pharmacy Technician	12.30
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	22.46
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	20.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.47
13012 - Exhibits Specialist II	21.65
13013 - Exhibits Specialist III	26.48
13041 - Illustrator I	18.77
13042 - Illustrator II	23.26
13043 - Illustrator III	28.45
13047 - Librarian	25.75
13050 - Library Aide/Clerk	12.22
13054 - Library Information Technology Systems Administrator	23.26
13058 - Library Technician	14.11
13061 - Media Specialist I	15.36
13062 - Media Specialist II	16.84
13063 - Media Specialist III	18.78
13071 - Photographer I	14.79
13072 - Photographer II	16.55

13073 - Photographer III		18.63
13074 - Photographer IV		22.79
13075 - Photographer V		27.59
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		21.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.28
15020 - Aircrew Training Devices Instructor (Rated)		31.79
15030 - Air Crew Training Devices Instructor (Pilot)		38.10
15050 - Computer Based Training Specialist / Instructor		26.28
15060 - Educational Technologist		27.05
15070 - Flight Instructor (Pilot)		38.10
15080 - Graphic Artist		21.68
15090 - Technical Instructor		19.17
15095 - Technical Instructor/Course Developer		23.45
15110 - Test Proctor		15.71
15120 - Tutor		15.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.49
16030 - Counter Attendant		9.49
16040 - Dry Cleaner		12.18
16070 - Finisher, Flatwork, Machine		9.49
16090 - Presser, Hand		9.49
16110 - Presser, Machine, Drycleaning		9.49
16130 - Presser, Machine, Shirts		9.49
16160 - Presser, Machine, Wearing Apparel, Laundry		9.49
16190 - Sewing Machine Operator		12.93
16220 - Tailor		13.64
16250 - Washer, Machine		10.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.20
19040 - Tool And Die Maker		22.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.09
21030 - Material Coordinator		19.38
21040 - Material Expediter		19.38
21050 - Material Handling Laborer		12.82
21071 - Order Filler		12.37
21080 - Production Line Worker (Food Processing)		16.09
21110 - Shipping Packer		14.51
21130 - Shipping/Receiving Clerk		14.51
21140 - Store Worker I		16.63
21150 - Stock Clerk		17.51
21210 - Tools And Parts Attendant		16.09
21410 - Warehouse Specialist		16.09
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.70
23021 - Aircraft Mechanic I		24.48
23022 - Aircraft Mechanic II		25.70

23023 - Aircraft Mechanic III	26.98
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft, Painter	23.80
23060 - Aircraft Servicer	21.79
23080 - Aircraft Worker	22.40
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	13.60
23125 - Cable Splicer	23.47
23130 - Carpenter, Maintenance	18.24
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	20.75
23181 - Electronics Technician Maintenance I	20.23
23182 - Electronics Technician Maintenance II	21.25
23183 - Electronics Technician Maintenance III	21.95
23260 - Fabric Worker	18.95
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	17.81
23311 - Fuel Distribution System Mechanic	21.99
23312 - Fuel Distribution System Operator	17.62
23370 - General Maintenance Worker	17.33
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	17.81
23392 - Gunsmith II	19.99
23393 - Gunsmith III	21.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.22
23430 - Heavy Equipment Mechanic	20.26
23440 - Heavy Equipment Operator	19.93
23460 - Instrument Mechanic	25.43
23465 - Laboratory/Shelter Mechanic	21.00
23470 - Laborer	12.85
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.74
23550 - Machinist, Maintenance	18.63
23580 - Maintenance Trades Helper	15.49
23591 - Metrology Technician I	25.43
23592 - Metrology Technician II	26.40
23593 - Metrology Technician III	27.54
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.13
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	27.89
23810 - Plumber, Maintenance	24.34
23820 - Pneudraulic Systems Mechanic	21.83
23850 - Rigger	21.83
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	18.80
23910 - Small Engine Mechanic	17.33
23931 - Telecommunications Mechanic I	22.94
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	21.18
23960 - Welder, Combination, Maintenance	18.63
23965 - Well Driller	18.63
23970 - Woodcraft Worker	19.85
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.87
24580 - Child Care Center Clerk	12.09
24610 - Chore Aide	8.75

24620 - Family Readiness And Support Services Coordinator	12.86
24630 - Homemaker	12.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	17.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	12.16
27008 - Corrections Officer	17.26
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	17.26
27070 - Firefighter	17.47
27101 - Guard I	12.83
27102 - Guard II	16.01
27131 - Police Officer I	19.87
27132 - Police Officer II	22.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.02
28042 - Carnival Equipment Repairer	9.14
28043 - Carnival Equpment Worker	7.65
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	13.52
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	20.56
29030 - Line Handler	20.56
29041 - Stevedore I	19.93
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.17
30022 - Archeological Technician II	20.32
30023 - Archeological Technician III	25.19
30030 - Cartographic Technician	25.19
30040 - Civil Engineering Technician	24.71
30061 - Drafter/CAD Operator I	18.17
30062 - Drafter/CAD Operator II	20.32
30063 - Drafter/CAD Operator III	22.67
30064 - Drafter/CAD Operator IV	27.88
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.43
30083 - Engineering Technician III	25.09
30084 - Engineering Technician IV	31.08
30085 - Engineering Technician V	38.03
30086 - Engineering Technician VI	46.01
30090 - Environmental Technician	21.05
30210 - Laboratory Technician	21.00
30240 - Mathematical Technician	26.61
30361 - Paralegal/Legal Assistant I	19.75
30362 - Paralegal/Legal Assistant II	26.15
30363 - Paralegal/Legal Assistant III	29.48

30364 - Paralegal/Legal Assistant IV		35.63
30390 - Photo-Optics Technician		25.19
30461 - Technical Writer I		19.73
30462 - Technical Writer II		24.14
30463 - Technical Writer III		29.20
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.67
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.48
31043 - Driver Courier		12.90
31260 - Parking and Lot Attendant		10.51
31290 - Shuttle Bus Driver		15.90
31310 - Taxi Driver		10.20
31361 - Truckdriver, Light		15.90
31362 - Truckdriver, Medium		16.56
31363 - Truckdriver, Heavy		17.65
31364 - Truckdriver, Tractor-Trailer		17.65
99000 - Miscellaneous Occupations		
99030 - Cashier		9.24
99050 - Desk Clerk		9.28
99095 - Embalmer		20.40
99251 - Laboratory Animal Caretaker I		10.15
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		23.25
99410 - Pest Controller		12.92
99510 - Photofinishing Worker		11.96
99710 - Recycling Laborer		13.72
99711 - Recycling Specialist		14.83
99730 - Refuse Collector		12.63
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		10.73
99830 - Survey Party Chief		17.65
99831 - Surveying Aide		15.50
99832 - Surveying Technician		15.99
99840 - Vending Machine Attendant		13.87
99841 - Vending Machine Repairer		16.40
99842 - Vending Machine Repairer Helper		13.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2229 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.28
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.45
01020 - Administrative Assistant		16.21
01040 - Court Reporter		12.81
01051 - Data Entry Operator I		10.30
01052 - Data Entry Operator II		11.37
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		10.20
01090 - Duplicating Machine Operator		10.20

01111 - General Clerk I	10.13
01112 - General Clerk II	11.06
01113 - General Clerk III	13.19
01120 - Housing Referral Assistant	14.59
01141 - Messenger Courier	8.31
01191 - Order Clerk I	11.12
01192 - Order Clerk II	13.15
01261 - Personnel Assistant (Employment) I	12.53
01262 - Personnel Assistant (Employment) II	14.03
01263 - Personnel Assistant (Employment) III	16.08
01270 - Production Control Clerk	22.69
01280 - Receptionist	9.39
01290 - Rental Clerk	12.58
01300 - Scheduler, Maintenance	11.45
01311 - Secretary I	11.45
01312 - Secretary II	12.81
01313 - Secretary III	14.59
01320 - Service Order Dispatcher	18.30
01410 - Supply Technician	16.21
01420 - Survey Worker	12.55
01531 - Travel Clerk I	11.07
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	13.01
01611 - Word Processor I	11.02
01612 - Word Processor II	12.43
01613 - Word Processor III	13.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.10
05010 - Automotive Electrician	17.86
05040 - Automotive Glass Installer	16.72
05070 - Automotive Worker	16.72
05110 - Mobile Equipment Servicer	14.63
05130 - Motor Equipment Metal Mechanic	19.00
05160 - Motor Equipment Metal Worker	17.23
05190 - Motor Vehicle Mechanic	19.00
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter, Automotive	17.86
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	10.79
05400 - Transmission Repair Specialist	19.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	9.57
07042 - Cook II	11.64
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	12.42
07260 - Waiter/Waitress	7.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	9.79
09080 - Furniture Refinisher	13.78
09090 - Furniture Refinisher Helper	10.26
09110 - Furniture Repairer, Minor	12.17
09130 - Upholsterer	13.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.78
11060 - Elevator Operator	8.37
11090 - Gardener	10.60
11122 - Housekeeping Aide	8.95
11150 - Janitor	8.95

11210 - Laborer, Grounds Maintenance	9.50
11240 - Maid or Houseman	7.40
11260 - Pruner	8.03
11270 - Tractor Operator	9.81
11330 - Trail Maintenance Worker	9.50
11360 - Window Cleaner	9.50
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	21.27
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	13.27
12025 - Dental Hygienist	32.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.60
12073 - Licensed Practical Nurse III	18.51
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	14.84
12160 - Medical Record Clerk	13.00
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	12.23
12210 - Nuclear Medicine Technologist	34.07
12221 - Nursing Assistant I	9.49
12222 - Nursing Assistant II	10.67
12223 - Nursing Assistant III	11.64
12224 - Nursing Assistant IV	13.07
12235 - Optical Dispenser	15.54
12236 - Optical Technician	14.84
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.07
12305 - Radiologic Technologist	21.06
12311 - Registered Nurse I	20.97
12312 - Registered Nurse II	25.63
12313 - Registered Nurse II, Specialist	25.63
12314 - Registered Nurse III	31.01
12315 - Registered Nurse III, Anesthetist	31.01
12316 - Registered Nurse IV	37.16
12317 - Scheduler (Drug and Alcohol Testing)	20.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.24
13012 - Exhibits Specialist II	17.64
13013 - Exhibits Specialist III	21.58
13041 - Illustrator I	14.24
13042 - Illustrator II	17.64
13043 - Illustrator III	21.58
13047 - Librarian	19.54
13050 - Library Aide/Clerk	11.34
13054 - Library Information Technology Systems Administrator	17.64
13058 - Library Technician	14.24
13061 - Media Specialist I	12.73
13062 - Media Specialist II	14.24
13063 - Media Specialist III	15.88
13071 - Photographer I	12.61
13072 - Photographer II	15.05
13073 - Photographer III	19.31
13074 - Photographer IV	21.54
13075 - Photographer V	26.06
13110 - Video Teleconference Technician	12.73
14000 - Information Technology Occupations	

14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		19.02
14044 - Computer Operator IV		21.11
14045 - Computer Operator V		23.44
14071 - Computer Programmer I		20.16
14072 - Computer Programmer II		26.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		21.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		22.25
15070 - Flight Instructor (Pilot)		39.05
15080 - Graphic Artist		19.28
15090 - Technical Instructor		14.52
15095 - Technical Instructor/Course Developer		17.75
15110 - Test Proctor		12.55
15120 - Tutor		12.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.82
16030 - Counter Attendant		7.82
16040 - Dry Cleaner		9.44
16070 - Finisher, Flatwork, Machine		7.82
16090 - Presser, Hand		7.82
16110 - Presser, Machine, Drycleaning		7.82
16130 - Presser, Machine, Shirts		7.82
16160 - Presser, Machine, Wearing Apparel, Laundry		7.82
16190 - Sewing Machine Operator		9.98
16220 - Tailor		10.54
16250 - Washer, Machine		8.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.53
19040 - Tool And Die Maker		20.67
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.55
21030 - Material Coordinator		19.94
21040 - Material Expediter		19.94
21050 - Material Handling Laborer		9.98
21071 - Order Filler		10.22
21080 - Production Line Worker (Food Processing)		13.55
21110 - Shipping Packer		14.78
21130 - Shipping/Receiving Clerk		14.78
21140 - Store Worker I		10.18
21150 - Stock Clerk		15.63
21210 - Tools And Parts Attendant		13.55
21410 - Warehouse Specialist		13.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.60
23021 - Aircraft Mechanic I		22.48
23022 - Aircraft Mechanic II		23.60
23023 - Aircraft Mechanic III		24.79
23040 - Aircraft Mechanic Helper		14.31
23050 - Aircraft, Painter		18.56
23060 - Aircraft Servicer		16.96
23080 - Aircraft Worker		18.00

23110 - Appliance Mechanic	16.53
23120 - Bicycle Repairer	10.79
23125 - Cable Splicer	21.63
23130 - Carpenter, Maintenance	15.37
23140 - Carpet Layer	15.26
23160 - Electrician, Maintenance	20.63
23181 - Electronics Technician Maintenance I	23.64
23182 - Electronics Technician Maintenance II	25.66
23183 - Electronics Technician Maintenance III	27.97
23260 - Fabric Worker	14.03
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	12.69
23311 - Fuel Distribution System Mechanic	17.64
23312 - Fuel Distribution System Operator	15.16
23370 - General Maintenance Worker	14.45
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	18.00
23391 - Gunsmith I	12.69
23392 - Gunsmith II	15.26
23393 - Gunsmith III	17.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.74
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.63
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	14.67
23460 - Instrument Mechanic	17.64
23465 - Laboratory/Shelter Mechanic	16.53
23470 - Laborer	9.98
23510 - Locksmith	16.53
23530 - Machinery Maintenance Mechanic	17.89
23550 - Machinist, Maintenance	19.85
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	17.64
23592 - Metrology Technician II	18.65
23593 - Metrology Technician III	19.67
23640 - Millwright	18.14
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	15.37
23790 - Pipefitter, Maintenance	22.63
23810 - Plumber, Maintenance	21.41
23820 - Pneudraulic Systems Mechanic	17.64
23850 - Rigger	17.64
23870 - Scale Mechanic	15.26
23890 - Sheet-Metal Worker, Maintenance	19.40
23910 - Small Engine Mechanic	15.26
23931 - Telecommunications Mechanic I	18.33
23932 - Telecommunications Mechanic II	21.33
23950 - Telephone Lineman	18.33
23960 - Welder, Combination, Maintenance	15.95
23965 - Well Driller	17.64
23970 - Woodcraft Worker	17.64
23980 - Woodworker	13.83
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	13.66
24610 - Chore Aide	8.88
24620 - Family Readiness And Support Services Coordinator	15.60
24630 - Homemaker	14.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.33

25040 - Sewage Plant Operator	17.25
25070 - Stationary Engineer	18.33
25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	17.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.01
27007 - Baggage Inspector	10.44
27008 - Corrections Officer	18.05
27010 - Court Security Officer	15.65
27030 - Detection Dog Handler	13.86
27040 - Detention Officer	18.05
27070 - Firefighter	14.63
27101 - Guard I	10.44
27102 - Guard II	13.86
27131 - Police Officer I	14.91
27132 - Police Officer II	16.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.29
28042 - Carnival Equipment Repairer	11.33
28043 - Carnival Equpment Worker	7.27
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	14.49
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	13.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.26
29020 - Hatch Tender	15.26
29030 - Line Handler	15.26
29041 - Stevedore I	14.03
29042 - Stevedore II	16.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.24
30022 - Archeological Technician II	17.04
30023 - Archeological Technician III	23.02
30030 - Cartographic Technician	23.02
30040 - Civil Engineering Technician	20.83
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.58
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.48
30081 - Engineering Technician I	13.44
30082 - Engineering Technician II	15.24
30083 - Engineering Technician III	17.04
30084 - Engineering Technician IV	21.11
30085 - Engineering Technician V	25.83
30086 - Engineering Technician VI	31.43
30090 - Environmental Technician	21.11
30210 - Laboratory Technician	20.71
30240 - Mathematical Technician	21.11
30361 - Paralegal/Legal Assistant I	17.37
30362 - Paralegal/Legal Assistant II	21.54
30363 - Paralegal/Legal Assistant III	26.33
30364 - Paralegal/Legal Assistant IV	31.86
30390 - Photo-Optics Technician	23.02
30461 - Technical Writer I	21.11
30462 - Technical Writer II	25.83
30463 - Technical Writer III	31.25

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.83
30621 - Weather Observer, Senior	(see 2)	21.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.34
31030 - Bus Driver		15.33
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		7.99
31290 - Shuttle Bus Driver		13.87
31310 - Taxi Driver		11.20
31361 - Truckdriver, Light		13.87
31362 - Truckdriver, Medium		15.33
31363 - Truckdriver, Heavy		17.36
31364 - Truckdriver, Tractor-Trailer		17.36
99000 - Miscellaneous Occupations		
99030 - Cashier		7.79
99050 - Desk Clerk		8.97
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.98
99252 - Laboratory Animal Caretaker II		11.76
99310 - Mortician		22.34
99410 - Pest Controller		12.60
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.77
99711 - Recycling Specialist		13.44
99730 - Refuse Collector		11.43
99810 - Sales Clerk		11.67
99820 - School Crossing Guard		11.43
99830 - Survey Party Chief		16.21
99831 - Surveying Aide		10.00
99832 - Surveying Technician		14.74
99840 - Vending Machine Attendant		13.88
99841 - Vending Machine Repairer		16.48
99842 - Vending Machine Repairer Helper		13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor,

wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2230 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.28
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.45
01020 - Administrative Assistant		16.21
01040 - Court Reporter		12.81
01051 - Data Entry Operator I		10.30
01052 - Data Entry Operator II		11.37
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		10.20
01090 - Duplicating Machine Operator		10.20
01111 - General Clerk I		10.13
01112 - General Clerk II		11.06
01113 - General Clerk III		13.19
01120 - Housing Referral Assistant		14.59
01141 - Messenger Courier		8.31
01191 - Order Clerk I		11.12
01192 - Order Clerk II		13.15
01261 - Personnel Assistant (Employment) I		12.53
01262 - Personnel Assistant (Employment) II		14.03
01263 - Personnel Assistant (Employment) III		16.08
01270 - Production Control Clerk		22.69
01280 - Receptionist		9.39
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		11.45
01311 - Secretary I		11.45
01312 - Secretary II		12.81
01313 - Secretary III		14.59
01320 - Service Order Dispatcher		18.30
01410 - Supply Technician		16.21
01420 - Survey Worker		12.55
01531 - Travel Clerk I		11.07
01532 - Travel Clerk II		12.10
01533 - Travel Clerk III		13.01
01611 - Word Processor I		11.02
01612 - Word Processor II		12.43
01613 - Word Processor III		13.77
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.10
05010 - Automotive Electrician		17.86
05040 - Automotive Glass Installer		16.72
05070 - Automotive Worker		16.72
05110 - Mobile Equipment Servicer		14.63
05130 - Motor Equipment Metal Mechanic		19.00
05160 - Motor Equipment Metal Worker		17.23
05190 - Motor Vehicle Mechanic		19.00
05220 - Motor Vehicle Mechanic Helper		13.30
05250 - Motor Vehicle Upholstery Worker		15.77
05280 - Motor Vehicle Wrecker		16.72
05310 - Painter, Automotive		17.86
05340 - Radiator Repair Specialist		16.72
05370 - Tire Repairer		10.79

05400 - Transmission Repair Specialist	19.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	9.57
07042 - Cook II	11.64
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	12.42
07260 - Waiter/Waitress	7.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	9.79
09080 - Furniture Refinisher	13.78
09090 - Furniture Refinisher Helper	10.26
09110 - Furniture Repairer, Minor	12.17
09130 - Upholsterer	13.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.78
11060 - Elevator Operator	8.37
11090 - Gardener	10.60
11122 - Housekeeping Aide	8.95
11150 - Janitor	8.95
11210 - Laborer, Grounds Maintenance	9.50
11240 - Maid or Houseman	7.40
11260 - Pruner	8.03
11270 - Tractor Operator	9.81
11330 - Trail Maintenance Worker	9.50
11360 - Window Cleaner	9.50
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	21.27
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	13.27
12025 - Dental Hygienist	32.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.60
12073 - Licensed Practical Nurse III	18.51
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	14.84
12160 - Medical Record Clerk	13.00
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	12.23
12210 - Nuclear Medicine Technologist	34.07
12221 - Nursing Assistant I	9.49
12222 - Nursing Assistant II	10.67
12223 - Nursing Assistant III	11.64
12224 - Nursing Assistant IV	13.07
12235 - Optical Dispenser	15.54
12236 - Optical Technician	14.84
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.07
12305 - Radiologic Technologist	21.06
12311 - Registered Nurse I	20.97
12312 - Registered Nurse II	25.63
12313 - Registered Nurse II, Specialist	25.63
12314 - Registered Nurse III	31.01
12315 - Registered Nurse III, Anesthetist	31.01
12316 - Registered Nurse IV	37.16
12317 - Scheduler (Drug and Alcohol Testing)	20.57

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.24
13012 - Exhibits Specialist II		17.64
13013 - Exhibits Specialist III		21.58
13041 - Illustrator I		14.24
13042 - Illustrator II		17.64
13043 - Illustrator III		21.58
13047 - Librarian		19.54
13050 - Library Aide/Clerk		11.34
13054 - Library Information Technology Systems Administrator		17.64
13058 - Library Technician		14.24
13061 - Media Specialist I		12.73
13062 - Media Specialist II		14.24
13063 - Media Specialist III		15.88
13071 - Photographer I		12.61
13072 - Photographer II		15.05
13073 - Photographer III		19.31
13074 - Photographer IV		21.54
13075 - Photographer V		26.06
13110 - Video Teleconference Technician		12.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		19.02
14044 - Computer Operator IV		21.11
14045 - Computer Operator V		23.44
14071 - Computer Programmer I		20.16
14072 - Computer Programmer II		26.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		21.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		22.25
15070 - Flight Instructor (Pilot)		39.05
15080 - Graphic Artist		19.28
15090 - Technical Instructor		14.52
15095 - Technical Instructor/Course Developer		17.75
15110 - Test Proctor		12.55
15120 - Tutor		12.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.82
16030 - Counter Attendant		7.82
16040 - Dry Cleaner		9.44
16070 - Finisher, Flatwork, Machine		7.82
16090 - Presser, Hand		7.82
16110 - Presser, Machine, Drycleaning		7.82
16130 - Presser, Machine, Shirts		7.82
16160 - Presser, Machine, Wearing Apparel, Laundry		7.82
16190 - Sewing Machine Operator		9.98
16220 - Tailor		10.54
16250 - Washer, Machine		8.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.53
19040 - Tool And Die Maker		20.67

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.55
21030 - Material Coordinator	19.94
21040 - Material Expediter	19.94
21050 - Material Handling Laborer	9.98
21071 - Order Filler	10.22
21080 - Production Line Worker (Food Processing)	13.55
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	10.18
21150 - Stock Clerk	15.63
21210 - Tools And Parts Attendant	13.55
21410 - Warehouse Specialist	13.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.60
23021 - Aircraft Mechanic I	22.48
23022 - Aircraft Mechanic II	23.60
23023 - Aircraft Mechanic III	24.79
23040 - Aircraft Mechanic Helper	14.31
23050 - Aircraft, Painter	18.56
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	18.00
23110 - Appliance Mechanic	16.53
23120 - Bicycle Repairer	10.79
23125 - Cable Splicer	21.63
23130 - Carpenter, Maintenance	15.37
23140 - Carpet Layer	15.26
23160 - Electrician, Maintenance	20.63
23181 - Electronics Technician Maintenance I	23.64
23182 - Electronics Technician Maintenance II	25.66
23183 - Electronics Technician Maintenance III	27.97
23260 - Fabric Worker	14.03
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	12.69
23311 - Fuel Distribution System Mechanic	17.64
23312 - Fuel Distribution System Operator	15.16
23370 - General Maintenance Worker	14.45
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	18.00
23391 - Gunsmith I	12.69
23392 - Gunsmith II	15.26
23393 - Gunsmith III	17.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.74
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.63
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	14.67
23460 - Instrument Mechanic	17.64
23465 - Laboratory/Shelter Mechanic	16.53
23470 - Laborer	9.98
23510 - Locksmith	16.53
23530 - Machinery Maintenance Mechanic	17.89
23550 - Machinist, Maintenance	19.85
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	17.64
23592 - Metrology Technician II	18.65
23593 - Metrology Technician III	19.67
23640 - Millwright	18.14
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	15.37
23790 - Pipefitter, Maintenance	22.63

23810 - Plumber, Maintenance	21.41
23820 - Pneudraulic Systems Mechanic	17.64
23850 - Rigger	17.64
23870 - Scale Mechanic	15.26
23890 - Sheet-Metal Worker, Maintenance	19.40
23910 - Small Engine Mechanic	15.26
23931 - Telecommunications Mechanic I	18.33
23932 - Telecommunications Mechanic II	21.33
23950 - Telephone Lineman	18.33
23960 - Welder, Combination, Maintenance	15.95
23965 - Well Driller	17.64
23970 - Woodcraft Worker	17.64
23980 - Woodworker	13.83
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	13.66
24610 - Chore Aide	8.88
24620 - Family Readiness And Support Services Coordinator	15.60
24630 - Homemaker	14.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.33
25040 - Sewage Plant Operator	17.25
25070 - Stationary Engineer	18.33
25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	17.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.01
27007 - Baggage Inspector	10.44
27008 - Corrections Officer	18.05
27010 - Court Security Officer	15.65
27030 - Detection Dog Handler	13.86
27040 - Detention Officer	18.05
27070 - Firefighter	14.63
27101 - Guard I	10.44
27102 - Guard II	13.86
27131 - Police Officer I	14.91
27132 - Police Officer II	16.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.29
28042 - Carnival Equipment Repairer	11.33
28043 - Carnival Equpment Worker	7.27
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	14.49
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	13.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.26
29020 - Hatch Tender	15.26
29030 - Line Handler	15.26
29041 - Stevedore I	14.03
29042 - Stevedore II	16.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.24
30022 - Archeological Technician II	17.04
30023 - Archeological Technician III	23.02
30030 - Cartographic Technician	23.02

30040 - Civil Engineering Technician		20.83
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.48
30081 - Engineering Technician I		13.44
30082 - Engineering Technician II		15.24
30083 - Engineering Technician III		17.04
30084 - Engineering Technician IV		21.11
30085 - Engineering Technician V		25.83
30086 - Engineering Technician VI		31.43
30090 - Environmental Technician		21.11
30210 - Laboratory Technician		20.71
30240 - Mathematical Technician		21.11
30361 - Paralegal/Legal Assistant I		17.37
30362 - Paralegal/Legal Assistant II		21.54
30363 - Paralegal/Legal Assistant III		26.33
30364 - Paralegal/Legal Assistant IV		31.86
30390 - Photo-Optics Technician		23.02
30461 - Technical Writer I		21.11
30462 - Technical Writer II		25.83
30463 - Technical Writer III		31.25
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.83
30621 - Weather Observer, Senior	(see 2)	21.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.34
31030 - Bus Driver		15.33
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		7.99
31290 - Shuttle Bus Driver		13.87
31310 - Taxi Driver		11.20
31361 - Truckdriver, Light		13.87
31362 - Truckdriver, Medium		15.33
31363 - Truckdriver, Heavy		17.36
31364 - Truckdriver, Tractor-Trailer		17.36
99000 - Miscellaneous Occupations		
99030 - Cashier		7.79
99050 - Desk Clerk		8.97
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.98
99252 - Laboratory Animal Caretaker II		11.76
99310 - Mortician		22.34
99410 - Pest Controller		12.60
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.77
99711 - Recycling Specialist		13.44
99730 - Refuse Collector		11.43
99810 - Sales Clerk		11.67
99820 - School Crossing Guard		11.43
99830 - Survey Party Chief		16.21
99831 - Surveying Aide		10.00
99832 - Surveying Technician		14.74
99840 - Vending Machine Attendant		13.88
99841 - Vending Machine Repairer		16.48
99842 - Vending Machine Repairer Helper		13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2231 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.07
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.50
01020 - Administrative Assistant		19.45
01040 - Court Reporter		20.01
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		12.45
01060 - Dispatcher, Motor Vehicle		16.13
01070 - Document Preparation Clerk		12.62
01090 - Duplicating Machine Operator		12.62
01111 - General Clerk I		10.56
01112 - General Clerk II		11.52
01113 - General Clerk III		12.93
01120 - Housing Referral Assistant		17.11
01141 - Messenger Courier		9.25
01191 - Order Clerk I		10.74
01192 - Order Clerk II		12.38
01261 - Personnel Assistant (Employment) I		13.39
01262 - Personnel Assistant (Employment) II		16.80
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		22.14
01280 - Receptionist		10.53
01290 - Rental Clerk		11.17
01300 - Scheduler, Maintenance		12.93
01311 - Secretary I		12.93

01312 - Secretary II	16.54
01313 - Secretary III	17.11
01320 - Service Order Dispatcher	11.21
01410 - Supply Technician	19.84
01420 - Survey Worker	14.61
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.18
01611 - Word Processor I	11.20
01612 - Word Processor II	13.08
01613 - Word Processor III	15.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.65
05010 - Automotive Electrician	17.41
05040 - Automotive Glass Installer	16.45
05070 - Automotive Worker	16.45
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	16.45
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	15.33
05280 - Motor Vehicle Wrecker	16.45
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.45
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.47
07041 - Cook I	8.06
07042 - Cook II	9.49
07070 - Dishwasher	7.51
07130 - Food Service Worker	7.55
07210 - Meat Cutter	12.51
07260 - Waiter/Waitress	8.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.69
09040 - Furniture Handler	11.15
09080 - Furniture Refinisher	18.69
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer, Minor	16.46
09130 - Upholsterer	18.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.57
11060 - Elevator Operator	8.68
11090 - Gardener	11.87
11122 - Housekeeping Aide	8.68
11150 - Janitor	8.68
11210 - Laborer, Grounds Maintenance	10.73
11240 - Maid or Houseman	7.95
11260 - Pruner	9.42
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	10.73
11360 - Window Cleaner	9.66
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	16.79
12012 - Certified Occupational Therapist Assistant	24.39
12015 - Certified Physical Therapist Assistant	22.83
12020 - Dental Assistant	13.25
12025 - Dental Hygienist	25.66
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92

12040 - Emergency Medical Technician		16.79
12071 - Licensed Practical Nurse I		15.25
12072 - Licensed Practical Nurse II		17.11
12073 - Licensed Practical Nurse III		19.14
12100 - Medical Assistant		12.06
12130 - Medical Laboratory Technician		15.03
12160 - Medical Record Clerk		13.24
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		14.09
12210 - Nuclear Medicine Technologist		36.37
12221 - Nursing Assistant I		8.94
12222 - Nursing Assistant II		10.05
12223 - Nursing Assistant III		10.97
12224 - Nursing Assistant IV		12.31
12235 - Optical Dispenser		16.54
12236 - Optical Technician		13.86
12250 - Pharmacy Technician		12.47
12280 - Phlebotomist		12.31
12305 - Radiologic Technologist		22.89
12311 - Registered Nurse I		22.29
12312 - Registered Nurse II		27.26
12313 - Registered Nurse II, Specialist		27.26
12314 - Registered Nurse III		32.98
12315 - Registered Nurse III, Anesthetist		32.98
12316 - Registered Nurse IV		39.52
12317 - Scheduler (Drug and Alcohol Testing)		21.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.60
13012 - Exhibits Specialist II		19.32
13013 - Exhibits Specialist III		23.64
13041 - Illustrator I		15.60
13042 - Illustrator II		19.32
13043 - Illustrator III		23.64
13047 - Librarian		21.41
13050 - Library Aide/Clerk		11.96
13054 - Library Information Technology Systems Administrator		19.32
13058 - Library Technician		15.02
13061 - Media Specialist I		13.95
13062 - Media Specialist II		15.60
13063 - Media Specialist III		17.40
13071 - Photographer I		13.57
13072 - Photographer II		17.69
13073 - Photographer III		18.31
13074 - Photographer IV		21.64
13075 - Photographer V		26.19
13110 - Video Teleconference Technician		14.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		17.01
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.27
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		21.27
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	27.64
15020 - Aircrew Training Devices Instructor (Rated)	33.44
15030 - Air Crew Training Devices Instructor (Pilot)	38.26
15050 - Computer Based Training Specialist / Instructor	27.64
15060 - Educational Technologist	21.73
15070 - Flight Instructor (Pilot)	38.26
15080 - Graphic Artist	16.81
15090 - Technical Instructor	17.88
15095 - Technical Instructor/Course Developer	21.88
15110 - Test Proctor	16.71
15120 - Tutor	16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.44
16030 - Counter Attendant	9.44
16040 - Dry Cleaner	11.80
16070 - Finisher, Flatwork, Machine	9.44
16090 - Presser, Hand	9.44
16110 - Presser, Machine, Drycleaning	9.44
16130 - Presser, Machine, Shirts	9.44
16160 - Presser, Machine, Wearing Apparel, Laundry	9.44
16190 - Sewing Machine Operator	12.60
16220 - Tailor	13.38
16250 - Washer, Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.20
19040 - Tool And Die Maker	24.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.47
21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	11.23
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	13.47
21110 - Shipping Packer	13.16
21130 - Shipping/Receiving Clerk	13.16
21140 - Store Worker I	8.95
21150 - Stock Clerk	13.25
21210 - Tools And Parts Attendant	13.47
21410 - Warehouse Specialist	13.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.83
23021 - Aircraft Mechanic I	21.74
23022 - Aircraft Mechanic II	22.83
23023 - Aircraft Mechanic III	24.13
23040 - Aircraft Mechanic Helper	15.40
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.11
23080 - Aircraft Worker	19.43
23110 - Appliance Mechanic	17.06
23120 - Bicycle Repairer	13.67
23125 - Cable Splicer	21.89
23130 - Carpenter, Maintenance	18.62
23140 - Carpet Layer	17.66
23160 - Electrician, Maintenance	20.65
23181 - Electronics Technician Maintenance I	20.60
23182 - Electronics Technician Maintenance II	24.31
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	16.52
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	20.99
23312 - Fuel Distribution System Operator	15.96
23370 - General Maintenance Worker	16.12

23380 - Ground Support Equipment Mechanic	21.74
23381 - Ground Support Equipment Servicer	18.11
23382 - Ground Support Equipment Worker	19.43
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.86
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.75
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	19.76
23460 - Instrument Mechanic	20.57
23465 - Laboratory/Shelter Mechanic	19.20
23470 - Laborer	10.55
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.59
23550 - Machinist, Maintenance	20.21
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	20.57
23592 - Metrology Technician II	21.90
23593 - Metrology Technician III	23.26
23640 - Millwright	20.45
23710 - Office Appliance Repairer	17.34
23760 - Painter, Maintenance	18.69
23790 - Pipefitter, Maintenance	22.74
23810 - Plumber, Maintenance	21.50
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	22.39
23870 - Scale Mechanic	17.86
23890 - Sheet-Metal Worker, Maintenance	19.72
23910 - Small Engine Mechanic	17.86
23931 - Telecommunications Mechanic I	23.39
23932 - Telecommunications Mechanic II	24.91
23950 - Telephone Lineman	20.54
23960 - Welder, Combination, Maintenance	20.95
23965 - Well Driller	20.57
23970 - Woodcraft Worker	20.57
23980 - Woodworker	16.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.17
25040 - Sewage Plant Operator	18.69
25070 - Stationary Engineer	21.17
25190 - Ventilation Equipment Tender	13.81
25210 - Water Treatment Plant Operator	18.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	14.89
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	14.89
27070 - Firefighter	15.17
27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	16.27

27132 - Police Officer II		18.07
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.04
28042 - Carnival Equipment Repairer		10.94
28043 - Carnival Equpment Worker		7.42
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.39
28515 - Recreation Specialist		16.28
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		13.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.09
29020 - Hatch Tender		17.09
29030 - Line Handler		17.09
29041 - Stevedore I		15.92
29042 - Stevedore II		18.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.64
30022 - Archeological Technician II		16.90
30023 - Archeological Technician III		20.95
30030 - Cartographic Technician		20.95
30040 - Civil Engineering Technician		20.65
30061 - Drafter/CAD Operator I		15.11
30062 - Drafter/CAD Operator II		16.90
30063 - Drafter/CAD Operator III		18.85
30064 - Drafter/CAD Operator IV		23.19
30081 - Engineering Technician I		14.22
30082 - Engineering Technician II		15.96
30083 - Engineering Technician III		17.85
30084 - Engineering Technician IV		22.12
30085 - Engineering Technician V		25.27
30086 - Engineering Technician VI		32.74
30090 - Environmental Technician		18.19
30210 - Laboratory Technician		25.38
30240 - Mathematical Technician		20.95
30361 - Paralegal/Legal Assistant I		17.56
30362 - Paralegal/Legal Assistant II		21.37
30363 - Paralegal/Legal Assistant III		26.16
30364 - Paralegal/Legal Assistant IV		31.64
30390 - Photo-Optics Technician		20.95
30461 - Technical Writer I		20.95
30462 - Technical Writer II		25.62
30463 - Technical Writer III		31.00
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	20.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.54
31030 - Bus Driver		17.28
31043 - Driver Courier		13.39
31260 - Parking and Lot Attendant		8.60
31290 - Shuttle Bus Driver		14.55
31310 - Taxi Driver		9.68

31361 - Truckdriver, Light	14.55
31362 - Truckdriver, Medium	16.01
31363 - Truckdriver, Heavy	17.31
31364 - Truckdriver, Tractor-Trailer	17.31
99000 - Miscellaneous Occupations	
99030 - Cashier	8.64
99050 - Desk Clerk	10.56
99095 - Embalmer	24.57
99251 - Laboratory Animal Caretaker I	9.99
99252 - Laboratory Animal Caretaker II	10.75
99310 - Mortician	24.57
99410 - Pest Controller	12.93
99510 - Photofinishing Worker	12.82
99710 - Recycling Laborer	13.63
99711 - Recycling Specialist	14.54
99730 - Refuse Collector	12.97
99810 - Sales Clerk	10.62
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	19.50
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.74
99840 - Vending Machine Attendant	11.08
99841 - Vending Machine Repairer	14.05
99842 - Vending Machine Repairer Helper	11.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2232 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.07
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.50

01020 - Administrative Assistant	19.45
01040 - Court Reporter	20.01
01051 - Data Entry Operator I	10.95
01052 - Data Entry Operator II	12.45
01060 - Dispatcher, Motor Vehicle	16.13
01070 - Document Preparation Clerk	12.62
01090 - Duplicating Machine Operator	12.62
01111 - General Clerk I	10.56
01112 - General Clerk II	11.52
01113 - General Clerk III	12.93
01120 - Housing Referral Assistant	17.11
01141 - Messenger Courier	9.25
01191 - Order Clerk I	10.74
01192 - Order Clerk II	12.38
01261 - Personnel Assistant (Employment) I	13.39
01262 - Personnel Assistant (Employment) II	16.80
01263 - Personnel Assistant (Employment) III	17.38
01270 - Production Control Clerk	22.14
01280 - Receptionist	10.53
01290 - Rental Clerk	11.17
01300 - Scheduler, Maintenance	12.93
01311 - Secretary I	12.93
01312 - Secretary II	16.54
01313 - Secretary III	17.11
01320 - Service Order Dispatcher	11.21
01410 - Supply Technician	19.84
01420 - Survey Worker	14.61
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.18
01611 - Word Processor I	11.20
01612 - Word Processor II	13.08
01613 - Word Processor III	15.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.65
05010 - Automotive Electrician	17.41
05040 - Automotive Glass Installer	16.45
05070 - Automotive Worker	16.45
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	16.45
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	15.33
05280 - Motor Vehicle Wrecker	16.45
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.45
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.47
07041 - Cook I	8.06
07042 - Cook II	9.49
07070 - Dishwasher	7.51
07130 - Food Service Worker	7.55
07210 - Meat Cutter	12.51
07260 - Waiter/Waitress	8.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.69
09040 - Furniture Handler	11.15
09080 - Furniture Refinisher	18.69
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer, Minor	16.46

09130 - Upholsterer	18.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.57
11060 - Elevator Operator	8.68
11090 - Gardener	11.87
11122 - Housekeeping Aide	8.68
11150 - Janitor	8.68
11210 - Laborer, Grounds Maintenance	10.73
11240 - Maid or Houseman	7.95
11260 - Pruner	9.42
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	10.73
11360 - Window Cleaner	9.66
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	16.79
12012 - Certified Occupational Therapist Assistant	24.39
12015 - Certified Physical Therapist Assistant	22.83
12020 - Dental Assistant	13.25
12025 - Dental Hygienist	25.66
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	15.25
12072 - Licensed Practical Nurse II	17.11
12073 - Licensed Practical Nurse III	19.14
12100 - Medical Assistant	12.06
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	13.24
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	8.94
12222 - Nursing Assistant II	10.05
12223 - Nursing Assistant III	10.97
12224 - Nursing Assistant IV	12.31
12235 - Optical Dispenser	16.54
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	12.31
12305 - Radiologic Technologist	22.89
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.26
12313 - Registered Nurse II, Specialist	27.26
12314 - Registered Nurse III	32.98
12315 - Registered Nurse III, Anesthetist	32.98
12316 - Registered Nurse IV	39.52
12317 - Scheduler (Drug and Alcohol Testing)	21.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.60
13012 - Exhibits Specialist II	19.32
13013 - Exhibits Specialist III	23.64
13041 - Illustrator I	15.60
13042 - Illustrator II	19.32
13043 - Illustrator III	23.64
13047 - Librarian	21.41
13050 - Library Aide/Clerk	11.96
13054 - Library Information Technology Systems Administrator	19.32
13058 - Library Technician	15.02
13061 - Media Specialist I	13.95
13062 - Media Specialist II	15.60
13063 - Media Specialist III	17.40

13071 - Photographer I		13.57
13072 - Photographer II		17.69
13073 - Photographer III		18.31
13074 - Photographer IV		21.64
13075 - Photographer V		26.19
13110 - Video Teleconference Technician		14.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		17.01
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.27
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		21.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.64
15020 - Aircrew Training Devices Instructor (Rated)		33.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.26
15050 - Computer Based Training Specialist / Instructor		27.64
15060 - Educational Technologist		21.73
15070 - Flight Instructor (Pilot)		38.26
15080 - Graphic Artist		16.81
15090 - Technical Instructor		17.88
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		16.71
15120 - Tutor		16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.44
16030 - Counter Attendant		9.44
16040 - Dry Cleaner		11.80
16070 - Finisher, Flatwork, Machine		9.44
16090 - Presser, Hand		9.44
16110 - Presser, Machine, Drycleaning		9.44
16130 - Presser, Machine, Shirts		9.44
16160 - Presser, Machine, Wearing Apparel, Laundry		9.44
16190 - Sewing Machine Operator		12.60
16220 - Tailor		13.38
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.20
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.47
21030 - Material Coordinator		22.14
21040 - Material Expediter		22.14
21050 - Material Handling Laborer		11.23
21071 - Order Filler		12.17
21080 - Production Line Worker (Food Processing)		13.47
21110 - Shipping Packer		13.16
21130 - Shipping/Receiving Clerk		13.16
21140 - Store Worker I		8.95
21150 - Stock Clerk		13.25
21210 - Tools And Parts Attendant		13.47
21410 - Warehouse Specialist		13.47
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.83

23021 - Aircraft Mechanic I	21.74
23022 - Aircraft Mechanic II	22.83
23023 - Aircraft Mechanic III	24.13
23040 - Aircraft Mechanic Helper	15.40
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.11
23080 - Aircraft Worker	19.43
23110 - Appliance Mechanic	17.06
23120 - Bicycle Repairer	13.67
23125 - Cable Splicer	21.89
23130 - Carpenter, Maintenance	18.62
23140 - Carpet Layer	17.66
23160 - Electrician, Maintenance	20.65
23181 - Electronics Technician Maintenance I	20.60
23182 - Electronics Technician Maintenance II	24.31
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	16.52
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	20.99
23312 - Fuel Distribution System Operator	15.96
23370 - General Maintenance Worker	16.12
23380 - Ground Support Equipment Mechanic	21.74
23381 - Ground Support Equipment Servicer	18.11
23382 - Ground Support Equipment Worker	19.43
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.86
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.75
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	19.76
23460 - Instrument Mechanic	20.57
23465 - Laboratory/Shelter Mechanic	19.20
23470 - Laborer	10.55
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.59
23550 - Machinist, Maintenance	20.21
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	20.57
23592 - Metrology Technician II	21.90
23593 - Metrology Technician III	23.26
23640 - Millwright	20.45
23710 - Office Appliance Repairer	17.34
23760 - Painter, Maintenance	18.69
23790 - Pipefitter, Maintenance	22.74
23810 - Plumber, Maintenance	21.50
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	22.39
23870 - Scale Mechanic	17.86
23890 - Sheet-Metal Worker, Maintenance	19.72
23910 - Small Engine Mechanic	17.86
23931 - Telecommunications Mechanic I	23.39
23932 - Telecommunications Mechanic II	24.91
23950 - Telephone Lineman	20.54
23960 - Welder, Combination, Maintenance	20.95
23965 - Well Driller	20.57
23970 - Woodcraft Worker	20.57
23980 - Woodworker	16.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.04

24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.17
25040 - Sewage Plant Operator	18.69
25070 - Stationary Engineer	21.17
25190 - Ventilation Equipment Tender	13.81
25210 - Water Treatment Plant Operator	18.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	14.89
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	14.89
27070 - Firefighter	15.17
27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	16.27
27132 - Police Officer II	18.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.04
28042 - Carnival Equipment Repairer	10.94
28043 - Carnival Equpment Worker	7.42
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	13.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.09
29020 - Hatch Tender	17.09
29030 - Line Handler	17.09
29041 - Stevedore I	15.92
29042 - Stevedore II	18.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.64
30022 - Archeological Technician II	16.90
30023 - Archeological Technician III	20.95
30030 - Cartographic Technician	20.95
30040 - Civil Engineering Technician	20.65
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.90
30063 - Drafter/CAD Operator III	18.85
30064 - Drafter/CAD Operator IV	23.19
30081 - Engineering Technician I	14.22
30082 - Engineering Technician II	15.96
30083 - Engineering Technician III	17.85
30084 - Engineering Technician IV	22.12
30085 - Engineering Technician V	25.27
30086 - Engineering Technician VI	32.74
30090 - Environmental Technician	18.19
30210 - Laboratory Technician	25.38
30240 - Mathematical Technician	20.95
30361 - Paralegal/Legal Assistant I	17.56

30362 - Paralegal/Legal Assistant II		21.37
30363 - Paralegal/Legal Assistant III		26.16
30364 - Paralegal/Legal Assistant IV		31.64
30390 - Photo-Optics Technician		20.95
30461 - Technical Writer I		20.95
30462 - Technical Writer II		25.62
30463 - Technical Writer III		31.00
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	20.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.54
31030 - Bus Driver		17.28
31043 - Driver Courier		13.39
31260 - Parking and Lot Attendant		8.60
31290 - Shuttle Bus Driver		14.55
31310 - Taxi Driver		9.68
31361 - Truckdriver, Light		14.55
31362 - Truckdriver, Medium		16.01
31363 - Truckdriver, Heavy		17.31
31364 - Truckdriver, Tractor-Trailer		17.31
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		10.56
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		9.99
99252 - Laboratory Animal Caretaker II		10.75
99310 - Mortician		24.57
99410 - Pest Controller		12.93
99510 - Photofinishing Worker		12.82
99710 - Recycling Laborer		13.63
99711 - Recycling Specialist		14.54
99730 - Refuse Collector		12.97
99810 - Sales Clerk		10.62
99820 - School Crossing Guard		15.67
99830 - Survey Party Chief		19.50
99831 - Surveying Aide		12.22
99832 - Surveying Technician		16.74
99840 - Vending Machine Attendant		11.08
99841 - Vending Machine Repairer		14.05
99842 - Vending Machine Repairer Helper		11.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2233
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.95
01040 - Court Reporter		19.08
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		18.12
01070 - Document Preparation Clerk		13.09
01090 - Duplicating Machine Operator		13.09
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		12.11
01191 - Order Clerk I		11.04
01192 - Order Clerk II		12.99
01261 - Personnel Assistant (Employment) I		14.11
01262 - Personnel Assistant (Employment) II		18.12
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		20.40
01280 - Receptionist		10.88
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		17.56
01311 - Secretary I		17.56
01312 - Secretary II		19.49
01313 - Secretary III		21.88
01320 - Service Order Dispatcher		16.02
01410 - Supply Technician		23.95
01420 - Survey Worker		15.82
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.18
01611 - Word Processor I		13.92
01612 - Word Processor II		15.62
01613 - Word Processor III		17.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.97
05010 - Automotive Electrician		18.40
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.20
05110 - Mobile Equipment Servicer		14.80
05130 - Motor Equipment Metal Mechanic		19.45

05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	9.98
07042 - Cook II	11.75
07070 - Dishwasher	7.60
07130 - Food Service Worker	7.99
07210 - Meat Cutter	11.54
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.29
09040 - Furniture Handler	11.88
09080 - Furniture Refinisher	16.29
09090 - Furniture Refinisher Helper	12.05
09110 - Furniture Repairer, Minor	14.18
09130 - Upholsterer	16.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.05
11060 - Elevator Operator	9.53
11090 - Gardener	12.27
11122 - Housekeeping Aide	9.63
11150 - Janitor	9.53
11210 - Laborer, Grounds Maintenance	10.59
11240 - Maid or Houseman	9.14
11260 - Pruner	9.35
11270 - Tractor Operator	11.81
11330 - Trail Maintenance Worker	10.59
11360 - Window Cleaner	10.85
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	22.37
12015 - Certified Physical Therapist Assistant	22.37
12020 - Dental Assistant	13.94
12025 - Dental Hygienist	29.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	15.38
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.74
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.13
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	14.61
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	14.62
12210 - Nuclear Medicine Technologist	31.65
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.09
12224 - Nursing Assistant IV	14.69
12235 - Optical Dispenser	15.67
12236 - Optical Technician	12.46
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.69

12305 - Radiologic Technologist		23.50
12311 - Registered Nurse I		26.17
12312 - Registered Nurse II		33.59
12313 - Registered Nurse II, Specialist		33.59
12314 - Registered Nurse III		40.65
12315 - Registered Nurse III, Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		19.86
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.40
13012 - Exhibits Specialist II		22.61
13013 - Exhibits Specialist III		27.58
13041 - Illustrator I		18.40
13042 - Illustrator II		22.61
13043 - Illustrator III		27.58
13047 - Librarian		24.17
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		21.83
13058 - Library Technician		14.21
13061 - Media Specialist I		15.75
13062 - Media Specialist II		17.62
13063 - Media Specialist III		19.65
13071 - Photographer I		14.95
13072 - Photographer II		17.10
13073 - Photographer III		21.18
13074 - Photographer IV		25.92
13075 - Photographer V		31.36
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		17.39
14043 - Computer Operator III		19.40
14044 - Computer Operator IV		21.56
14045 - Computer Operator V		23.86
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		21.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		23.29
15070 - Flight Instructor (Pilot)		40.77
15080 - Graphic Artist		21.54
15090 - Technical Instructor		19.91
15095 - Technical Instructor/Course Developer		24.35
15110 - Test Proctor		16.06
15120 - Tutor		16.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.44
16030 - Counter Attendant		9.44
16040 - Dry Cleaner		11.80
16070 - Finisher, Flatwork, Machine		9.44
16090 - Presser, Hand		9.44
16110 - Presser, Machine, Drycleaning		9.44

16130 - Presser, Machine, Shirts	9.44
16160 - Presser, Machine, Wearing Apparel, Laundry	9.44
16190 - Sewing Machine Operator	12.59
16220 - Tailor	13.38
16250 - Washer, Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.00
19040 - Tool And Die Maker	24.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.43
21030 - Material Coordinator	20.91
21040 - Material Expediter	20.91
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	14.43
21110 - Shipping Packer	13.65
21130 - Shipping/Receiving Clerk	13.65
21140 - Store Worker I	8.95
21150 - Stock Clerk	13.25
21210 - Tools And Parts Attendant	14.43
21410 - Warehouse Specialist	14.43
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.24
23021 - Aircraft Mechanic I	22.76
23022 - Aircraft Mechanic II	24.24
23023 - Aircraft Mechanic III	25.73
23040 - Aircraft Mechanic Helper	15.92
23050 - Aircraft, Painter	17.67
23060 - Aircraft Servicer	18.73
23080 - Aircraft Worker	20.14
23110 - Appliance Mechanic	18.79
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	23.23
23130 - Carpenter, Maintenance	18.92
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	21.71
23181 - Electronics Technician Maintenance I	23.31
23182 - Electronics Technician Maintenance II	25.07
23183 - Electronics Technician Maintenance III	26.85
23260 - Fabric Worker	15.22
23290 - Fire Alarm System Mechanic	18.17
23310 - Fire Extinguisher Repairer	14.85
23311 - Fuel Distribution System Mechanic	21.87
23312 - Fuel Distribution System Operator	16.13
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.76
23381 - Ground Support Equipment Servicer	18.73
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	14.85
23392 - Gunsmith II	17.48
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.45
23430 - Heavy Equipment Mechanic	18.40
23440 - Heavy Equipment Operator	18.24
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	18.80
23470 - Laborer	10.79
23510 - Locksmith	19.01
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	20.88

23580 - Maintenance Trades Helper	13.26
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.50
23593 - Metrology Technician III	24.94
23640 - Millwright	23.61
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	18.14
23790 - Pipefitter, Maintenance	20.38
23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	18.57
23870 - Scale Mechanic	17.48
23890 - Sheet-Metal Worker, Maintenance	18.57
23910 - Small Engine Mechanic	16.73
23931 - Telecommunications Mechanic I	21.10
23932 - Telecommunications Mechanic II	22.47
23950 - Telephone Lineman	21.06
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	20.14
23970 - Woodcraft Worker	20.14
23980 - Woodworker	15.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.02
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.73
25040 - Sewage Plant Operator	16.43
25070 - Stationary Engineer	18.73
25190 - Ventilation Equipment Tender	13.02
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.58
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	14.48
27010 - Court Security Officer	14.99
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	13.16
27070 - Firefighter	14.08
27101 - Guard I	10.51
27102 - Guard II	13.71
27131 - Police Officer I	18.29
27132 - Police Officer II	20.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.31
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	13.10
28310 - Lifeguard	12.10
28350 - Park Attendant (Aide)	14.66
28510 - Recreation Aide/Health Facility Attendant	10.70
28515 - Recreation Specialist	14.76
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	15.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	16.80
29042 - Stevedore II	19.53

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.95
30022 - Archeological Technician II		20.02
30023 - Archeological Technician III		27.09
30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		24.02
30061 - Drafter/CAD Operator I		19.63
30062 - Drafter/CAD Operator II		21.96
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.61
30086 - Engineering Technician VI		37.03
30090 - Environmental Technician		22.92
30210 - Laboratory Technician		23.99
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30390 - Photo-Optics Technician		27.22
30461 - Technical Writer I		22.62
30462 - Technical Writer II		27.67
30463 - Technical Writer III		35.20
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.90
31030 - Bus Driver		14.93
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		17.37
31364 - Truckdriver, Tractor-Trailer		17.37
99000 - Miscellaneous Occupations		
99030 - Cashier		8.53
99050 - Desk Clerk		10.59
99095 - Embalmer		19.51
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		11.20
99310 - Mortician		27.18
99410 - Pest Controller		14.18
99510 - Photofinishing Worker		12.47
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		17.79
99730 - Refuse Collector		12.61
99810 - Sales Clerk		11.60
99820 - School Crossing Guard		9.76

99830 - Survey Party Chief	22.37
99831 - Surveying Aide	16.53
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	12.18
99841 - Vending Machine Repairer	16.52
99842 - Vending Machine Repairer Helper	12.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2234 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	14.15
01012 - Accounting Clerk II	15.88
01013 - Accounting Clerk III	17.77
01020 - Administrative Assistant	23.95
01040 - Court Reporter	19.08
01051 - Data Entry Operator I	11.04
01052 - Data Entry Operator II	12.64
01060 - Dispatcher, Motor Vehicle	18.12
01070 - Document Preparation Clerk	13.09
01090 - Duplicating Machine Operator	13.09
01111 - General Clerk I	11.35
01112 - General Clerk II	12.39
01113 - General Clerk III	14.07
01120 - Housing Referral Assistant	21.88
01141 - Messenger Courier	12.11
01191 - Order Clerk I	11.04
01192 - Order Clerk II	12.99
01261 - Personnel Assistant (Employment) I	14.11
01262 - Personnel Assistant (Employment) II	18.12
01263 - Personnel Assistant (Employment) III	19.97
01270 - Production Control Clerk	20.40
01280 - Receptionist	10.88
01290 - Rental Clerk	14.11
01300 - Scheduler, Maintenance	17.56
01311 - Secretary I	17.56
01312 - Secretary II	19.49
01313 - Secretary III	21.88
01320 - Service Order Dispatcher	16.02
01410 - Supply Technician	23.95
01420 - Survey Worker	15.82
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.18
01611 - Word Processor I	13.92
01612 - Word Processor II	15.62
01613 - Word Processor III	17.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.97
05010 - Automotive Electrician	18.40
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	14.80
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	9.98
07042 - Cook II	11.75
07070 - Dishwasher	7.60
07130 - Food Service Worker	7.99
07210 - Meat Cutter	11.54
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.29
09040 - Furniture Handler	11.88

09080 - Furniture Refinisher	16.29
09090 - Furniture Refinisher Helper	12.05
09110 - Furniture Repairer, Minor	14.18
09130 - Upholsterer	16.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.05
11060 - Elevator Operator	9.53
11090 - Gardener	12.27
11122 - Housekeeping Aide	9.63
11150 - Janitor	9.53
11210 - Laborer, Grounds Maintenance	10.59
11240 - Maid or Houseman	9.14
11260 - Pruner	9.35
11270 - Tractor Operator	11.81
11330 - Trail Maintenance Worker	10.59
11360 - Window Cleaner	10.85
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	22.37
12015 - Certified Physical Therapist Assistant	22.37
12020 - Dental Assistant	13.94
12025 - Dental Hygienist	29.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	15.38
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.74
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.13
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	14.61
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	14.62
12210 - Nuclear Medicine Technologist	31.65
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.09
12224 - Nursing Assistant IV	14.69
12235 - Optical Dispenser	15.67
12236 - Optical Technician	12.46
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	23.50
12311 - Registered Nurse I	26.17
12312 - Registered Nurse II	33.59
12313 - Registered Nurse II, Specialist	33.59
12314 - Registered Nurse III	40.65
12315 - Registered Nurse III, Anesthetist	40.65
12316 - Registered Nurse IV	48.72
12317 - Scheduler (Drug and Alcohol Testing)	19.86
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.40
13012 - Exhibits Specialist II	22.61
13013 - Exhibits Specialist III	27.58
13041 - Illustrator I	18.40
13042 - Illustrator II	22.61
13043 - Illustrator III	27.58
13047 - Librarian	24.17
13050 - Library Aide/Clerk	13.00
13054 - Library Information Technology Systems Administrator	21.83
13058 - Library Technician	14.21

13061 - Media Specialist I		15.75
13062 - Media Specialist II		17.62
13063 - Media Specialist III		19.65
13071 - Photographer I		14.95
13072 - Photographer II		17.10
13073 - Photographer III		21.18
13074 - Photographer IV		25.92
13075 - Photographer V		31.36
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		17.39
14043 - Computer Operator III		19.40
14044 - Computer Operator IV		21.56
14045 - Computer Operator V		23.86
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		21.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		23.29
15070 - Flight Instructor (Pilot)		40.77
15080 - Graphic Artist		21.54
15090 - Technical Instructor		19.91
15095 - Technical Instructor/Course Developer		24.35
15110 - Test Proctor		16.06
15120 - Tutor		16.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.44
16030 - Counter Attendant		9.44
16040 - Dry Cleaner		11.80
16070 - Finisher, Flatwork, Machine		9.44
16090 - Presser, Hand		9.44
16110 - Presser, Machine, Drycleaning		9.44
16130 - Presser, Machine, Shirts		9.44
16160 - Presser, Machine, Wearing Apparel, Laundry		9.44
16190 - Sewing Machine Operator		12.59
16220 - Tailor		13.38
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.00
19040 - Tool And Die Maker		24.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.43
21030 - Material Coordinator		20.91
21040 - Material Expediter		20.91
21050 - Material Handling Laborer		14.29
21071 - Order Filler		10.73
21080 - Production Line Worker (Food Processing)		14.43
21110 - Shipping Packer		13.65
21130 - Shipping/Receiving Clerk		13.65
21140 - Store Worker I		8.95
21150 - Stock Clerk		13.25
21210 - Tools And Parts Attendant		14.43

21410 - Warehouse Specialist	14.43
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.24
23021 - Aircraft Mechanic I	22.76
23022 - Aircraft Mechanic II	24.24
23023 - Aircraft Mechanic III	25.73
23040 - Aircraft Mechanic Helper	15.92
23050 - Aircraft, Painter	17.67
23060 - Aircraft Servicer	18.73
23080 - Aircraft Worker	20.14
23110 - Appliance Mechanic	18.79
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	23.23
23130 - Carpenter, Maintenance	18.92
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	21.71
23181 - Electronics Technician Maintenance I	23.31
23182 - Electronics Technician Maintenance II	25.07
23183 - Electronics Technician Maintenance III	26.85
23260 - Fabric Worker	15.22
23290 - Fire Alarm System Mechanic	18.17
23310 - Fire Extinguisher Repairer	14.85
23311 - Fuel Distribution System Mechanic	21.87
23312 - Fuel Distribution System Operator	16.13
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.76
23381 - Ground Support Equipment Servicer	18.73
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	14.85
23392 - Gunsmith II	17.48
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.45
23430 - Heavy Equipment Mechanic	18.40
23440 - Heavy Equipment Operator	18.24
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	18.80
23470 - Laborer	10.79
23510 - Locksmith	19.01
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	13.26
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.50
23593 - Metrology Technician III	24.94
23640 - Millwright	23.61
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	18.14
23790 - Pipefitter, Maintenance	20.38
23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	18.57
23870 - Scale Mechanic	17.48
23890 - Sheet-Metal Worker, Maintenance	18.57
23910 - Small Engine Mechanic	16.73
23931 - Telecommunications Mechanic I	21.10
23932 - Telecommunications Mechanic II	22.47
23950 - Telephone Lineman	21.06
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	20.14
23970 - Woodcraft Worker	20.14

23980 - Woodworker	15.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.02
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.73
25040 - Sewage Plant Operator	16.43
25070 - Stationary Engineer	18.73
25190 - Ventilation Equipment Tender	13.02
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.58
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	14.48
27010 - Court Security Officer	14.99
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	13.16
27070 - Firefighter	14.08
27101 - Guard I	10.51
27102 - Guard II	13.71
27131 - Police Officer I	18.29
27132 - Police Officer II	20.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.31
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	13.10
28310 - Lifeguard	12.10
28350 - Park Attendant (Aide)	14.66
28510 - Recreation Aide/Health Facility Attendant	10.70
28515 - Recreation Specialist	14.76
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	15.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	16.80
29042 - Stevedore II	19.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.95
30022 - Archeological Technician II	20.02
30023 - Archeological Technician III	27.09
30030 - Cartographic Technician	27.22
30040 - Civil Engineering Technician	24.02
30061 - Drafter/CAD Operator I	19.63
30062 - Drafter/CAD Operator II	21.96
30063 - Drafter/CAD Operator III	24.49
30064 - Drafter/CAD Operator IV	30.13
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	18.05
30083 - Engineering Technician III	20.19
30084 - Engineering Technician IV	25.02
30085 - Engineering Technician V	30.61
30086 - Engineering Technician VI	37.03
30090 - Environmental Technician	22.92

30210 - Laboratory Technician		23.99
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30390 - Photo-Optics Technician		27.22
30461 - Technical Writer I		22.62
30462 - Technical Writer II		27.67
30463 - Technical Writer III		35.20
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.90
31030 - Bus Driver		14.93
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		17.37
31364 - Truckdriver, Tractor-Trailer		17.37
99000 - Miscellaneous Occupations		
99030 - Cashier		8.53
99050 - Desk Clerk		10.59
99095 - Embalmer		19.51
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		11.20
99310 - Mortician		27.18
99410 - Pest Controller		14.18
99510 - Photofinishing Worker		12.47
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		17.79
99730 - Refuse Collector		12.61
99810 - Sales Clerk		11.60
99820 - School Crossing Guard		9.76
99830 - Survey Party Chief		22.37
99831 - Surveying Aide		16.53
99832 - Surveying Technician		20.33
99840 - Vending Machine Attendant		12.18
99841 - Vending Machine Repairer		16.52
99842 - Vending Machine Repairer Helper		12.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
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on sensitive ordnance, explosives and incendiary materials. All operations

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2235 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		17.12
01040 - Court Reporter		19.24
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher, Motor Vehicle		15.65
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74

01111 - General Clerk I	9.82
01112 - General Clerk II	11.14
01113 - General Clerk III	12.38
01120 - Housing Referral Assistant	15.49
01141 - Messenger Courier	9.26
01191 - Order Clerk I	12.75
01192 - Order Clerk II	13.92
01261 - Personnel Assistant (Employment) I	13.66
01262 - Personnel Assistant (Employment) II	15.28
01263 - Personnel Assistant (Employment) III	17.04
01270 - Production Control Clerk	16.42
01280 - Receptionist	9.85
01290 - Rental Clerk	11.36
01300 - Scheduler, Maintenance	12.42
01311 - Secretary I	12.42
01312 - Secretary II	14.18
01313 - Secretary III	15.49
01320 - Service Order Dispatcher	13.13
01410 - Supply Technician	17.22
01420 - Survey Worker	13.89
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.66
01533 - Travel Clerk III	13.29
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.85
07041 - Cook I	8.18
07042 - Cook II	9.41
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.50
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	7.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	8.60
11090 - Gardener	13.09
11122 - Housekeeping Aide	8.66
11150 - Janitor	8.66

11210 - Laborer, Grounds Maintenance	9.97
11240 - Maid or Houseman	7.63
11260 - Pruner	8.83
11270 - Tractor Operator	12.18
11330 - Trail Maintenance Worker	9.97
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	22.72
12015 - Certified Physical Therapist Assistant	22.23
12020 - Dental Assistant	13.82
12025 - Dental Hygienist	31.06
12030 - EKG Technician	18.22
12035 - Electroneurodiagnostic Technologist	18.22
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.20
12072 - Licensed Practical Nurse II	15.89
12073 - Licensed Practical Nurse III	17.72
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	14.08
12160 - Medical Record Clerk	10.17
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.77
12210 - Nuclear Medicine Technologist	30.79
12221 - Nursing Assistant I	8.96
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	10.99
12224 - Nursing Assistant IV	12.34
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.07
12250 - Pharmacy Technician	12.67
12280 - Phlebotomist	12.34
12305 - Radiologic Technologist	20.88
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	27.62
12313 - Registered Nurse II, Specialist	27.62
12314 - Registered Nurse III	32.92
12315 - Registered Nurse III, Anesthetist	32.92
12316 - Registered Nurse IV	39.44
12317 - Scheduler (Drug and Alcohol Testing)	18.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.88
13013 - Exhibits Specialist III	25.92
13041 - Illustrator I	17.10
13042 - Illustrator II	21.88
13043 - Illustrator III	25.92
13047 - Librarian	23.46
13050 - Library Aide/Clerk	11.33
13054 - Library Information Technology Systems Administrator	21.19
13058 - Library Technician	13.32
13061 - Media Specialist I	15.29
13062 - Media Specialist II	17.10
13063 - Media Specialist III	19.07
13071 - Photographer I	14.79
13072 - Photographer II	16.54
13073 - Photographer III	20.92
13074 - Photographer IV	25.08
13075 - Photographer V	30.34
13110 - Video Teleconference Technician	15.49
14000 - Information Technology Occupations	

14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.95
14160 - Personal Computer Support Technician		23.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		23.84
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		18.90
15090 - Technical Instructor		18.38
15095 - Technical Instructor/Course Developer		22.48
15110 - Test Proctor		14.83
15120 - Tutor		14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.64
16030 - Counter Attendant		8.64
16040 - Dry Cleaner		10.16
16070 - Finisher, Flatwork, Machine		8.64
16090 - Presser, Hand		8.64
16110 - Presser, Machine, Drycleaning		8.64
16130 - Presser, Machine, Shirts		8.64
16160 - Presser, Machine, Wearing Apparel, Laundry		8.64
16190 - Sewing Machine Operator		10.77
16220 - Tailor		11.34
16250 - Washer, Machine		9.07
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.96
19040 - Tool And Die Maker		23.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.22
21030 - Material Coordinator		16.72
21040 - Material Expediter		16.72
21050 - Material Handling Laborer		11.80
21071 - Order Filler		11.15
21080 - Production Line Worker (Food Processing)		13.22
21110 - Shipping Packer		12.13
21130 - Shipping/Receiving Clerk		12.13
21140 - Store Worker I		10.82
21150 - Stock Clerk		15.32
21210 - Tools And Parts Attendant		13.22
21410 - Warehouse Specialist		13.22
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.13
23021 - Aircraft Mechanic I		22.95
23022 - Aircraft Mechanic II		24.13
23023 - Aircraft Mechanic III		25.35
23040 - Aircraft Mechanic Helper		16.56
23050 - Aircraft, Painter		20.57
23060 - Aircraft Servicer		19.06
23080 - Aircraft Worker		20.18

23110 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	22.25
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.72
23183 - Electronics Technician Maintenance III	24.65
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	14.84
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	14.84
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.57
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	19.17
23465 - Laboratory/Shelter Mechanic	18.11
23470 - Laborer	10.11
23510 - Locksmith	18.11
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.17
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	19.17
23592 - Metrology Technician II	20.16
23593 - Metrology Technician III	21.18
23640 - Millwright	19.17
23710 - Office Appliance Repairer	18.11
23760 - Painter, Maintenance	18.11
23790 - Pipefitter, Maintenance	22.64
23810 - Plumber, Maintenance	21.52
23820 - Pneudraulic Systems Mechanic	19.17
23850 - Rigger	19.17
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	19.17
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	20.91
23932 - Telecommunications Mechanic II	21.97
23950 - Telephone Lineman	21.59
23960 - Welder, Combination, Maintenance	19.17
23965 - Well Driller	19.17
23970 - Woodcraft Worker	19.17
23980 - Woodworker	14.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.19
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00

25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	10.52
27102 - Guard II	12.94
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.96
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.03
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	17.55
28630 - Sports Official	11.70
28690 - Swimming Pool Operator	14.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.82
29020 - Hatch Tender	17.89
29030 - Line Handler	19.68
29041 - Stevedore I	18.59
29042 - Stevedore II	21.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	24.44
30030 - Cartographic Technician	24.44
30040 - Civil Engineering Technician	23.23
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.08
30081 - Engineering Technician I	14.86
30082 - Engineering Technician II	19.06
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	26.42
30085 - Engineering Technician V	32.32
30086 - Engineering Technician VI	38.24
30090 - Environmental Technician	23.24
30210 - Laboratory Technician	22.86
30240 - Mathematical Technician	24.44
30361 - Paralegal/Legal Assistant I	16.24
30362 - Paralegal/Legal Assistant II	20.12
30363 - Paralegal/Legal Assistant III	24.62
30364 - Paralegal/Legal Assistant IV	29.78
30390 - Photo-Optics Technician	24.44
30461 - Technical Writer I	24.44
30462 - Technical Writer II	31.19
30463 - Technical Writer III	37.52

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.23
31030 - Bus Driver		15.86
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		13.16
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		13.16
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		18.17
31364 - Truckdriver, Tractor-Trailer		18.17
99000 - Miscellaneous Occupations		
99030 - Cashier		7.89
99050 - Desk Clerk		9.85
99095 - Embalmer		21.56
99251 - Laboratory Animal Caretaker I		9.26
99252 - Laboratory Animal Caretaker II		9.40
99310 - Mortician		21.56
99410 - Pest Controller		12.73
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.46
99711 - Recycling Specialist		15.03
99730 - Refuse Collector		10.96
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		10.86
99830 - Survey Party Chief		18.48
99831 - Surveying Aide		11.32
99832 - Surveying Technician		15.52
99840 - Vending Machine Attendant		12.31
99841 - Vending Machine Repairer		15.21
99842 - Vending Machine Repairer Helper		12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2236 Revision No.: 19 Date Of Last Revision: 07/25/2014

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		17.12
01040 - Court Reporter		19.24
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher, Motor Vehicle		15.65
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		9.82
01112 - General Clerk II		11.14
01113 - General Clerk III		12.38
01120 - Housing Referral Assistant		15.49
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.92
01261 - Personnel Assistant (Employment) I		13.66
01262 - Personnel Assistant (Employment) II		15.28
01263 - Personnel Assistant (Employment) III		17.04
01270 - Production Control Clerk		16.42
01280 - Receptionist		9.85
01290 - Rental Clerk		11.36
01300 - Scheduler, Maintenance		12.42
01311 - Secretary I		12.42
01312 - Secretary II		14.18
01313 - Secretary III		15.49
01320 - Service Order Dispatcher		13.13
01410 - Supply Technician		17.22
01420 - Survey Worker		13.89
01531 - Travel Clerk I		11.80
01532 - Travel Clerk II		12.66
01533 - Travel Clerk III		13.29
01611 - Word Processor I		13.43
01612 - Word Processor II		15.15
01613 - Word Processor III		16.86
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.91
05010 - Automotive Electrician		19.87
05040 - Automotive Glass Installer		17.89
05070 - Automotive Worker		17.89
05110 - Mobile Equipment Servicer		16.31
05130 - Motor Equipment Metal Mechanic		20.91
05160 - Motor Equipment Metal Worker		17.89
05190 - Motor Vehicle Mechanic		20.91
05220 - Motor Vehicle Mechanic Helper		15.27

05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.85
07041 - Cook I	8.18
07042 - Cook II	9.41
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.50
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	7.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	8.60
11090 - Gardener	13.09
11122 - Housekeeping Aide	8.66
11150 - Janitor	8.66
11210 - Laborer, Grounds Maintenance	9.97
11240 - Maid or Houseman	7.63
11260 - Pruner	8.83
11270 - Tractor Operator	12.18
11330 - Trail Maintenance Worker	9.97
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	22.72
12015 - Certified Physical Therapist Assistant	22.23
12020 - Dental Assistant	13.82
12025 - Dental Hygienist	31.06
12030 - EKG Technician	18.22
12035 - Electroneurodiagnostic Technologist	18.22
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.20
12072 - Licensed Practical Nurse II	15.89
12073 - Licensed Practical Nurse III	17.72
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	14.08
12160 - Medical Record Clerk	10.17
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.77
12210 - Nuclear Medicine Technologist	30.79
12221 - Nursing Assistant I	8.96
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	10.99
12224 - Nursing Assistant IV	12.34
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.07
12250 - Pharmacy Technician	12.67
12280 - Phlebotomist	12.34
12305 - Radiologic Technologist	20.88
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	27.62

12313 - Registered Nurse II, Specialist		27.62
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III, Anesthetist		32.92
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		18.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		11.33
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		13.32
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		14.79
13072 - Photographer II		16.54
13073 - Photographer III		20.92
13074 - Photographer IV		25.08
13075 - Photographer V		30.34
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.95
14160 - Personal Computer Support Technician		23.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		23.84
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		18.90
15090 - Technical Instructor		18.38
15095 - Technical Instructor/Course Developer		22.48
15110 - Test Proctor		14.83
15120 - Tutor		14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.64
16030 - Counter Attendant		8.64
16040 - Dry Cleaner		10.16
16070 - Finisher, Flatwork, Machine		8.64
16090 - Presser, Hand		8.64
16110 - Presser, Machine, Drycleaning		8.64
16130 - Presser, Machine, Shirts		8.64
16160 - Presser, Machine, Wearing Apparel, Laundry		8.64
16190 - Sewing Machine Operator		10.77

16220 - Tailor	11.34
16250 - Washer, Machine	9.07
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.96
19040 - Tool And Die Maker	23.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.22
21030 - Material Coordinator	16.72
21040 - Material Expediter	16.72
21050 - Material Handling Laborer	11.80
21071 - Order Filler	11.15
21080 - Production Line Worker (Food Processing)	13.22
21110 - Shipping Packer	12.13
21130 - Shipping/Receiving Clerk	12.13
21140 - Store Worker I	10.82
21150 - Stock Clerk	15.32
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.35
23040 - Aircraft Mechanic Helper	16.56
23050 - Aircraft, Painter	20.57
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	20.18
23110 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	22.25
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.72
23183 - Electronics Technician Maintenance III	24.65
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	14.84
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	14.84
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.57
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	19.17
23465 - Laboratory/Shelter Mechanic	18.11
23470 - Laborer	10.11
23510 - Locksmith	18.11
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.17
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	19.17
23592 - Metrology Technician II	20.16

23593 - Metrology Technician III		21.18
23640 - Millwright		19.17
23710 - Office Appliance Repairer		18.11
23760 - Painter, Maintenance		18.11
23790 - Pipefitter, Maintenance		22.64
23810 - Plumber, Maintenance		21.52
23820 - Pneudraulic Systems Mechanic		19.17
23850 - Rigger		19.17
23870 - Scale Mechanic		17.08
23890 - Sheet-Metal Worker, Maintenance		19.17
23910 - Small Engine Mechanic		17.08
23931 - Telecommunications Mechanic I		20.91
23932 - Telecommunications Mechanic II		21.97
23950 - Telephone Lineman		21.59
23960 - Welder, Combination, Maintenance		19.17
23965 - Well Driller		19.17
23970 - Woodcraft Worker		19.17
23980 - Woodworker		14.84
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		13.02
24610 - Chore Aide		8.19
24620 - Family Readiness And Support Services Coordinator		14.53
24630 - Homemaker		14.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.00
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.71
25190 - Ventilation Equipment Tender		15.69
25210 - Water Treatment Plant Operator		18.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.88
27007 - Baggage Inspector		10.52
27008 - Corrections Officer		17.31
27010 - Court Security Officer		17.74
27030 - Detection Dog Handler		12.94
27040 - Detention Officer		17.31
27070 - Firefighter		18.39
27101 - Guard I		10.52
27102 - Guard II		12.94
27131 - Police Officer I		18.32
27132 - Police Officer II		20.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.96
28042 - Carnival Equipment Repairer		10.79
28043 - Carnival Equpment Worker		8.03
28210 - Gate Attendant/Gate Tender		13.13
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.68
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		17.55
28630 - Sports Official		11.70
28690 - Swimming Pool Operator		14.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.82
29020 - Hatch Tender		17.89
29030 - Line Handler		19.68
29041 - Stevedore I		18.59
29042 - Stevedore II		21.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.23
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.24
30210 - Laboratory Technician		22.86
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		16.24
30362 - Paralegal/Legal Assistant II		20.12
30363 - Paralegal/Legal Assistant III		24.62
30364 - Paralegal/Legal Assistant IV		29.78
30390 - Photo-Optics Technician		24.44
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.23
31030 - Bus Driver		15.86
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		13.16
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		13.16
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		18.17
31364 - Truckdriver, Tractor-Trailer		18.17
99000 - Miscellaneous Occupations		
99030 - Cashier		7.89
99050 - Desk Clerk		9.85
99095 - Embalmer		21.56
99251 - Laboratory Animal Caretaker I		9.26
99252 - Laboratory Animal Caretaker II		9.40
99310 - Mortician		21.56
99410 - Pest Controller		12.73
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.46
99711 - Recycling Specialist		15.03
99730 - Refuse Collector		10.96
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		10.86
99830 - Survey Party Chief		18.48
99831 - Surveying Aide		11.32
99832 - Surveying Technician		15.52

99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.21
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2241 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Maine

Area: Maine Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.90
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		16.20
01020 - Administrative Assistant		19.33
01040 - Court Reporter		18.63
01051 - Data Entry Operator I		12.24
01052 - Data Entry Operator II		13.64
01060 - Dispatcher, Motor Vehicle		16.55
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.24
01111 - General Clerk I		12.23
01112 - General Clerk II		13.35
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		12.47
01191 - Order Clerk I		11.69
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		13.75
01262 - Personnel Assistant (Employment) II		15.38
01263 - Personnel Assistant (Employment) III		17.15
01270 - Production Control Clerk		19.89
01280 - Receptionist		11.61
01290 - Rental Clerk		11.05
01300 - Scheduler, Maintenance		14.32
01311 - Secretary I		14.32
01312 - Secretary II		16.02

01313 - Secretary III	17.87
01320 - Service Order Dispatcher	12.25
01410 - Supply Technician	19.85
01420 - Survey Worker	12.37
01531 - Travel Clerk I	12.99
01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.16
01611 - Word Processor I	13.00
01612 - Word Processor II	14.73
01613 - Word Processor III	16.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.40
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.07
05070 - Automotive Worker	15.07
05110 - Mobile Equipment Servicer	13.79
05130 - Motor Equipment Metal Mechanic	16.22
05160 - Motor Equipment Metal Worker	15.08
05190 - Motor Vehicle Mechanic	16.22
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	14.44
05280 - Motor Vehicle Wrecker	15.07
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.07
05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	16.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	12.01
07042 - Cook II	13.30
07070 - Dishwasher	8.72
07130 - Food Service Worker	10.11
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.33
09040 - Furniture Handler	12.99
09080 - Furniture Refinisher	16.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	14.95
09130 - Upholsterer	17.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.97
11060 - Elevator Operator	10.97
11090 - Gardener	14.40
11122 - Housekeeping Aide	12.17
11150 - Janitor	12.17
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	10.01
11260 - Pruner	14.10
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.99
12000 - Health Occupations	
12010 - Ambulance Driver	13.64
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.15
12015 - Certified Physical Therapist Assistant	20.14
12020 - Dental Assistant	16.26
12025 - Dental Hygienist	29.04
12030 - EKG Technician	25.37
12035 - Electroneurodiagnostic Technologist	25.37
12040 - Emergency Medical Technician	13.64

12071 - Licensed Practical Nurse I		15.31
12072 - Licensed Practical Nurse II		17.12
12073 - Licensed Practical Nurse III		19.10
12100 - Medical Assistant		13.94
12130 - Medical Laboratory Technician		17.56
12160 - Medical Record Clerk		13.54
12190 - Medical Record Technician		15.14
12195 - Medical Transcriptionist		15.17
12210 - Nuclear Medicine Technologist		32.44
12221 - Nursing Assistant I		10.03
12222 - Nursing Assistant II		11.28
12223 - Nursing Assistant III		12.31
12224 - Nursing Assistant IV		13.81
12235 - Optical Dispenser		15.53
12236 - Optical Technician		13.16
12250 - Pharmacy Technician		12.99
12280 - Phlebotomist		13.81
12305 - Radiologic Technologist		26.94
12311 - Registered Nurse I		23.39
12312 - Registered Nurse II		28.61
12313 - Registered Nurse II, Specialist		28.61
12314 - Registered Nurse III		34.61
12315 - Registered Nurse III, Anesthetist		34.61
12316 - Registered Nurse IV		41.48
12317 - Scheduler (Drug and Alcohol Testing)		20.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.25
13012 - Exhibits Specialist II		20.11
13013 - Exhibits Specialist III		24.96
13041 - Illustrator I		16.25
13042 - Illustrator II		20.11
13043 - Illustrator III		24.62
13047 - Librarian		20.94
13050 - Library Aide/Clerk		10.82
13054 - Library Information Technology Systems Administrator		18.92
13058 - Library Technician		13.80
13061 - Media Specialist I		13.64
13062 - Media Specialist II		15.26
13063 - Media Specialist III		17.02
13071 - Photographer I		14.36
13072 - Photographer II		19.74
13073 - Photographer III		24.42
13074 - Photographer IV		29.89
13075 - Photographer V		36.16
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.82
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		25.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.51

15020 - Aircrew Training Devices Instructor (Rated)	33.68
15030 - Air Crew Training Devices Instructor (Pilot)	37.03
15050 - Computer Based Training Specialist / Instructor	26.00
15060 - Educational Technologist	23.27
15070 - Flight Instructor (Pilot)	37.03
15080 - Graphic Artist	21.34
15090 - Technical Instructor	18.11
15095 - Technical Instructor/Course Developer	22.15
15110 - Test Proctor	14.61
15120 - Tutor	14.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.12
16030 - Counter Attendant	10.12
16040 - Dry Cleaner	12.26
16070 - Finisher, Flatwork, Machine	10.12
16090 - Presser, Hand	10.12
16110 - Presser, Machine, Drycleaning	10.12
16130 - Presser, Machine, Shirts	10.12
16160 - Presser, Machine, Wearing Apparel, Laundry	10.12
16190 - Sewing Machine Operator	12.92
16220 - Tailor	13.62
16250 - Washer, Machine	10.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.32
19040 - Tool And Die Maker	23.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.40
21030 - Material Coordinator	19.89
21040 - Material Expediter	19.89
21050 - Material Handling Laborer	11.87
21071 - Order Filler	10.55
21080 - Production Line Worker (Food Processing)	14.40
21110 - Shipping Packer	13.50
21130 - Shipping/Receiving Clerk	13.50
21140 - Store Worker I	12.70
21150 - Stock Clerk	15.48
21210 - Tools And Parts Attendant	14.40
21410 - Warehouse Specialist	14.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.19
23021 - Aircraft Mechanic I	21.39
23022 - Aircraft Mechanic II	22.19
23023 - Aircraft Mechanic III	23.00
23040 - Aircraft Mechanic Helper	17.30
23050 - Aircraft, Painter	20.55
23060 - Aircraft Servicer	18.89
23080 - Aircraft Worker	19.72
23110 - Appliance Mechanic	17.30
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	24.06
23130 - Carpenter, Maintenance	16.95
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.73
23181 - Electronics Technician Maintenance I	19.64
23182 - Electronics Technician Maintenance II	23.73
23183 - Electronics Technician Maintenance III	25.06
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	16.78
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	21.39

23381 - Ground Support Equipment Servicer	18.89
23382 - Ground Support Equipment Worker	19.72
23391 - Gunsmith I	16.78
23392 - Gunsmith II	18.59
23393 - Gunsmith III	20.28
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.55
23430 - Heavy Equipment Mechanic	18.74
23440 - Heavy Equipment Operator	16.37
23460 - Instrument Mechanic	22.77
23465 - Laboratory/Shelter Mechanic	19.46
23470 - Laborer	11.87
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	19.80
23550 - Machinist, Maintenance	20.09
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.77
23592 - Metrology Technician II	23.61
23593 - Metrology Technician III	24.52
23640 - Millwright	21.56
23710 - Office Appliance Repairer	18.91
23760 - Painter, Maintenance	16.49
23790 - Pipefitter, Maintenance	19.84
23810 - Plumber, Maintenance	17.51
23820 - Pneudraulic Systems Mechanic	20.28
23850 - Rigger	20.03
23870 - Scale Mechanic	18.59
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.58
23931 - Telecommunications Mechanic I	22.81
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.82
23970 - Woodcraft Worker	20.28
23980 - Woodworker	14.70
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.98
24610 - Chore Aide	9.76
24620 - Family Readiness And Support Services Coordinator	12.62
24630 - Homemaker	14.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	15.89
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.12
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.46
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.46
27070 - Firefighter	19.24
27101 - Guard I	11.98
27102 - Guard II	18.98
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.98
28042 - Carnival Equipment Repairer		12.53
28043 - Carnival Equpment Worker		9.65
28210 - Gate Attendant/Gate Tender		14.87
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		16.63
28510 - Recreation Aide/Health Facility Attendant		12.14
28515 - Recreation Specialist		17.78
28630 - Sports Official		13.25
28690 - Swimming Pool Operator		18.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.00
29020 - Hatch Tender		20.00
29030 - Line Handler		19.80
29041 - Stevedore I		17.60
29042 - Stevedore II		20.97
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.67
30022 - Archeological Technician II		18.40
30023 - Archeological Technician III		22.49
30030 - Cartographic Technician		22.49
30040 - Civil Engineering Technician		22.13
30061 - Drafter/CAD Operator I		16.22
30062 - Drafter/CAD Operator II		18.15
30063 - Drafter/CAD Operator III		20.24
30064 - Drafter/CAD Operator IV		24.90
30081 - Engineering Technician I		15.49
30082 - Engineering Technician II		17.38
30083 - Engineering Technician III		19.45
30084 - Engineering Technician IV		24.10
30085 - Engineering Technician V		29.48
30086 - Engineering Technician VI		35.66
30090 - Environmental Technician		17.86
30210 - Laboratory Technician		17.74
30240 - Mathematical Technician		23.34
30361 - Paralegal/Legal Assistant I		20.12
30362 - Paralegal/Legal Assistant II		24.94
30363 - Paralegal/Legal Assistant III		30.50
30364 - Paralegal/Legal Assistant IV		36.90
30390 - Photo-Optics Technician		22.49
30461 - Technical Writer I		22.53
30462 - Technical Writer II		27.56
30463 - Technical Writer III		33.34
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.24
30621 - Weather Observer, Senior	(see 3)	22.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.21
31030 - Bus Driver		15.33
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		14.80

31362 - Truckdriver, Medium	15.62
31363 - Truckdriver, Heavy	16.15
31364 - Truckdriver, Tractor-Trailer	16.15
99000 - Miscellaneous Occupations	
99030 - Cashier	8.92
99050 - Desk Clerk	10.51
99095 - Embalmer	24.30
99251 - Laboratory Animal Caretaker I	12.46
99252 - Laboratory Animal Caretaker II	13.14
99310 - Mortician	24.30
99410 - Pest Controller	16.17
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	13.16
99711 - Recycling Specialist	14.85
99730 - Refuse Collector	12.33
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	9.38
99830 - Survey Party Chief	19.27
99831 - Surveying Aide	13.14
99832 - Surveying Technician	17.52
99840 - Vending Machine Attendant	11.32
99841 - Vending Machine Repairer	15.52
99842 - Vending Machine Repairer Helper	11.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2242 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Maine

Area: Maine Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	12.90
01012 - Accounting Clerk II	14.49
01013 - Accounting Clerk III	16.20
01020 - Administrative Assistant	19.33
01040 - Court Reporter	18.63
01051 - Data Entry Operator I	12.24
01052 - Data Entry Operator II	13.64
01060 - Dispatcher, Motor Vehicle	16.55
01070 - Document Preparation Clerk	13.51
01090 - Duplicating Machine Operator	13.24
01111 - General Clerk I	12.23
01112 - General Clerk II	13.35
01113 - General Clerk III	14.98
01120 - Housing Referral Assistant	17.87
01141 - Messenger Courier	12.47
01191 - Order Clerk I	11.69
01192 - Order Clerk II	14.38
01261 - Personnel Assistant (Employment) I	13.75
01262 - Personnel Assistant (Employment) II	15.38
01263 - Personnel Assistant (Employment) III	17.15
01270 - Production Control Clerk	19.89
01280 - Receptionist	11.61
01290 - Rental Clerk	11.05
01300 - Scheduler, Maintenance	14.32
01311 - Secretary I	14.32
01312 - Secretary II	16.02
01313 - Secretary III	17.87
01320 - Service Order Dispatcher	12.25
01410 - Supply Technician	19.85
01420 - Survey Worker	12.37
01531 - Travel Clerk I	12.99
01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.16
01611 - Word Processor I	13.00
01612 - Word Processor II	14.73
01613 - Word Processor III	16.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.40
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.07
05070 - Automotive Worker	15.07
05110 - Mobile Equipment Servicer	13.79
05130 - Motor Equipment Metal Mechanic	16.22
05160 - Motor Equipment Metal Worker	15.08
05190 - Motor Vehicle Mechanic	16.22
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	14.44
05280 - Motor Vehicle Wrecker	15.07
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.07
05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	16.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	12.01
07042 - Cook II	13.30
07070 - Dishwasher	8.72
07130 - Food Service Worker	10.11
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.33
09040 - Furniture Handler	12.99

09080 - Furniture Refinisher 16.03
09090 - Furniture Refinisher Helper 13.66
09110 - Furniture Repairer, Minor 14.95
09130 - Upholsterer 17.57
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 10.97
11060 - Elevator Operator 10.97
11090 - Gardener 14.40
11122 - Housekeeping Aide 12.17
11150 - Janitor 12.17
11210 - Laborer, Grounds Maintenance 12.41
11240 - Maid or Houseman 10.01
11260 - Pruner 14.10
11270 - Tractor Operator 13.90
11330 - Trail Maintenance Worker 12.41
11360 - Window Cleaner 12.99
12000 - Health Occupations
12010 - Ambulance Driver 13.64
12011 - Breath Alcohol Technician 16.92
12012 - Certified Occupational Therapist Assistant 22.15
12015 - Certified Physical Therapist Assistant 20.14
12020 - Dental Assistant 16.26
12025 - Dental Hygienist 29.04
12030 - EKG Technician 25.37
12035 - Electroneurodiagnostic Technologist 25.37
12040 - Emergency Medical Technician 13.64
12071 - Licensed Practical Nurse I 15.31
12072 - Licensed Practical Nurse II 17.12
12073 - Licensed Practical Nurse III 19.10
12100 - Medical Assistant 13.94
12130 - Medical Laboratory Technician 17.56
12160 - Medical Record Clerk 13.54
12190 - Medical Record Technician 15.14
12195 - Medical Transcriptionist 15.17
12210 - Nuclear Medicine Technologist 32.44
12221 - Nursing Assistant I 10.03
12222 - Nursing Assistant II 11.28
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12224 - Nursing Assistant IV 13.81
12235 - Optical Dispenser 15.53
12236 - Optical Technician 13.16
12250 - Pharmacy Technician 12.99
12280 - Phlebotomist 13.81
12305 - Radiologic Technologist 26.94
12311 - Registered Nurse I 23.39
12312 - Registered Nurse II 28.61
12313 - Registered Nurse II, Specialist 28.61
12314 - Registered Nurse III 34.61
12315 - Registered Nurse III, Anesthetist 34.61
12316 - Registered Nurse IV 41.48
12317 - Scheduler (Drug and Alcohol Testing) 20.25
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 16.25
13012 - Exhibits Specialist II 20.11
13013 - Exhibits Specialist III 24.96
13041 - Illustrator I 16.25
13042 - Illustrator II 20.11
13043 - Illustrator III 24.62
13047 - Librarian 20.94
13050 - Library Aide/Clerk 10.82
13054 - Library Information Technology Systems Administrator 18.92
13058 - Library Technician 13.80

13061 - Media Specialist I		13.64
13062 - Media Specialist II		15.26
13063 - Media Specialist III		17.02
13071 - Photographer I		14.36
13072 - Photographer II		19.74
13073 - Photographer III		24.42
13074 - Photographer IV		29.89
13075 - Photographer V		36.16
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.82
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		25.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.51
15020 - Aircrew Training Devices Instructor (Rated)		33.68
15030 - Air Crew Training Devices Instructor (Pilot)		37.03
15050 - Computer Based Training Specialist / Instructor		26.00
15060 - Educational Technologist		23.27
15070 - Flight Instructor (Pilot)		37.03
15080 - Graphic Artist		21.34
15090 - Technical Instructor		18.11
15095 - Technical Instructor/Course Developer		22.15
15110 - Test Proctor		14.61
15120 - Tutor		14.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.12
16030 - Counter Attendant		10.12
16040 - Dry Cleaner		12.26
16070 - Finisher, Flatwork, Machine		10.12
16090 - Presser, Hand		10.12
16110 - Presser, Machine, Drycleaning		10.12
16130 - Presser, Machine, Shirts		10.12
16160 - Presser, Machine, Wearing Apparel, Laundry		10.12
16190 - Sewing Machine Operator		12.92
16220 - Tailor		13.62
16250 - Washer, Machine		10.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.32
19040 - Tool And Die Maker		23.65
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.40
21030 - Material Coordinator		19.89
21040 - Material Expediter		19.89
21050 - Material Handling Laborer		11.87
21071 - Order Filler		10.55
21080 - Production Line Worker (Food Processing)		14.40
21110 - Shipping Packer		13.50
21130 - Shipping/Receiving Clerk		13.50
21140 - Store Worker I		12.70
21150 - Stock Clerk		15.48
21210 - Tools And Parts Attendant		14.40

21410 - Warehouse Specialist	14.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.19
23021 - Aircraft Mechanic I	21.39
23022 - Aircraft Mechanic II	22.19
23023 - Aircraft Mechanic III	23.00
23040 - Aircraft Mechanic Helper	17.30
23050 - Aircraft, Painter	20.55
23060 - Aircraft Servicer	18.89
23080 - Aircraft Worker	19.72
23110 - Appliance Mechanic	17.30
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	24.06
23130 - Carpenter, Maintenance	16.95
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.73
23181 - Electronics Technician Maintenance I	19.64
23182 - Electronics Technician Maintenance II	23.73
23183 - Electronics Technician Maintenance III	25.06
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	16.78
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	21.39
23381 - Ground Support Equipment Servicer	18.89
23382 - Ground Support Equipment Worker	19.72
23391 - Gunsmith I	16.78
23392 - Gunsmith II	18.59
23393 - Gunsmith III	20.28
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.55
23430 - Heavy Equipment Mechanic	18.74
23440 - Heavy Equipment Operator	16.37
23460 - Instrument Mechanic	22.77
23465 - Laboratory/Shelter Mechanic	19.46
23470 - Laborer	11.87
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	19.80
23550 - Machinist, Maintenance	20.09
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.77
23592 - Metrology Technician II	23.61
23593 - Metrology Technician III	24.52
23640 - Millwright	21.56
23710 - Office Appliance Repairer	18.91
23760 - Painter, Maintenance	16.49
23790 - Pipefitter, Maintenance	19.84
23810 - Plumber, Maintenance	17.51
23820 - Pneudraulic Systems Mechanic	20.28
23850 - Rigger	20.03
23870 - Scale Mechanic	18.59
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.58
23931 - Telecommunications Mechanic I	22.81
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.82
23970 - Woodcraft Worker	20.28

23980 - Woodworker	14.70
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.98
24610 - Chore Aide	9.76
24620 - Family Readiness And Support Services Coordinator	12.62
24630 - Homemaker	14.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	15.89
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.12
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.46
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.46
27070 - Firefighter	19.24
27101 - Guard I	11.98
27102 - Guard II	18.98
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Equpment Worker	9.65
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.63
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.78
28630 - Sports Official	13.25
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.00
29020 - Hatch Tender	20.00
29030 - Line Handler	19.80
29041 - Stevedore I	17.60
29042 - Stevedore II	20.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.67
30022 - Archeological Technician II	18.40
30023 - Archeological Technician III	22.49
30030 - Cartographic Technician	22.49
30040 - Civil Engineering Technician	22.13
30061 - Drafter/CAD Operator I	16.22
30062 - Drafter/CAD Operator II	18.15
30063 - Drafter/CAD Operator III	20.24
30064 - Drafter/CAD Operator IV	24.90
30081 - Engineering Technician I	15.49
30082 - Engineering Technician II	17.38
30083 - Engineering Technician III	19.45
30084 - Engineering Technician IV	24.10
30085 - Engineering Technician V	29.48
30086 - Engineering Technician VI	35.66
30090 - Environmental Technician	17.86

30210 - Laboratory Technician		17.74
30240 - Mathematical Technician		23.34
30361 - Paralegal/Legal Assistant I		20.12
30362 - Paralegal/Legal Assistant II		24.94
30363 - Paralegal/Legal Assistant III		30.50
30364 - Paralegal/Legal Assistant IV		36.90
30390 - Photo-Optics Technician		22.49
30461 - Technical Writer I		22.53
30462 - Technical Writer II		27.56
30463 - Technical Writer III		33.34
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.24
30621 - Weather Observer, Senior	(see 3)	22.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.21
31030 - Bus Driver		15.33
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		15.62
31363 - Truckdriver, Heavy		16.15
31364 - Truckdriver, Tractor-Trailer		16.15
99000 - Miscellaneous Occupations		
99030 - Cashier		8.92
99050 - Desk Clerk		10.51
99095 - Embalmer		24.30
99251 - Laboratory Animal Caretaker I		12.46
99252 - Laboratory Animal Caretaker II		13.14
99310 - Mortician		24.30
99410 - Pest Controller		16.17
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		13.16
99711 - Recycling Specialist		14.85
99730 - Refuse Collector		12.33
99810 - Sales Clerk		12.44
99820 - School Crossing Guard		9.38
99830 - Survey Party Chief		19.27
99831 - Surveying Aide		13.14
99832 - Surveying Technician		17.52
99840 - Vending Machine Attendant		11.32
99841 - Vending Machine Repairer		15.52
99842 - Vending Machine Repairer Helper		11.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2247 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.13
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29

01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.54
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.72
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04

12160 - Medical Record Clerk		17.42
12190 - Medical Record Technician		19.50
12195 - Medical Transcriptionist		17.93
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		16.90
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.59
13072 - Photographer II		18.64
13073 - Photographer III		23.09
13074 - Photographer IV		25.14
13075 - Photographer V		30.39
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81

15080 - Graphic Artist	26.73
15090 - Technical Instructor	21.53
15095 - Technical Instructor/Course Developer	28.96
15110 - Test Proctor	19.37
15120 - Tutor	19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.88
16030 - Counter Attendant	9.88
16040 - Dry Cleaner	12.94
16070 - Finisher, Flatwork, Machine	9.88
16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.49
19040 - Tool And Die Maker	23.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	14.44
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.06
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23021 - Aircraft Mechanic I	25.69
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	28.33
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91

23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.24
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	24.24
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.85
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01

28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		18.04
28630 - Sports Official		11.33
28690 - Swimming Pool Operator		15.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.75
29020 - Hatch Tender		22.75
29030 - Line Handler		22.75
29041 - Stevedore I		21.24
29042 - Stevedore II		24.15
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		19.80
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.98
30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.25
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03

99050 - Desk Clerk	11.16
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.24
99252 - Laboratory Animal Caretaker II	12.28
99310 - Mortician	29.35
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	11.95
99832 - Surveying Technician	18.23
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2248 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88

01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.40
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.54
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.72
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07

11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.08
13012 - Exhibits Specialist II	23.63
13013 - Exhibits Specialist III	28.91
13041 - Illustrator I	20.12
13042 - Illustrator II	24.91
13043 - Illustrator III	30.48
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	15.59
13072 - Photographer II	18.64
13073 - Photographer III	23.09
13074 - Photographer IV	25.14
13075 - Photographer V	30.39
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92

14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73
15090 - Technical Instructor		21.53
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.49
19040 - Tool And Die Maker		23.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		14.44
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		14.98
21150 - Stock Clerk		17.06
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.97
23021 - Aircraft Mechanic I		25.69
23022 - Aircraft Mechanic II		26.97
23023 - Aircraft Mechanic III		28.33
23040 - Aircraft Mechanic Helper		18.03
23050 - Aircraft, Painter		21.98
23060 - Aircraft Servicer		19.76
23080 - Aircraft Worker		21.01
23110 - Appliance Mechanic		21.54

23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.24
25040 - Sewage Plant Operator	20.84

25070 - Stationary Engineer	24.24
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.85
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.33
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.24
29042 - Stevedore II	24.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	19.80
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	26.85
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	27.98
30361 - Paralegal/Legal Assistant I	20.82
30362 - Paralegal/Legal Assistant II	25.78
30363 - Paralegal/Legal Assistant III	31.54
30364 - Paralegal/Legal Assistant IV	38.16
30390 - Photo-Optics Technician	27.98
30461 - Technical Writer I	21.93
30462 - Technical Writer II	26.84
30463 - Technical Writer III	32.47
30491 - Unexploded Ordnance (UXO) Technician I	24.74

30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.25
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.16
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.28
99310 - Mortician		29.35
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		16.17
99711 - Recycling Specialist		18.01
99730 - Refuse Collector		15.26
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		11.95
99832 - Surveying Technician		18.23
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		17.79
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2249 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham, Shenandoah, Warren

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		12.18
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.13
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63
01612 - Word Processor II		17.67
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.07
05010 - Automotive Electrician		20.32
05040 - Automotive Glass Installer		19.34
05070 - Automotive Worker		19.34
05110 - Mobile Equipment Servicer		18.88
05130 - Motor Equipment Metal Mechanic		21.01
05160 - Motor Equipment Metal Worker		19.34
05190 - Motor Vehicle Mechanic		21.01
05220 - Motor Vehicle Mechanic Helper		18.12
05250 - Motor Vehicle Upholstery Worker		19.61

05280 - Motor Vehicle Wrecker	19.31
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	15.60
07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.06
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	19.15
12015 - Certified Physical Therapist Assistant	20.21
12020 - Dental Assistant	15.57
12025 - Dental Hygienist	34.29
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.40
12195 - Medical Transcriptionist	16.73
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	14.96
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44

12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.68
13072 - Photographer II		18.64
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		33.41
15060 - Educational Technologist		29.91
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15090 - Technical Instructor		21.02
15095 - Technical Instructor/Course Developer		25.71
15110 - Test Proctor		19.04
15120 - Tutor		19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.83
16030 - Counter Attendant		9.83
16040 - Dry Cleaner		12.54
16070 - Finisher, Flatwork, Machine		9.83
16090 - Presser, Hand		9.83
16110 - Presser, Machine, Drycleaning		9.83
16130 - Presser, Machine, Shirts		9.83
16160 - Presser, Machine, Wearing Apparel, Laundry		9.83
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.30

16250 - Washer, Machine	10.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.49
19040 - Tool And Die Maker	23.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	14.95
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.72
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	25.72
23023 - Aircraft Mechanic III	26.51
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	12.53
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.03
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	24.50
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.35
23311 - Fuel Distribution System Mechanic	22.33
23312 - Fuel Distribution System Operator	18.63
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.56
23392 - Gunsmith II	21.03
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.96
23430 - Heavy Equipment Mechanic	22.13
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.69
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.43
23550 - Machinist, Maintenance	22.36
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.69
23592 - Metrology Technician II	23.24
23593 - Metrology Technician III	23.97

23640 - Millwright	25.33
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	23.29
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.03
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	14.25
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	19.09
25070 - Stationary Engineer	20.60
25190 - Ventilation Equipment Tender	16.83
25210 - Water Treatment Plant Operator	19.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.60
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	15.60
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.15
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	15.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.98
29020 - Hatch Tender	21.98
29030 - Line Handler	21.98
29041 - Stevedore I	20.33
29042 - Stevedore II	22.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56

30021 - Archeological Technician I		19.53
30022 - Archeological Technician II		22.00
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		24.79
30061 - Drafter/CAD Operator I		19.53
30062 - Drafter/CAD Operator II		22.00
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		29.89
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		19.53
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.22
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		9.81
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		11.99
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.00
99050 - Desk Clerk		11.16
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		11.83
99310 - Mortician		26.70
99410 - Pest Controller		16.65
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		14.11
99711 - Recycling Specialist		14.31
99730 - Refuse Collector		12.65
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		17.64
99831 - Surveying Aide		11.01
99832 - Surveying Technician		15.08
99840 - Vending Machine Attendant		14.38

99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2250 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham, Shenandoah, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		12.18
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55

01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.07
05010 - Automotive Electrician	20.32
05040 - Automotive Glass Installer	19.34
05070 - Automotive Worker	19.34
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	21.01
05160 - Motor Equipment Metal Worker	19.34
05190 - Motor Vehicle Mechanic	21.01
05220 - Motor Vehicle Mechanic Helper	18.12
05250 - Motor Vehicle Upholstery Worker	19.61
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	15.60
07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.06
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	19.15
12015 - Certified Physical Therapist Assistant	20.21
12020 - Dental Assistant	15.57
12025 - Dental Hygienist	34.29

12030 - EKG Technician		26.77
12035 - Electroneurodiagnostic Technologist		26.77
12040 - Emergency Medical Technician		16.73
12071 - Licensed Practical Nurse I		19.07
12072 - Licensed Practical Nurse II		21.35
12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		15.01
12130 - Medical Laboratory Technician		17.36
12160 - Medical Record Clerk		16.29
12190 - Medical Record Technician		18.40
12195 - Medical Transcriptionist		16.73
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		16.90
12236 - Optical Technician		14.96
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.68
13072 - Photographer II		18.64
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92

14160 - Personal Computer Support Technician	26.22
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.47
15020 - Aircrew Training Devices Instructor (Rated)	44.06
15030 - Air Crew Training Devices Instructor (Pilot)	52.81
15050 - Computer Based Training Specialist / Instructor	33.41
15060 - Educational Technologist	29.91
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	25.95
15090 - Technical Instructor	21.02
15095 - Technical Instructor/Course Developer	25.71
15110 - Test Proctor	19.04
15120 - Tutor	19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.83
16030 - Counter Attendant	9.83
16040 - Dry Cleaner	12.54
16070 - Finisher, Flatwork, Machine	9.83
16090 - Presser, Hand	9.83
16110 - Presser, Machine, Drycleaning	9.83
16130 - Presser, Machine, Shirts	9.83
16160 - Presser, Machine, Wearing Apparel, Laundry	9.83
16190 - Sewing Machine Operator	13.44
16220 - Tailor	14.30
16250 - Washer, Machine	10.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.49
19040 - Tool And Die Maker	23.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	14.95
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.72
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	25.72
23023 - Aircraft Mechanic III	26.51
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	12.53
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.03
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	24.50
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.35
23311 - Fuel Distribution System Mechanic	22.33

23312 - Fuel Distribution System Operator	18.63
23370 - General Maintenance Worker	21.43
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25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	19.09
25070 - Stationary Engineer	20.60
25190 - Ventilation Equipment Tender	16.83
25210 - Water Treatment Plant Operator	19.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.60
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71

27102 - Guard II		15.60
27131 - Police Officer I		26.52
27132 - Police Officer II		29.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.51
28042 - Carnival Equipment Repairer		12.00
28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		13.01
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		17.15
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		15.60
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.98
29020 - Hatch Tender		21.98
29030 - Line Handler		21.98
29041 - Stevedore I		20.33
29042 - Stevedore II		22.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		19.53
30022 - Archeological Technician II		22.00
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		24.79
30061 - Drafter/CAD Operator I		19.53
30062 - Drafter/CAD Operator II		22.00
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		29.89
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		19.53
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.22
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		9.81

31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	11.99
31361 - Truckdriver, Light	15.66
31362 - Truckdriver, Medium	17.90
31363 - Truckdriver, Heavy	19.18
31364 - Truckdriver, Tractor-Trailer	19.18
99000 - Miscellaneous Occupations	
99030 - Cashier	10.00
99050 - Desk Clerk	11.16
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.24
99252 - Laboratory Animal Caretaker II	11.83
99310 - Mortician	26.70
99410 - Pest Controller	16.65
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	14.11
99711 - Recycling Specialist	14.31
99730 - Refuse Collector	12.65
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	17.64
99831 - Surveying Aide	11.01
99832 - Surveying Technician	15.08
99840 - Vending Machine Attendant	14.38
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2253 Revision No.: 15 Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		23.60
01040 - Court Reporter		17.86
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.73
01060 - Dispatcher, Motor Vehicle		18.07
01070 - Document Preparation Clerk		14.29
01090 - Duplicating Machine Operator		14.29
01111 - General Clerk I		12.83
01112 - General Clerk II		14.00
01113 - General Clerk III		16.35
01120 - Housing Referral Assistant		20.41
01141 - Messenger Courier		14.41
01191 - Order Clerk I		13.44
01192 - Order Clerk II		14.67
01261 - Personnel Assistant (Employment) I		15.90
01262 - Personnel Assistant (Employment) II		17.79
01263 - Personnel Assistant (Employment) III		21.91
01270 - Production Control Clerk		19.90
01280 - Receptionist		14.29
01290 - Rental Clerk		15.65
01300 - Scheduler, Maintenance		16.36
01311 - Secretary I		16.36
01312 - Secretary II		18.30
01313 - Secretary III		20.41
01320 - Service Order Dispatcher		17.26
01410 - Supply Technician		23.60
01420 - Survey Worker		17.78
01531 - Travel Clerk I		12.75
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.21
01611 - Word Processor I		14.59
01612 - Word Processor II		16.54
01613 - Word Processor III		18.56
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.87
05010 - Automotive Electrician		18.24
05040 - Automotive Glass Installer		16.97
05070 - Automotive Worker		16.97
05110 - Mobile Equipment Servicer		15.73
05130 - Motor Equipment Metal Mechanic		18.37
05160 - Motor Equipment Metal Worker		17.04
05190 - Motor Vehicle Mechanic		18.37
05220 - Motor Vehicle Mechanic Helper		15.02
05250 - Motor Vehicle Upholstery Worker		17.49
05280 - Motor Vehicle Wrecker		17.04
05310 - Painter, Automotive		17.71
05340 - Radiator Repair Specialist		17.04

05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	18.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.52
07042 - Cook II	16.62
07070 - Dishwasher	10.29
07130 - Food Service Worker	9.85
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.11
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	14.76
09090 - Furniture Refinisher Helper	12.51
09110 - Furniture Repairer, Minor	13.66
09130 - Upholsterer	15.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	13.74
11090 - Gardener	15.09
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	12.94
11240 - Maid or Houseman	11.74
11260 - Pruner	11.84
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.94
11360 - Window Cleaner	14.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.01
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	23.71
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76
12030 - EKG Technician	24.98
12035 - Electroneurodiagnostic Technologist	24.98
12040 - Emergency Medical Technician	17.01
12071 - Licensed Practical Nurse I	20.04
12072 - Licensed Practical Nurse II	22.41
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	22.41
12160 - Medical Record Clerk	15.71
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.48
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.64
12223 - Nursing Assistant III	13.79
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	20.48
12236 - Optical Technician	13.33
12250 - Pharmacy Technician	14.53
12280 - Phlebotomist	15.47
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	29.78
12312 - Registered Nurse II	34.81
12313 - Registered Nurse II, Specialist	34.81
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III, Anesthetist	40.02
12316 - Registered Nurse IV	47.94

12317 - Scheduler (Drug and Alcohol Testing)		24.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.97
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		30.28
13041 - Illustrator I		19.97
13042 - Illustrator II		24.74
13043 - Illustrator III		30.28
13047 - Librarian		27.56
13050 - Library Aide/Clerk		11.84
13054 - Library Information Technology Systems Administrator		24.88
13058 - Library Technician		15.84
13061 - Media Specialist I		17.85
13062 - Media Specialist II		19.97
13063 - Media Specialist III		22.27
13071 - Photographer I		16.99
13072 - Photographer II		19.00
13073 - Photographer III		23.78
13074 - Photographer IV		28.78
13075 - Photographer V		33.72
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.88
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.81
14044 - Computer Operator IV		23.18
14045 - Computer Operator V		25.70
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.88
14160 - Personal Computer Support Technician		25.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.37
15020 - Aircrew Training Devices Instructor (Rated)		35.01
15030 - Air Crew Training Devices Instructor (Pilot)		41.96
15050 - Computer Based Training Specialist / Instructor		29.37
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		41.96
15080 - Graphic Artist		23.45
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		27.52
15110 - Test Proctor		18.15
15120 - Tutor		18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.26
16030 - Counter Attendant		10.26
16040 - Dry Cleaner		12.43
16070 - Finisher, Flatwork, Machine		10.26
16090 - Presser, Hand		10.26
16110 - Presser, Machine, Drycleaning		10.26
16130 - Presser, Machine, Shirts		10.26
16160 - Presser, Machine, Wearing Apparel, Laundry		10.26
16190 - Sewing Machine Operator		13.16
16220 - Tailor		13.93
16250 - Washer, Machine		10.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.05

19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.57
21030 - Material Coordinator	19.90
21040 - Material Expediter	19.90
21050 - Material Handling Laborer	13.55
21071 - Order Filler	12.87
21080 - Production Line Worker (Food Processing)	17.57
21110 - Shipping Packer	13.91
21130 - Shipping/Receiving Clerk	13.91
21140 - Store Worker I	12.17
21150 - Stock Clerk	15.88
21210 - Tools And Parts Attendant	17.57
21410 - Warehouse Specialist	17.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.98
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.33
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft, Painter	21.66
23060 - Aircraft Servicer	20.28
23080 - Aircraft Worker	21.19
23110 - Appliance Mechanic	20.86
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	27.32
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	20.82
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.89
23182 - Electronics Technician Maintenance II	25.93
23183 - Electronics Technician Maintenance III	27.00
23260 - Fabric Worker	17.45
23290 - Fire Alarm System Mechanic	20.53
23310 - Fire Extinguisher Repairer	19.51
23311 - Fuel Distribution System Mechanic	23.18
23312 - Fuel Distribution System Operator	19.61
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	22.98
23381 - Ground Support Equipment Servicer	20.28
23382 - Ground Support Equipment Worker	21.19
23391 - Gunsmith I	19.51
23392 - Gunsmith II	21.27
23393 - Gunsmith III	23.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.00
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	23.07
23465 - Laboratory/Shelter Mechanic	22.16
23470 - Laborer	13.76
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.39
23580 - Maintenance Trades Helper	12.23
23591 - Metrology Technician I	23.07
23592 - Metrology Technician II	23.94
23593 - Metrology Technician III	24.86
23640 - Millwright	24.19
23710 - Office Appliance Repairer	19.04
23760 - Painter, Maintenance	18.12

23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.33
23820 - Pneudraulic Systems Mechanic	23.07
23850 - Rigger	20.55
23870 - Scale Mechanic	21.27
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic I	26.11
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	27.18
23960 - Welder, Combination, Maintenance	18.25
23965 - Well Driller	22.85
23970 - Woodcraft Worker	23.07
23980 - Woodworker	17.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.34
24580 - Child Care Center Clerk	12.74
24610 - Chore Aide	10.80
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.13
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.13
25190 - Ventilation Equipment Tender	18.54
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.87
27010 - Court Security Officer	23.06
27030 - Detection Dog Handler	15.92
27040 - Detention Officer	22.87
27070 - Firefighter	23.24
27101 - Guard I	12.39
27102 - Guard II	15.92
27131 - Police Officer I	23.30
27132 - Police Officer II	25.90
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.06
28042 - Carnival Equipment Repairer	12.66
28043 - Carnival Equpment Worker	10.31
28210 - Gate Attendant/Gate Tender	13.93
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	12.20
28630 - Sports Official	12.41
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.19
29020 - Hatch Tender	25.19
29030 - Line Handler	25.19
29041 - Stevedore I	24.11
29042 - Stevedore II	26.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.09
30022 - Archeological Technician II	20.24
30023 - Archeological Technician III	25.08

30030 - Cartographic Technician		25.08
30040 - Civil Engineering Technician		23.95
30061 - Drafter/CAD Operator I		18.09
30062 - Drafter/CAD Operator II		20.24
30063 - Drafter/CAD Operator III		23.42
30064 - Drafter/CAD Operator IV		27.76
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.87
30083 - Engineering Technician III		21.12
30084 - Engineering Technician IV		25.39
30085 - Engineering Technician V		31.06
30086 - Engineering Technician VI		38.73
30090 - Environmental Technician		21.75
30210 - Laboratory Technician		18.27
30240 - Mathematical Technician		25.14
30361 - Paralegal/Legal Assistant I		18.09
30362 - Paralegal/Legal Assistant II		22.43
30363 - Paralegal/Legal Assistant III		27.44
30364 - Paralegal/Legal Assistant IV		33.19
30390 - Photo-Optics Technician		25.14
30461 - Technical Writer I		23.77
30462 - Technical Writer II		29.08
30463 - Technical Writer III		37.68
30491 - Unexploded Ordnance (UXO) Technician I		22.72
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.04
30621 - Weather Observer, Senior	(see 2)	25.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.15
31030 - Bus Driver		18.12
31043 - Driver Courier		15.20
31260 - Parking and Lot Attendant		10.92
31290 - Shuttle Bus Driver		16.12
31310 - Taxi Driver		12.72
31361 - Truckdriver, Light		16.12
31362 - Truckdriver, Medium		18.40
31363 - Truckdriver, Heavy		20.47
31364 - Truckdriver, Tractor-Trailer		23.16
99000 - Miscellaneous Occupations		
99030 - Cashier		9.26
99050 - Desk Clerk		10.58
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		11.99
99252 - Laboratory Animal Caretaker II		12.60
99310 - Mortician		38.43
99410 - Pest Controller		14.73
99510 - Photofinishing Worker		12.16
99710 - Recycling Laborer		18.17
99711 - Recycling Specialist		18.90
99730 - Refuse Collector		16.87
99810 - Sales Clerk		11.63
99820 - School Crossing Guard		14.35
99830 - Survey Party Chief		18.06
99831 - Surveying Aide		12.94
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		15.86
99841 - Vending Machine Repairer		18.00
99842 - Vending Machine Repairer Helper		15.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2254 Revision No.: 17 Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		23.60
01040 - Court Reporter		17.86
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.73
01060 - Dispatcher, Motor Vehicle		18.07
01070 - Document Preparation Clerk		14.29
01090 - Duplicating Machine Operator		14.29
01111 - General Clerk I		12.83
01112 - General Clerk II		14.00
01113 - General Clerk III		16.35
01120 - Housing Referral Assistant		20.41

01141 - Messenger Courier	14.41
01191 - Order Clerk I	13.44
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	15.90
01262 - Personnel Assistant (Employment) II	17.79
01263 - Personnel Assistant (Employment) III	21.91
01270 - Production Control Clerk	19.90
01280 - Receptionist	14.29
01290 - Rental Clerk	15.65
01300 - Scheduler, Maintenance	16.36
01311 - Secretary I	16.36
01312 - Secretary II	18.30
01313 - Secretary III	20.41
01320 - Service Order Dispatcher	17.26
01410 - Supply Technician	23.60
01420 - Survey Worker	17.78
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.21
01611 - Word Processor I	14.59
01612 - Word Processor II	16.54
01613 - Word Processor III	18.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.87
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	16.97
05070 - Automotive Worker	16.97
05110 - Mobile Equipment Servicer	15.73
05130 - Motor Equipment Metal Mechanic	18.37
05160 - Motor Equipment Metal Worker	17.04
05190 - Motor Vehicle Mechanic	18.37
05220 - Motor Vehicle Mechanic Helper	15.02
05250 - Motor Vehicle Upholstery Worker	17.49
05280 - Motor Vehicle Wrecker	17.04
05310 - Painter, Automotive	17.71
05340 - Radiator Repair Specialist	17.04
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	18.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.52
07042 - Cook II	16.62
07070 - Dishwasher	10.29
07130 - Food Service Worker	9.85
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.11
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	14.76
09090 - Furniture Refinisher Helper	12.51
09110 - Furniture Repairer, Minor	13.66
09130 - Upholsterer	15.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	13.74
11090 - Gardener	15.09
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	12.94
11240 - Maid or Houseman	11.74
11260 - Pruner	11.84
11270 - Tractor Operator	15.12

11330 - Trail Maintenance Worker	12.94
11360 - Window Cleaner	14.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.01
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	23.71
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76
12030 - EKG Technician	24.98
12035 - Electroneurodiagnostic Technologist	24.98
12040 - Emergency Medical Technician	17.01
12071 - Licensed Practical Nurse I	20.04
12072 - Licensed Practical Nurse II	22.41
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	22.41
12160 - Medical Record Clerk	15.71
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.48
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.64
12223 - Nursing Assistant III	13.79
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	20.48
12236 - Optical Technician	13.33
12250 - Pharmacy Technician	14.53
12280 - Phlebotomist	15.47
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	29.78
12312 - Registered Nurse II	34.81
12313 - Registered Nurse II, Specialist	34.81
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III, Anesthetist	40.02
12316 - Registered Nurse IV	47.94
12317 - Scheduler (Drug and Alcohol Testing)	24.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.97
13012 - Exhibits Specialist II	24.75
13013 - Exhibits Specialist III	30.28
13041 - Illustrator I	19.97
13042 - Illustrator II	24.74
13043 - Illustrator III	30.28
13047 - Librarian	27.56
13050 - Library Aide/Clerk	11.84
13054 - Library Information Technology Systems Administrator	24.88
13058 - Library Technician	15.84
13061 - Media Specialist I	17.85
13062 - Media Specialist II	19.97
13063 - Media Specialist III	22.27
13071 - Photographer I	16.99
13072 - Photographer II	19.00
13073 - Photographer III	23.78
13074 - Photographer IV	28.78
13075 - Photographer V	33.72
13110 - Video Teleconference Technician	17.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.88
14042 - Computer Operator II	17.76
14043 - Computer Operator III	19.81
14044 - Computer Operator IV	23.18

14045 - Computer Operator V		25.70
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.88
14160 - Personal Computer Support Technician		25.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.37
15020 - Aircrew Training Devices Instructor (Rated)		35.01
15030 - Air Crew Training Devices Instructor (Pilot)		41.96
15050 - Computer Based Training Specialist / Instructor		29.37
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		41.96
15080 - Graphic Artist		23.45
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		27.52
15110 - Test Proctor		18.15
15120 - Tutor		18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.26
16030 - Counter Attendant		10.26
16040 - Dry Cleaner		12.43
16070 - Finisher, Flatwork, Machine		10.26
16090 - Presser, Hand		10.26
16110 - Presser, Machine, Drycleaning		10.26
16130 - Presser, Machine, Shirts		10.26
16160 - Presser, Machine, Wearing Apparel, Laundry		10.26
16190 - Sewing Machine Operator		13.16
16220 - Tailor		13.93
16250 - Washer, Machine		10.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.05
19040 - Tool And Die Maker		22.18
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		19.90
21040 - Material Expediter		19.90
21050 - Material Handling Laborer		13.55
21071 - Order Filler		12.87
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		13.91
21130 - Shipping/Receiving Clerk		13.91
21140 - Store Worker I		12.17
21150 - Stock Clerk		15.88
21210 - Tools And Parts Attendant		17.57
21410 - Warehouse Specialist		17.57
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.13
23021 - Aircraft Mechanic I		22.98
23022 - Aircraft Mechanic II		24.13
23023 - Aircraft Mechanic III		25.33
23040 - Aircraft Mechanic Helper		18.50
23050 - Aircraft, Painter		21.66
23060 - Aircraft Servicer		20.28
23080 - Aircraft Worker		21.19
23110 - Appliance Mechanic		20.86
23120 - Bicycle Repairer		12.12
23125 - Cable Splicer		27.32
23130 - Carpenter, Maintenance		22.85

23140 - Carpet Layer	20.82
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.89
23182 - Electronics Technician Maintenance II	25.93
23183 - Electronics Technician Maintenance III	27.00
23260 - Fabric Worker	17.45
23290 - Fire Alarm System Mechanic	20.53
23310 - Fire Extinguisher Repairer	19.51
23311 - Fuel Distribution System Mechanic	23.18
23312 - Fuel Distribution System Operator	19.61
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	22.98
23381 - Ground Support Equipment Servicer	20.28
23382 - Ground Support Equipment Worker	21.19
23391 - Gunsmith I	19.51
23392 - Gunsmith II	21.27
23393 - Gunsmith III	23.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.00
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	23.07
23465 - Laboratory/Shelter Mechanic	22.16
23470 - Laborer	13.76
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.39
23580 - Maintenance Trades Helper	12.23
23591 - Metrology Technician I	23.07
23592 - Metrology Technician II	23.94
23593 - Metrology Technician III	24.86
23640 - Millwright	24.19
23710 - Office Appliance Repairer	19.04
23760 - Painter, Maintenance	18.12
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.33
23820 - Pneudraulic Systems Mechanic	23.07
23850 - Rigger	20.55
23870 - Scale Mechanic	21.27
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic I	26.11
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	27.18
23960 - Welder, Combination, Maintenance	18.25
23965 - Well Driller	22.85
23970 - Woodcraft Worker	23.07
23980 - Woodworker	17.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.34
24580 - Child Care Center Clerk	12.74
24610 - Chore Aide	10.80
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.13
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.13
25190 - Ventilation Equipment Tender	18.54
25210 - Water Treatment Plant Operator	20.36

27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.87
27010 - Court Security Officer	23.06
27030 - Detection Dog Handler	15.92
27040 - Detention Officer	22.87
27070 - Firefighter	23.24
27101 - Guard I	12.39
27102 - Guard II	15.92
27131 - Police Officer I	23.30
27132 - Police Officer II	25.90
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.06
28042 - Carnival Equipment Repairer	12.66
28043 - Carnival Equpment Worker	10.31
28210 - Gate Attendant/Gate Tender	13.93
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	12.20
28630 - Sports Official	12.41
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.19
29020 - Hatch Tender	25.19
29030 - Line Handler	25.19
29041 - Stevedore I	24.11
29042 - Stevedore II	26.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
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31030 - Bus Driver		18.12
31043 - Driver Courier		15.20
31260 - Parking and Lot Attendant		10.92
31290 - Shuttle Bus Driver		16.12
31310 - Taxi Driver		12.72
31361 - Truckdriver, Light		16.12
31362 - Truckdriver, Medium		18.40
31363 - Truckdriver, Heavy		20.47
31364 - Truckdriver, Tractor-Trailer		23.16
99000 - Miscellaneous Occupations		
99030 - Cashier		9.26
99050 - Desk Clerk		10.58
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		11.99
99252 - Laboratory Animal Caretaker II		12.60
99310 - Mortician		38.43
99410 - Pest Controller		14.73
99510 - Photofinishing Worker		12.16
99710 - Recycling Laborer		18.17
99711 - Recycling Specialist		18.90
99730 - Refuse Collector		16.87
99810 - Sales Clerk		11.63
99820 - School Crossing Guard		14.35
99830 - Survey Party Chief		18.06
99831 - Surveying Aide		12.94
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		15.86
99841 - Vending Machine Repairer		18.00
99842 - Vending Machine Repairer Helper		15.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of

similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2255 Revision No.: 16 Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.92
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31

01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.80
11260 - Pruner	13.72
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96

12025 - Dental Hygienist		37.80
12030 - EKG Technician		28.17
12035 - Electroneurodiagnostic Technologist		28.17
12040 - Emergency Medical Technician		18.55
12071 - Licensed Practical Nurse I		18.83
12072 - Licensed Practical Nurse II		21.06
12073 - Licensed Practical Nurse III		23.48
12100 - Medical Assistant		16.90
12130 - Medical Laboratory Technician		19.41
12160 - Medical Record Clerk		15.94
12190 - Medical Record Technician		17.83
12195 - Medical Transcriptionist		18.12
12210 - Nuclear Medicine Technologist		35.16
12221 - Nursing Assistant I		11.45
12222 - Nursing Assistant II		12.87
12223 - Nursing Assistant III		13.65
12224 - Nursing Assistant IV		15.90
12235 - Optical Dispenser		22.55
12236 - Optical Technician		19.18
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		15.90
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		17.09
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	19.71
14160 - Personal Computer Support Technician	27.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.72
15020 - Aircrew Training Devices Instructor (Rated)	43.22
15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	32.16
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	31.54
15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.24
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.10
16220 - Tailor	15.78
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.64
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.51
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01

23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93

27101 - Guard I		15.85
27102 - Guard II		18.95
27131 - Police Officer I		26.92
27132 - Police Officer II		29.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.20
28042 - Carnival Equipment Repairer		13.98
28043 - Carnival Equpment Worker		10.92
28210 - Gate Attendant/Gate Tender		16.24
28310 - Lifeguard		13.45
28350 - Park Attendant (Aide)		17.74
28510 - Recreation Aide/Health Facility Attendant		13.58
28515 - Recreation Specialist		22.62
28630 - Sports Official		14.47
28690 - Swimming Pool Operator		19.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.54
29020 - Hatch Tender		25.54
29030 - Line Handler		25.54
29041 - Stevedore I		26.29
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		38.49
30090 - Environmental Technician		28.49
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79

31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	16.93
31310 - Taxi Driver	12.95
31361 - Truckdriver, Light	16.93
31362 - Truckdriver, Medium	18.70
31363 - Truckdriver, Heavy	20.68
31364 - Truckdriver, Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99030 - Cashier	11.25
99050 - Desk Clerk	13.70
99095 - Embalmer	26.39
99251 - Laboratory Animal Caretaker I	14.60
99252 - Laboratory Animal Caretaker II	15.66
99310 - Mortician	36.23
99410 - Pest Controller	16.87
99510 - Photofinishing Worker	14.38
99710 - Recycling Laborer	19.74
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2256 Revision No.: 17 Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.92
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		17.49
01410 - Supply Technician		25.42
01420 - Survey Worker		15.77
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		16.11
01612 - Word Processor II		18.08
01613 - Word Processor III		20.22

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.80
11260 - Pruner	13.72
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45

12222 - Nursing Assistant II		12.87
12223 - Nursing Assistant III		13.65
12224 - Nursing Assistant IV		15.90
12235 - Optical Dispenser		22.55
12236 - Optical Technician		19.18
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		15.90
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		17.09
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.71
16030 - Counter Attendant 10.71
16040 - Dry Cleaner 14.24
16070 - Finisher, Flatwork, Machine 10.71
16090 - Presser, Hand 10.71
16110 - Presser, Machine, Drycleaning 10.71
16130 - Presser, Machine, Shirts 10.71
16160 - Presser, Machine, Wearing Apparel, Laundry 10.71
16190 - Sewing Machine Operator 15.10
16220 - Tailor 15.78
16250 - Washer, Machine 11.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.64
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 14.26
21071 - Order Filler 15.51
21080 - Production Line Worker (Food Processing) 17.64
21110 - Shipping Packer 18.63
21130 - Shipping/Receiving Clerk 18.63
21140 - Store Worker I 12.66
21150 - Stock Clerk 17.11
21210 - Tools And Parts Attendant 17.64
21410 - Warehouse Specialist 17.64
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.32
23021 - Aircraft Mechanic I 28.22
23022 - Aircraft Mechanic II 30.32
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 20.65
23050 - Aircraft, Painter 24.38
23060 - Aircraft Servicer 23.22
23080 - Aircraft Worker 24.04
23110 - Appliance Mechanic 24.24
23120 - Bicycle Repairer 14.22
23125 - Cable Splicer 30.77
23130 - Carpenter, Maintenance 28.56
23140 - Carpet Layer 26.29
23160 - Electrician, Maintenance 32.18
23181 - Electronics Technician Maintenance I 26.39
23182 - Electronics Technician Maintenance II 27.59
23183 - Electronics Technician Maintenance III 28.80
23260 - Fabric Worker 22.03
23290 - Fire Alarm System Mechanic 24.63
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 25.71
23312 - Fuel Distribution System Operator 20.37
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 28.22
23381 - Ground Support Equipment Servicer 23.22
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.18
23393 - Gunsmith III 25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 26.02
23430 - Heavy Equipment Mechanic 24.63

23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47

28690 - Swimming Pool Operator		19.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.54
29020 - Hatch Tender		25.54
29030 - Line Handler		25.54
29041 - Stevedore I		26.29
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		38.49
30090 - Environmental Technician		28.49
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		11.25
99050 - Desk Clerk		13.70
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23

99410 - Pest Controller	16.87
99510 - Photofinishing Worker	14.38
99710 - Recycling Laborer	19.74
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2257 Revision No.: 18 Date Of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2339 for other cities and towns that are excluded.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.23
01012 - Accounting Clerk II	17.10
01013 - Accounting Clerk III	19.14
01020 - Administrative Assistant	25.42
01040 - Court Reporter	20.86
01051 - Data Entry Operator I	15.46
01052 - Data Entry Operator II	16.79
01060 - Dispatcher, Motor Vehicle	19.79
01070 - Document Preparation Clerk	14.87
01090 - Duplicating Machine Operator	14.87
01111 - General Clerk I	14.66
01112 - General Clerk II	16.00
01113 - General Clerk III	18.17
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	12.98
01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.71
01270 - Production Control Clerk	22.65
01280 - Receptionist	14.31
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.49
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.37

09040 - Furniture Handler	12.48
09080 - Furniture Refinisher	17.37
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.66
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.60
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.90
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03

13058 - Library Technician		18.69
13061 - Media Specialist I		17.09
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		50.97
15050 - Computer Based Training Specialist / Instructor		35.46
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		50.97
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		22.65
21040 - Material Expediter		22.65
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.03
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		12.66
21150 - Stock Clerk		17.11

21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.51
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30

23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	26.57
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85

30090 - Environmental Technician		26.92
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		16.06
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		15.79
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2258
Revision No.: 19
Date Of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2340 for other cities and towns that are excluded.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.46
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		17.49

01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.49
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.37
09040 - Furniture Handler	12.48
09080 - Furniture Refinisher	17.37
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.66
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.60

12073 - Licensed Practical Nurse III		23.48
12100 - Medical Assistant		16.90
12130 - Medical Laboratory Technician		19.41
12160 - Medical Record Clerk		15.94
12190 - Medical Record Technician		17.83
12195 - Medical Transcriptionist		18.12
12210 - Nuclear Medicine Technologist		35.16
12221 - Nursing Assistant I		11.45
12222 - Nursing Assistant II		12.87
12223 - Nursing Assistant III		13.65
12224 - Nursing Assistant IV		15.90
12235 - Optical Dispenser		22.55
12236 - Optical Technician		19.18
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		15.90
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		17.09
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		50.97

15050 - Computer Based Training Specialist / Instructor	35.46
15060 - Educational Technologist	32.16
15070 - Flight Instructor (Pilot)	50.97
15080 - Graphic Artist	31.54
15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.24
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.10
16220 - Tailor	15.78
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.64
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.03
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.51
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04

23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20

28042 - Carnival Equipment Repairer		13.98
28043 - Carnival Equpment Worker		10.92
28210 - Gate Attendant/Gate Tender		16.24
28310 - Lifeguard		13.01
28350 - Park Attendant (Aide)		17.74
28510 - Recreation Aide/Health Facility Attendant		13.58
28515 - Recreation Specialist		22.62
28630 - Sports Official		14.47
28690 - Swimming Pool Operator		19.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.54
29020 - Hatch Tender		25.54
29030 - Line Handler		25.54
29041 - Stevedore I		26.57
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		39.85
30090 - Environmental Technician		26.92
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68

31364 - Truckdriver, Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99030 - Cashier	9.32
99050 - Desk Clerk	12.56
99095 - Embalmer	26.39
99251 - Laboratory Animal Caretaker I	14.60
99252 - Laboratory Animal Caretaker II	15.66
99310 - Mortician	36.23
99410 - Pest Controller	16.87
99510 - Photofinishing Worker	14.38
99710 - Recycling Laborer	19.74
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2259 Revision No.: 15 Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town, Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town, Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town, Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town, and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		17.49
01410 - Supply Technician		25.42
01420 - Survey Worker		15.77
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		16.11
01612 - Word Processor II		18.08
01613 - Word Processor III		20.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.65
05010 - Automotive Electrician		21.99
05040 - Automotive Glass Installer		21.02
05070 - Automotive Worker		21.02
05110 - Mobile Equipment Servicer		19.02
05130 - Motor Equipment Metal Mechanic		22.95
05160 - Motor Equipment Metal Worker		21.02
05190 - Motor Vehicle Mechanic		22.95
05220 - Motor Vehicle Mechanic Helper		17.94
05250 - Motor Vehicle Upholstery Worker		19.98
05280 - Motor Vehicle Wrecker		21.02
05310 - Painter, Automotive		21.99
05340 - Radiator Repair Specialist		21.02
05370 - Tire Repairer		13.39

05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.00
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.92
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		16.60
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		48.81
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		48.81
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.64
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.03
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.12
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03

23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.66
29020 - Hatch Tender	23.66
29030 - Line Handler	23.66
29041 - Stevedore I	21.96
29042 - Stevedore II	24.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20

30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		26.74
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.13
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		17.27
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		15.59
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2260 Revision No.: 16 Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town, Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town, Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town, Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town, and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44

01141 - Messenger Courier	12.98
01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.71
01270 - Production Control Clerk	22.65
01280 - Receptionist	14.31
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	13.39
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.00
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.31

11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.92
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	18.69
13061 - Media Specialist I	16.60
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.22
13071 - Photographer I	17.70
13072 - Photographer II	19.80
13073 - Photographer III	24.53
13074 - Photographer IV	30.00
13075 - Photographer V	36.30
13110 - Video Teleconference Technician	19.27
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32

14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		48.81
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		48.81
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		22.65
21040 - Material Expediter		22.65
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.03
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		12.66
21150 - Stock Clerk		17.11
21210 - Tools And Parts Attendant		17.64
21410 - Warehouse Specialist		17.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32
23021 - Aircraft Mechanic I		28.22
23022 - Aircraft Mechanic II		30.32
23023 - Aircraft Mechanic III		30.61
23040 - Aircraft Mechanic Helper		20.65
23050 - Aircraft, Painter		24.38
23060 - Aircraft Servicer		23.22
23080 - Aircraft Worker		24.04
23110 - Appliance Mechanic		24.24
23120 - Bicycle Repairer		14.12
23125 - Cable Splicer		30.77
23130 - Carpenter, Maintenance		28.56

23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18

27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.66
29020 - Hatch Tender	23.66
29030 - Line Handler	23.66
29041 - Stevedore I	21.96
29042 - Stevedore II	24.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.07
30090 - Environmental Technician	26.74
30210 - Laboratory Technician	23.40
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	20.13
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30390 - Photo-Optics Technician	29.20
30461 - Technical Writer I	26.44
30462 - Technical Writer II	32.34
30463 - Technical Writer III	39.13
30491 - Unexploded Ordnance (UXO) Technician I	24.85
30492 - Unexploded Ordnance (UXO) Technician II	30.07
30493 - Unexploded Ordnance (UXO) Technician III	36.04
30494 - Unexploded (UXO) Safety Escort	24.85

30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		17.27
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		15.59
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2261 Revision No.: 16 Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and towns in Boston, Worcester, Pawtucker-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		23.97
01040 - Court Reporter		19.14
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		14.02
01192 - Order Clerk II		15.35
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		20.45
01280 - Receptionist		15.36
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		21.57
01320 - Service Order Dispatcher		17.79
01410 - Supply Technician		23.97
01420 - Survey Worker		18.55
01531 - Travel Clerk I		13.24
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.70
01611 - Word Processor I		14.97
01612 - Word Processor II		16.25
01613 - Word Processor III		19.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.86
05010 - Automotive Electrician		17.80
05040 - Automotive Glass Installer		17.13
05070 - Automotive Worker		17.13
05110 - Mobile Equipment Servicer		15.78
05130 - Motor Equipment Metal Mechanic		18.52
05160 - Motor Equipment Metal Worker		17.13
05190 - Motor Vehicle Mechanic		18.52
05220 - Motor Vehicle Mechanic Helper		15.03
05250 - Motor Vehicle Upholstery Worker		16.47

05280 - Motor Vehicle Wrecker	17.13
05310 - Painter, Automotive	17.80
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.23
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.64
07041 - Cook I	14.67
07042 - Cook II	16.10
07070 - Dishwasher	10.37
07130 - Food Service Worker	10.44
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	16.97
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.70
09130 - Upholsterer	16.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	12.64
11090 - Gardener	17.03
11122 - Housekeeping Aide	13.56
11150 - Janitor	13.56
11210 - Laborer, Grounds Maintenance	14.50
11240 - Maid or Houseman	10.09
11260 - Pruner	13.37
11270 - Tractor Operator	16.69
11330 - Trail Maintenance Worker	14.50
11360 - Window Cleaner	14.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	23.84
12020 - Dental Assistant	16.09
12025 - Dental Hygienist	31.36
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.93
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	18.56
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	17.91
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.45
12210 - Nuclear Medicine Technologist	35.67
12221 - Nursing Assistant I	10.13
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.43
12224 - Nursing Assistant IV	13.95
12235 - Optical Dispenser	20.29
12236 - Optical Technician	16.83
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	13.95
12305 - Radiologic Technologist	27.64
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II, Specialist	36.16

12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		23.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.83
13012 - Exhibits Specialist II		22.02
13013 - Exhibits Specialist III		26.95
13041 - Illustrator I		17.79
13042 - Illustrator II		22.02
13043 - Illustrator III		26.95
13047 - Librarian		24.40
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		15.39
13061 - Media Specialist I		15.26
13062 - Media Specialist II		16.95
13063 - Media Specialist III		18.89
13071 - Photographer I		13.95
13072 - Photographer II		18.37
13073 - Photographer III		22.37
13074 - Photographer IV		27.72
13075 - Photographer V		35.87
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		23.96
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.76
15120 - Tutor		16.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.08
16030 - Counter Attendant		10.08
16040 - Dry Cleaner		12.86
16070 - Finisher, Flatwork, Machine		10.08
16090 - Presser, Hand		10.08
16110 - Presser, Machine, Drycleaning		10.08
16130 - Presser, Machine, Shirts		10.08
16160 - Presser, Machine, Wearing Apparel, Laundry		10.08
16190 - Sewing Machine Operator		14.04
16220 - Tailor		15.16

16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.41
19040 - Tool And Die Maker	21.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	14.54
21071 - Order Filler	12.84
21080 - Production Line Worker (Food Processing)	18.98
21110 - Shipping Packer	14.41
21130 - Shipping/Receiving Clerk	14.41
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.10
21210 - Tools And Parts Attendant	18.98
21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.95
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	23.13
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	13.23
23125 - Cable Splicer	27.01
23130 - Carpenter, Maintenance	20.80
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	22.95
23181 - Electronics Technician Maintenance I	20.19
23182 - Electronics Technician Maintenance II	21.01
23183 - Electronics Technician Maintenance III	22.14
23260 - Fabric Worker	19.38
23290 - Fire Alarm System Mechanic	20.45
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	21.46
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	23.95
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	18.29
23392 - Gunsmith II	20.35
23393 - Gunsmith III	22.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	21.19
23470 - Laborer	14.54
23510 - Locksmith	22.94
23530 - Machinery Maintenance Mechanic	19.05
23550 - Machinist, Maintenance	19.18
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	24.22
23592 - Metrology Technician II	25.06
23593 - Metrology Technician III	25.99

23640 - Millwright	20.16
23710 - Office Appliance Repairer	20.59
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	23.85
23810 - Plumber, Maintenance	21.14
23820 - Pneudraulic Systems Mechanic	22.12
23850 - Rigger	22.12
23870 - Scale Mechanic	20.35
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.67
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	20.28
23965 - Well Driller	21.45
23970 - Woodcraft Worker	22.12
23980 - Woodworker	16.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	14.79
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.51
25040 - Sewage Plant Operator	20.96
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	16.41
25210 - Water Treatment Plant Operator	20.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	20.89
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	21.81
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Equpment Worker	9.57
28210 - Gate Attendant/Gate Tender	13.79
28310 - Lifeguard	11.53
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	14.83
28630 - Sports Official	12.28
28690 - Swimming Pool Operator	15.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.02
29020 - Hatch Tender	21.02
29030 - Line Handler	21.02
29041 - Stevedore I	20.02
29042 - Stevedore II	21.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69

30021 - Archeological Technician I		17.24
30022 - Archeological Technician II		18.64
30023 - Archeological Technician III		23.06
30030 - Cartographic Technician		23.06
30040 - Civil Engineering Technician		23.00
30061 - Drafter/CAD Operator I		16.64
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.75
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.98
30084 - Engineering Technician IV		23.51
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.25
30090 - Environmental Technician		22.78
30210 - Laboratory Technician		22.33
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		18.00
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.00
30390 - Photo-Optics Technician		23.06
30461 - Technical Writer I		22.78
30462 - Technical Writer II		27.86
30463 - Technical Writer III		33.73
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.17
31030 - Bus Driver		15.99
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		10.08
31290 - Shuttle Bus Driver		16.81
31310 - Taxi Driver		11.59
31361 - Truckdriver, Light		16.81
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.31
31364 - Truckdriver, Tractor-Trailer		19.31
99000 - Miscellaneous Occupations		
99030 - Cashier		11.31
99050 - Desk Clerk		12.20
99095 - Embalmer		26.05
99251 - Laboratory Animal Caretaker I		13.75
99252 - Laboratory Animal Caretaker II		14.19
99310 - Mortician		29.67
99410 - Pest Controller		16.50
99510 - Photofinishing Worker		12.67
99710 - Recycling Laborer		15.78
99711 - Recycling Specialist		18.20
99730 - Refuse Collector		14.56
99810 - Sales Clerk		11.83
99820 - School Crossing Guard		11.70
99830 - Survey Party Chief		19.16
99831 - Surveying Aide		12.55
99832 - Surveying Technician		17.19
99840 - Vending Machine Attendant		16.75

99841 - Vending Machine Repairer	19.82
99842 - Vending Machine Repairer Helper	16.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2262 Revision No.: 18 Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and towns in Boston, Worcester, Pawtucker-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		23.97
01040 - Court Reporter		19.14
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		14.02
01192 - Order Clerk II		15.35
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		20.45
01280 - Receptionist		15.36
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		21.57
01320 - Service Order Dispatcher		17.79
01410 - Supply Technician		23.97
01420 - Survey Worker		18.55
01531 - Travel Clerk I		13.24
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.70
01611 - Word Processor I		14.97
01612 - Word Processor II		16.25
01613 - Word Processor III		19.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.86
05010 - Automotive Electrician		17.80
05040 - Automotive Glass Installer		17.13
05070 - Automotive Worker		17.13
05110 - Mobile Equipment Servicer		15.78
05130 - Motor Equipment Metal Mechanic		18.52
05160 - Motor Equipment Metal Worker		17.13
05190 - Motor Vehicle Mechanic		18.52
05220 - Motor Vehicle Mechanic Helper		15.03
05250 - Motor Vehicle Upholstery Worker		16.47
05280 - Motor Vehicle Wrecker		17.13
05310 - Painter, Automotive		17.80
05340 - Radiator Repair Specialist		17.13
05370 - Tire Repairer		13.23
05400 - Transmission Repair Specialist		18.52
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.64
07041 - Cook I		14.67
07042 - Cook II		16.10
07070 - Dishwasher		10.37
07130 - Food Service Worker		10.44

07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	16.97
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.70
09130 - Upholsterer	16.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	12.64
11090 - Gardener	17.03
11122 - Housekeeping Aide	13.56
11150 - Janitor	13.56
11210 - Laborer, Grounds Maintenance	14.50
11240 - Maid or Houseman	10.09
11260 - Pruner	13.37
11270 - Tractor Operator	16.69
11330 - Trail Maintenance Worker	14.50
11360 - Window Cleaner	14.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	23.84
12020 - Dental Assistant	16.09
12025 - Dental Hygienist	31.36
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.93
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	18.56
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	17.91
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.45
12210 - Nuclear Medicine Technologist	35.67
12221 - Nursing Assistant I	10.13
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.43
12224 - Nursing Assistant IV	13.95
12235 - Optical Dispenser	20.29
12236 - Optical Technician	16.83
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	13.95
12305 - Radiologic Technologist	27.64
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II, Specialist	36.16
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III, Anesthetist	43.75
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	23.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.83
13012 - Exhibits Specialist II	22.02
13013 - Exhibits Specialist III	26.95
13041 - Illustrator I	17.79
13042 - Illustrator II	22.02
13043 - Illustrator III	26.95

13047 - Librarian		24.40
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		15.39
13061 - Media Specialist I		15.26
13062 - Media Specialist II		16.95
13063 - Media Specialist III		18.89
13071 - Photographer I		13.95
13072 - Photographer II		18.37
13073 - Photographer III		22.37
13074 - Photographer IV		27.72
13075 - Photographer V		35.87
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I		21.27
14072 - Computer Programmer II		26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		23.96
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.76
15120 - Tutor		16.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.08
16030 - Counter Attendant		10.08
16040 - Dry Cleaner		12.86
16070 - Finisher, Flatwork, Machine		10.08
16090 - Presser, Hand		10.08
16110 - Presser, Machine, Drycleaning		10.08
16130 - Presser, Machine, Shirts		10.08
16160 - Presser, Machine, Wearing Apparel, Laundry		10.08
16190 - Sewing Machine Operator		14.04
16220 - Tailor		15.16
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.41
19040 - Tool And Die Maker		21.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.98
21030 - Material Coordinator		21.04
21040 - Material Expediter		21.04
21050 - Material Handling Laborer		14.54
21071 - Order Filler		12.84
21080 - Production Line Worker (Food Processing)		18.98

21110 - Shipping Packer	14.41
21130 - Shipping/Receiving Clerk	14.41
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.10
21210 - Tools And Parts Attendant	18.98
21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.95
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	23.13
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	13.23
23125 - Cable Splicer	27.01
23130 - Carpenter, Maintenance	20.80
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	22.95
23181 - Electronics Technician Maintenance I	20.19
23182 - Electronics Technician Maintenance II	21.01
23183 - Electronics Technician Maintenance III	22.14
23260 - Fabric Worker	19.38
23290 - Fire Alarm System Mechanic	20.45
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	21.46
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	23.95
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	18.29
23392 - Gunsmith II	20.35
23393 - Gunsmith III	22.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	21.19
23470 - Laborer	14.54
23510 - Locksmith	22.94
23530 - Machinery Maintenance Mechanic	19.05
23550 - Machinist, Maintenance	19.18
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	24.22
23592 - Metrology Technician II	25.06
23593 - Metrology Technician III	25.99
23640 - Millwright	20.16
23710 - Office Appliance Repairer	20.59
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	23.85
23810 - Plumber, Maintenance	21.14
23820 - Pneudraulic Systems Mechanic	22.12
23850 - Rigger	22.12
23870 - Scale Mechanic	20.35
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.67
23931 - Telecommunications Mechanic I	27.98

23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	20.28
23965 - Well Driller	21.45
23970 - Woodcraft Worker	22.12
23980 - Woodworker	16.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	14.79
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.51
25040 - Sewage Plant Operator	20.96
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	16.41
25210 - Water Treatment Plant Operator	20.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	20.89
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	21.81
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Equpment Worker	9.57
28210 - Gate Attendant/Gate Tender	13.79
28310 - Lifeguard	11.53
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	14.83
28630 - Sports Official	12.28
28690 - Swimming Pool Operator	15.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.02
29020 - Hatch Tender	21.02
29030 - Line Handler	21.02
29041 - Stevedore I	20.02
29042 - Stevedore II	21.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	17.24
30022 - Archeological Technician II	18.64
30023 - Archeological Technician III	23.06
30030 - Cartographic Technician	23.06
30040 - Civil Engineering Technician	23.00
30061 - Drafter/CAD Operator I	16.64
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	16.92

30083 - Engineering Technician III		18.98
30084 - Engineering Technician IV		23.51
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.25
30090 - Environmental Technician		22.78
30210 - Laboratory Technician		22.33
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		18.00
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.00
30390 - Photo-Optics Technician		23.06
30461 - Technical Writer I		22.78
30462 - Technical Writer II		27.86
30463 - Technical Writer III		33.73
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.17
31030 - Bus Driver		15.99
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		10.08
31290 - Shuttle Bus Driver		16.81
31310 - Taxi Driver		11.59
31361 - Truckdriver, Light		16.81
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.31
31364 - Truckdriver, Tractor-Trailer		19.31
99000 - Miscellaneous Occupations		
99030 - Cashier		11.31
99050 - Desk Clerk		12.20
99095 - Embalmer		26.05
99251 - Laboratory Animal Caretaker I		13.75
99252 - Laboratory Animal Caretaker II		14.19
99310 - Mortician		29.67
99410 - Pest Controller		16.50
99510 - Photofinishing Worker		12.67
99710 - Recycling Laborer		15.78
99711 - Recycling Specialist		18.20
99730 - Refuse Collector		14.56
99810 - Sales Clerk		11.83
99820 - School Crossing Guard		11.70
99830 - Survey Party Chief		19.16
99831 - Surveying Aide		12.55
99832 - Surveying Technician		17.19
99840 - Vending Machine Attendant		16.75
99841 - Vending Machine Repairer		19.82
99842 - Vending Machine Repairer Helper		16.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2263 Revision No.: 18 Date Of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS Including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Ruthland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town, Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42

01040 - Court Reporter	20.86
01051 - Data Entry Operator I	15.64
01052 - Data Entry Operator II	16.79
01060 - Dispatcher, Motor Vehicle	19.79
01070 - Document Preparation Clerk	14.87
01090 - Duplicating Machine Operator	14.87
01111 - General Clerk I	14.66
01112 - General Clerk II	16.00
01113 - General Clerk III	18.17
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	12.98
01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.71
01270 - Production Control Clerk	22.65
01280 - Receptionist	14.31
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.20
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.03
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.90
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.83
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.14
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	18.69
13061 - Media Specialist I	16.21
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.20
13071 - Photographer I	17.70

13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.46
15060 - Educational Technologist		32.46
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		22.65
21040 - Material Expediter		22.65
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.03
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		12.66
21150 - Stock Clerk		17.11
21210 - Tools And Parts Attendant		17.64
21410 - Warehouse Specialist		17.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32
23021 - Aircraft Mechanic I		28.22

23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	13.99
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	31.35
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.16
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60

24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	18.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.93
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.66
29020 - Hatch Tender	23.66
29030 - Line Handler	23.66
29041 - Stevedore I	21.96
29042 - Stevedore II	24.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.47
30082 - Engineering Technician II	19.62
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85
30090 - Environmental Technician	26.74
30210 - Laboratory Technician	23.40
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32

30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.64
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.31
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		23.91
99831 - Surveying Aide		15.82
99832 - Surveying Technician		21.73
99840 - Vending Machine Attendant		15.79
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2264
Revision No.: 19
Date Of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS Including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Rutland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town, Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		17.49
01410 - Supply Technician		25.42
01420 - Survey Worker		15.77
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		16.11
01612 - Word Processor II		18.08
01613 - Word Processor III		20.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.65
05010 - Automotive Electrician		21.99
05040 - Automotive Glass Installer		21.02

05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.20
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.03
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55

12236 - Optical Technician		19.18
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		15.90
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.83
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.14
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		16.21
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.20
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.46
15060 - Educational Technologist		32.46
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24

16070 - Finisher, Flatwork, Machine 10.71
16090 - Presser, Hand 10.71
16110 - Presser, Machine, Drycleaning 10.71
16130 - Presser, Machine, Shirts 10.71
16160 - Presser, Machine, Wearing Apparel, Laundry 10.71
16190 - Sewing Machine Operator 15.10
16220 - Tailor 15.78
16250 - Washer, Machine 11.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.64
21030 - Material Coordinator 22.65
21040 - Material Expediter 22.65
21050 - Material Handling Laborer 14.26
21071 - Order Filler 15.03
21080 - Production Line Worker (Food Processing) 17.64
21110 - Shipping Packer 18.63
21130 - Shipping/Receiving Clerk 18.63
21140 - Store Worker I 12.66
21150 - Stock Clerk 17.11
21210 - Tools And Parts Attendant 17.64
21410 - Warehouse Specialist 17.64
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.32
23021 - Aircraft Mechanic I 28.22
23022 - Aircraft Mechanic II 30.32
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 20.65
23050 - Aircraft, Painter 24.38
23060 - Aircraft Servicer 23.22
23080 - Aircraft Worker 24.04
23110 - Appliance Mechanic 24.24
23120 - Bicycle Repairer 13.99
23125 - Cable Splicer 30.77
23130 - Carpenter, Maintenance 28.56
23140 - Carpet Layer 26.29
23160 - Electrician, Maintenance 31.35
23181 - Electronics Technician Maintenance I 26.39
23182 - Electronics Technician Maintenance II 27.59
23183 - Electronics Technician Maintenance III 28.80
23260 - Fabric Worker 22.03
23290 - Fire Alarm System Mechanic 24.63
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 25.71
23312 - Fuel Distribution System Operator 20.37
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 28.22
23381 - Ground Support Equipment Servicer 23.22
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.16
23393 - Gunsmith III 25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 26.02
23430 - Heavy Equipment Mechanic 24.63
23440 - Heavy Equipment Operator 28.89
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.24
23470 - Laborer 15.05

23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	18.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.93
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.66
29020 - Hatch Tender	23.66

29030 - Line Handler		23.66
29041 - Stevedore I		21.96
29042 - Stevedore II		24.16
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.47
30082 - Engineering Technician II		19.62
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		39.85
30090 - Environmental Technician		26.74
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.64
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.31
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30

99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	23.91
99831 - Surveying Aide	15.82
99832 - Surveying Technician	21.73
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2269 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.83

01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	21.45
01280 - Receptionist	13.67
01290 - Rental Clerk	15.38
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.09
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	18.30
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.35
07130 - Food Service Worker	11.35
07210 - Meat Cutter	16.29
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	20.13
09110 - Furniture Repairer, Minor	21.55
09130 - Upholsterer	22.98
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	

12010 - Ambulance Driver		17.90
12011 - Breath Alcohol Technician		19.72
12012 - Certified Occupational Therapist Assistant		22.17
12015 - Certified Physical Therapist Assistant		22.17
12020 - Dental Assistant		17.78
12025 - Dental Hygienist		35.19
12030 - EKG Technician		26.77
12035 - Electroneurodiagnostic Technologist		26.77
12040 - Emergency Medical Technician		17.90
12071 - Licensed Practical Nurse I		17.61
12072 - Licensed Practical Nurse II		19.72
12073 - Licensed Practical Nurse III		21.34
12100 - Medical Assistant		14.38
12130 - Medical Laboratory Technician		22.29
12160 - Medical Record Clerk		16.13
12190 - Medical Record Technician		19.47
12195 - Medical Transcriptionist		18.11
12210 - Nuclear Medicine Technologist		33.73
12221 - Nursing Assistant I		11.25
12222 - Nursing Assistant II		12.27
12223 - Nursing Assistant III		13.40
12224 - Nursing Assistant IV		15.04
12235 - Optical Dispenser		19.36
12236 - Optical Technician		17.61
12250 - Pharmacy Technician		17.43
12280 - Phlebotomist		15.04
12305 - Radiologic Technologist		26.11
12311 - Registered Nurse I		29.83
12312 - Registered Nurse II		32.20
12313 - Registered Nurse II, Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III, Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		24.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		21.64
13042 - Illustrator II		28.26
13043 - Illustrator III		33.45
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		25.71
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.62
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.62
15080 - Graphic Artist		25.87
15090 - Technical Instructor		24.59
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		15.24
21071 - Order Filler		15.25
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		17.19
21150 - Stock Clerk		21.86
21210 - Tools And Parts Attendant		20.65
21410 - Warehouse Specialist		20.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.20
23021 - Aircraft Mechanic I		26.35
23022 - Aircraft Mechanic II		27.20
23023 - Aircraft Mechanic III		28.07
23040 - Aircraft Mechanic Helper		19.51
23050 - Aircraft, Painter		25.57
23060 - Aircraft Servicer		22.27
23080 - Aircraft Worker		23.38
23110 - Appliance Mechanic		23.56
23120 - Bicycle Repairer		18.30
23125 - Cable Splicer		27.91
23130 - Carpenter, Maintenance		25.65
23140 - Carpet Layer		25.15
23160 - Electrician, Maintenance		32.65
23181 - Electronics Technician Maintenance I		25.50

23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	23.75
23290 - Fire Alarm System Mechanic	26.30
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	26.51
23312 - Fuel Distribution System Operator	22.77
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	26.35
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.40
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	25.52
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.73
23593 - Metrology Technician III	30.69
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.94
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.78
23932 - Telecommunications Mechanic II	27.49
23950 - Telephone Lineman	25.23
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	26.30
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.09
24620 - Family Readiness And Support Services Coordinator	17.41
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	22.06
25210 - Water Treatment Plant Operator	25.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93

27008 - Corrections Officer		23.65
27010 - Court Security Officer		23.72
27030 - Detection Dog Handler		18.96
27040 - Detention Officer		23.65
27070 - Firefighter		21.27
27101 - Guard I		12.93
27102 - Guard II		18.96
27131 - Police Officer I		27.65
27132 - Police Officer II		30.72
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.14
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Equpment Worker		12.22
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		16.32
28510 - Recreation Aide/Health Facility Attendant		11.16
28515 - Recreation Specialist		17.46
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.84
29020 - Hatch Tender		24.84
29030 - Line Handler		24.84
29041 - Stevedore I		24.00
29042 - Stevedore II		25.70
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.53
30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		25.65
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		24.21
30084 - Engineering Technician IV		30.00
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		23.66
30210 - Laboratory Technician		20.83
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		28.08
30461 - Technical Writer I		24.37
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80

30621 - Weather Observer, Senior (see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.47
31030 - Bus Driver	17.19
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	13.20
31290 - Shuttle Bus Driver	18.55
31310 - Taxi Driver	13.70
31361 - Truckdriver, Light	18.08
31362 - Truckdriver, Medium	19.61
31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99030 - Cashier	10.62
99050 - Desk Clerk	10.62
99095 - Embalmer	26.66
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	15.32
99310 - Mortician	28.35
99410 - Pest Controller	20.39
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	15.07
99711 - Recycling Specialist	16.58
99730 - Refuse Collector	16.82
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	11.92
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	22.53
99842 - Vending Machine Repairer Helper	20.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2270 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.83
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.45
01280 - Receptionist		13.67
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		25.70
01420 - Survey Worker		18.56
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		14.14
01533 - Travel Clerk III		15.31
01611 - Word Processor I		15.07
01612 - Word Processor II		16.92
01613 - Word Processor III		18.93
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.09
05010 - Automotive Electrician		22.58
05040 - Automotive Glass Installer		21.84
05070 - Automotive Worker		21.84
05110 - Mobile Equipment Servicer		20.43
05130 - Motor Equipment Metal Mechanic		23.31
05160 - Motor Equipment Metal Worker		21.84
05190 - Motor Vehicle Mechanic		23.31
05220 - Motor Vehicle Mechanic Helper		19.71
05250 - Motor Vehicle Upholstery Worker		21.12
05280 - Motor Vehicle Wrecker		21.84
05310 - Painter, Automotive		22.58
05340 - Radiator Repair Specialist		21.84
05370 - Tire Repairer		18.30
05400 - Transmission Repair Specialist		23.31
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.07
07041 - Cook I		13.99
07042 - Cook II		15.07
07070 - Dishwasher		11.35
07130 - Food Service Worker		11.35
07210 - Meat Cutter		16.29
07260 - Waiter/Waitress		12.05

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	20.13
09110 - Furniture Repairer, Minor	21.55
09130 - Upholsterer	22.98
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	35.19
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.38
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	16.13
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.73
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.43
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	21.64
13042 - Illustrator II	28.26
13043 - Illustrator III	33.45
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49

13054 - Library Information Technology Systems Administrator		25.71
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.62
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.62
15080 - Graphic Artist		25.87
15090 - Technical Instructor		24.59
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		15.24
21071 - Order Filler		15.25
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34

21140 - Store Worker I	17.19
21150 - Stock Clerk	21.86
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.20
23021 - Aircraft Mechanic I	26.35
23022 - Aircraft Mechanic II	27.20
23023 - Aircraft Mechanic III	28.07
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.57
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.56
23120 - Bicycle Repairer	18.30
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	25.65
23140 - Carpet Layer	25.15
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	25.50
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	23.75
23290 - Fire Alarm System Mechanic	26.30
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	26.51
23312 - Fuel Distribution System Operator	22.77
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	26.35
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.40
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	25.52
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.73
23593 - Metrology Technician III	30.69
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.94
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.78
23932 - Telecommunications Mechanic II	27.49
23950 - Telephone Lineman	25.23

23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	26.30
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.09
24620 - Family Readiness And Support Services Coordinator	17.41
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	22.06
25210 - Water Treatment Plant Operator	25.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	18.96
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	18.96
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	17.46
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.84
29020 - Hatch Tender	24.84
29030 - Line Handler	24.84
29041 - Stevedore I	24.00
29042 - Stevedore II	25.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	25.65
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	24.21
30084 - Engineering Technician IV	30.00

30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		23.66
30210 - Laboratory Technician		20.83
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		28.08
30461 - Technical Writer I		24.37
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.19
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		13.20
31290 - Shuttle Bus Driver		18.55
31310 - Taxi Driver		13.70
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.82
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		10.62
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		28.35
99410 - Pest Controller		20.39
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		15.07
99711 - Recycling Specialist		16.58
99730 - Refuse Collector		16.82
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		11.92
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		20.52
99841 - Vending Machine Repairer		22.53
99842 - Vending Machine Repairer Helper		20.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2271 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		18.45
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		11.12

01112 - General Clerk II	12.12
01113 - General Clerk III	14.69
01120 - Housing Referral Assistant	18.95
01141 - Messenger Courier	11.63
01191 - Order Clerk I	14.47
01192 - Order Clerk II	15.80
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.01
01280 - Receptionist	11.64
01290 - Rental Clerk	13.70
01300 - Scheduler, Maintenance	15.19
01311 - Secretary I	15.19
01312 - Secretary II	16.99
01313 - Secretary III	18.95
01320 - Service Order Dispatcher	13.70
01410 - Supply Technician	20.12
01420 - Survey Worker	14.46
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.15
01612 - Word Processor II	14.77
01613 - Word Processor III	16.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.01
05010 - Automotive Electrician	15.41
05040 - Automotive Glass Installer	14.85
05070 - Automotive Worker	14.85
05110 - Mobile Equipment Servicer	13.71
05130 - Motor Equipment Metal Mechanic	15.95
05160 - Motor Equipment Metal Worker	14.85
05190 - Motor Vehicle Mechanic	18.92
05220 - Motor Vehicle Mechanic Helper	13.07
05250 - Motor Vehicle Upholstery Worker	14.33
05280 - Motor Vehicle Wrecker	14.85
05310 - Painter, Automotive	15.41
05340 - Radiator Repair Specialist	14.85
05370 - Tire Repairer	12.62
05400 - Transmission Repair Specialist	15.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	11.36
07042 - Cook II	12.01
07070 - Dishwasher	8.39
07130 - Food Service Worker	9.03
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	13.62
09080 - Furniture Refinisher	17.77
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.52
09130 - Upholsterer	17.71
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.81
11060 - Elevator Operator	10.81
11090 - Gardener	14.64
11122 - Housekeeping Aide	10.15
11150 - Janitor	11.90
11210 - Laborer, Grounds Maintenance	13.01

11240 - Maid or Houseman	9.01
11260 - Pruner	12.00
11270 - Tractor Operator	14.61
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	12.36
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.13
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.87
12100 - Medical Assistant	11.93
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.04
12236 - Optical Technician	15.22
12250 - Pharmacy Technician	14.11
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III, Anesthetist	34.84
12316 - Registered Nurse IV	41.76
12317 - Scheduler (Drug and Alcohol Testing)	22.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.64
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.67
13041 - Illustrator I	19.64
13042 - Illustrator II	22.75
13043 - Illustrator III	27.67
13047 - Librarian	25.04
13050 - Library Aide/Clerk	12.12
13054 - Library Information Technology Systems Administrator	22.62
13058 - Library Technician	15.72
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36
13071 - Photographer I	16.92
13072 - Photographer II	18.93
13073 - Photographer III	23.45
13074 - Photographer IV	28.69
13075 - Photographer V	32.49
13110 - Video Teleconference Technician	16.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.20

14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.52
14102 - Computer Systems Analyst II	(see 1)	27.62
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.50
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		34.69
15050 - Computer Based Training Specialist / Instructor		24.50
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		34.69
15080 - Graphic Artist		18.59
15090 - Technical Instructor		20.15
15095 - Technical Instructor/Course Developer		23.97
15110 - Test Proctor		15.81
15120 - Tutor		15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.11
19040 - Tool And Die Maker		25.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.74
21030 - Material Coordinator		22.01
21040 - Material Expediter		22.01
21050 - Material Handling Laborer		14.43
21071 - Order Filler		11.50
21080 - Production Line Worker (Food Processing)		20.74
21110 - Shipping Packer		19.25
21130 - Shipping/Receiving Clerk		19.25
21140 - Store Worker I		14.39
21150 - Stock Clerk		17.43
21210 - Tools And Parts Attendant		20.74
21410 - Warehouse Specialist		20.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.97
23021 - Aircraft Mechanic I		23.04
23022 - Aircraft Mechanic II		23.97
23023 - Aircraft Mechanic III		24.93
23040 - Aircraft Mechanic Helper		18.62
23050 - Aircraft, Painter		23.59
23060 - Aircraft Servicer		20.42
23080 - Aircraft Worker		21.14
23110 - Appliance Mechanic		17.86

23120 - Bicycle Repairer	12.62
23125 - Cable Splicer	23.56
23130 - Carpenter, Maintenance	22.99
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	21.79
23310 - Fire Extinguisher Repairer	19.16
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.42
23382 - Ground Support Equipment Worker	21.14
23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	20.90
23530 - Machinery Maintenance Mechanic	23.04
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	14.34
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	30.95
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	19.95
23790 - Pipefitter, Maintenance	26.28
23810 - Plumber, Maintenance	24.44
23820 - Pneudraulic Systems Mechanic	23.04
23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	22.72
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.48
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	18.57

25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.19
25210 - Water Treatment Plant Operator	17.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.24
27008 - Corrections Officer	20.44
27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	20.44
27070 - Firefighter	18.68
27101 - Guard I	12.24
27102 - Guard II	16.73
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.67
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	21.88
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	12.62
30022 - Archeological Technician II	13.27
30023 - Archeological Technician III	17.90
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	19.29
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.47
30081 - Engineering Technician I	16.17
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.28
30084 - Engineering Technician IV	25.14
30085 - Engineering Technician V	30.72
30086 - Engineering Technician VI	32.98
30090 - Environmental Technician	23.91
30210 - Laboratory Technician	21.97
30240 - Mathematical Technician	23.91
30361 - Paralegal/Legal Assistant I	18.52
30362 - Paralegal/Legal Assistant II	22.93
30363 - Paralegal/Legal Assistant III	28.06
30364 - Paralegal/Legal Assistant IV	33.95
30390 - Photo-Optics Technician	23.91
30461 - Technical Writer I	23.07
30462 - Technical Writer II	28.20
30463 - Technical Writer III	30.94
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.51
30621 - Weather Observer, Senior	(see 3)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.30
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		15.35
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		15.05
31363 - Truckdriver, Heavy		19.39
31364 - Truckdriver, Tractor-Trailer		19.39
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.66
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		12.10
99252 - Laboratory Animal Caretaker II		12.75
99310 - Mortician		27.17
99410 - Pest Controller		18.04
99510 - Photofinishing Worker		12.86
99710 - Recycling Laborer		17.08
99711 - Recycling Specialist		18.51
99730 - Refuse Collector		15.36
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		10.42
99830 - Survey Party Chief		19.26
99831 - Surveying Aide		11.45
99832 - Surveying Technician		17.13
99840 - Vending Machine Attendant		14.58
99841 - Vending Machine Repairer		17.93
99842 - Vending Machine Repairer Helper		16.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in

the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2272
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		18.45
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		11.12
01112 - General Clerk II		12.12
01113 - General Clerk III		14.69
01120 - Housing Referral Assistant		18.95
01141 - Messenger Courier		11.63
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.80
01261 - Personnel Assistant (Employment) I		16.72
01262 - Personnel Assistant (Employment) II		18.70
01263 - Personnel Assistant (Employment) III		20.86
01270 - Production Control Clerk		22.01
01280 - Receptionist		11.64
01290 - Rental Clerk		13.70
01300 - Scheduler, Maintenance		15.19
01311 - Secretary I		15.19
01312 - Secretary II		16.99
01313 - Secretary III		18.95
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		20.12
01420 - Survey Worker		14.46
01531 - Travel Clerk I		12.78
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.15
01612 - Word Processor II		14.77
01613 - Word Processor III		16.51
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.01
05010 - Automotive Electrician		15.41
05040 - Automotive Glass Installer		14.85
05070 - Automotive Worker		14.85

05110 - Mobile Equipment Servicer	13.71
05130 - Motor Equipment Metal Mechanic	15.95
05160 - Motor Equipment Metal Worker	14.85
05190 - Motor Vehicle Mechanic	18.92
05220 - Motor Vehicle Mechanic Helper	13.07
05250 - Motor Vehicle Upholstery Worker	14.33
05280 - Motor Vehicle Wrecker	14.85
05310 - Painter, Automotive	15.41
05340 - Radiator Repair Specialist	14.85
05370 - Tire Repairer	12.62
05400 - Transmission Repair Specialist	15.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	11.36
07042 - Cook II	12.01
07070 - Dishwasher	8.39
07130 - Food Service Worker	9.03
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	13.62
09080 - Furniture Refinisher	17.77
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.52
09130 - Upholsterer	17.71
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.81
11060 - Elevator Operator	10.81
11090 - Gardener	14.64
11122 - Housekeeping Aide	10.15
11150 - Janitor	11.90
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.01
11260 - Pruner	12.00
11270 - Tractor Operator	14.61
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	12.36
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.13
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.87
12100 - Medical Assistant	11.93
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.04
12236 - Optical Technician	15.22

12250 - Pharmacy Technician		14.11
12280 - Phlebotomist		15.74
12305 - Radiologic Technologist		22.95
12311 - Registered Nurse I		23.13
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II, Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III, Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		22.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.64
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.67
13041 - Illustrator I		19.64
13042 - Illustrator II		22.75
13043 - Illustrator III		27.67
13047 - Librarian		25.04
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		22.62
13058 - Library Technician		15.72
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.52
14102 - Computer Systems Analyst II	(see 1)	27.62
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.50
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		34.69
15050 - Computer Based Training Specialist / Instructor		24.50
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		34.69
15080 - Graphic Artist		18.59
15090 - Technical Instructor		20.15
15095 - Technical Instructor/Course Developer		23.97
15110 - Test Proctor		15.81
15120 - Tutor		15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87

16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	22.01
21040 - Material Expediter	22.01
21050 - Material Handling Laborer	14.43
21071 - Order Filler	11.50
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	14.39
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft, Painter	23.59
23060 - Aircraft Servicer	20.42
23080 - Aircraft Worker	21.14
23110 - Appliance Mechanic	17.86
23120 - Bicycle Repairer	12.62
23125 - Cable Splicer	23.56
23130 - Carpenter, Maintenance	22.99
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	21.79
23310 - Fire Extinguisher Repairer	19.16
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.42
23382 - Ground Support Equipment Worker	21.14
23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	20.90

23530 - Machinery Maintenance Mechanic	23.04
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	14.34
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	30.95
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	19.95
23790 - Pipefitter, Maintenance	26.28
23810 - Plumber, Maintenance	24.44
23820 - Pneudraulic Systems Mechanic	23.04
23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	22.72
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.48
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
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25190 - Ventilation Equipment Tender	18.19
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27007 - Baggage Inspector	12.24
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27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	20.44
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27101 - Guard I	12.24
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27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.67
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91

29041 - Stevedore I		21.88
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		12.62
30022 - Archeological Technician II		13.27
30023 - Archeological Technician III		17.90
30030 - Cartographic Technician		23.91
30040 - Civil Engineering Technician		22.19
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.29
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		16.17
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.28
30084 - Engineering Technician IV		25.14
30085 - Engineering Technician V		30.72
30086 - Engineering Technician VI		32.98
30090 - Environmental Technician		23.91
30210 - Laboratory Technician		21.97
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		18.52
30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.06
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.91
30461 - Technical Writer I		23.07
30462 - Technical Writer II		28.20
30463 - Technical Writer III		30.94
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.51
30621 - Weather Observer, Senior	(see 3)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.30
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		15.35
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		15.05
31363 - Truckdriver, Heavy		19.39
31364 - Truckdriver, Tractor-Trailer		19.39
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.66
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		12.10
99252 - Laboratory Animal Caretaker II		12.75
99310 - Mortician		27.17
99410 - Pest Controller		18.04
99510 - Photofinishing Worker		12.86
99710 - Recycling Laborer		17.08
99711 - Recycling Specialist		18.51
99730 - Refuse Collector		15.36

99810 - Sales Clerk	10.46
99820 - School Crossing Guard	10.42
99830 - Survey Party Chief	19.26
99831 - Surveying Aide	11.45
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	14.58
99841 - Vending Machine Repairer	17.93
99842 - Vending Machine Repairer Helper	16.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2273 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12

01060 - Dispatcher, Motor Vehicle	21.98
01070 - Document Preparation Clerk	15.38
01090 - Duplicating Machine Operator	15.38
01111 - General Clerk I	13.37
01112 - General Clerk II	14.60
01113 - General Clerk III	16.39
01120 - Housing Referral Assistant	22.04
01141 - Messenger Courier	11.47
01191 - Order Clerk I	14.16
01192 - Order Clerk II	15.95
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	21.45
01280 - Receptionist	13.67
01290 - Rental Clerk	15.38
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	14.97

11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13
13071 - Photographer I	19.42
13072 - Photographer II	22.83
13073 - Photographer III	29.56
13074 - Photographer IV	34.28

13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.49
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		18.05
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		17.19
21150 - Stock Clerk		21.86
21210 - Tools And Parts Attendant		20.65
21410 - Warehouse Specialist		20.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.30
23021 - Aircraft Mechanic I		27.91
23022 - Aircraft Mechanic II		29.30
23023 - Aircraft Mechanic III		30.84
23040 - Aircraft Mechanic Helper		19.51

23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29

24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	16.58
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	22.58
29030 - Line Handler	22.58
29041 - Stevedore I	21.82
29042 - Stevedore II	23.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	25.01
30210 - Laboratory Technician	21.70
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30390 - Photo-Optics Technician	27.83

30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.19
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.85
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		11.40
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.63
99252 - Laboratory Animal Caretaker II		15.18
99310 - Mortician		33.88
99410 - Pest Controller		17.53
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		17.40
99711 - Recycling Specialist		19.31
99730 - Refuse Collector		15.45
99810 - Sales Clerk		12.17
99820 - School Crossing Guard		12.22
99830 - Survey Party Chief		24.92
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.54
99842 - Vending Machine Repairer Helper		17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2274 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.95
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.45
01280 - Receptionist		13.67
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04

01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61

12072 - Licensed Practical Nurse II		19.72
12073 - Licensed Practical Nurse III		21.34
12100 - Medical Assistant		14.58
12130 - Medical Laboratory Technician		22.29
12160 - Medical Record Clerk		15.74
12190 - Medical Record Technician		19.47
12195 - Medical Transcriptionist		18.11
12210 - Nuclear Medicine Technologist		33.56
12221 - Nursing Assistant I		11.25
12222 - Nursing Assistant II		12.27
12223 - Nursing Assistant III		13.40
12224 - Nursing Assistant IV		15.04
12235 - Optical Dispenser		19.36
12236 - Optical Technician		17.61
12250 - Pharmacy Technician		17.78
12280 - Phlebotomist		15.04
12305 - Radiologic Technologist		26.11
12311 - Registered Nurse I		29.83
12312 - Registered Nurse II		32.20
12313 - Registered Nurse II, Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III, Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		24.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.40
13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35

15030 - Air Crew Training Devices Instructor (Pilot)	50.79
15050 - Computer Based Training Specialist / Instructor	32.52
15060 - Educational Technologist	30.30
15070 - Flight Instructor (Pilot)	50.79
15080 - Graphic Artist	30.61
15090 - Technical Instructor	26.84
15095 - Technical Instructor/Course Developer	32.69
15110 - Test Proctor	21.80
15120 - Tutor	21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.00
16030 - Counter Attendant	10.00
16040 - Dry Cleaner	13.34
16070 - Finisher, Flatwork, Machine	10.00
16090 - Presser, Hand	10.00
16110 - Presser, Machine, Drycleaning	10.00
16130 - Presser, Machine, Shirts	10.00
16160 - Presser, Machine, Wearing Apparel, Laundry	10.00
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.18
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.49
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	17.19
21150 - Stock Clerk	21.86
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27

23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		14.14
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Equpment Worker		12.22
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		16.32
28510 - Recreation Aide/Health Facility Attendant		11.16
28515 - Recreation Specialist		16.58
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.58
29020 - Hatch Tender		22.58
29030 - Line Handler		22.58
29041 - Stevedore I		21.82
29042 - Stevedore II		23.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.53
30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		27.83
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		25.01
30210 - Laboratory Technician		21.70
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		27.83
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.19
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61

31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99030 - Cashier	10.62
99050 - Desk Clerk	11.40
99095 - Embalmer	26.66
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99310 - Mortician	33.88
99410 - Pest Controller	17.53
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	17.40
99711 - Recycling Specialist	19.31
99730 - Refuse Collector	15.45
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	17.14
99841 - Vending Machine Repairer	21.54
99842 - Vending Machine Repairer Helper	17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2275 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03

01020 - Administrative Assistant	18.61
01040 - Court Reporter	16.99
01051 - Data Entry Operator I	12.21
01052 - Data Entry Operator II	13.61
01060 - Dispatcher, Motor Vehicle	15.61
01070 - Document Preparation Clerk	12.72
01090 - Duplicating Machine Operator	12.72
01111 - General Clerk I	11.12
01112 - General Clerk II	12.12
01113 - General Clerk III	14.69
01120 - Housing Referral Assistant	18.95
01141 - Messenger Courier	11.63
01191 - Order Clerk I	14.47
01192 - Order Clerk II	15.80
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.01
01280 - Receptionist	11.64
01290 - Rental Clerk	14.54
01300 - Scheduler, Maintenance	15.19
01311 - Secretary I	15.19
01312 - Secretary II	16.99
01313 - Secretary III	18.95
01320 - Service Order Dispatcher	14.39
01410 - Supply Technician	20.47
01420 - Survey Worker	14.46
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.15
01612 - Word Processor II	14.77
01613 - Word Processor III	16.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter, Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.90
07042 - Cook II	12.68
07070 - Dishwasher	10.00
07130 - Food Service Worker	10.00
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer, Minor	19.79

09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	12.65
11090 - Gardener	14.60
11122 - Housekeeping Aide	11.80
11150 - Janitor	12.65
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.46
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.13
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.87
12100 - Medical Assistant	11.93
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.04
12236 - Optical Technician	15.22
12250 - Pharmacy Technician	14.11
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III, Anesthetist	34.84
12316 - Registered Nurse IV	41.76
12317 - Scheduler (Drug and Alcohol Testing)	22.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	12.12
13054 - Library Information Technology Systems Administrator	25.57
13058 - Library Technician	15.73
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36

13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		19.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.93
15020 - Aircrew Training Devices Instructor (Rated)		30.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.38
15050 - Computer Based Training Specialist / Instructor		24.93
15060 - Educational Technologist		27.50
15070 - Flight Instructor (Pilot)		34.38
15080 - Graphic Artist		20.46
15090 - Technical Instructor		20.16
15095 - Technical Instructor/Course Developer		24.64
15110 - Test Proctor		16.29
15120 - Tutor		16.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.11
19040 - Tool And Die Maker		25.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.74
21030 - Material Coordinator		22.01
21040 - Material Expediter		22.01
21050 - Material Handling Laborer		15.24
21071 - Order Filler		15.88
21080 - Production Line Worker (Food Processing)		20.74
21110 - Shipping Packer		19.25
21130 - Shipping/Receiving Clerk		19.25
21140 - Store Worker I		14.39
21150 - Stock Clerk		17.43
21210 - Tools And Parts Attendant		20.74
21410 - Warehouse Specialist		20.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.97

23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft, Painter	25.66
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.61
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	24.14
23130 - Carpenter, Maintenance	23.21
23140 - Carpet Layer	20.44
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	19.16
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	21.63
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	32.40
23710 - Office Appliance Repairer	19.95
23760 - Painter, Maintenance	21.10
23790 - Pipefitter, Maintenance	28.95
23810 - Plumber, Maintenance	25.41
23820 - Pneudraulic Systems Mechanic	23.04
23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66

24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.65
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	19.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	20.44
27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.44
27070 - Firefighter	18.68
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	10.00
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	14.80
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	22.25
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	19.05
30023 - Archeological Technician III	23.43
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	19.29
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.47
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.36
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.45
30085 - Engineering Technician V	31.13
30086 - Engineering Technician VI	37.66
30090 - Environmental Technician	23.91
30210 - Laboratory Technician	21.97
30240 - Mathematical Technician	23.91
30361 - Paralegal/Legal Assistant I	18.52

30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.06
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.91
30461 - Technical Writer I		23.33
30462 - Technical Writer II		28.56
30463 - Technical Writer III		33.42
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.51
30621 - Weather Observer, Senior	(see 3)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.41
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		11.66
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		13.95
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		15.94
31363 - Truckdriver, Heavy		19.53
31364 - Truckdriver, Tractor-Trailer		19.53
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.66
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		12.10
99252 - Laboratory Animal Caretaker II		12.75
99310 - Mortician		31.98
99410 - Pest Controller		20.50
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		17.08
99711 - Recycling Specialist		18.51
99730 - Refuse Collector		15.36
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		11.00
99830 - Survey Party Chief		20.05
99831 - Surveying Aide		11.46
99832 - Surveying Technician		17.13
99840 - Vending Machine Attendant		17.70
99841 - Vending Machine Repairer		19.46
99842 - Vending Machine Repairer Helper		17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

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modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2276 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		18.61
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		11.12
01112 - General Clerk II		12.12
01113 - General Clerk III		14.69
01120 - Housing Referral Assistant		18.95
01141 - Messenger Courier		11.63
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.80
01261 - Personnel Assistant (Employment) I		16.72
01262 - Personnel Assistant (Employment) II		18.70
01263 - Personnel Assistant (Employment) III		20.86
01270 - Production Control Clerk		22.01
01280 - Receptionist		11.64
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.19
01311 - Secretary I		15.19
01312 - Secretary II		16.99
01313 - Secretary III		18.95
01320 - Service Order Dispatcher		14.39
01410 - Supply Technician		20.47
01420 - Survey Worker		14.46
01531 - Travel Clerk I		12.78
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.15
01612 - Word Processor II		14.77

01613 - Word Processor III	16.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter, Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.90
07042 - Cook II	12.68
07070 - Dishwasher	10.00
07130 - Food Service Worker	10.00
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer, Minor	19.79
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	12.65
11090 - Gardener	14.60
11122 - Housekeeping Aide	11.80
11150 - Janitor	12.65
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.46
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.13
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.87
12100 - Medical Assistant	11.93
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	34.28

12221 - Nursing Assistant I		11.43
12222 - Nursing Assistant II		12.85
12223 - Nursing Assistant III		14.02
12224 - Nursing Assistant IV		15.74
12235 - Optical Dispenser		17.04
12236 - Optical Technician		15.22
12250 - Pharmacy Technician		14.11
12280 - Phlebotomist		15.74
12305 - Radiologic Technologist		22.95
12311 - Registered Nurse I		23.28
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II, Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III, Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		22.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 3)	20.41
14072 - Computer Programmer II	(see 3)	25.30
14073 - Computer Programmer III	(see 3)	
14074 - Computer Programmer IV	(see 3)	
14101 - Computer Systems Analyst I	(see 3)	25.82
14102 - Computer Systems Analyst II	(see 3)	
14103 - Computer Systems Analyst III	(see 3)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		19.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.93
15020 - Aircrew Training Devices Instructor (Rated)		30.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.38
15050 - Computer Based Training Specialist / Instructor		24.93
15060 - Educational Technologist		27.50
15070 - Flight Instructor (Pilot)		34.38
15080 - Graphic Artist		20.46
15090 - Technical Instructor		20.16
15095 - Technical Instructor/Course Developer		24.64
15110 - Test Proctor		16.29

15120 - Tutor	16.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	13.34
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	22.01
21040 - Material Expediter	22.01
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	14.39
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft, Painter	25.66
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.61
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	24.14
23130 - Carpenter, Maintenance	23.21
23140 - Carpet Layer	20.44
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	19.16
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22

23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	21.63
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	32.40
23710 - Office Appliance Repairer	19.95
23760 - Painter, Maintenance	21.10
23790 - Pipefitter, Maintenance	28.95
23810 - Plumber, Maintenance	25.41
23820 - Pneudraulic Systems Mechanic	23.04
23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.65
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	19.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	20.44
27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.44
27070 - Firefighter	18.68
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	10.00
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	14.80

28630 - Sports Official		13.72
28690 - Swimming Pool Operator		19.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.91
29020 - Hatch Tender		22.91
29030 - Line Handler		22.91
29041 - Stevedore I		22.25
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		19.05
30023 - Archeological Technician III		23.43
30030 - Cartographic Technician		23.91
30040 - Civil Engineering Technician		22.19
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.29
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		23.91
30210 - Laboratory Technician		21.97
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		18.52
30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.06
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.91
30461 - Technical Writer I		23.33
30462 - Technical Writer II		28.56
30463 - Technical Writer III		33.42
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.51
30621 - Weather Observer, Senior	(see 2)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.41
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		11.66
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		13.95
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		15.94
31363 - Truckdriver, Heavy		19.53
31364 - Truckdriver, Tractor-Trailer		19.53
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.66
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		12.10
99252 - Laboratory Animal Caretaker II		12.75

99310 - Mortician	31.98
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	17.08
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	15.36
99810 - Sales Clerk	10.46
99820 - School Crossing Guard	11.00
99830 - Survey Party Chief	20.05
99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer Helper	17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

3) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2277 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		14.93

01013 - Accounting Clerk III	17.42
01020 - Administrative Assistant	19.59
01040 - Court Reporter	16.95
01051 - Data Entry Operator I	13.06
01052 - Data Entry Operator II	14.25
01060 - Dispatcher, Motor Vehicle	17.83
01070 - Document Preparation Clerk	14.96
01090 - Duplicating Machine Operator	14.96
01111 - General Clerk I	12.00
01112 - General Clerk II	13.10
01113 - General Clerk III	14.70
01120 - Housing Referral Assistant	18.02
01141 - Messenger Courier	12.42
01191 - Order Clerk I	13.63
01192 - Order Clerk II	14.87
01261 - Personnel Assistant (Employment) I	15.43
01262 - Personnel Assistant (Employment) II	17.16
01263 - Personnel Assistant (Employment) III	19.14
01270 - Production Control Clerk	19.25
01280 - Receptionist	11.72
01290 - Rental Clerk	14.44
01300 - Scheduler, Maintenance	14.44
01311 - Secretary I	14.44
01312 - Secretary II	16.51
01313 - Secretary III	18.02
01320 - Service Order Dispatcher	15.57
01410 - Supply Technician	19.59
01420 - Survey Worker	16.95
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.21
01612 - Word Processor II	15.98
01613 - Word Processor III	18.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.06
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter, Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43

09110 - Furniture Repairer, Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	15.98
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	18.72
12015 - Certified Physical Therapist Assistant	23.04
12020 - Dental Assistant	16.22
12025 - Dental Hygienist	27.68
12030 - EKG Technician	25.99
12035 - Electroneurodiagnostic Technologist	25.99
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.63
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	19.05
12160 - Medical Record Clerk	14.37
12190 - Medical Record Technician	16.07
12195 - Medical Transcriptionist	14.43
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	10.08
12222 - Nursing Assistant II	11.33
12223 - Nursing Assistant III	12.37
12224 - Nursing Assistant IV	13.88
12235 - Optical Dispenser	16.32
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	23.64
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II, Specialist	30.09
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III, Anesthetist	36.40
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol Testing)	21.81
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	22.12
13058 - Library Technician	13.81
13061 - Media Specialist I	15.96
13062 - Media Specialist II	17.85

13063 - Media Specialist III		19.90
13071 - Photographer I		14.64
13072 - Photographer II		17.05
13073 - Photographer III		19.81
13074 - Photographer IV		23.58
13075 - Photographer V		28.31
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I		21.24
14072 - Computer Programmer II		26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		39.18
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		30.63
15070 - Flight Instructor (Pilot)		39.18
15080 - Graphic Artist		19.32
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course Developer		29.73
15110 - Test Proctor		19.97
15120 - Tutor		19.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.43
19040 - Tool And Die Maker		25.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.27
21030 - Material Coordinator		19.25
21040 - Material Expediter		19.25
21050 - Material Handling Laborer		14.29
21071 - Order Filler		15.26
21080 - Production Line Worker (Food Processing)		20.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		14.64
21140 - Store Worker I		14.24
21150 - Stock Clerk		17.52
21210 - Tools And Parts Attendant		17.80
21410 - Warehouse Specialist		19.79
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.43
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft, Painter	21.77
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.70
23110 - Appliance Mechanic	20.19
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	26.31
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician, Maintenance	24.44
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	19.39
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.37
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	22.38
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.70
23391 - Gunsmith I	18.37
23392 - Gunsmith II	20.41
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	21.01
23440 - Heavy Equipment Operator	21.97
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.43
23470 - Laborer	13.45
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	23.17
23550 - Machinist, Maintenance	21.59
23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.47
23593 - Metrology Technician III	24.50
23640 - Millwright	29.28
23710 - Office Appliance Repairer	20.96
23760 - Painter, Maintenance	20.63
23790 - Pipefitter, Maintenance	26.41
23810 - Plumber, Maintenance	24.71
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.41
23890 - Sheet-Metal Worker, Maintenance	27.51
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.15
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.37
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	19.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.84
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	20.78
27010 - Court Security Officer	20.94
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	20.78
27070 - Firefighter	17.65
27101 - Guard I	12.10
27102 - Guard II	16.64
27131 - Police Officer I	24.29
27132 - Police Officer II	26.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Equpment Worker	13.47
28210 - Gate Attendant/Gate Tender	13.51
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	18.50
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.23
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	22.74
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.55
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	21.81
30085 - Engineering Technician V	25.82
30086 - Engineering Technician VI	31.24
30090 - Environmental Technician	22.03
30210 - Laboratory Technician	20.31
30240 - Mathematical Technician	22.94

30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		21.59
30363 - Paralegal/Legal Assistant III		26.41
30364 - Paralegal/Legal Assistant IV		31.96
30390 - Photo-Optics Technician		22.94
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.98
31030 - Bus Driver		15.19
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		13.12
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		15.19
31361 - Truckdriver, Light		16.87
31362 - Truckdriver, Medium		17.81
31363 - Truckdriver, Heavy		21.92
31364 - Truckdriver, Tractor-Trailer		21.92
99000 - Miscellaneous Occupations		
99030 - Cashier		8.89
99050 - Desk Clerk		11.59
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.18
99310 - Mortician		26.68
99410 - Pest Controller		15.84
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		17.34
99711 - Recycling Specialist		19.67
99730 - Refuse Collector		16.20
99810 - Sales Clerk		11.58
99820 - School Crossing Guard		12.21
99830 - Survey Party Chief		21.71
99831 - Surveying Aide		11.40
99832 - Surveying Technician		18.09
99840 - Vending Machine Attendant		16.81
99841 - Vending Machine Repairer		21.13
99842 - Vending Machine Repairer Helper		16.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2278
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		14.93
01013 - Accounting Clerk III		17.42
01020 - Administrative Assistant		19.59
01040 - Court Reporter		16.95
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher, Motor Vehicle		17.83
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		12.00
01112 - General Clerk II		13.10
01113 - General Clerk III		14.70
01120 - Housing Referral Assistant		18.02
01141 - Messenger Courier		12.42
01191 - Order Clerk I		13.63
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.16
01263 - Personnel Assistant (Employment) III		19.14
01270 - Production Control Clerk		19.25
01280 - Receptionist		11.72
01290 - Rental Clerk		14.44
01300 - Scheduler, Maintenance		14.44
01311 - Secretary I		14.44
01312 - Secretary II		16.51
01313 - Secretary III		18.02
01320 - Service Order Dispatcher		15.57
01410 - Supply Technician		19.59
01420 - Survey Worker		16.95
01531 - Travel Clerk I		12.78
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.21
01612 - Word Processor II		15.98
01613 - Word Processor III		18.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.06
05010 - Automotive Electrician		21.05
05040 - Automotive Glass Installer		20.05
05070 - Automotive Worker		20.05
05110 - Mobile Equipment Servicer		18.05

05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter, Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer, Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	15.98
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	18.72
12015 - Certified Physical Therapist Assistant	23.04
12020 - Dental Assistant	16.22
12025 - Dental Hygienist	27.68
12030 - EKG Technician	25.99
12035 - Electroneurodiagnostic Technologist	25.99
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.63
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	19.05
12160 - Medical Record Clerk	14.37
12190 - Medical Record Technician	16.07
12195 - Medical Transcriptionist	14.43
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	10.08
12222 - Nursing Assistant II	11.33
12223 - Nursing Assistant III	12.37
12224 - Nursing Assistant IV	13.88
12235 - Optical Dispenser	16.32
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	16.28

12280 - Phlebotomist		15.73
12305 - Radiologic Technologist		23.64
12311 - Registered Nurse I		24.60
12312 - Registered Nurse II		30.09
12313 - Registered Nurse II, Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III, Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		21.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		14.64
13072 - Photographer II		17.05
13073 - Photographer III		19.81
13074 - Photographer IV		23.58
13075 - Photographer V		28.31
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I		21.24
14072 - Computer Programmer II		26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		39.18
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		30.63
15070 - Flight Instructor (Pilot)		39.18
15080 - Graphic Artist		19.32
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course Developer		29.73
15110 - Test Proctor		19.97
15120 - Tutor		19.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87

16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.43
19040 - Tool And Die Maker	25.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.27
21030 - Material Coordinator	19.25
21040 - Material Expediter	19.25
21050 - Material Handling Laborer	14.29
21071 - Order Filler	15.26
21080 - Production Line Worker (Food Processing)	20.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	14.64
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.43
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft, Painter	21.77
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.70
23110 - Appliance Mechanic	20.19
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	26.31
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician, Maintenance	24.44
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	19.39
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.37
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	22.38
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.70
23391 - Gunsmith I	18.37
23392 - Gunsmith II	20.41
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	21.01
23440 - Heavy Equipment Operator	21.97
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.43
23470 - Laborer	13.45
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	23.17

23550 - Machinist, Maintenance	21.59
23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.47
23593 - Metrology Technician III	24.50
23640 - Millwright	29.28
23710 - Office Appliance Repairer	20.96
23760 - Painter, Maintenance	20.63
23790 - Pipefitter, Maintenance	26.41
23810 - Plumber, Maintenance	24.71
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.41
23890 - Sheet-Metal Worker, Maintenance	27.51
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.15
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	19.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.84
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	20.78
27010 - Court Security Officer	20.94
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	20.78
27070 - Firefighter	17.65
27101 - Guard I	12.10
27102 - Guard II	16.64
27131 - Police Officer I	24.29
27132 - Police Officer II	26.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Equpment Worker	13.47
28210 - Gate Attendant/Gate Tender	13.51
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	18.50
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74

29042 - Stevedore II		25.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.55
30022 - Archeological Technician II		18.23
30023 - Archeological Technician III		22.94
30030 - Cartographic Technician		22.94
30040 - Civil Engineering Technician		22.74
30061 - Drafter/CAD Operator I		16.55
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.65
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.55
30083 - Engineering Technician III		19.40
30084 - Engineering Technician IV		21.81
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		22.03
30210 - Laboratory Technician		20.31
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		21.59
30363 - Paralegal/Legal Assistant III		26.41
30364 - Paralegal/Legal Assistant IV		31.96
30390 - Photo-Optics Technician		22.94
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.98
31030 - Bus Driver		15.19
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		13.12
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		15.19
31361 - Truckdriver, Light		16.87
31362 - Truckdriver, Medium		17.81
31363 - Truckdriver, Heavy		21.92
31364 - Truckdriver, Tractor-Trailer		21.92
99000 - Miscellaneous Occupations		
99030 - Cashier		8.89
99050 - Desk Clerk		11.59
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.18
99310 - Mortician		26.68
99410 - Pest Controller		15.84
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		17.34
99711 - Recycling Specialist		19.67
99730 - Refuse Collector		16.20
99810 - Sales Clerk		11.58

99820 - School Crossing Guard	12.21
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	16.81
99841 - Vending Machine Repairer	21.13
99842 - Vending Machine Repairer Helper	16.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2279 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.73
01012 - Accounting Clerk II		14.80
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		21.53
01040 - Court Reporter		20.59
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.45
01060 - Dispatcher, Motor Vehicle		16.91
01070 - Document Preparation Clerk		11.87
01090 - Duplicating Machine Operator		11.87
01111 - General Clerk I		11.86
01112 - General Clerk II		15.60
01113 - General Clerk III		17.71
01120 - Housing Referral Assistant		17.66
01141 - Messenger Courier		11.31

01191 - Order Clerk I	12.51
01192 - Order Clerk II	13.34
01261 - Personnel Assistant (Employment) I	14.50
01262 - Personnel Assistant (Employment) II	16.22
01263 - Personnel Assistant (Employment) III	18.09
01270 - Production Control Clerk	20.04
01280 - Receptionist	11.95
01290 - Rental Clerk	10.30
01300 - Scheduler, Maintenance	12.55
01311 - Secretary I	12.55
01312 - Secretary II	15.88
01313 - Secretary III	17.66
01320 - Service Order Dispatcher	14.26
01410 - Supply Technician	21.53
01420 - Survey Worker	13.84
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.48
01612 - Word Processor II	15.32
01613 - Word Processor III	17.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.67
05010 - Automotive Electrician	19.04
05040 - Automotive Glass Installer	18.25
05070 - Automotive Worker	18.25
05110 - Mobile Equipment Servicer	16.89
05130 - Motor Equipment Metal Mechanic	19.62
05160 - Motor Equipment Metal Worker	18.25
05190 - Motor Vehicle Mechanic	20.06
05220 - Motor Vehicle Mechanic Helper	16.09
05250 - Motor Vehicle Upholstery Worker	17.67
05280 - Motor Vehicle Wrecker	18.25
05310 - Painter, Automotive	19.04
05340 - Radiator Repair Specialist	18.25
05370 - Tire Repairer	14.83
05400 - Transmission Repair Specialist	19.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	13.02
07042 - Cook II	14.57
07070 - Dishwasher	10.61
07130 - Food Service Worker	10.61
07210 - Meat Cutter	15.51
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.51
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	19.51
09090 - Furniture Refinisher Helper	16.27
09110 - Furniture Repairer, Minor	17.89
09130 - Upholsterer	19.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.96
11090 - Gardener	14.77
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	10.00
11260 - Pruner	12.00
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.59

11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.40
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	29.51
12030 - EKG Technician	19.82
12035 - Electroneurodiagnostic Technologist	19.82
12040 - Emergency Medical Technician	15.40
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	16.92
12073 - Licensed Practical Nurse III	18.87
12100 - Medical Assistant	13.38
12130 - Medical Laboratory Technician	19.90
12160 - Medical Record Clerk	12.77
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.84
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	10.83
12222 - Nursing Assistant II	12.17
12223 - Nursing Assistant III	13.28
12224 - Nursing Assistant IV	14.90
12235 - Optical Dispenser	14.98
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	12.51
12280 - Phlebotomist	14.90
12305 - Radiologic Technologist	22.23
12311 - Registered Nurse I	19.67
12312 - Registered Nurse II	24.06
12313 - Registered Nurse II, Specialist	24.06
12314 - Registered Nurse III	29.11
12315 - Registered Nurse III, Anesthetist	29.11
12316 - Registered Nurse IV	34.88
12317 - Scheduler (Drug and Alcohol Testing)	19.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26
13043 - Illustrator III	27.23
13047 - Librarian	24.66
13050 - Library Aide/Clerk	12.79
13054 - Library Information Technology Systems Administrator	22.26
13058 - Library Technician	13.76
13061 - Media Specialist I	16.07
13062 - Media Specialist II	17.97
13063 - Media Specialist III	20.04
13071 - Photographer I	13.44
13072 - Photographer II	16.12
13073 - Photographer III	19.97
13074 - Photographer IV	24.42
13075 - Photographer V	29.60
13110 - Video Teleconference Technician	16.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.47
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.05
14044 - Computer Operator IV	20.05
14045 - Computer Operator V	22.21

14071 - Computer Programmer I		20.85
14072 - Computer Programmer II		25.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.19
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.47
14160 - Personal Computer Support Technician		20.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.19
15020 - Aircrew Training Devices Instructor (Rated)		30.48
15030 - Air Crew Training Devices Instructor (Pilot)		36.53
15050 - Computer Based Training Specialist / Instructor		25.19
15060 - Educational Technologist		25.84
15070 - Flight Instructor (Pilot)		36.53
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.66
15095 - Technical Instructor/Course Developer		22.83
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.52
19040 - Tool And Die Maker		23.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.88
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		11.82
21071 - Order Filler		12.79
21080 - Production Line Worker (Food Processing)		17.88
21110 - Shipping Packer		14.53
21130 - Shipping/Receiving Clerk		14.53
21140 - Store Worker I		14.39
21150 - Stock Clerk		17.43
21210 - Tools And Parts Attendant		17.88
21410 - Warehouse Specialist		17.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.58
23021 - Aircraft Mechanic I		22.66
23022 - Aircraft Mechanic II		23.58
23023 - Aircraft Mechanic III		24.53
23040 - Aircraft Mechanic Helper		18.04
23050 - Aircraft, Painter		21.75
23060 - Aircraft Servicer		19.87
23080 - Aircraft Worker		20.80
23110 - Appliance Mechanic		20.28
23120 - Bicycle Repairer		14.83
23125 - Cable Splicer		27.17
23130 - Carpenter, Maintenance		20.52
23140 - Carpet Layer		19.64

23160 - Electrician, Maintenance	22.73
23181 - Electronics Technician Maintenance I	21.92
23182 - Electronics Technician Maintenance II	22.90
23183 - Electronics Technician Maintenance III	23.87
23260 - Fabric Worker	18.70
23290 - Fire Alarm System Mechanic	21.39
23310 - Fire Extinguisher Repairer	17.79
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	20.21
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	22.66
23381 - Ground Support Equipment Servicer	19.87
23382 - Ground Support Equipment Worker	20.80
23391 - Gunsmith I	17.79
23392 - Gunsmith II	19.64
23393 - Gunsmith III	21.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.50
23430 - Heavy Equipment Mechanic	20.23
23440 - Heavy Equipment Operator	21.48
23460 - Instrument Mechanic	21.39
23465 - Laboratory/Shelter Mechanic	20.52
23470 - Laborer	11.98
23510 - Locksmith	20.52
23530 - Machinery Maintenance Mechanic	21.39
23550 - Machinist, Maintenance	19.21
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	21.39
23592 - Metrology Technician II	22.25
23593 - Metrology Technician III	23.15
23640 - Millwright	26.83
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	19.04
23790 - Pipefitter, Maintenance	23.42
23810 - Plumber, Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	21.39
23850 - Rigger	21.39
23870 - Scale Mechanic	19.64
23890 - Sheet-Metal Worker, Maintenance	24.61
23910 - Small Engine Mechanic	18.25
23931 - Telecommunications Mechanic I	24.42
23932 - Telecommunications Mechanic II	25.41
23950 - Telephone Lineman	21.39
23960 - Welder, Combination, Maintenance	19.62
23965 - Well Driller	25.92
23970 - Woodcraft Worker	21.39
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	11.00
24620 - Family Readiness And Support Services Coordinator	13.86
24630 - Homemaker	14.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.24
25040 - Sewage Plant Operator	21.34
25070 - Stationary Engineer	22.24
25190 - Ventilation Equipment Tender	17.71
25210 - Water Treatment Plant Operator	20.94
27000 - Protective Service Occupations	

27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	20.93
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	20.93
27070 - Firefighter	17.11
27101 - Guard I	11.56
27102 - Guard II	13.92
27131 - Police Officer I	22.63
27132 - Police Officer II	25.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.41
28042 - Carnival Equipment Repairer	13.02
28043 - Carnival Equpment Worker	10.61
28210 - Gate Attendant/Gate Tender	13.65
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.26
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.62
28630 - Sports Official	12.15
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.38
29020 - Hatch Tender	23.38
29030 - Line Handler	23.38
29041 - Stevedore I	22.27
29042 - Stevedore II	24.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	18.34
30023 - Archeological Technician III	22.72
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	22.25
30061 - Drafter/CAD Operator I	16.96
30062 - Drafter/CAD Operator II	18.97
30063 - Drafter/CAD Operator III	21.16
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	21.43
30084 - Engineering Technician IV	26.56
30085 - Engineering Technician V	32.49
30086 - Engineering Technician VI	39.30
30090 - Environmental Technician	21.85
30210 - Laboratory Technician	19.75
30240 - Mathematical Technician	23.02
30361 - Paralegal/Legal Assistant I	15.59
30362 - Paralegal/Legal Assistant II	19.31
30363 - Paralegal/Legal Assistant III	23.62
30364 - Paralegal/Legal Assistant IV	28.58
30390 - Photo-Optics Technician	23.50
30461 - Technical Writer I	23.02
30462 - Technical Writer II	27.49
30463 - Technical Writer III	34.07
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.16
30621 - Weather Observer, Senior	(see 2)	23.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.07
31030 - Bus Driver		12.62
31043 - Driver Courier		13.76
31260 - Parking and Lot Attendant		10.39
31290 - Shuttle Bus Driver		14.51
31310 - Taxi Driver		10.37
31361 - Truckdriver, Light		14.51
31362 - Truckdriver, Medium		16.34
31363 - Truckdriver, Heavy		16.69
31364 - Truckdriver, Tractor-Trailer		16.69
99000 - Miscellaneous Occupations		
99030 - Cashier		9.61
99050 - Desk Clerk		10.56
99095 - Embalmer		24.42
99251 - Laboratory Animal Caretaker I		11.81
99252 - Laboratory Animal Caretaker II		12.41
99310 - Mortician		24.42
99410 - Pest Controller		20.50
99510 - Photofinishing Worker		12.11
99710 - Recycling Laborer		15.72
99711 - Recycling Specialist		20.71
99730 - Refuse Collector		17.19
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		10.61
99830 - Survey Party Chief		19.27
99831 - Surveying Aide		11.46
99832 - Surveying Technician		17.53
99840 - Vending Machine Attendant		13.65
99841 - Vending Machine Repairer		15.79
99842 - Vending Machine Repairer Helper		13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2280 Revision No.: 15 Date Of Last Revision: 07/25/2014

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Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

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01020 - Administrative Assistant		21.53
01040 - Court Reporter		20.59
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.45
01060 - Dispatcher, Motor Vehicle		16.91
01070 - Document Preparation Clerk		11.87
01090 - Duplicating Machine Operator		11.87
01111 - General Clerk I		11.86
01112 - General Clerk II		15.60
01113 - General Clerk III		17.71
01120 - Housing Referral Assistant		17.66
01141 - Messenger Courier		11.31
01191 - Order Clerk I		12.51
01192 - Order Clerk II		13.34
01261 - Personnel Assistant (Employment) I		14.50
01262 - Personnel Assistant (Employment) II		16.22
01263 - Personnel Assistant (Employment) III		18.09
01270 - Production Control Clerk		20.04
01280 - Receptionist		11.95
01290 - Rental Clerk		10.30
01300 - Scheduler, Maintenance		12.55
01311 - Secretary I		12.55
01312 - Secretary II		15.88
01313 - Secretary III		17.66
01320 - Service Order Dispatcher		14.26
01410 - Supply Technician		21.53
01420 - Survey Worker		13.84
01531 - Travel Clerk I		12.78
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.48
01612 - Word Processor II		15.32
01613 - Word Processor III		17.12
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.67
05010 - Automotive Electrician		19.04
05040 - Automotive Glass Installer		18.25
05070 - Automotive Worker		18.25
05110 - Mobile Equipment Servicer		16.89
05130 - Motor Equipment Metal Mechanic		19.62
05160 - Motor Equipment Metal Worker		18.25
05190 - Motor Vehicle Mechanic		20.06
05220 - Motor Vehicle Mechanic Helper		16.09
05250 - Motor Vehicle Upholstery Worker		17.67
05280 - Motor Vehicle Wrecker		18.25
05310 - Painter, Automotive		19.04
05340 - Radiator Repair Specialist		18.25
05370 - Tire Repairer		14.83
05400 - Transmission Repair Specialist		19.62
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.10
07041 - Cook I		13.02
07042 - Cook II		14.57
07070 - Dishwasher		10.61

07130 - Food Service Worker	10.61
07210 - Meat Cutter	15.51
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.51
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	19.51
09090 - Furniture Refinisher Helper	16.27
09110 - Furniture Repairer, Minor	17.89
09130 - Upholsterer	19.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.96
11090 - Gardener	14.77
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	10.00
11260 - Pruner	12.00
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.40
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	29.51
12030 - EKG Technician	19.82
12035 - Electroneurodiagnostic Technologist	19.82
12040 - Emergency Medical Technician	15.40
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	16.92
12073 - Licensed Practical Nurse III	18.87
12100 - Medical Assistant	13.38
12130 - Medical Laboratory Technician	19.90
12160 - Medical Record Clerk	12.77
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.84
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	10.83
12222 - Nursing Assistant II	12.17
12223 - Nursing Assistant III	13.28
12224 - Nursing Assistant IV	14.90
12235 - Optical Dispenser	14.98
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	12.51
12280 - Phlebotomist	14.90
12305 - Radiologic Technologist	22.23
12311 - Registered Nurse I	19.67
12312 - Registered Nurse II	24.06
12313 - Registered Nurse II, Specialist	24.06
12314 - Registered Nurse III	29.11
12315 - Registered Nurse III, Anesthetist	29.11
12316 - Registered Nurse IV	34.88
12317 - Scheduler (Drug and Alcohol Testing)	19.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26

13043 - Illustrator III		27.23
13047 - Librarian		24.66
13050 - Library Aide/Clerk		12.79
13054 - Library Information Technology Systems Administrator		22.26
13058 - Library Technician		13.76
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.97
13063 - Media Specialist III		20.04
13071 - Photographer I		13.44
13072 - Photographer II		16.12
13073 - Photographer III		19.97
13074 - Photographer IV		24.42
13075 - Photographer V		29.60
13110 - Video Teleconference Technician		16.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.47
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.05
14044 - Computer Operator IV		20.05
14045 - Computer Operator V		22.21
14071 - Computer Programmer I		20.85
14072 - Computer Programmer II		25.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.19
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.47
14160 - Personal Computer Support Technician		20.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.19
15020 - Aircrew Training Devices Instructor (Rated)		30.48
15030 - Air Crew Training Devices Instructor (Pilot)		36.53
15050 - Computer Based Training Specialist / Instructor		25.19
15060 - Educational Technologist		25.84
15070 - Flight Instructor (Pilot)		36.53
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.66
15095 - Technical Instructor/Course Developer		22.83
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.52
19040 - Tool And Die Maker		23.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.88
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		11.82
21071 - Order Filler		12.79

21080 - Production Line Worker (Food Processing)	17.88
21110 - Shipping Packer	14.53
21130 - Shipping/Receiving Clerk	14.53
21140 - Store Worker I	14.39
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	17.88
21410 - Warehouse Specialist	17.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.58
23021 - Aircraft Mechanic I	22.66
23022 - Aircraft Mechanic II	23.58
23023 - Aircraft Mechanic III	24.53
23040 - Aircraft Mechanic Helper	18.04
23050 - Aircraft, Painter	21.75
23060 - Aircraft Servicer	19.87
23080 - Aircraft Worker	20.80
23110 - Appliance Mechanic	20.28
23120 - Bicycle Repairer	14.83
23125 - Cable Splicer	27.17
23130 - Carpenter, Maintenance	20.52
23140 - Carpet Layer	19.64
23160 - Electrician, Maintenance	22.73
23181 - Electronics Technician Maintenance I	21.92
23182 - Electronics Technician Maintenance II	22.90
23183 - Electronics Technician Maintenance III	23.87
23260 - Fabric Worker	18.70
23290 - Fire Alarm System Mechanic	21.39
23310 - Fire Extinguisher Repairer	17.79
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	20.21
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	22.66
23381 - Ground Support Equipment Servicer	19.87
23382 - Ground Support Equipment Worker	20.80
23391 - Gunsmith I	17.79
23392 - Gunsmith II	19.64
23393 - Gunsmith III	21.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.50
23430 - Heavy Equipment Mechanic	20.23
23440 - Heavy Equipment Operator	21.48
23460 - Instrument Mechanic	21.39
23465 - Laboratory/Shelter Mechanic	20.52
23470 - Laborer	11.98
23510 - Locksmith	20.52
23530 - Machinery Maintenance Mechanic	21.39
23550 - Machinist, Maintenance	19.21
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	21.39
23592 - Metrology Technician II	22.25
23593 - Metrology Technician III	23.15
23640 - Millwright	26.83
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	19.04
23790 - Pipefitter, Maintenance	23.42
23810 - Plumber, Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	21.39
23850 - Rigger	21.39
23870 - Scale Mechanic	19.64
23890 - Sheet-Metal Worker, Maintenance	24.61
23910 - Small Engine Mechanic	18.25

23931 - Telecommunications Mechanic I	24.42
23932 - Telecommunications Mechanic II	25.41
23950 - Telephone Lineman	21.39
23960 - Welder, Combination, Maintenance	19.62
23965 - Well Driller	25.92
23970 - Woodcraft Worker	21.39
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	11.00
24620 - Family Readiness And Support Services Coordinator	13.86
24630 - Homemaker	14.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.24
25040 - Sewage Plant Operator	21.34
25070 - Stationary Engineer	22.24
25190 - Ventilation Equipment Tender	17.71
25210 - Water Treatment Plant Operator	20.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	20.93
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	20.93
27070 - Firefighter	17.11
27101 - Guard I	11.56
27102 - Guard II	13.92
27131 - Police Officer I	22.63
27132 - Police Officer II	25.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.41
28042 - Carnival Equipment Repairer	13.02
28043 - Carnival Equpment Worker	10.61
28210 - Gate Attendant/Gate Tender	13.65
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.26
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.62
28630 - Sports Official	12.15
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.38
29020 - Hatch Tender	23.38
29030 - Line Handler	23.38
29041 - Stevedore I	22.27
29042 - Stevedore II	24.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	18.34
30023 - Archeological Technician III	22.72
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	22.25
30061 - Drafter/CAD Operator I	16.96
30062 - Drafter/CAD Operator II	18.97
30063 - Drafter/CAD Operator III	21.16
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	17.07

30082 - Engineering Technician II		19.16
30083 - Engineering Technician III		21.43
30084 - Engineering Technician IV		26.56
30085 - Engineering Technician V		32.49
30086 - Engineering Technician VI		39.30
30090 - Environmental Technician		21.85
30210 - Laboratory Technician		19.75
30240 - Mathematical Technician		23.02
30361 - Paralegal/Legal Assistant I		15.59
30362 - Paralegal/Legal Assistant II		19.31
30363 - Paralegal/Legal Assistant III		23.62
30364 - Paralegal/Legal Assistant IV		28.58
30390 - Photo-Optics Technician		23.50
30461 - Technical Writer I		23.02
30462 - Technical Writer II		27.49
30463 - Technical Writer III		34.07
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.16
30621 - Weather Observer, Senior	(see 2)	23.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.07
31030 - Bus Driver		12.62
31043 - Driver Courier		13.76
31260 - Parking and Lot Attendant		10.39
31290 - Shuttle Bus Driver		14.51
31310 - Taxi Driver		10.37
31361 - Truckdriver, Light		14.51
31362 - Truckdriver, Medium		16.34
31363 - Truckdriver, Heavy		16.69
31364 - Truckdriver, Tractor-Trailer		16.69
99000 - Miscellaneous Occupations		
99030 - Cashier		9.61
99050 - Desk Clerk		10.56
99095 - Embalmer		24.42
99251 - Laboratory Animal Caretaker I		11.81
99252 - Laboratory Animal Caretaker II		12.41
99310 - Mortician		24.42
99410 - Pest Controller		20.50
99510 - Photofinishing Worker		12.11
99710 - Recycling Laborer		15.72
99711 - Recycling Specialist		20.71
99730 - Refuse Collector		17.19
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		10.61
99830 - Survey Party Chief		19.27
99831 - Surveying Aide		11.46
99832 - Surveying Technician		17.53
99840 - Vending Machine Attendant		13.65
99841 - Vending Machine Repairer		15.79
99842 - Vending Machine Repairer Helper		13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2285 Revision No.: 13 Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woo, Mahnomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		20.26
01040 - Court Reporter		18.20
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		19.01
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		11.51
01112 - General Clerk II		12.56
01113 - General Clerk III		14.09
01120 - Housing Referral Assistant		20.30
01141 - Messenger Courier		12.25
01191 - Order Clerk I		14.05
01192 - Order Clerk II		15.19
01261 - Personnel Assistant (Employment) I		16.05
01262 - Personnel Assistant (Employment) II		17.95
01263 - Personnel Assistant (Employment) III		20.02
01270 - Production Control Clerk		21.13
01280 - Receptionist		11.40
01290 - Rental Clerk		10.60
01300 - Scheduler, Maintenance		16.27
01311 - Secretary I		16.27
01312 - Secretary II		18.20
01313 - Secretary III		20.30
01320 - Service Order Dispatcher		14.81

01410 - Supply Technician	20.26
01420 - Survey Worker	14.47
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.89
01611 - Word Processor I	13.51
01612 - Word Processor II	15.17
01613 - Word Processor III	16.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.48
05010 - Automotive Electrician	16.89
05040 - Automotive Glass Installer	16.40
05070 - Automotive Worker	16.40
05110 - Mobile Equipment Servicer	14.99
05130 - Motor Equipment Metal Mechanic	17.42
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	17.16
05220 - Motor Vehicle Mechanic Helper	15.87
05250 - Motor Vehicle Upholstery Worker	15.58
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter, Automotive	16.63
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	13.24
05400 - Transmission Repair Specialist	17.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.34
07041 - Cook I	10.76
07042 - Cook II	11.58
07070 - Dishwasher	7.94
07130 - Food Service Worker	10.69
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer, Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.29
11060 - Elevator Operator	10.96
11090 - Gardener	13.39
11122 - Housekeeping Aide	10.96
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	12.45
11240 - Maid or Houseman	10.24
11260 - Pruner	10.55
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	12.45
11360 - Window Cleaner	11.65
12000 - Health Occupations	
12010 - Ambulance Driver	12.63
12011 - Breath Alcohol Technician	16.85
12012 - Certified Occupational Therapist Assistant	18.69
12015 - Certified Physical Therapist Assistant	20.00
12020 - Dental Assistant	17.71
12025 - Dental Hygienist	28.01
12030 - EKG Technician	24.55
12035 - Electroneurodiagnostic Technologist	24.55
12040 - Emergency Medical Technician	12.63
12071 - Licensed Practical Nurse I	14.48
12072 - Licensed Practical Nurse II	16.19

12073 - Licensed Practical Nurse III		18.06
12100 - Medical Assistant		14.00
12130 - Medical Laboratory Technician		19.03
12160 - Medical Record Clerk		15.34
12190 - Medical Record Technician		17.16
12195 - Medical Transcriptionist		16.24
12210 - Nuclear Medicine Technologist		34.98
12221 - Nursing Assistant I		10.66
12222 - Nursing Assistant II		11.98
12223 - Nursing Assistant III		13.07
12224 - Nursing Assistant IV		14.67
12235 - Optical Dispenser		12.84
12236 - Optical Technician		12.93
12250 - Pharmacy Technician		14.21
12280 - Phlebotomist		14.67
12305 - Radiologic Technologist		25.69
12311 - Registered Nurse I		25.14
12312 - Registered Nurse II		29.52
12313 - Registered Nurse II, Specialist		29.52
12314 - Registered Nurse III		35.72
12315 - Registered Nurse III, Anesthetist		35.72
12316 - Registered Nurse IV		42.81
12317 - Scheduler (Drug and Alcohol Testing)		18.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.73
13012 - Exhibits Specialist II		21.97
13013 - Exhibits Specialist III		26.87
13041 - Illustrator I		17.73
13042 - Illustrator II		21.97
13043 - Illustrator III		26.87
13047 - Librarian		24.32
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		21.97
13058 - Library Technician		16.20
13061 - Media Specialist I		16.59
13062 - Media Specialist II		18.12
13063 - Media Specialist III		20.20
13071 - Photographer I		15.00
13072 - Photographer II		18.19
13073 - Photographer III		22.54
13074 - Photographer IV		27.57
13075 - Photographer V		33.36
13110 - Video Teleconference Technician		16.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44

15050 - Computer Based Training Specialist / Instructor	28.96
15060 - Educational Technologist	29.11
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	18.10
15090 - Technical Instructor	19.74
15095 - Technical Instructor/Course Developer	24.15
15110 - Test Proctor	15.93
15120 - Tutor	15.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.19
16030 - Counter Attendant	11.19
16040 - Dry Cleaner	14.10
16070 - Finisher, Flatwork, Machine	11.19
16090 - Presser, Hand	11.19
16110 - Presser, Machine, Drycleaning	11.19
16130 - Presser, Machine, Shirts	11.19
16160 - Presser, Machine, Wearing Apparel, Laundry	11.19
16190 - Sewing Machine Operator	14.92
16220 - Tailor	15.77
16250 - Washer, Machine	12.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.10
19040 - Tool And Die Maker	25.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.17
21030 - Material Coordinator	21.13
21040 - Material Expediter	21.13
21050 - Material Handling Laborer	12.63
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	17.17
21110 - Shipping Packer	15.63
21130 - Shipping/Receiving Clerk	13.77
21140 - Store Worker I	15.63
21150 - Stock Clerk	19.08
21210 - Tools And Parts Attendant	17.17
21410 - Warehouse Specialist	17.17
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.61
23021 - Aircraft Mechanic I	23.44
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.84
23040 - Aircraft Mechanic Helper	20.70
23050 - Aircraft, Painter	22.65
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.06
23110 - Appliance Mechanic	24.98
23120 - Bicycle Repairer	13.24
23125 - Cable Splicer	27.72
23130 - Carpenter, Maintenance	21.48
23140 - Carpet Layer	22.07
23160 - Electrician, Maintenance	28.31
23181 - Electronics Technician Maintenance I	26.05
23182 - Electronics Technician Maintenance II	26.81
23183 - Electronics Technician Maintenance III	27.67
23260 - Fabric Worker	21.08
23290 - Fire Alarm System Mechanic	23.44
23310 - Fire Extinguisher Repairer	19.98
23311 - Fuel Distribution System Mechanic	24.50
23312 - Fuel Distribution System Operator	21.26
23370 - General Maintenance Worker	17.89
23380 - Ground Support Equipment Mechanic	23.44
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.06

23391 - Gunsmith I	19.98
23392 - Gunsmith II	22.07
23393 - Gunsmith III	23.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.44
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.85
23430 - Heavy Equipment Mechanic	23.73
23440 - Heavy Equipment Operator	23.09
23460 - Instrument Mechanic	23.44
23465 - Laboratory/Shelter Mechanic	22.72
23470 - Laborer	12.63
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	22.84
23550 - Machinist, Maintenance	18.85
23580 - Maintenance Trades Helper	16.62
23591 - Metrology Technician I	23.44
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	24.99
23640 - Millwright	24.38
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	29.07
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	23.44
23850 - Rigger	23.44
23870 - Scale Mechanic	22.07
23890 - Sheet-Metal Worker, Maintenance	26.47
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.45
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	23.44
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	21.56
23970 - Woodcraft Worker	23.44
23980 - Woodworker	18.65
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.20
24580 - Child Care Center Clerk	13.95
24610 - Chore Aide	10.81
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	17.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.17
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	23.17
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	11.27
27008 - Corrections Officer	21.97
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	14.85
27040 - Detention Officer	21.97
27070 - Firefighter	16.27
27101 - Guard I	11.27
27102 - Guard II	14.85
27131 - Police Officer I	23.38
27132 - Police Officer II	25.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.28

28042 - Carnival Equipment Repairer		10.73
28043 - Carnival Equpment Worker		9.09
28210 - Gate Attendant/Gate Tender		13.80
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.43
28510 - Recreation Aide/Health Facility Attendant		11.27
28515 - Recreation Specialist		15.51
28630 - Sports Official		12.30
28690 - Swimming Pool Operator		13.78
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.80
29020 - Hatch Tender		22.80
29030 - Line Handler		22.80
29041 - Stevedore I		21.78
29042 - Stevedore II		24.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.56
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.01
30030 - Cartographic Technician		22.89
30040 - Civil Engineering Technician		25.25
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.62
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		14.97
30082 - Engineering Technician II		16.80
30083 - Engineering Technician III		18.79
30084 - Engineering Technician IV		23.28
30085 - Engineering Technician V		28.48
30086 - Engineering Technician VI		34.46
30090 - Environmental Technician		21.39
30210 - Laboratory Technician		21.32
30240 - Mathematical Technician		22.89
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		22.37
30363 - Paralegal/Legal Assistant III		27.38
30364 - Paralegal/Legal Assistant IV		33.12
30390 - Photo-Optics Technician		22.89
30461 - Technical Writer I		21.42
30462 - Technical Writer II		26.19
30463 - Technical Writer III		31.70
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.67
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.93
31043 - Driver Courier		14.34
31260 - Parking and Lot Attendant		12.44
31290 - Shuttle Bus Driver		15.42
31310 - Taxi Driver		15.13
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		19.03

31364 - Truckdriver, Tractor-Trailer	19.03
99000 - Miscellaneous Occupations	
99030 - Cashier	8.39
99050 - Desk Clerk	9.36
99095 - Embalmer	31.81
99251 - Laboratory Animal Caretaker I	11.47
99252 - Laboratory Animal Caretaker II	12.16
99310 - Mortician	31.81
99410 - Pest Controller	14.83
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.90
99711 - Recycling Specialist	17.45
99730 - Refuse Collector	15.01
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	12.24
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	14.70
99841 - Vending Machine Repairer	16.40
99842 - Vending Machine Repairer Helper	14.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2286 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woo, Mahnomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79

01012 - Accounting Clerk II	16.60
01013 - Accounting Clerk III	18.56
01020 - Administrative Assistant	20.26
01040 - Court Reporter	18.20
01051 - Data Entry Operator I	12.27
01052 - Data Entry Operator II	13.46
01060 - Dispatcher, Motor Vehicle	19.01
01070 - Document Preparation Clerk	14.78
01090 - Duplicating Machine Operator	14.78
01111 - General Clerk I	11.51
01112 - General Clerk II	12.56
01113 - General Clerk III	14.09
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.05
01192 - Order Clerk II	15.19
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.02
01270 - Production Control Clerk	21.13
01280 - Receptionist	11.40
01290 - Rental Clerk	10.60
01300 - Scheduler, Maintenance	16.27
01311 - Secretary I	16.27
01312 - Secretary II	18.20
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	14.81
01410 - Supply Technician	20.26
01420 - Survey Worker	14.47
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.89
01611 - Word Processor I	13.51
01612 - Word Processor II	15.17
01613 - Word Processor III	16.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.48
05010 - Automotive Electrician	16.89
05040 - Automotive Glass Installer	16.40
05070 - Automotive Worker	16.40
05110 - Mobile Equipment Servicer	14.99
05130 - Motor Equipment Metal Mechanic	17.42
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	17.16
05220 - Motor Vehicle Mechanic Helper	15.87
05250 - Motor Vehicle Upholstery Worker	15.58
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter, Automotive	16.63
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	13.24
05400 - Transmission Repair Specialist	17.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.34
07041 - Cook I	10.76
07042 - Cook II	11.58
07070 - Dishwasher	7.94
07130 - Food Service Worker	10.69
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84

09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer, Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.29
11060 - Elevator Operator	10.96
11090 - Gardener	13.39
11122 - Housekeeping Aide	10.96
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	12.45
11240 - Maid or Houseman	10.24
11260 - Pruner	10.55
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	12.45
11360 - Window Cleaner	11.65
12000 - Health Occupations	
12010 - Ambulance Driver	12.63
12011 - Breath Alcohol Technician	16.85
12012 - Certified Occupational Therapist Assistant	18.69
12015 - Certified Physical Therapist Assistant	20.00
12020 - Dental Assistant	17.71
12025 - Dental Hygienist	28.01
12030 - EKG Technician	24.55
12035 - Electroneurodiagnostic Technologist	24.55
12040 - Emergency Medical Technician	12.63
12071 - Licensed Practical Nurse I	14.48
12072 - Licensed Practical Nurse II	16.19
12073 - Licensed Practical Nurse III	18.06
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	19.03
12160 - Medical Record Clerk	15.34
12190 - Medical Record Technician	17.16
12195 - Medical Transcriptionist	16.24
12210 - Nuclear Medicine Technologist	34.98
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	12.84
12236 - Optical Technician	12.93
12250 - Pharmacy Technician	14.21
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	25.69
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II, Specialist	29.52
12314 - Registered Nurse III	35.72
12315 - Registered Nurse III, Anesthetist	35.72
12316 - Registered Nurse IV	42.81
12317 - Scheduler (Drug and Alcohol Testing)	18.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.73
13012 - Exhibits Specialist II	21.97
13013 - Exhibits Specialist III	26.87
13041 - Illustrator I	17.73
13042 - Illustrator II	21.97
13043 - Illustrator III	26.87
13047 - Librarian	24.32
13050 - Library Aide/Clerk	12.64
13054 - Library Information Technology Systems Administrator	21.97
13058 - Library Technician	16.20
13061 - Media Specialist I	16.59

13062 - Media Specialist II		18.12
13063 - Media Specialist III		20.20
13071 - Photographer I		15.00
13072 - Photographer II		18.19
13073 - Photographer III		22.54
13074 - Photographer IV		27.57
13075 - Photographer V		33.36
13110 - Video Teleconference Technician		16.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		29.11
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		18.10
15090 - Technical Instructor		19.74
15095 - Technical Instructor/Course Developer		24.15
15110 - Test Proctor		15.93
15120 - Tutor		15.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.19
16030 - Counter Attendant		11.19
16040 - Dry Cleaner		14.10
16070 - Finisher, Flatwork, Machine		11.19
16090 - Presser, Hand		11.19
16110 - Presser, Machine, Drycleaning		11.19
16130 - Presser, Machine, Shirts		11.19
16160 - Presser, Machine, Wearing Apparel, Laundry		11.19
16190 - Sewing Machine Operator		14.92
16220 - Tailor		15.77
16250 - Washer, Machine		12.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.10
19040 - Tool And Die Maker		25.88
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.17
21030 - Material Coordinator		21.13
21040 - Material Expediter		21.13
21050 - Material Handling Laborer		12.63
21071 - Order Filler		10.71
21080 - Production Line Worker (Food Processing)		17.17
21110 - Shipping Packer		15.63
21130 - Shipping/Receiving Clerk		13.77
21140 - Store Worker I		15.63
21150 - Stock Clerk		19.08
21210 - Tools And Parts Attendant		17.17
21410 - Warehouse Specialist		17.17

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.61
23021 - Aircraft Mechanic I	23.44
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.84
23040 - Aircraft Mechanic Helper	20.70
23050 - Aircraft, Painter	22.65
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.06
23110 - Appliance Mechanic	24.98
23120 - Bicycle Repairer	13.24
23125 - Cable Splicer	27.72
23130 - Carpenter, Maintenance	21.48
23140 - Carpet Layer	22.07
23160 - Electrician, Maintenance	28.31
23181 - Electronics Technician Maintenance I	26.05
23182 - Electronics Technician Maintenance II	26.81
23183 - Electronics Technician Maintenance III	27.67
23260 - Fabric Worker	21.08
23290 - Fire Alarm System Mechanic	23.44
23310 - Fire Extinguisher Repairer	19.98
23311 - Fuel Distribution System Mechanic	24.50
23312 - Fuel Distribution System Operator	21.26
23370 - General Maintenance Worker	17.89
23380 - Ground Support Equipment Mechanic	23.44
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.06
23391 - Gunsmith I	19.98
23392 - Gunsmith II	22.07
23393 - Gunsmith III	23.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.44
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.85
23430 - Heavy Equipment Mechanic	23.73
23440 - Heavy Equipment Operator	23.09
23460 - Instrument Mechanic	23.44
23465 - Laboratory/Shelter Mechanic	22.72
23470 - Laborer	12.63
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	22.84
23550 - Machinist, Maintenance	18.85
23580 - Maintenance Trades Helper	16.62
23591 - Metrology Technician I	23.44
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	24.99
23640 - Millwright	24.38
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	29.07
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	23.44
23850 - Rigger	23.44
23870 - Scale Mechanic	22.07
23890 - Sheet-Metal Worker, Maintenance	26.47
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.45
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	23.44
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	21.56
23970 - Woodcraft Worker	23.44
23980 - Woodworker	18.65

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.20
24580 - Child Care Center Clerk	13.95
24610 - Chore Aide	10.81
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	17.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.17
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	23.17
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	11.27
27008 - Corrections Officer	21.97
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	14.85
27040 - Detention Officer	21.97
27070 - Firefighter	16.27
27101 - Guard I	11.27
27102 - Guard II	14.85
27131 - Police Officer I	23.38
27132 - Police Officer II	25.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.28
28042 - Carnival Equipment Repairer	10.73
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.43
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	15.51
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	13.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.80
29020 - Hatch Tender	22.80
29030 - Line Handler	22.80
29041 - Stevedore I	21.78
29042 - Stevedore II	24.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.56
30022 - Archeological Technician II	18.65
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	22.89
30040 - Civil Engineering Technician	25.25
30061 - Drafter/CAD Operator I	16.51
30062 - Drafter/CAD Operator II	18.62
30063 - Drafter/CAD Operator III	20.60
30064 - Drafter/CAD Operator IV	25.34
30081 - Engineering Technician I	14.97
30082 - Engineering Technician II	16.80
30083 - Engineering Technician III	18.79
30084 - Engineering Technician IV	23.28
30085 - Engineering Technician V	28.48
30086 - Engineering Technician VI	34.46
30090 - Environmental Technician	21.39
30210 - Laboratory Technician	21.32

30240 - Mathematical Technician		22.89
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		22.37
30363 - Paralegal/Legal Assistant III		27.38
30364 - Paralegal/Legal Assistant IV		33.12
30390 - Photo-Optics Technician		22.89
30461 - Technical Writer I		21.42
30462 - Technical Writer II		26.19
30463 - Technical Writer III		31.70
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.67
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.93
31043 - Driver Courier		14.34
31260 - Parking and Lot Attendant		12.44
31290 - Shuttle Bus Driver		15.42
31310 - Taxi Driver		15.13
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		19.03
31364 - Truckdriver, Tractor-Trailer		19.03
99000 - Miscellaneous Occupations		
99030 - Cashier		8.39
99050 - Desk Clerk		9.36
99095 - Embalmer		31.81
99251 - Laboratory Animal Caretaker I		11.47
99252 - Laboratory Animal Caretaker II		12.16
99310 - Mortician		31.81
99410 - Pest Controller		14.83
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.90
99711 - Recycling Specialist		17.45
99730 - Refuse Collector		15.01
99810 - Sales Clerk		11.04
99820 - School Crossing Guard		12.24
99830 - Survey Party Chief		22.95
99831 - Surveying Aide		15.42
99832 - Surveying Technician		20.16
99840 - Vending Machine Attendant		14.70
99841 - Vending Machine Repairer		16.40
99842 - Vending Machine Repairer Helper		14.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2287
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		22.97
01040 - Court Reporter		19.17
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.93
01060 - Dispatcher, Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.07
01090 - Duplicating Machine Operator		15.07
01111 - General Clerk I		14.03
01112 - General Clerk II		15.31
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.38
01141 - Messenger Courier		13.62
01191 - Order Clerk I		16.23
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		17.75
01262 - Personnel Assistant (Employment) II		19.86
01263 - Personnel Assistant (Employment) III		22.13
01270 - Production Control Clerk		22.34
01280 - Receptionist		15.24
01290 - Rental Clerk		16.80
01300 - Scheduler, Maintenance		17.95
01311 - Secretary I		17.95
01312 - Secretary II		20.09
01313 - Secretary III		22.38
01320 - Service Order Dispatcher		20.00
01410 - Supply Technician		22.97
01420 - Survey Worker		19.17
01531 - Travel Clerk I		14.01
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.22
01611 - Word Processor I		15.01
01612 - Word Processor II		16.85
01613 - Word Processor III		18.85
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter, Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.80
07041 - Cook I	13.58
07042 - Cook II	14.78
07070 - Dishwasher	10.58
07130 - Food Service Worker	10.92
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.56
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer, Grounds Maintenance	16.54
11240 - Maid or Houseman	11.37
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.62
12011 - Breath Alcohol Technician	19.34
12012 - Certified Occupational Therapist Assistant	19.52
12015 - Certified Physical Therapist Assistant	21.11
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	33.77
12030 - EKG Technician	27.56
12035 - Electroneurodiagnostic Technologist	27.56
12040 - Emergency Medical Technician	18.62
12071 - Licensed Practical Nurse I	17.28
12072 - Licensed Practical Nurse II	19.34
12073 - Licensed Practical Nurse III	21.55
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	16.01
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	34.10
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.78

12223 - Nursing Assistant III		13.95
12224 - Nursing Assistant IV		15.79
12235 - Optical Dispenser		18.70
12236 - Optical Technician		16.04
12250 - Pharmacy Technician		15.53
12280 - Phlebotomist		15.79
12305 - Radiologic Technologist		27.30
12311 - Registered Nurse I		29.71
12312 - Registered Nurse II		36.35
12313 - Registered Nurse II, Specialist		36.35
12314 - Registered Nurse III		43.98
12315 - Registered Nurse III, Anesthetist		43.98
12316 - Registered Nurse IV		52.71
12317 - Scheduler (Drug and Alcohol Testing)		23.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.81
13042 - Illustrator II		27.01
13043 - Illustrator III		33.05
13047 - Librarian		33.12
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		18.54
13061 - Media Specialist I		18.14
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.00
13071 - Photographer I		18.66
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		36.15
13110 - Video Teleconference Technician		19.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.83
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		28.68
15070 - Flight Instructor (Pilot)		42.83
15080 - Graphic Artist		24.15
15090 - Technical Instructor		23.67
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.57
15120 - Tutor		19.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	11.42
16030 - Counter Attendant	11.42
16040 - Dry Cleaner	14.39
16070 - Finisher, Flatwork, Machine	11.42
16090 - Presser, Hand	11.42
16110 - Presser, Machine, Drycleaning	11.42
16130 - Presser, Machine, Shirts	11.42
16160 - Presser, Machine, Wearing Apparel, Laundry	11.42
16190 - Sewing Machine Operator	15.22
16220 - Tailor	16.09
16250 - Washer, Machine	12.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.64
19040 - Tool And Die Maker	29.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.74
21030 - Material Coordinator	22.34
21040 - Material Expediter	22.34
21050 - Material Handling Laborer	16.04
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	17.74
21110 - Shipping Packer	18.04
21130 - Shipping/Receiving Clerk	18.04
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.61
21210 - Tools And Parts Attendant	17.74
21410 - Warehouse Specialist	18.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.14
23021 - Aircraft Mechanic I	27.99
23022 - Aircraft Mechanic II	29.14
23023 - Aircraft Mechanic III	30.35
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft, Painter	26.79
23060 - Aircraft Servicer	24.57
23080 - Aircraft Worker	25.65
23110 - Appliance Mechanic	23.16
23120 - Bicycle Repairer	17.12
23125 - Cable Splicer	31.75
23130 - Carpenter, Maintenance	24.26
23140 - Carpet Layer	26.15
23160 - Electrician, Maintenance	29.96
23181 - Electronics Technician Maintenance I	23.74
23182 - Electronics Technician Maintenance II	26.06
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	22.65
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	21.27
23311 - Fuel Distribution System Mechanic	24.62
23312 - Fuel Distribution System Operator	21.94
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	27.99
23381 - Ground Support Equipment Servicer	25.65
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	23.64
23392 - Gunsmith II	25.92
23393 - Gunsmith III	26.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.16
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	28.74

23460 - Instrument Mechanic	23.53
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborer	13.69
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	24.68
23550 - Machinist, Maintenance	21.98
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	23.53
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.51
23640 - Millwright	26.97
23710 - Office Appliance Repairer	21.42
23760 - Painter, Maintenance	21.49
23790 - Pipefitter, Maintenance	32.15
23810 - Plumber, Maintenance	27.99
23820 - Pneudraulic Systems Mechanic	25.92
23850 - Rigger	25.38
23870 - Scale Mechanic	23.64
23890 - Sheet-Metal Worker, Maintenance	29.90
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	26.00
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	22.63
23965 - Well Driller	23.07
23970 - Woodcraft Worker	25.92
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	14.71
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.13
25040 - Sewage Plant Operator	22.17
25070 - Stationary Engineer	27.13
25190 - Ventilation Equipment Tender	20.79
25210 - Water Treatment Plant Operator	22.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	14.94
27008 - Corrections Officer	20.73
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	20.73
27070 - Firefighter	20.84
27101 - Guard I	14.94
27102 - Guard II	18.37
27131 - Police Officer I	27.66
27132 - Police Officer II	30.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.28
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.59
28515 - Recreation Specialist	16.18
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	19.47

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.63
29020 - Hatch Tender		25.63
29030 - Line Handler		25.63
29041 - Stevedore I		24.75
29042 - Stevedore II		26.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.91
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.13
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.78
30021 - Archeological Technician I		20.60
30022 - Archeological Technician II		23.05
30023 - Archeological Technician III		28.54
30030 - Cartographic Technician		29.12
30040 - Civil Engineering Technician		25.55
30061 - Drafter/CAD Operator I		20.60
30062 - Drafter/CAD Operator II		23.05
30063 - Drafter/CAD Operator III		25.69
30064 - Drafter/CAD Operator IV		31.62
30081 - Engineering Technician I		18.51
30082 - Engineering Technician II		21.39
30083 - Engineering Technician III		23.93
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		31.93
30086 - Engineering Technician VI		39.73
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		20.75
30240 - Mathematical Technician		23.33
30361 - Paralegal/Legal Assistant I		20.05
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant III		30.38
30364 - Paralegal/Legal Assistant IV		36.76
30390 - Photo-Optics Technician		29.64
30461 - Technical Writer I		25.29
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.39
30491 - Unexploded Ordnance (UXO) Technician I		24.09
30492 - Unexploded Ordnance (UXO) Technician II		29.15
30493 - Unexploded Ordnance (UXO) Technician III		34.93
30494 - Unexploded (UXO) Safety Escort		24.09
30495 - Unexploded (UXO) Sweep Personnel		24.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.69
30621 - Weather Observer, Senior	(see 2)	28.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.23
31030 - Bus Driver		17.55
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		10.53
31290 - Shuttle Bus Driver		18.14
31310 - Taxi Driver		12.19
31361 - Truckdriver, Light		18.14
31362 - Truckdriver, Medium		22.10
31363 - Truckdriver, Heavy		22.46
31364 - Truckdriver, Tractor-Trailer		22.43
99000 - Miscellaneous Occupations		
99030 - Cashier		10.11
99050 - Desk Clerk		10.62
99095 - Embalmer		30.75
99251 - Laboratory Animal Caretaker I		11.41
99252 - Laboratory Animal Caretaker II		12.22
99310 - Mortician		35.34
99410 - Pest Controller		19.77

99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	20.39
99711 - Recycling Specialist	23.70
99730 - Refuse Collector	18.73
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	29.97
99831 - Surveying Aide	19.91
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2288 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		22.97
01040 - Court Reporter		19.17
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.93
01060 - Dispatcher, Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.07
01090 - Duplicating Machine Operator		15.07
01111 - General Clerk I		14.03
01112 - General Clerk II		15.31
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.38
01141 - Messenger Courier		13.62

01191 - Order Clerk I	16.23
01192 - Order Clerk II	17.72
01261 - Personnel Assistant (Employment) I	17.75
01262 - Personnel Assistant (Employment) II	19.86
01263 - Personnel Assistant (Employment) III	22.13
01270 - Production Control Clerk	22.34
01280 - Receptionist	15.24
01290 - Rental Clerk	16.80
01300 - Scheduler, Maintenance	17.95
01311 - Secretary I	17.95
01312 - Secretary II	20.09
01313 - Secretary III	22.38
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	22.97
01420 - Survey Worker	19.17
01531 - Travel Clerk I	14.01
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.22
01611 - Word Processor I	15.01
01612 - Word Processor II	16.85
01613 - Word Processor III	18.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter, Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.80
07041 - Cook I	13.58
07042 - Cook II	14.78
07070 - Dishwasher	10.58
07130 - Food Service Worker	10.92
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.56
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer, Grounds Maintenance	16.54
11240 - Maid or Houseman	11.37
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54

11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.62
12011 - Breath Alcohol Technician	19.34
12012 - Certified Occupational Therapist Assistant	19.52
12015 - Certified Physical Therapist Assistant	21.11
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	33.77
12030 - EKG Technician	27.56
12035 - Electroneurodiagnostic Technologist	27.56
12040 - Emergency Medical Technician	18.62
12071 - Licensed Practical Nurse I	17.28
12072 - Licensed Practical Nurse II	19.34
12073 - Licensed Practical Nurse III	21.55
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	16.01
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	34.10
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.78
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	18.70
12236 - Optical Technician	16.04
12250 - Pharmacy Technician	15.53
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	27.30
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35
12313 - Registered Nurse II, Specialist	36.35
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III, Anesthetist	43.98
12316 - Registered Nurse IV	52.71
12317 - Scheduler (Drug and Alcohol Testing)	23.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.47
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.81
13042 - Illustrator II	27.01
13043 - Illustrator III	33.05
13047 - Librarian	33.12
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	25.74
13058 - Library Technician	18.54
13061 - Media Specialist I	18.14
13062 - Media Specialist II	19.95
13063 - Media Specialist III	22.00
13071 - Photographer I	18.66
13072 - Photographer II	20.87
13073 - Photographer III	25.85
13074 - Photographer IV	31.63
13075 - Photographer V	36.15
13110 - Video Teleconference Technician	19.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.63
14042 - Computer Operator II	20.85
14043 - Computer Operator III	23.23
14044 - Computer Operator IV	25.81
14045 - Computer Operator V	28.59

14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.83
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		28.68
15070 - Flight Instructor (Pilot)		42.83
15080 - Graphic Artist		24.15
15090 - Technical Instructor		23.67
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.57
15120 - Tutor		19.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		15.22
16220 - Tailor		16.09
16250 - Washer, Machine		12.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.64
19040 - Tool And Die Maker		29.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.74
21030 - Material Coordinator		22.34
21040 - Material Expediter		22.34
21050 - Material Handling Laborer		16.04
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		17.74
21110 - Shipping Packer		18.04
21130 - Shipping/Receiving Clerk		18.04
21140 - Store Worker I		14.40
21150 - Stock Clerk		18.61
21210 - Tools And Parts Attendant		17.74
21410 - Warehouse Specialist		18.67
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.14
23021 - Aircraft Mechanic I		27.99
23022 - Aircraft Mechanic II		29.14
23023 - Aircraft Mechanic III		30.35
23040 - Aircraft Mechanic Helper		21.64
23050 - Aircraft, Painter		26.79
23060 - Aircraft Servicer		24.57
23080 - Aircraft Worker		25.65
23110 - Appliance Mechanic		23.16
23120 - Bicycle Repairer		17.12
23125 - Cable Splicer		31.75
23130 - Carpenter, Maintenance		24.26
23140 - Carpet Layer		26.15

23160 - Electrician, Maintenance	29.96
23181 - Electronics Technician Maintenance I	23.74
23182 - Electronics Technician Maintenance II	26.06
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	22.65
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	21.27
23311 - Fuel Distribution System Mechanic	24.62
23312 - Fuel Distribution System Operator	21.94
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	27.99
23381 - Ground Support Equipment Servicer	25.65
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	23.64
23392 - Gunsmith II	25.92
23393 - Gunsmith III	26.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.16
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	28.74
23460 - Instrument Mechanic	23.53
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborer	13.69
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	24.68
23550 - Machinist, Maintenance	21.98
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	23.53
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.51
23640 - Millwright	26.97
23710 - Office Appliance Repairer	21.42
23760 - Painter, Maintenance	21.49
23790 - Pipefitter, Maintenance	32.15
23810 - Plumber, Maintenance	27.99
23820 - Pneudraulic Systems Mechanic	25.92
23850 - Rigger	25.38
23870 - Scale Mechanic	23.64
23890 - Sheet-Metal Worker, Maintenance	29.90
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	26.00
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	22.63
23965 - Well Driller	23.07
23970 - Woodcraft Worker	25.92
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	14.71
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.13
25040 - Sewage Plant Operator	22.17
25070 - Stationary Engineer	27.13
25190 - Ventilation Equipment Tender	20.79
25210 - Water Treatment Plant Operator	22.17
27000 - Protective Service Occupations	

27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	14.94
27008 - Corrections Officer	20.73
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	20.73
27070 - Firefighter	20.84
27101 - Guard I	14.94
27102 - Guard II	18.37
27131 - Police Officer I	27.66
27132 - Police Officer II	30.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.28
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.59
28515 - Recreation Specialist	16.18
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	19.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.63
29020 - Hatch Tender	25.63
29030 - Line Handler	25.63
29041 - Stevedore I	24.75
29042 - Stevedore II	26.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.91
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.13
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.78
30021 - Archeological Technician I	20.60
30022 - Archeological Technician II	23.05
30023 - Archeological Technician III	28.54
30030 - Cartographic Technician	29.12
30040 - Civil Engineering Technician	25.55
30061 - Drafter/CAD Operator I	20.60
30062 - Drafter/CAD Operator II	23.05
30063 - Drafter/CAD Operator III	25.69
30064 - Drafter/CAD Operator IV	31.62
30081 - Engineering Technician I	18.51
30082 - Engineering Technician II	21.39
30083 - Engineering Technician III	23.93
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	31.93
30086 - Engineering Technician VI	39.73
30090 - Environmental Technician	22.39
30210 - Laboratory Technician	20.75
30240 - Mathematical Technician	23.33
30361 - Paralegal/Legal Assistant I	20.05
30362 - Paralegal/Legal Assistant II	24.83
30363 - Paralegal/Legal Assistant III	30.38
30364 - Paralegal/Legal Assistant IV	36.76
30390 - Photo-Optics Technician	29.64
30461 - Technical Writer I	25.29
30462 - Technical Writer II	30.95
30463 - Technical Writer III	37.39
30491 - Unexploded Ordnance (UXO) Technician I	24.09
30492 - Unexploded Ordnance (UXO) Technician II	29.15
30493 - Unexploded Ordnance (UXO) Technician III	34.93
30494 - Unexploded (UXO) Safety Escort	24.09
30495 - Unexploded (UXO) Sweep Personnel	24.09

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.69
30621 - Weather Observer, Senior	(see 2)	28.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.23
31030 - Bus Driver		17.55
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		10.53
31290 - Shuttle Bus Driver		18.14
31310 - Taxi Driver		12.19
31361 - Truckdriver, Light		18.14
31362 - Truckdriver, Medium		22.10
31363 - Truckdriver, Heavy		22.46
31364 - Truckdriver, Tractor-Trailer		22.43
99000 - Miscellaneous Occupations		
99030 - Cashier		10.11
99050 - Desk Clerk		10.62
99095 - Embalmer		30.75
99251 - Laboratory Animal Caretaker I		11.41
99252 - Laboratory Animal Caretaker II		12.22
99310 - Mortician		35.34
99410 - Pest Controller		19.77
99510 - Photofinishing Worker		17.97
99710 - Recycling Laborer		20.39
99711 - Recycling Specialist		23.70
99730 - Refuse Collector		18.73
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		12.01
99830 - Survey Party Chief		29.97
99831 - Surveying Aide		19.91
99832 - Surveying Technician		22.89
99840 - Vending Machine Attendant		16.99
99841 - Vending Machine Repairer		19.47
99842 - Vending Machine Repairer Helper		16.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2289 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa,

Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		18.78
01040 - Court Reporter		17.56
01051 - Data Entry Operator I		12.38
01052 - Data Entry Operator II		13.51
01060 - Dispatcher, Motor Vehicle		18.67
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		13.19
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		17.07
01270 - Production Control Clerk		21.31
01280 - Receptionist		12.39
01290 - Rental Clerk		11.24
01300 - Scheduler, Maintenance		15.70
01311 - Secretary I		15.70
01312 - Secretary II		17.56
01313 - Secretary III		19.59
01320 - Service Order Dispatcher		16.62
01410 - Supply Technician		20.25
01420 - Survey Worker		17.44
01531 - Travel Clerk I		14.01
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.22
01611 - Word Processor I		13.32
01612 - Word Processor II		14.95
01613 - Word Processor III		16.72
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.27
05010 - Automotive Electrician		16.40
05040 - Automotive Glass Installer		15.72
05070 - Automotive Worker		15.72
05110 - Mobile Equipment Servicer		14.52
05130 - Motor Equipment Metal Mechanic		17.08
05160 - Motor Equipment Metal Worker		15.72
05190 - Motor Vehicle Mechanic		17.86
05220 - Motor Vehicle Mechanic Helper		13.84
05250 - Motor Vehicle Upholstery Worker		15.20
05280 - Motor Vehicle Wrecker		15.72
05310 - Painter, Automotive		16.40
05340 - Radiator Repair Specialist		15.72

05370 - Tire Repairer	12.59
05400 - Transmission Repair Specialist	17.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24
12072 - Licensed Practical Nurse II	15.93
12073 - Licensed Practical Nurse III	17.77
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	18.86
12160 - Medical Record Clerk	14.63
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	15.90
12210 - Nuclear Medicine Technologist	35.02
12221 - Nursing Assistant I	10.78
12222 - Nursing Assistant II	12.12
12223 - Nursing Assistant III	13.23
12224 - Nursing Assistant IV	14.84
12235 - Optical Dispenser	16.48
12236 - Optical Technician	11.65
12250 - Pharmacy Technician	14.18
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	26.50
12311 - Registered Nurse I	19.59
12312 - Registered Nurse II	23.96
12313 - Registered Nurse II, Specialist	23.96
12314 - Registered Nurse III	28.99
12315 - Registered Nurse III, Anesthetist	28.99
12316 - Registered Nurse IV	34.74

12317 - Scheduler (Drug and Alcohol Testing)		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		25.40
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.03
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		15.96
15120 - Tutor		15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		15.22
16220 - Tailor		16.09
16250 - Washer, Machine		12.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.56

19040 - Tool And Die Maker	24.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.45
21030 - Material Coordinator	21.31
21040 - Material Expediter	21.31
21050 - Material Handling Laborer	13.98
21071 - Order Filler	12.27
21080 - Production Line Worker (Food Processing)	14.45
21110 - Shipping Packer	13.34
21130 - Shipping/Receiving Clerk	13.34
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.13
21210 - Tools And Parts Attendant	14.45
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.33
23021 - Aircraft Mechanic I	22.45
23022 - Aircraft Mechanic II	23.33
23023 - Aircraft Mechanic III	24.22
23040 - Aircraft Mechanic Helper	16.98
23050 - Aircraft, Painter	20.76
23060 - Aircraft Servicer	18.93
23080 - Aircraft Worker	19.74
23110 - Appliance Mechanic	21.55
23120 - Bicycle Repairer	12.59
23125 - Cable Splicer	25.70
23130 - Carpenter, Maintenance	18.16
23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
23381 - Ground Support Equipment Servicer	18.93
23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37

23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	19.76
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	19.76
27070 - Firefighter	19.76
27101 - Guard I	13.21
27102 - Guard II	16.09
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.78
28042 - Carnival Equipment Repairer	11.23
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	14.65
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.72
29020 - Hatch Tender	20.72
29030 - Line Handler	20.72
29041 - Stevedore I	19.87
29042 - Stevedore II	21.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.02
30022 - Archeological Technician II	20.21
30023 - Archeological Technician III	25.58

30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		23.43
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30210 - Laboratory Technician		23.02
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30390 - Photo-Optics Technician		25.58
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11
31363 - Truckdriver, Heavy		18.58
31364 - Truckdriver, Tractor-Trailer		18.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.55
99050 - Desk Clerk		8.78
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		12.10
99310 - Mortician		25.36
99410 - Pest Controller		18.41
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		18.71
99711 - Recycling Specialist		20.77
99730 - Refuse Collector		17.08
99810 - Sales Clerk		11.12
99820 - School Crossing Guard		14.52
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		13.23
99832 - Surveying Technician		17.27
99840 - Vending Machine Attendant		19.77
99841 - Vending Machine Repairer		21.62
99842 - Vending Machine Repairer Helper		19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2290 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84

01013 - Accounting Clerk III	18.84
01020 - Administrative Assistant	18.78
01040 - Court Reporter	17.56
01051 - Data Entry Operator I	12.38
01052 - Data Entry Operator II	13.51
01060 - Dispatcher, Motor Vehicle	18.67
01070 - Document Preparation Clerk	14.53
01090 - Duplicating Machine Operator	14.53
01111 - General Clerk I	12.59
01112 - General Clerk II	13.74
01113 - General Clerk III	15.42
01120 - Housing Referral Assistant	19.59
01141 - Messenger Courier	13.19
01191 - Order Clerk I	12.32
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.21
01263 - Personnel Assistant (Employment) III	17.07
01270 - Production Control Clerk	21.31
01280 - Receptionist	12.39
01290 - Rental Clerk	11.24
01300 - Scheduler, Maintenance	15.70
01311 - Secretary I	15.70
01312 - Secretary II	17.56
01313 - Secretary III	19.59
01320 - Service Order Dispatcher	16.62
01410 - Supply Technician	20.25
01420 - Survey Worker	17.44
01531 - Travel Clerk I	14.01
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.22
01611 - Word Processor I	13.32
01612 - Word Processor II	14.95
01613 - Word Processor III	16.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.27
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.72
05070 - Automotive Worker	15.72
05110 - Mobile Equipment Servicer	14.52
05130 - Motor Equipment Metal Mechanic	17.08
05160 - Motor Equipment Metal Worker	15.72
05190 - Motor Vehicle Mechanic	17.86
05220 - Motor Vehicle Mechanic Helper	13.84
05250 - Motor Vehicle Upholstery Worker	15.20
05280 - Motor Vehicle Wrecker	15.72
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.72
05370 - Tire Repairer	12.59
05400 - Transmission Repair Specialist	17.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66

09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24
12072 - Licensed Practical Nurse II	15.93
12073 - Licensed Practical Nurse III	17.77
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	18.86
12160 - Medical Record Clerk	14.63
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	15.90
12210 - Nuclear Medicine Technologist	35.02
12221 - Nursing Assistant I	10.78
12222 - Nursing Assistant II	12.12
12223 - Nursing Assistant III	13.23
12224 - Nursing Assistant IV	14.84
12235 - Optical Dispenser	16.48
12236 - Optical Technician	11.65
12250 - Pharmacy Technician	14.18
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	26.50
12311 - Registered Nurse I	19.59
12312 - Registered Nurse II	23.96
12313 - Registered Nurse II, Specialist	23.96
12314 - Registered Nurse III	28.99
12315 - Registered Nurse III, Anesthetist	28.99
12316 - Registered Nurse IV	34.74
12317 - Scheduler (Drug and Alcohol Testing)	19.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.61
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.23
13041 - Illustrator I	18.61
13042 - Illustrator II	23.06
13043 - Illustrator III	28.23
13047 - Librarian	25.57
13050 - Library Aide/Clerk	13.64
13054 - Library Information Technology Systems Administrator	23.06
13058 - Library Technician	19.38
13061 - Media Specialist I	16.65
13062 - Media Specialist II	18.61

13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		25.40
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.03
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		15.96
15120 - Tutor		15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		15.22
16220 - Tailor		16.09
16250 - Washer, Machine		12.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.56
19040 - Tool And Die Maker		24.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.45
21030 - Material Coordinator		21.31
21040 - Material Expediter		21.31
21050 - Material Handling Laborer		13.98
21071 - Order Filler		12.27
21080 - Production Line Worker (Food Processing)		14.45
21110 - Shipping Packer		13.34
21130 - Shipping/Receiving Clerk		13.34
21140 - Store Worker I		14.83
21150 - Stock Clerk		19.13
21210 - Tools And Parts Attendant		14.45
21410 - Warehouse Specialist		14.67
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	23.33
23021 - Aircraft Mechanic I	22.45
23022 - Aircraft Mechanic II	23.33
23023 - Aircraft Mechanic III	24.22
23040 - Aircraft Mechanic Helper	16.98
23050 - Aircraft, Painter	20.76
23060 - Aircraft Servicer	18.93
23080 - Aircraft Worker	19.74
23110 - Appliance Mechanic	21.55
23120 - Bicycle Repairer	12.59
23125 - Cable Splicer	25.70
23130 - Carpenter, Maintenance	18.16
23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
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23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
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23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	19.76
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	19.76
27070 - Firefighter	19.76
27101 - Guard I	13.21
27102 - Guard II	16.09
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.78
28042 - Carnival Equipment Repairer	11.23
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	14.65
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.72
29020 - Hatch Tender	20.72
29030 - Line Handler	20.72
29041 - Stevedore I	19.87
29042 - Stevedore II	21.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.02
30022 - Archeological Technician II	20.21
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	23.43
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.37
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	37.34
30090 - Environmental Technician	25.58
30210 - Laboratory Technician	23.02
30240 - Mathematical Technician	25.58

30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30390 - Photo-Optics Technician		25.58
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11
31363 - Truckdriver, Heavy		18.58
31364 - Truckdriver, Tractor-Trailer		18.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.55
99050 - Desk Clerk		8.78
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		12.10
99310 - Mortician		25.36
99410 - Pest Controller		18.41
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		18.71
99711 - Recycling Specialist		20.77
99730 - Refuse Collector		17.08
99810 - Sales Clerk		11.12
99820 - School Crossing Guard		14.52
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		13.23
99832 - Surveying Technician		17.27
99840 - Vending Machine Attendant		19.77
99841 - Vending Machine Repairer		21.62
99842 - Vending Machine Repairer Helper		19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2295 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston, Yalobusha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92
01020 - Administrative Assistant		15.98
01040 - Court Reporter		13.46
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.87
01060 - Dispatcher, Motor Vehicle		13.46
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		11.11
01112 - General Clerk II		11.80
01113 - General Clerk III		13.57
01120 - Housing Referral Assistant		14.25
01141 - Messenger Courier		9.25
01191 - Order Clerk I		11.38

01192 - Order Clerk II	13.40
01261 - Personnel Assistant (Employment) I	12.70
01262 - Personnel Assistant (Employment) II	14.20
01263 - Personnel Assistant (Employment) III	15.84
01270 - Production Control Clerk	17.31
01280 - Receptionist	9.85
01290 - Rental Clerk	11.72
01300 - Scheduler, Maintenance	11.72
01311 - Secretary I	11.42
01312 - Secretary II	12.77
01313 - Secretary III	14.25
01320 - Service Order Dispatcher	12.31
01410 - Supply Technician	16.25
01420 - Survey Worker	11.94
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.64
01533 - Travel Clerk III	12.25
01611 - Word Processor I	11.06
01612 - Word Processor II	12.42
01613 - Word Processor III	13.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.38
05010 - Automotive Electrician	15.70
05040 - Automotive Glass Installer	15.02
05070 - Automotive Worker	15.02
05110 - Mobile Equipment Servicer	13.61
05130 - Motor Equipment Metal Mechanic	16.38
05160 - Motor Equipment Metal Worker	15.02
05190 - Motor Vehicle Mechanic	16.38
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	15.02
05310 - Painter, Automotive	15.70
05340 - Radiator Repair Specialist	15.02
05370 - Tire Repairer	12.52
05400 - Transmission Repair Specialist	16.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.37
07041 - Cook I	9.35
07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49

12000 - Health Occupations		
12010 - Ambulance Driver		14.01
12011 - Breath Alcohol Technician		14.01
12012 - Certified Occupational Therapist Assistant		20.25
12015 - Certified Physical Therapist Assistant		21.31
12020 - Dental Assistant		11.59
12025 - Dental Hygienist		22.74
12030 - EKG Technician		20.31
12035 - Electroneurodiagnostic Technologist		20.31
12040 - Emergency Medical Technician		14.14
12071 - Licensed Practical Nurse I		13.61
12072 - Licensed Practical Nurse II		15.57
12073 - Licensed Practical Nurse III		16.98
12100 - Medical Assistant		11.94
12130 - Medical Laboratory Technician		15.02
12160 - Medical Record Clerk		11.04
12190 - Medical Record Technician		14.22
12195 - Medical Transcriptionist		13.05
12210 - Nuclear Medicine Technologist		30.67
12221 - Nursing Assistant I		8.93
12222 - Nursing Assistant II		10.04
12223 - Nursing Assistant III		10.96
12224 - Nursing Assistant IV		12.29
12235 - Optical Dispenser		13.42
12236 - Optical Technician		13.07
12250 - Pharmacy Technician		14.07
12280 - Phlebotomist		13.20
12305 - Radiologic Technologist		21.16
12311 - Registered Nurse I		22.46
12312 - Registered Nurse II		27.47
12313 - Registered Nurse II, Specialist		27.47
12314 - Registered Nurse III		33.23
12315 - Registered Nurse III, Anesthetist		33.23
12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.32
13012 - Exhibits Specialist II		17.67
13013 - Exhibits Specialist III		21.61
13041 - Illustrator I		14.27
13042 - Illustrator II		17.67
13043 - Illustrator III		21.61
13047 - Librarian		19.56
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		17.67
13058 - Library Technician		12.66
13061 - Media Specialist I		12.75
13062 - Media Specialist II		14.32
13063 - Media Specialist III		15.90
13071 - Photographer I		14.22
13072 - Photographer II		14.70
13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07

14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		35.55
15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.13
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.55
16220 - Tailor		9.98
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.90
19040 - Tool And Die Maker		18.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.08
21030 - Material Coordinator		17.31
21040 - Material Expediter		17.31
21050 - Material Handling Laborer		11.13
21071 - Order Filler		10.54
21080 - Production Line Worker (Food Processing)		12.27
21110 - Shipping Packer		13.06
21130 - Shipping/Receiving Clerk		13.06
21140 - Store Worker I		11.12
21150 - Stock Clerk		13.88
21210 - Tools And Parts Attendant		13.07
21410 - Warehouse Specialist		13.07
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.01
23021 - Aircraft Mechanic I		21.08
23022 - Aircraft Mechanic II		22.01
23023 - Aircraft Mechanic III		22.94
23040 - Aircraft Mechanic Helper		16.58
23050 - Aircraft, Painter		19.91
23060 - Aircraft Servicer		18.37
23080 - Aircraft Worker		19.32
23110 - Appliance Mechanic		14.95
23120 - Bicycle Repairer		12.52
23125 - Cable Splicer		19.84
23130 - Carpenter, Maintenance		14.95
23140 - Carpet Layer		14.30
23160 - Electrician, Maintenance		18.12

23181 - Electronics Technician Maintenance I	18.05
23182 - Electronics Technician Maintenance II	18.98
23183 - Electronics Technician Maintenance III	19.86
23260 - Fabric Worker	14.14
23290 - Fire Alarm System Mechanic	15.60
23310 - Fire Extinguisher Repairer	13.54
23311 - Fuel Distribution System Mechanic	19.57
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	18.37
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	13.54
23392 - Gunsmith II	15.16
23393 - Gunsmith III	16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	17.06
23440 - Heavy Equipment Operator	15.28
23460 - Instrument Mechanic	18.03
23465 - Laboratory/Shelter Mechanic	15.94
23470 - Laborer	10.00
23510 - Locksmith	14.95
23530 - Machinery Maintenance Mechanic	17.65
23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	12.31
23591 - Metrology Technician I	18.03
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.62
23640 - Millwright	19.58
23710 - Office Appliance Repairer	14.95
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	15.60
23810 - Plumber, Maintenance	14.95
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	18.15
23870 - Scale Mechanic	15.16
23890 - Sheet-Metal Worker, Maintenance	15.60
23910 - Small Engine Mechanic	14.30
23931 - Telecommunications Mechanic I	23.63
23932 - Telecommunications Mechanic II	25.93
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	17.16
23970 - Woodcraft Worker	17.16
23980 - Woodworker	12.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59

27007 - Baggage Inspector			8.80
27008 - Corrections Officer			13.92
27010 - Court Security Officer			14.37
27030 - Detection Dog Handler			13.10
27040 - Detention Officer			13.92
27070 - Firefighter			13.62
27101 - Guard I			8.80
27102 - Guard II			13.10
27131 - Police Officer I			16.01
27132 - Police Officer II			17.80
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.07
28042 - Carnival Equipment Repairer			14.87
28043 - Carnival Equpment Worker			10.84
28210 - Gate Attendant/Gate Tender			12.73
28310 - Lifeguard			11.34
28350 - Park Attendant (Aide)			14.24
28510 - Recreation Aide/Health Facility Attendant			10.39
28515 - Recreation Specialist			16.61
28630 - Sports Official			11.34
28690 - Swimming Pool Operator			18.77
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			16.96
29020 - Hatch Tender			15.89
29030 - Line Handler			15.89
29041 - Stevedore I			15.25
29042 - Stevedore II			16.79
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)		27.16
30021 - Archeological Technician I			14.48
30022 - Archeological Technician II			16.19
30023 - Archeological Technician III			20.06
30030 - Cartographic Technician			20.06
30040 - Civil Engineering Technician			16.17
30061 - Drafter/CAD Operator I			14.48
30062 - Drafter/CAD Operator II			16.19
30063 - Drafter/CAD Operator III			18.06
30064 - Drafter/CAD Operator IV			22.22
30081 - Engineering Technician I			12.53
30082 - Engineering Technician II			14.06
30083 - Engineering Technician III			15.73
30084 - Engineering Technician IV			19.49
30085 - Engineering Technician V			23.84
30086 - Engineering Technician VI			28.84
30090 - Environmental Technician			20.06
30210 - Laboratory Technician			20.69
30240 - Mathematical Technician			20.06
30361 - Paralegal/Legal Assistant I			14.85
30362 - Paralegal/Legal Assistant II			18.40
30363 - Paralegal/Legal Assistant III			22.51
30364 - Paralegal/Legal Assistant IV			27.23
30390 - Photo-Optics Technician			20.06
30461 - Technical Writer I			20.06
30462 - Technical Writer II			24.54
30463 - Technical Writer III			29.43
30491 - Unexploded Ordnance (UXO) Technician I			22.74
30492 - Unexploded Ordnance (UXO) Technician II			27.51
30493 - Unexploded Ordnance (UXO) Technician III			32.97
30494 - Unexploded (UXO) Safety Escort			22.74
30495 - Unexploded (UXO) Sweep Personnel			22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)		18.06

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02
99410 - Pest Controller		14.22
99510 - Photofinishing Worker		15.84
99710 - Recycling Laborer		11.87
99711 - Recycling Specialist		13.49
99730 - Refuse Collector		11.02
99810 - Sales Clerk		10.87
99820 - School Crossing Guard		9.48
99830 - Survey Party Chief		17.92
99831 - Surveying Aide		12.06
99832 - Surveying Technician		16.53
99840 - Vending Machine Attendant		12.10
99841 - Vending Machine Repairer		14.67
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2296 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92
01020 - Administrative Assistant		15.98
01040 - Court Reporter		13.46
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.87
01060 - Dispatcher, Motor Vehicle		13.46
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		11.11
01112 - General Clerk II		11.80
01113 - General Clerk III		13.57
01120 - Housing Referral Assistant		14.25
01141 - Messenger Courier		9.25
01191 - Order Clerk I		11.38
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		12.70
01262 - Personnel Assistant (Employment) II		14.20
01263 - Personnel Assistant (Employment) III		15.84
01270 - Production Control Clerk		17.31
01280 - Receptionist		9.85
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		11.72
01311 - Secretary I		11.42
01312 - Secretary II		12.77
01313 - Secretary III		14.25
01320 - Service Order Dispatcher		12.31
01410 - Supply Technician		16.25
01420 - Survey Worker		11.94
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.64
01533 - Travel Clerk III		12.25
01611 - Word Processor I		11.06
01612 - Word Processor II		12.42
01613 - Word Processor III		13.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.38
05010 - Automotive Electrician		15.70
05040 - Automotive Glass Installer		15.02
05070 - Automotive Worker		15.02
05110 - Mobile Equipment Servicer		13.61
05130 - Motor Equipment Metal Mechanic		16.38
05160 - Motor Equipment Metal Worker		15.02
05190 - Motor Vehicle Mechanic		16.38
05220 - Motor Vehicle Mechanic Helper		12.88
05250 - Motor Vehicle Upholstery Worker		14.27
05280 - Motor Vehicle Wrecker		15.02
05310 - Painter, Automotive		15.70
05340 - Radiator Repair Specialist		15.02
05370 - Tire Repairer		12.52
05400 - Transmission Repair Specialist		16.38
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.37
07041 - Cook I		9.35

07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.01
12011 - Breath Alcohol Technician	14.01
12012 - Certified Occupational Therapist Assistant	20.25
12015 - Certified Physical Therapist Assistant	21.31
12020 - Dental Assistant	11.59
12025 - Dental Hygienist	22.74
12030 - EKG Technician	20.31
12035 - Electroneurodiagnostic Technologist	20.31
12040 - Emergency Medical Technician	14.14
12071 - Licensed Practical Nurse I	13.61
12072 - Licensed Practical Nurse II	15.57
12073 - Licensed Practical Nurse III	16.98
12100 - Medical Assistant	11.94
12130 - Medical Laboratory Technician	15.02
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.05
12210 - Nuclear Medicine Technologist	30.67
12221 - Nursing Assistant I	8.93
12222 - Nursing Assistant II	10.04
12223 - Nursing Assistant III	10.96
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	13.42
12236 - Optical Technician	13.07
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	21.16
12311 - Registered Nurse I	22.46
12312 - Registered Nurse II	27.47
12313 - Registered Nurse II, Specialist	27.47
12314 - Registered Nurse III	33.23
12315 - Registered Nurse III, Anesthetist	33.23
12316 - Registered Nurse IV	39.83
12317 - Scheduler (Drug and Alcohol Testing)	18.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.32
13012 - Exhibits Specialist II	17.67
13013 - Exhibits Specialist III	21.61

13041 - Illustrator I		14.27
13042 - Illustrator II		17.67
13043 - Illustrator III		21.61
13047 - Librarian		19.56
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		17.67
13058 - Library Technician		12.66
13061 - Media Specialist I		12.75
13062 - Media Specialist II		14.32
13063 - Media Specialist III		15.90
13071 - Photographer I		14.22
13072 - Photographer II		14.70
13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07
14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		35.55
15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.13
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.55
16220 - Tailor		9.98
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.90
19040 - Tool And Die Maker		18.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.08
21030 - Material Coordinator		17.31
21040 - Material Expediter		17.31

21050 - Material Handling Laborer	11.13
21071 - Order Filler	10.54
21080 - Production Line Worker (Food Processing)	12.27
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	11.12
21150 - Stock Clerk	13.88
21210 - Tools And Parts Attendant	13.07
21410 - Warehouse Specialist	13.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	21.08
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	22.94
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.37
23080 - Aircraft Worker	19.32
23110 - Appliance Mechanic	14.95
23120 - Bicycle Repairer	12.52
23125 - Cable Splicer	19.84
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.30
23160 - Electrician, Maintenance	18.12
23181 - Electronics Technician Maintenance I	18.05
23182 - Electronics Technician Maintenance II	18.98
23183 - Electronics Technician Maintenance III	19.86
23260 - Fabric Worker	14.14
23290 - Fire Alarm System Mechanic	15.60
23310 - Fire Extinguisher Repairer	13.54
23311 - Fuel Distribution System Mechanic	19.57
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	18.37
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	13.54
23392 - Gunsmith II	15.16
23393 - Gunsmith III	16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	17.06
23440 - Heavy Equipment Operator	15.28
23460 - Instrument Mechanic	18.03
23465 - Laboratory/Shelter Mechanic	15.94
23470 - Laborer	10.00
23510 - Locksmith	14.95
23530 - Machinery Maintenance Mechanic	17.65
23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	12.31
23591 - Metrology Technician I	18.03
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.62
23640 - Millwright	19.58
23710 - Office Appliance Repairer	14.95
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	15.60
23810 - Plumber, Maintenance	14.95
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	18.15
23870 - Scale Mechanic	15.16

23890 - Sheet-Metal Worker, Maintenance	15.60
23910 - Small Engine Mechanic	14.30
23931 - Telecommunications Mechanic I	23.63
23932 - Telecommunications Mechanic II	25.93
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	17.16
23970 - Woodcraft Worker	17.16
23980 - Woodworker	12.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	8.80
27008 - Corrections Officer	13.92
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.92
27070 - Firefighter	13.62
27101 - Guard I	8.80
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Equpment Worker	10.84
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.61
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	15.89
29030 - Line Handler	15.89
29041 - Stevedore I	15.25
29042 - Stevedore II	16.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.48
30022 - Archeological Technician II	16.19
30023 - Archeological Technician III	20.06
30030 - Cartographic Technician	20.06
30040 - Civil Engineering Technician	16.17
30061 - Drafter/CAD Operator I	14.48
30062 - Drafter/CAD Operator II	16.19
30063 - Drafter/CAD Operator III	18.06

30064 - Drafter/CAD Operator IV		22.22
30081 - Engineering Technician I		12.53
30082 - Engineering Technician II		14.06
30083 - Engineering Technician III		15.73
30084 - Engineering Technician IV		19.49
30085 - Engineering Technician V		23.84
30086 - Engineering Technician VI		28.84
30090 - Environmental Technician		20.06
30210 - Laboratory Technician		20.69
30240 - Mathematical Technician		20.06
30361 - Paralegal/Legal Assistant I		14.85
30362 - Paralegal/Legal Assistant II		18.40
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.23
30390 - Photo-Optics Technician		20.06
30461 - Technical Writer I		20.06
30462 - Technical Writer II		24.54
30463 - Technical Writer III		29.43
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.06
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02
99410 - Pest Controller		14.22
99510 - Photofinishing Worker		15.84
99710 - Recycling Laborer		11.87
99711 - Recycling Specialist		13.49
99730 - Refuse Collector		11.02
99810 - Sales Clerk		10.87
99820 - School Crossing Guard		9.48
99830 - Survey Party Chief		17.92
99831 - Surveying Aide		12.06
99832 - Surveying Technician		16.53
99840 - Vending Machine Attendant		12.10
99841 - Vending Machine Repairer		14.67
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2297 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.16
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		19.90
01040 - Court Reporter		17.17
01051 - Data Entry Operator I		11.23
01052 - Data Entry Operator II		12.26
01060 - Dispatcher, Motor Vehicle		15.93
01070 - Document Preparation Clerk		11.29
01090 - Duplicating Machine Operator		11.29
01111 - General Clerk I		10.84
01112 - General Clerk II		11.83
01113 - General Clerk III		13.28
01120 - Housing Referral Assistant		16.76
01141 - Messenger Courier		9.35
01191 - Order Clerk I		11.73
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		14.80
01262 - Personnel Assistant (Employment) II		16.56
01263 - Personnel Assistant (Employment) III		18.47
01270 - Production Control Clerk		19.50
01280 - Receptionist		10.87
01290 - Rental Clerk		12.00
01300 - Scheduler, Maintenance		12.82
01311 - Secretary I		12.82
01312 - Secretary II		14.34
01313 - Secretary III		16.76
01320 - Service Order Dispatcher		13.96
01410 - Supply Technician		19.90

01420 - Survey Worker	12.43
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.80
01533 - Travel Clerk III	12.40
01611 - Word Processor I	12.29
01612 - Word Processor II	13.79
01613 - Word Processor III	15.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.56
05010 - Automotive Electrician	17.13
05040 - Automotive Glass Installer	16.21
05070 - Automotive Worker	16.21
05110 - Mobile Equipment Servicer	14.24
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.21
05190 - Motor Vehicle Mechanic	17.35
05220 - Motor Vehicle Mechanic Helper	13.16
05250 - Motor Vehicle Upholstery Worker	15.14
05280 - Motor Vehicle Wrecker	16.21
05310 - Painter, Automotive	17.13
05340 - Radiator Repair Specialist	16.21
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.91
07041 - Cook I	8.59
07042 - Cook II	10.12
07070 - Dishwasher	7.53
07130 - Food Service Worker	7.77
07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	7.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.01
09040 - Furniture Handler	9.68
09080 - Furniture Refinisher	16.01
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	9.12
11090 - Gardener	14.95
11122 - Housekeeping Aide	9.36
11150 - Janitor	9.47
11210 - Laborer, Grounds Maintenance	10.19
11240 - Maid or Houseman	7.54
11260 - Pruner	8.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	10.19
11360 - Window Cleaner	10.71
12000 - Health Occupations	
12010 - Ambulance Driver	12.04
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	18.83
12015 - Certified Physical Therapist Assistant	18.74
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	30.04
12030 - EKG Technician	21.41
12035 - Electroneurodiagnostic Technologist	21.41
12040 - Emergency Medical Technician	12.04
12071 - Licensed Practical Nurse I	15.22
12072 - Licensed Practical Nurse II	17.03
12073 - Licensed Practical Nurse III	17.27

12100 - Medical Assistant		12.52
12130 - Medical Laboratory Technician		14.51
12160 - Medical Record Clerk		12.68
12190 - Medical Record Technician		14.18
12195 - Medical Transcriptionist		14.24
12210 - Nuclear Medicine Technologist		29.72
12221 - Nursing Assistant I		9.42
12222 - Nursing Assistant II		10.59
12223 - Nursing Assistant III		11.56
12224 - Nursing Assistant IV		12.97
12235 - Optical Dispenser		15.92
12236 - Optical Technician		14.62
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.84
12305 - Radiologic Technologist		22.41
12311 - Registered Nurse I		23.01
12312 - Registered Nurse II		28.15
12313 - Registered Nurse II, Specialist		28.15
12314 - Registered Nurse III		34.05
12315 - Registered Nurse III, Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		19.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.52
13012 - Exhibits Specialist II		17.99
13013 - Exhibits Specialist III		21.74
13041 - Illustrator I		14.52
13042 - Illustrator II		17.99
13043 - Illustrator III		21.74
13047 - Librarian		19.92
13050 - Library Aide/Clerk		10.39
13054 - Library Information Technology Systems Administrator		17.99
13058 - Library Technician		12.56
13061 - Media Specialist I		12.98
13062 - Media Specialist II		14.52
13063 - Media Specialist III		16.19
13071 - Photographer I		13.18
13072 - Photographer II		14.74
13073 - Photographer III		18.27
13074 - Photographer IV		22.35
13075 - Photographer V		27.03
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		27.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72

15060 - Educational Technologist	21.99
15070 - Flight Instructor (Pilot)	41.64
15080 - Graphic Artist	20.31
15090 - Technical Instructor	19.44
15095 - Technical Instructor/Course Developer	23.57
15110 - Test Proctor	15.32
15120 - Tutor	15.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.05
16030 - Counter Attendant	8.05
16040 - Dry Cleaner	9.40
16070 - Finisher, Flatwork, Machine	8.05
16090 - Presser, Hand	8.05
16110 - Presser, Machine, Drycleaning	8.05
16130 - Presser, Machine, Shirts	8.05
16160 - Presser, Machine, Wearing Apparel, Laundry	8.05
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.39
19040 - Tool And Die Maker	24.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.59
21030 - Material Coordinator	19.50
21040 - Material Expediter	19.50
21050 - Material Handling Laborer	11.88
21071 - Order Filler	11.27
21080 - Production Line Worker (Food Processing)	12.59
21110 - Shipping Packer	13.45
21130 - Shipping/Receiving Clerk	13.45
21140 - Store Worker I	9.50
21150 - Stock Clerk	14.04
21210 - Tools And Parts Attendant	13.37
21410 - Warehouse Specialist	12.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.06
23021 - Aircraft Mechanic I	19.98
23022 - Aircraft Mechanic II	21.06
23023 - Aircraft Mechanic III	22.06
23040 - Aircraft Mechanic Helper	14.58
23050 - Aircraft, Painter	18.15
23060 - Aircraft Servicer	16.78
23080 - Aircraft Worker	17.98
23110 - Appliance Mechanic	17.58
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	15.33
23140 - Carpet Layer	15.06
23160 - Electrician, Maintenance	22.67
23181 - Electronics Technician Maintenance I	16.91
23182 - Electronics Technician Maintenance II	17.78
23183 - Electronics Technician Maintenance III	18.75
23260 - Fabric Worker	14.26
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	13.18
23311 - Fuel Distribution System Mechanic	16.59
23312 - Fuel Distribution System Operator	13.99
23370 - General Maintenance Worker	14.93
23380 - Ground Support Equipment Mechanic	19.98
23381 - Ground Support Equipment Servicer	16.78
23382 - Ground Support Equipment Worker	17.98
23391 - Gunsmith I	13.10

23392 - Gunsmith II	15.42
23393 - Gunsmith III	17.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.90
23430 - Heavy Equipment Mechanic	17.28
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	17.50
23465 - Laboratory/Shelter Mechanic	16.40
23470 - Laborer	11.28
23510 - Locksmith	16.01
23530 - Machinery Maintenance Mechanic	21.48
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	11.84
23591 - Metrology Technician I	17.50
23592 - Metrology Technician II	18.45
23593 - Metrology Technician III	19.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	19.75
23760 - Painter, Maintenance	15.33
23790 - Pipefitter, Maintenance	16.42
23810 - Plumber, Maintenance	15.60
23820 - Pneudraulic Systems Mechanic	17.50
23850 - Rigger	17.50
23870 - Scale Mechanic	15.42
23890 - Sheet-Metal Worker, Maintenance	16.14
23910 - Small Engine Mechanic	15.42
23931 - Telecommunications Mechanic I	24.27
23932 - Telecommunications Mechanic II	25.47
23950 - Telephone Lineman	17.99
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	17.50
23970 - Woodcraft Worker	17.08
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.08
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	12.47
24630 - Homemaker	12.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.47
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	18.47
25190 - Ventilation Equipment Tender	12.58
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.19
27007 - Baggage Inspector	9.19
27008 - Corrections Officer	12.60
27010 - Court Security Officer	14.69
27030 - Detection Dog Handler	12.03
27040 - Detention Officer	12.60
27070 - Firefighter	16.94
27101 - Guard I	9.19
27102 - Guard II	12.03
27131 - Police Officer I	16.87
27132 - Police Officer II	18.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.24
28042 - Carnival Equipment Repairer	13.23

28043 - Carnival Equpment Worker		9.02
28210 - Gate Attendant/Gate Tender		13.81
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.45
28510 - Recreation Aide/Health Facility Attendant		11.28
28515 - Recreation Specialist		15.95
28630 - Sports Official		12.31
28690 - Swimming Pool Operator		16.49
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.33
29020 - Hatch Tender		15.33
29030 - Line Handler		15.33
29041 - Stevedore I		14.17
29042 - Stevedore II		16.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.09
30022 - Archeological Technician II		16.62
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		23.21
30040 - Civil Engineering Technician		18.16
30061 - Drafter/CAD Operator I		16.65
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		25.70
30081 - Engineering Technician I		15.04
30082 - Engineering Technician II		16.88
30083 - Engineering Technician III		18.88
30084 - Engineering Technician IV		23.40
30085 - Engineering Technician V		28.82
30086 - Engineering Technician VI		34.63
30090 - Environmental Technician		23.21
30210 - Laboratory Technician		20.89
30240 - Mathematical Technician		23.21
30361 - Paralegal/Legal Assistant I		18.76
30362 - Paralegal/Legal Assistant II		23.25
30363 - Paralegal/Legal Assistant III		28.44
30364 - Paralegal/Legal Assistant IV		33.85
30390 - Photo-Optics Technician		23.21
30461 - Technical Writer I		22.85
30462 - Technical Writer II		27.94
30463 - Technical Writer III		33.80
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer, Senior	(see 2)	23.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.44
31030 - Bus Driver		12.51
31043 - Driver Courier		12.60
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		13.84
31310 - Taxi Driver		10.24
31361 - Truckdriver, Light		13.84
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54

99000 - Miscellaneous Occupations	
99030 - Cashier	8.30
99050 - Desk Clerk	8.33
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	9.70
99252 - Laboratory Animal Caretaker II	10.65
99310 - Mortician	20.72
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.69
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	11.15
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	9.96
99830 - Survey Party Chief	18.14
99831 - Surveying Aide	13.20
99832 - Surveying Technician	16.49
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.11
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2298 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.16
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		19.90
01040 - Court Reporter		17.17
01051 - Data Entry Operator I		11.23
01052 - Data Entry Operator II		12.26

01060 - Dispatcher, Motor Vehicle	15.93
01070 - Document Preparation Clerk	11.29
01090 - Duplicating Machine Operator	11.29
01111 - General Clerk I	10.84
01112 - General Clerk II	11.83
01113 - General Clerk III	13.28
01120 - Housing Referral Assistant	16.76
01141 - Messenger Courier	9.35
01191 - Order Clerk I	11.73
01192 - Order Clerk II	13.84
01261 - Personnel Assistant (Employment) I	14.80
01262 - Personnel Assistant (Employment) II	16.56
01263 - Personnel Assistant (Employment) III	18.47
01270 - Production Control Clerk	19.50
01280 - Receptionist	10.87
01290 - Rental Clerk	12.00
01300 - Scheduler, Maintenance	12.82
01311 - Secretary I	12.82
01312 - Secretary II	14.34
01313 - Secretary III	16.76
01320 - Service Order Dispatcher	13.96
01410 - Supply Technician	19.90
01420 - Survey Worker	12.43
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.80
01533 - Travel Clerk III	12.40
01611 - Word Processor I	12.29
01612 - Word Processor II	13.79
01613 - Word Processor III	15.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.56
05010 - Automotive Electrician	17.13
05040 - Automotive Glass Installer	16.21
05070 - Automotive Worker	16.21
05110 - Mobile Equipment Servicer	14.24
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.21
05190 - Motor Vehicle Mechanic	17.35
05220 - Motor Vehicle Mechanic Helper	13.16
05250 - Motor Vehicle Upholstery Worker	15.14
05280 - Motor Vehicle Wrecker	16.21
05310 - Painter, Automotive	17.13
05340 - Radiator Repair Specialist	16.21
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.91
07041 - Cook I	8.59
07042 - Cook II	10.12
07070 - Dishwasher	7.53
07130 - Food Service Worker	7.77
07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	7.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.01
09040 - Furniture Handler	9.68
09080 - Furniture Refinisher	16.01
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	9.12

11090 - Gardener	14.95
11122 - Housekeeping Aide	9.36
11150 - Janitor	9.47
11210 - Laborer, Grounds Maintenance	10.19
11240 - Maid or Houseman	7.54
11260 - Pruner	8.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	10.19
11360 - Window Cleaner	10.71
12000 - Health Occupations	
12010 - Ambulance Driver	12.04
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	18.83
12015 - Certified Physical Therapist Assistant	18.74
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	30.04
12030 - EKG Technician	21.41
12035 - Electroneurodiagnostic Technologist	21.41
12040 - Emergency Medical Technician	12.04
12071 - Licensed Practical Nurse I	15.22
12072 - Licensed Practical Nurse II	17.03
12073 - Licensed Practical Nurse III	17.27
12100 - Medical Assistant	12.52
12130 - Medical Laboratory Technician	14.51
12160 - Medical Record Clerk	12.68
12190 - Medical Record Technician	14.18
12195 - Medical Transcriptionist	14.24
12210 - Nuclear Medicine Technologist	29.72
12221 - Nursing Assistant I	9.42
12222 - Nursing Assistant II	10.59
12223 - Nursing Assistant III	11.56
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	15.92
12236 - Optical Technician	14.62
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.41
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II, Specialist	28.15
12314 - Registered Nurse III	34.05
12315 - Registered Nurse III, Anesthetist	34.05
12316 - Registered Nurse IV	40.81
12317 - Scheduler (Drug and Alcohol Testing)	19.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.52
13012 - Exhibits Specialist II	17.99
13013 - Exhibits Specialist III	21.74
13041 - Illustrator I	14.52
13042 - Illustrator II	17.99
13043 - Illustrator III	21.74
13047 - Librarian	19.92
13050 - Library Aide/Clerk	10.39
13054 - Library Information Technology Systems Administrator	17.99
13058 - Library Technician	12.56
13061 - Media Specialist I	12.98
13062 - Media Specialist II	14.52
13063 - Media Specialist III	16.19
13071 - Photographer I	13.18
13072 - Photographer II	14.74
13073 - Photographer III	18.27
13074 - Photographer IV	22.35

13075 - Photographer V		27.03
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		27.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		21.99
15070 - Flight Instructor (Pilot)		41.64
15080 - Graphic Artist		20.31
15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.57
15110 - Test Proctor		15.32
15120 - Tutor		15.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.05
16030 - Counter Attendant		8.05
16040 - Dry Cleaner		9.40
16070 - Finisher, Flatwork, Machine		8.05
16090 - Presser, Hand		8.05
16110 - Presser, Machine, Drycleaning		8.05
16130 - Presser, Machine, Shirts		8.05
16160 - Presser, Machine, Wearing Apparel, Laundry		8.05
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.33
16250 - Washer, Machine		8.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.39
19040 - Tool And Die Maker		24.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.59
21030 - Material Coordinator		19.50
21040 - Material Expediter		19.50
21050 - Material Handling Laborer		11.88
21071 - Order Filler		11.27
21080 - Production Line Worker (Food Processing)		12.59
21110 - Shipping Packer		13.45
21130 - Shipping/Receiving Clerk		13.45
21140 - Store Worker I		9.50
21150 - Stock Clerk		14.04
21210 - Tools And Parts Attendant		13.37
21410 - Warehouse Specialist		12.59
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.06
23021 - Aircraft Mechanic I		19.98
23022 - Aircraft Mechanic II		21.06
23023 - Aircraft Mechanic III		22.06
23040 - Aircraft Mechanic Helper		14.58

23050 - Aircraft, Painter	18.15
23060 - Aircraft Servicer	16.78
23080 - Aircraft Worker	17.98
23110 - Appliance Mechanic	17.58
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	15.33
23140 - Carpet Layer	15.06
23160 - Electrician, Maintenance	22.67
23181 - Electronics Technician Maintenance I	16.91
23182 - Electronics Technician Maintenance II	17.78
23183 - Electronics Technician Maintenance III	18.75
23260 - Fabric Worker	14.26
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	13.18
23311 - Fuel Distribution System Mechanic	16.59
23312 - Fuel Distribution System Operator	13.99
23370 - General Maintenance Worker	14.93
23380 - Ground Support Equipment Mechanic	19.98
23381 - Ground Support Equipment Servicer	16.78
23382 - Ground Support Equipment Worker	17.98
23391 - Gunsmith I	13.10
23392 - Gunsmith II	15.42
23393 - Gunsmith III	17.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.90
23430 - Heavy Equipment Mechanic	17.28
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	17.50
23465 - Laboratory/Shelter Mechanic	16.40
23470 - Laborer	11.28
23510 - Locksmith	16.01
23530 - Machinery Maintenance Mechanic	21.48
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	11.84
23591 - Metrology Technician I	17.50
23592 - Metrology Technician II	18.45
23593 - Metrology Technician III	19.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	19.75
23760 - Painter, Maintenance	15.33
23790 - Pipefitter, Maintenance	16.42
23810 - Plumber, Maintenance	15.60
23820 - Pneudraulic Systems Mechanic	17.50
23850 - Rigger	17.50
23870 - Scale Mechanic	15.42
23890 - Sheet-Metal Worker, Maintenance	16.14
23910 - Small Engine Mechanic	15.42
23931 - Telecommunications Mechanic I	24.27
23932 - Telecommunications Mechanic II	25.47
23950 - Telephone Lineman	17.99
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	17.50
23970 - Woodcraft Worker	17.08
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.08
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	12.47

24630 - Homemaker	12.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.47
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	18.47
25190 - Ventilation Equipment Tender	12.58
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.19
27007 - Baggage Inspector	9.19
27008 - Corrections Officer	12.60
27010 - Court Security Officer	14.69
27030 - Detection Dog Handler	12.03
27040 - Detention Officer	12.60
27070 - Firefighter	16.94
27101 - Guard I	9.19
27102 - Guard II	12.03
27131 - Police Officer I	16.87
27132 - Police Officer II	18.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.24
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	9.02
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	15.95
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.33
29020 - Hatch Tender	15.33
29030 - Line Handler	15.33
29041 - Stevedore I	14.17
29042 - Stevedore II	16.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.09
30022 - Archeological Technician II	16.62
30023 - Archeological Technician III	22.65
30030 - Cartographic Technician	23.21
30040 - Civil Engineering Technician	18.16
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	19.14
30063 - Drafter/CAD Operator III	21.92
30064 - Drafter/CAD Operator IV	25.70
30081 - Engineering Technician I	15.04
30082 - Engineering Technician II	16.88
30083 - Engineering Technician III	18.88
30084 - Engineering Technician IV	23.40
30085 - Engineering Technician V	28.82
30086 - Engineering Technician VI	34.63
30090 - Environmental Technician	23.21
30210 - Laboratory Technician	20.89
30240 - Mathematical Technician	23.21
30361 - Paralegal/Legal Assistant I	18.76
30362 - Paralegal/Legal Assistant II	23.25
30363 - Paralegal/Legal Assistant III	28.44
30364 - Paralegal/Legal Assistant IV	33.85
30390 - Photo-Optics Technician	23.21

30461 - Technical Writer I		22.85
30462 - Technical Writer II		27.94
30463 - Technical Writer III		33.80
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer, Senior	(see 2)	23.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.44
31030 - Bus Driver		12.51
31043 - Driver Courier		12.60
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		13.84
31310 - Taxi Driver		10.24
31361 - Truckdriver, Light		13.84
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.30
99050 - Desk Clerk		8.33
99095 - Embalmer		22.02
99251 - Laboratory Animal Caretaker I		9.70
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		20.72
99410 - Pest Controller		16.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.69
99711 - Recycling Specialist		15.76
99730 - Refuse Collector		11.15
99810 - Sales Clerk		11.98
99820 - School Crossing Guard		9.96
99830 - Survey Party Chief		18.14
99831 - Surveying Aide		13.20
99832 - Surveying Technician		16.49
99840 - Vending Machine Attendant		12.31
99841 - Vending Machine Repairer		15.11
99842 - Vending Machine Repairer Helper		12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2299

States: Alabama, Mississippi

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Perry, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.11
01012 - Accounting Clerk II		13.60
01013 - Accounting Clerk III		15.22
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.17
01051 - Data Entry Operator I		11.13
01052 - Data Entry Operator II		12.14
01060 - Dispatcher, Motor Vehicle		14.10
01070 - Document Preparation Clerk		10.59
01090 - Duplicating Machine Operator		10.59
01111 - General Clerk I		9.05
01112 - General Clerk II		10.37
01113 - General Clerk III		11.64
01120 - Housing Referral Assistant		14.68
01141 - Messenger Courier		10.01
01191 - Order Clerk I		10.91
01192 - Order Clerk II		11.91
01261 - Personnel Assistant (Employment) I		11.98
01262 - Personnel Assistant (Employment) II		13.40
01263 - Personnel Assistant (Employment) III		14.94
01270 - Production Control Clerk		18.90
01280 - Receptionist		9.78
01290 - Rental Clerk		9.92
01300 - Scheduler, Maintenance		11.77
01311 - Secretary I		11.77
01312 - Secretary II		13.17
01313 - Secretary III		14.68
01320 - Service Order Dispatcher		13.69
01410 - Supply Technician		16.32
01420 - Survey Worker		13.12
01531 - Travel Clerk I		11.20
01532 - Travel Clerk II		11.80
01533 - Travel Clerk III		12.40
01611 - Word Processor I		10.49
01612 - Word Processor II		11.77
01613 - Word Processor III		13.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.84
05010 - Automotive Electrician		16.88
05040 - Automotive Glass Installer		15.94
05070 - Automotive Worker		15.94
05110 - Mobile Equipment Servicer		14.01
05130 - Motor Equipment Metal Mechanic		17.84
05160 - Motor Equipment Metal Worker		15.94
05190 - Motor Vehicle Mechanic		17.84

05220 - Motor Vehicle Mechanic Helper	13.11
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.88
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	12.89
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.78
07041 - Cook I	8.50
07042 - Cook II	10.31
07070 - Dishwasher	7.43
07130 - Food Service Worker	7.94
07210 - Meat Cutter	12.22
07260 - Waiter/Waitress	7.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.08
09040 - Furniture Handler	11.14
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	12.49
09110 - Furniture Repairer, Minor	14.25
09130 - Upholsterer	16.08
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	8.82
11090 - Gardener	12.09
11122 - Housekeeping Aide	8.82
11150 - Janitor	8.82
11210 - Laborer, Grounds Maintenance	10.11
11240 - Maid or Houseman	7.49
11260 - Pruner	9.10
11270 - Tractor Operator	11.47
11330 - Trail Maintenance Worker	10.11
11360 - Window Cleaner	9.79
12000 - Health Occupations	
12010 - Ambulance Driver	13.82
12011 - Breath Alcohol Technician	13.82
12012 - Certified Occupational Therapist Assistant	20.45
12015 - Certified Physical Therapist Assistant	18.92
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	24.92
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.82
12071 - Licensed Practical Nurse I	12.35
12072 - Licensed Practical Nurse II	13.82
12073 - Licensed Practical Nurse III	15.41
12100 - Medical Assistant	11.31
12130 - Medical Laboratory Technician	13.90
12160 - Medical Record Clerk	11.66
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	12.30
12210 - Nuclear Medicine Technologist	30.37
12221 - Nursing Assistant I	9.11
12222 - Nursing Assistant II	10.24
12223 - Nursing Assistant III	11.18
12224 - Nursing Assistant IV	12.54
12235 - Optical Dispenser	12.82
12236 - Optical Technician	11.03
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.54
12305 - Radiologic Technologist	20.01
12311 - Registered Nurse I	22.34

12312 - Registered Nurse II		27.33
12313 - Registered Nurse II, Specialist		27.33
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III, Anesthetist		33.07
12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		17.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.28
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		12.60
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		16.28
13061 - Media Specialist I		13.55
13062 - Media Specialist II		16.28
13063 - Media Specialist III		18.15
13071 - Photographer I		14.12
13072 - Photographer II		15.08
13073 - Photographer III		19.59
13074 - Photographer IV		23.95
13075 - Photographer V		28.97
13110 - Video Teleconference Technician		14.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.20
14042 - Computer Operator II		13.52
14043 - Computer Operator III		16.20
14044 - Computer Operator IV		18.59
14045 - Computer Operator V		20.74
14071 - Computer Programmer I	(see 1)	17.37
14072 - Computer Programmer II	(see 1)	21.47
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.20
14160 - Personal Computer Support Technician		18.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.45
15020 - Aircrew Training Devices Instructor (Rated)		30.80
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.45
15060 - Educational Technologist		24.32
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		15.43
15090 - Technical Instructor		15.84
15095 - Technical Instructor/Course Developer		19.38
15110 - Test Proctor		12.78
15120 - Tutor		12.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.05
16030 - Counter Attendant		8.05
16040 - Dry Cleaner		9.40
16070 - Finisher, Flatwork, Machine		8.05
16090 - Presser, Hand		8.05
16110 - Presser, Machine, Drycleaning		8.05
16130 - Presser, Machine, Shirts		8.05
16160 - Presser, Machine, Wearing Apparel, Laundry		8.05

16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.36
19040 - Tool And Die Maker	19.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.67
21030 - Material Coordinator	18.90
21040 - Material Expediter	18.90
21050 - Material Handling Laborer	10.22
21071 - Order Filler	9.56
21080 - Production Line Worker (Food Processing)	14.67
21110 - Shipping Packer	11.84
21130 - Shipping/Receiving Clerk	11.84
21140 - Store Worker I	10.63
21150 - Stock Clerk	14.60
21210 - Tools And Parts Attendant	14.67
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.98
23021 - Aircraft Mechanic I	17.95
23022 - Aircraft Mechanic II	18.85
23023 - Aircraft Mechanic III	19.79
23040 - Aircraft Mechanic Helper	13.20
23050 - Aircraft, Painter	16.92
23060 - Aircraft Servicer	15.06
23080 - Aircraft Worker	16.04
23110 - Appliance Mechanic	16.08
23120 - Bicycle Repairer	12.89
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	16.08
23140 - Carpet Layer	15.18
23160 - Electrician, Maintenance	17.74
23181 - Electronics Technician Maintenance I	17.75
23182 - Electronics Technician Maintenance II	21.69
23183 - Electronics Technician Maintenance III	23.36
23260 - Fabric Worker	14.25
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	13.34
23311 - Fuel Distribution System Mechanic	16.99
23312 - Fuel Distribution System Operator	13.34
23370 - General Maintenance Worker	15.18
23380 - Ground Support Equipment Mechanic	17.95
23381 - Ground Support Equipment Servicer	15.06
23382 - Ground Support Equipment Worker	16.04
23391 - Gunsmith I	12.57
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.99
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.83
23430 - Heavy Equipment Mechanic	18.85
23440 - Heavy Equipment Operator	16.99
23460 - Instrument Mechanic	16.99
23465 - Laboratory/Shelter Mechanic	15.66
23470 - Laborer	10.22
23510 - Locksmith	16.08
23530 - Machinery Maintenance Mechanic	18.74
23550 - Machinist, Maintenance	16.99
23580 - Maintenance Trades Helper	12.49
23591 - Metrology Technician I	16.99

23592 - Metrology Technician II	17.96
23593 - Metrology Technician III	18.93
23640 - Millwright	20.93
23710 - Office Appliance Repairer	16.08
23760 - Painter, Maintenance	16.08
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.08
23820 - Pneudraulic Systems Mechanic	16.99
23850 - Rigger	16.99
23870 - Scale Mechanic	15.18
23890 - Sheet-Metal Worker, Maintenance	16.99
23910 - Small Engine Mechanic	15.18
23931 - Telecommunications Mechanic I	21.90
23932 - Telecommunications Mechanic II	25.48
23950 - Telephone Lineman	18.69
23960 - Welder, Combination, Maintenance	16.99
23965 - Well Driller	16.99
23970 - Woodcraft Worker	16.99
23980 - Woodworker	13.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.29
24580 - Child Care Center Clerk	10.98
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	11.40
24630 - Homemaker	12.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.38
25040 - Sewage Plant Operator	16.08
25070 - Stationary Engineer	19.38
25190 - Ventilation Equipment Tender	12.49
25210 - Water Treatment Plant Operator	16.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.81
27007 - Baggage Inspector	9.53
27008 - Corrections Officer	12.43
27010 - Court Security Officer	12.43
27030 - Detection Dog Handler	10.67
27040 - Detention Officer	12.43
27070 - Firefighter	12.43
27101 - Guard I	9.53
27102 - Guard II	10.67
27131 - Police Officer I	14.75
27132 - Police Officer II	16.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	13.92
28510 - Recreation Aide/Health Facility Attendant	9.80
28515 - Recreation Specialist	13.19
28630 - Sports Official	10.24
28690 - Swimming Pool Operator	19.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.68
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	17.88
29042 - Stevedore II	19.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.55
30022 - Archeological Technician II		16.90
30023 - Archeological Technician III		20.65
30030 - Cartographic Technician		21.34
30040 - Civil Engineering Technician		17.15
30061 - Drafter/CAD Operator I		14.89
30062 - Drafter/CAD Operator II		16.90
30063 - Drafter/CAD Operator III		18.85
30064 - Drafter/CAD Operator IV		22.86
30081 - Engineering Technician I		13.46
30082 - Engineering Technician II		15.11
30083 - Engineering Technician III		16.90
30084 - Engineering Technician IV		20.93
30085 - Engineering Technician V		25.61
30086 - Engineering Technician VI		30.98
30090 - Environmental Technician		23.03
30210 - Laboratory Technician		17.40
30240 - Mathematical Technician		20.94
30361 - Paralegal/Legal Assistant I		16.45
30362 - Paralegal/Legal Assistant II		21.07
30363 - Paralegal/Legal Assistant III		22.77
30364 - Paralegal/Legal Assistant IV		27.56
30390 - Photo-Optics Technician		23.03
30461 - Technical Writer I		20.65
30462 - Technical Writer II		25.25
30463 - Technical Writer III		30.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	23.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.53
31030 - Bus Driver		14.74
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.48
31290 - Shuttle Bus Driver		15.20
31310 - Taxi Driver		11.48
31361 - Truckdriver, Light		15.20
31362 - Truckdriver, Medium		15.97
31363 - Truckdriver, Heavy		16.98
31364 - Truckdriver, Tractor-Trailer		16.98
99000 - Miscellaneous Occupations		
99030 - Cashier		8.12
99050 - Desk Clerk		7.99
99095 - Embalmer		22.64
99251 - Laboratory Animal Caretaker I		9.30
99252 - Laboratory Animal Caretaker II		10.08
99310 - Mortician		22.74
99410 - Pest Controller		14.49
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.78
99711 - Recycling Specialist		14.30
99730 - Refuse Collector		11.52
99810 - Sales Clerk		12.08
99820 - School Crossing Guard		11.89
99830 - Survey Party Chief		16.50
99831 - Surveying Aide		10.73

99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	20.36
99842 - Vending Machine Repairer Helper	16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2300 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Alabama, Mississippi

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Perry, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.11
01012 - Accounting Clerk II		13.60
01013 - Accounting Clerk III		15.22
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.17
01051 - Data Entry Operator I		11.13
01052 - Data Entry Operator II		12.14
01060 - Dispatcher, Motor Vehicle		14.10
01070 - Document Preparation Clerk		10.59
01090 - Duplicating Machine Operator		10.59
01111 - General Clerk I		9.05
01112 - General Clerk II		10.37
01113 - General Clerk III		11.64
01120 - Housing Referral Assistant		14.68
01141 - Messenger Courier		10.01
01191 - Order Clerk I		10.91
01192 - Order Clerk II		11.91
01261 - Personnel Assistant (Employment) I		11.98
01262 - Personnel Assistant (Employment) II		13.40
01263 - Personnel Assistant (Employment) III		14.94
01270 - Production Control Clerk		18.90
01280 - Receptionist		9.78

01290 - Rental Clerk	9.92
01300 - Scheduler, Maintenance	11.77
01311 - Secretary I	11.77
01312 - Secretary II	13.17
01313 - Secretary III	14.68
01320 - Service Order Dispatcher	13.69
01410 - Supply Technician	16.32
01420 - Survey Worker	13.12
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.80
01533 - Travel Clerk III	12.40
01611 - Word Processor I	10.49
01612 - Word Processor II	11.77
01613 - Word Processor III	13.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.88
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.11
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.88
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	12.89
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.78
07041 - Cook I	8.50
07042 - Cook II	10.31
07070 - Dishwasher	7.43
07130 - Food Service Worker	7.94
07210 - Meat Cutter	12.22
07260 - Waiter/Waitress	7.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.08
09040 - Furniture Handler	11.14
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	12.49
09110 - Furniture Repairer, Minor	14.25
09130 - Upholsterer	16.08
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	8.82
11090 - Gardener	12.09
11122 - Housekeeping Aide	8.82
11150 - Janitor	8.82
11210 - Laborer, Grounds Maintenance	10.11
11240 - Maid or Houseman	7.49
11260 - Pruner	9.10
11270 - Tractor Operator	11.47
11330 - Trail Maintenance Worker	10.11
11360 - Window Cleaner	9.79
12000 - Health Occupations	
12010 - Ambulance Driver	13.82
12011 - Breath Alcohol Technician	13.82
12012 - Certified Occupational Therapist Assistant	20.45
12015 - Certified Physical Therapist Assistant	18.92
12020 - Dental Assistant	12.61

12025 - Dental Hygienist		24.92
12030 - EKG Technician		20.95
12035 - Electroneurodiagnostic Technologist		20.95
12040 - Emergency Medical Technician		13.82
12071 - Licensed Practical Nurse I		12.35
12072 - Licensed Practical Nurse II		13.82
12073 - Licensed Practical Nurse III		15.41
12100 - Medical Assistant		11.31
12130 - Medical Laboratory Technician		13.90
12160 - Medical Record Clerk		11.66
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		12.30
12210 - Nuclear Medicine Technologist		30.37
12221 - Nursing Assistant I		9.11
12222 - Nursing Assistant II		10.24
12223 - Nursing Assistant III		11.18
12224 - Nursing Assistant IV		12.54
12235 - Optical Dispenser		12.82
12236 - Optical Technician		11.03
12250 - Pharmacy Technician		12.19
12280 - Phlebotomist		12.54
12305 - Radiologic Technologist		20.01
12311 - Registered Nurse I		22.34
12312 - Registered Nurse II		27.33
12313 - Registered Nurse II, Specialist		27.33
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III, Anesthetist		33.07
12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		17.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.28
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		12.60
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		16.28
13061 - Media Specialist I		13.55
13062 - Media Specialist II		16.28
13063 - Media Specialist III		18.15
13071 - Photographer I		14.12
13072 - Photographer II		15.08
13073 - Photographer III		19.59
13074 - Photographer IV		23.95
13075 - Photographer V		28.97
13110 - Video Teleconference Technician		14.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.20
14042 - Computer Operator II		13.52
14043 - Computer Operator III		16.20
14044 - Computer Operator IV		18.59
14045 - Computer Operator V		20.74
14071 - Computer Programmer I	(see 1)	17.37
14072 - Computer Programmer II	(see 1)	21.47
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	11.20
14160 - Personal Computer Support Technician	18.59
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.45
15020 - Aircrew Training Devices Instructor (Rated)	30.80
15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	25.45
15060 - Educational Technologist	24.32
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	15.43
15090 - Technical Instructor	15.84
15095 - Technical Instructor/Course Developer	19.38
15110 - Test Proctor	12.78
15120 - Tutor	12.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.05
16030 - Counter Attendant	8.05
16040 - Dry Cleaner	9.40
16070 - Finisher, Flatwork, Machine	8.05
16090 - Presser, Hand	8.05
16110 - Presser, Machine, Drycleaning	8.05
16130 - Presser, Machine, Shirts	8.05
16160 - Presser, Machine, Wearing Apparel, Laundry	8.05
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.36
19040 - Tool And Die Maker	19.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.67
21030 - Material Coordinator	18.90
21040 - Material Expediter	18.90
21050 - Material Handling Laborer	10.22
21071 - Order Filler	9.56
21080 - Production Line Worker (Food Processing)	14.67
21110 - Shipping Packer	11.84
21130 - Shipping/Receiving Clerk	11.84
21140 - Store Worker I	10.63
21150 - Stock Clerk	14.60
21210 - Tools And Parts Attendant	14.67
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.98
23021 - Aircraft Mechanic I	17.95
23022 - Aircraft Mechanic II	18.85
23023 - Aircraft Mechanic III	19.79
23040 - Aircraft Mechanic Helper	13.20
23050 - Aircraft, Painter	16.92
23060 - Aircraft Servicer	15.06
23080 - Aircraft Worker	16.04
23110 - Appliance Mechanic	16.08
23120 - Bicycle Repairer	12.89
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	16.08
23140 - Carpet Layer	15.18
23160 - Electrician, Maintenance	17.74
23181 - Electronics Technician Maintenance I	17.75
23182 - Electronics Technician Maintenance II	21.69
23183 - Electronics Technician Maintenance III	23.36
23260 - Fabric Worker	14.25
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	13.34

23311 - Fuel Distribution System Mechanic	16.99
23312 - Fuel Distribution System Operator	13.34
23370 - General Maintenance Worker	15.18
23380 - Ground Support Equipment Mechanic	17.95
23381 - Ground Support Equipment Servicer	15.06
23382 - Ground Support Equipment Worker	16.04
23391 - Gunsmith I	12.57
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.99
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.83
23430 - Heavy Equipment Mechanic	18.85
23440 - Heavy Equipment Operator	16.99
23460 - Instrument Mechanic	16.99
23465 - Laboratory/Shelter Mechanic	15.66
23470 - Laborer	10.22
23510 - Locksmith	16.08
23530 - Machinery Maintenance Mechanic	18.74
23550 - Machinist, Maintenance	16.99
23580 - Maintenance Trades Helper	12.49
23591 - Metrology Technician I	16.99
23592 - Metrology Technician II	17.96
23593 - Metrology Technician III	18.93
23640 - Millwright	20.93
23710 - Office Appliance Repairer	16.08
23760 - Painter, Maintenance	16.08
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.08
23820 - Pneudraulic Systems Mechanic	16.99
23850 - Rigger	16.99
23870 - Scale Mechanic	15.18
23890 - Sheet-Metal Worker, Maintenance	16.99
23910 - Small Engine Mechanic	15.18
23931 - Telecommunications Mechanic I	21.90
23932 - Telecommunications Mechanic II	25.48
23950 - Telephone Lineman	18.69
23960 - Welder, Combination, Maintenance	16.99
23965 - Well Driller	16.99
23970 - Woodcraft Worker	16.99
23980 - Woodworker	13.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.29
24580 - Child Care Center Clerk	10.98
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	11.40
24630 - Homemaker	12.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.38
25040 - Sewage Plant Operator	16.08
25070 - Stationary Engineer	19.38
25190 - Ventilation Equipment Tender	12.49
25210 - Water Treatment Plant Operator	16.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.81
27007 - Baggage Inspector	9.53
27008 - Corrections Officer	12.43
27010 - Court Security Officer	12.43
27030 - Detection Dog Handler	10.67
27040 - Detention Officer	12.43
27070 - Firefighter	12.43

27101 - Guard I		9.53
27102 - Guard II		10.67
27131 - Police Officer I		14.75
27132 - Police Officer II		16.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.01
28042 - Carnival Equipment Repairer		12.24
28043 - Carnival Equpment Worker		8.51
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		13.92
28510 - Recreation Aide/Health Facility Attendant		9.80
28515 - Recreation Specialist		13.19
28630 - Sports Official		10.24
28690 - Swimming Pool Operator		19.02
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.68
29020 - Hatch Tender		18.68
29030 - Line Handler		18.68
29041 - Stevedore I		17.88
29042 - Stevedore II		19.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.55
30022 - Archeological Technician II		16.90
30023 - Archeological Technician III		20.65
30030 - Cartographic Technician		21.34
30040 - Civil Engineering Technician		17.15
30061 - Drafter/CAD Operator I		14.89
30062 - Drafter/CAD Operator II		16.90
30063 - Drafter/CAD Operator III		18.85
30064 - Drafter/CAD Operator IV		22.86
30081 - Engineering Technician I		13.46
30082 - Engineering Technician II		15.11
30083 - Engineering Technician III		16.90
30084 - Engineering Technician IV		20.93
30085 - Engineering Technician V		25.61
30086 - Engineering Technician VI		30.98
30090 - Environmental Technician		23.03
30210 - Laboratory Technician		17.40
30240 - Mathematical Technician		20.94
30361 - Paralegal/Legal Assistant I		16.45
30362 - Paralegal/Legal Assistant II		21.07
30363 - Paralegal/Legal Assistant III		22.77
30364 - Paralegal/Legal Assistant IV		27.56
30390 - Photo-Optics Technician		23.03
30461 - Technical Writer I		20.65
30462 - Technical Writer II		25.25
30463 - Technical Writer III		30.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	23.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.53
31030 - Bus Driver		14.74
31043 - Driver Courier		13.98

31260 - Parking and Lot Attendant	10.48
31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	11.48
31361 - Truckdriver, Light	15.20
31362 - Truckdriver, Medium	15.97
31363 - Truckdriver, Heavy	16.98
31364 - Truckdriver, Tractor-Trailer	16.98
99000 - Miscellaneous Occupations	
99030 - Cashier	8.12
99050 - Desk Clerk	7.99
99095 - Embalmer	22.64
99251 - Laboratory Animal Caretaker I	9.30
99252 - Laboratory Animal Caretaker II	10.08
99310 - Mortician	22.74
99410 - Pest Controller	14.49
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.78
99711 - Recycling Specialist	14.30
99730 - Refuse Collector	11.52
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	11.89
99830 - Survey Party Chief	16.50
99831 - Surveying Aide	10.73
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	20.36
99842 - Vending Machine Repairer Helper	16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2301 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.39
01012 - Accounting Clerk II	15.08
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	18.76
01040 - Court Reporter	14.61
01051 - Data Entry Operator I	10.76
01052 - Data Entry Operator II	12.08
01060 - Dispatcher, Motor Vehicle	15.59
01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	11.03
01112 - General Clerk II	12.04
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.29
01141 - Messenger Courier	9.56
01191 - Order Clerk I	12.09
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.54
01262 - Personnel Assistant (Employment) II	15.14
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.74
01280 - Receptionist	11.19
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	13.06
01311 - Secretary I	13.06
01312 - Secretary II	14.61
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10
01420 - Survey Worker	13.80
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.73
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	16.90
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.77
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	9.14
11090 - Gardener	12.62
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.99
12012 - Certified Occupational Therapist Assistant	18.30
12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	15.99
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.63
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.85
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.94
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12235 - Optical Dispenser	15.66
12236 - Optical Technician	12.82
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.02
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	25.94
12313 - Registered Nurse II, Specialist	27.19
12314 - Registered Nurse III	32.89
12315 - Registered Nurse III, Anesthetist	32.89
12316 - Registered Nurse IV	39.42
12317 - Scheduler (Drug and Alcohol Testing)	19.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.83
13042 - Illustrator II	20.86
13043 - Illustrator III	25.61
13047 - Librarian	23.09
13050 - Library Aide/Clerk	9.77
13054 - Library Information Technology Systems	20.86

Administrator		
13058 - Library Technician		12.78
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		12.74
13072 - Photographer II		14.25
13073 - Photographer III		17.66
13074 - Photographer IV		21.74
13075 - Photographer V		26.13
13110 - Video Teleconference Technician		14.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.48
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.76
14044 - Computer Operator IV		20.07
14045 - Computer Operator V		22.22
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.48
14160 - Personal Computer Support Technician		20.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.76
15020 - Aircrew Training Devices Instructor (Rated)		33.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.14
15050 - Computer Based Training Specialist / Instructor		27.76
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		40.14
15080 - Graphic Artist		19.42
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		22.52
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.38
16070 - Finisher, Flatwork, Machine		8.97
16090 - Presser, Hand		8.97
16110 - Presser, Machine, Drycleaning		8.97
16130 - Presser, Machine, Shirts		8.97
16160 - Presser, Machine, Wearing Apparel, Laundry		8.97
16190 - Sewing Machine Operator		11.00
16220 - Tailor		11.65
16250 - Washer, Machine		9.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.58
19040 - Tool And Die Maker		21.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.50
21030 - Material Coordinator		18.74
21040 - Material Expediter		18.74
21050 - Material Handling Laborer		11.36
21071 - Order Filler		11.80
21080 - Production Line Worker (Food Processing)		15.50
21110 - Shipping Packer		12.52
21130 - Shipping/Receiving Clerk		12.52
21140 - Store Worker I		14.79

21150 - Stock Clerk	16.50
21210 - Tools And Parts Attendant	15.50
21410 - Warehouse Specialist	15.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.47
23021 - Aircraft Mechanic I	23.29
23022 - Aircraft Mechanic II	24.47
23023 - Aircraft Mechanic III	25.68
23040 - Aircraft Mechanic Helper	18.92
23050 - Aircraft, Painter	22.06
23060 - Aircraft Servicer	20.66
23080 - Aircraft Worker	21.56
23110 - Appliance Mechanic	18.58
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.95
23140 - Carpet Layer	14.76
23160 - Electrician, Maintenance	19.75
23181 - Electronics Technician Maintenance I	20.75
23182 - Electronics Technician Maintenance II	21.51
23183 - Electronics Technician Maintenance III	22.25
23260 - Fabric Worker	17.20
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	14.91
23380 - Ground Support Equipment Mechanic	23.29
23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.90
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36
23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.72
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57

23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II	15.38
27131 - Police Officer I	15.75
27132 - Police Officer II	17.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Equpment Worker	9.60
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	19.81
29030 - Line Handler	19.81
29041 - Stevedore I	19.70
29042 - Stevedore II	21.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.91
30022 - Archeological Technician II	20.08
30023 - Archeological Technician III	24.82
30030 - Cartographic Technician	26.10
30040 - Civil Engineering Technician	18.35
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	21.06
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	20.44
30084 - Engineering Technician IV	25.28
30085 - Engineering Technician V	31.68

30086 - Engineering Technician VI		37.41
30090 - Environmental Technician		23.70
30210 - Laboratory Technician		18.70
30240 - Mathematical Technician		25.12
30361 - Paralegal/Legal Assistant I		15.77
30362 - Paralegal/Legal Assistant II		19.54
30363 - Paralegal/Legal Assistant III		23.91
30364 - Paralegal/Legal Assistant IV		28.92
30390 - Photo-Optics Technician		25.12
30461 - Technical Writer I		24.33
30462 - Technical Writer II		27.26
30463 - Technical Writer III		32.98
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.45
30621 - Weather Observer, Senior	(see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.59
31030 - Bus Driver		14.48
31043 - Driver Courier		12.79
31260 - Parking and Lot Attendant		8.66
31290 - Shuttle Bus Driver		13.37
31310 - Taxi Driver		10.09
31361 - Truckdriver, Light		13.37
31362 - Truckdriver, Medium		15.35
31363 - Truckdriver, Heavy		18.33
31364 - Truckdriver, Tractor-Trailer		18.33
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		9.43
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		13.56
99252 - Laboratory Animal Caretaker II		13.95
99310 - Mortician		22.74
99410 - Pest Controller		12.79
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.77
99711 - Recycling Specialist		16.34
99730 - Refuse Collector		13.46
99810 - Sales Clerk		11.54
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		16.49
99831 - Surveying Aide		10.91
99832 - Surveying Technician		14.98
99840 - Vending Machine Attendant		13.25
99841 - Vending Machine Repairer		15.07
99842 - Vending Machine Repairer Helper		12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2302
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
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01531 - Travel Clerk I		11.65
01532 - Travel Clerk II		12.37
01533 - Travel Clerk III		12.97
01611 - Word Processor I		13.29
01612 - Word Processor II		14.92
01613 - Word Processor III		16.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.73
05010 - Automotive Electrician		17.59
05040 - Automotive Glass Installer		16.90

05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.77
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	9.14
11090 - Gardener	12.62
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.99
12012 - Certified Occupational Therapist Assistant	18.30
12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	15.99
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.63
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.85
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.94
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12235 - Optical Dispenser	15.66

12236 - Optical Technician		12.82
12250 - Pharmacy Technician		13.17
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		21.02
12311 - Registered Nurse I		22.23
12312 - Registered Nurse II		25.94
12313 - Registered Nurse II, Specialist		27.19
12314 - Registered Nurse III		32.89
12315 - Registered Nurse III, Anesthetist		32.89
12316 - Registered Nurse IV		39.42
12317 - Scheduler (Drug and Alcohol Testing)		19.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.61
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.61
13047 - Librarian		23.09
13050 - Library Aide/Clerk		9.77
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		12.78
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		12.74
13072 - Photographer II		14.25
13073 - Photographer III		17.66
13074 - Photographer IV		21.74
13075 - Photographer V		26.13
13110 - Video Teleconference Technician		14.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.48
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.76
14044 - Computer Operator IV		20.07
14045 - Computer Operator V		22.22
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.48
14160 - Personal Computer Support Technician		20.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.76
15020 - Aircrew Training Devices Instructor (Rated)		33.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.14
15050 - Computer Based Training Specialist / Instructor		27.76
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		40.14
15080 - Graphic Artist		19.42
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		22.52
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.38

16070 - Finisher, Flatwork, Machine	8.97
16090 - Presser, Hand	8.97
16110 - Presser, Machine, Drycleaning	8.97
16130 - Presser, Machine, Shirts	8.97
16160 - Presser, Machine, Wearing Apparel, Laundry	8.97
16190 - Sewing Machine Operator	11.00
16220 - Tailor	11.65
16250 - Washer, Machine	9.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.58
19040 - Tool And Die Maker	21.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.50
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	11.36
21071 - Order Filler	11.80
21080 - Production Line Worker (Food Processing)	15.50
21110 - Shipping Packer	12.52
21130 - Shipping/Receiving Clerk	12.52
21140 - Store Worker I	14.79
21150 - Stock Clerk	16.50
21210 - Tools And Parts Attendant	15.50
21410 - Warehouse Specialist	15.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.47
23021 - Aircraft Mechanic I	23.29
23022 - Aircraft Mechanic II	24.47
23023 - Aircraft Mechanic III	25.68
23040 - Aircraft Mechanic Helper	18.92
23050 - Aircraft, Painter	22.06
23060 - Aircraft Servicer	20.66
23080 - Aircraft Worker	21.56
23110 - Appliance Mechanic	18.58
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.95
23140 - Carpet Layer	14.76
23160 - Electrician, Maintenance	19.75
23181 - Electronics Technician Maintenance I	20.75
23182 - Electronics Technician Maintenance II	21.51
23183 - Electronics Technician Maintenance III	22.25
23260 - Fabric Worker	17.20
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	14.91
23380 - Ground Support Equipment Mechanic	23.29
23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.90
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36

23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.72
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II	15.38
27131 - Police Officer I	15.75
27132 - Police Officer II	17.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Equpment Worker	9.60
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	19.81

29030 - Line Handler		19.81
29041 - Stevedore I		19.70
29042 - Stevedore II		21.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.91
30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.82
30030 - Cartographic Technician		26.10
30040 - Civil Engineering Technician		18.35
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.45
30064 - Drafter/CAD Operator IV		28.86
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.44
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.41
30090 - Environmental Technician		23.70
30210 - Laboratory Technician		18.70
30240 - Mathematical Technician		25.12
30361 - Paralegal/Legal Assistant I		15.77
30362 - Paralegal/Legal Assistant II		19.54
30363 - Paralegal/Legal Assistant III		23.91
30364 - Paralegal/Legal Assistant IV		28.92
30390 - Photo-Optics Technician		25.12
30461 - Technical Writer I		24.33
30462 - Technical Writer II		27.26
30463 - Technical Writer III		32.98
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.45
30621 - Weather Observer, Senior	(see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.59
31030 - Bus Driver		14.48
31043 - Driver Courier		12.79
31260 - Parking and Lot Attendant		8.66
31290 - Shuttle Bus Driver		13.37
31310 - Taxi Driver		10.09
31361 - Truckdriver, Light		13.37
31362 - Truckdriver, Medium		15.35
31363 - Truckdriver, Heavy		18.33
31364 - Truckdriver, Tractor-Trailer		18.33
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		9.43
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		13.56
99252 - Laboratory Animal Caretaker II		13.95
99310 - Mortician		22.74
99410 - Pest Controller		12.79
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.77
99711 - Recycling Specialist		16.34

99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	16.49
99831 - Surveying Aide	10.91
99832 - Surveying Technician	14.98
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2307 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01040 - Court Reporter		18.32
01051 - Data Entry Operator I		12.47
01052 - Data Entry Operator II		14.14
01060 - Dispatcher, Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22

01111 - General Clerk I	12.95
01112 - General Clerk II	14.22
01113 - General Clerk III	15.96
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	11.41
01191 - Order Clerk I	12.73
01192 - Order Clerk II	15.29
01261 - Personnel Assistant (Employment) I	16.17
01262 - Personnel Assistant (Employment) II	17.97
01263 - Personnel Assistant (Employment) III	20.54
01270 - Production Control Clerk	20.04
01280 - Receptionist	13.87
01290 - Rental Clerk	14.97
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.90
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	23.09
01420 - Survey Worker	17.02
01531 - Travel Clerk I	12.96
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	15.03
01611 - Word Processor I	14.09
01612 - Word Processor II	15.81
01613 - Word Processor III	17.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.30
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	10.88
07042 - Cook II	12.54
07070 - Dishwasher	9.60
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.27
09130 - Upholsterer	12.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93

11210 - Laborer, Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	21.32
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	34.35
12030 - EKG Technician	24.23
12035 - Electroneurodiagnostic Technologist	24.23
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	14.58
12072 - Licensed Practical Nurse II	16.31
12073 - Licensed Practical Nurse III	18.19
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	15.52
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.23
12195 - Medical Transcriptionist	15.38
12210 - Nuclear Medicine Technologist	32.27
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.18
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	14.12
12236 - Optical Technician	14.95
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	25.29
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	27.27
12314 - Registered Nurse III	33.15
12315 - Registered Nurse III, Anesthetist	33.15
12316 - Registered Nurse IV	39.45
12317 - Scheduler (Drug and Alcohol Testing)	20.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	29.94
13041 - Illustrator I	18.65
13042 - Illustrator II	22.33
13043 - Illustrator III	27.90
13047 - Librarian	30.95
13050 - Library Aide/Clerk	10.37
13054 - Library Information Technology Systems Administrator	23.49
13058 - Library Technician	13.96
13061 - Media Specialist I	17.03
13062 - Media Specialist II	19.04
13063 - Media Specialist III	21.24
13071 - Photographer I	17.20
13072 - Photographer II	19.24
13073 - Photographer III	23.84
13074 - Photographer IV	29.17
13075 - Photographer V	35.29
13110 - Video Teleconference Technician	17.91
14000 - Information Technology Occupations	

14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		22.38
14072 - Computer Programmer II		26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		25.30
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.38
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.16
16030 - Counter Attendant		9.16
16040 - Dry Cleaner		11.82
16070 - Finisher, Flatwork, Machine		9.16
16090 - Presser, Hand		9.16
16110 - Presser, Machine, Drycleaning		9.16
16130 - Presser, Machine, Shirts		9.16
16160 - Presser, Machine, Wearing Apparel, Laundry		9.16
16190 - Sewing Machine Operator		12.70
16220 - Tailor		13.57
16250 - Washer, Machine		10.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.23
19040 - Tool And Die Maker		27.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.24
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		16.19
21071 - Order Filler		13.52
21080 - Production Line Worker (Food Processing)		19.24
21110 - Shipping Packer		15.57
21130 - Shipping/Receiving Clerk		15.57
21140 - Store Worker I		13.27
21150 - Stock Clerk		19.19
21210 - Tools And Parts Attendant		19.24
21410 - Warehouse Specialist		19.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.87
23021 - Aircraft Mechanic I		24.88
23022 - Aircraft Mechanic II		25.87
23023 - Aircraft Mechanic III		26.77
23040 - Aircraft Mechanic Helper		19.23
23050 - Aircraft, Painter		23.93
23060 - Aircraft Servicer		21.78
23080 - Aircraft Worker		23.09

23110 - Appliance Mechanic	19.30
23120 - Bicycle Repairer	15.18
23125 - Cable Splicer	28.03
23130 - Carpenter, Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	29.98
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	27.18
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	19.01
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	17.66
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	19.91
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.78
23382 - Ground Support Equipment Worker	23.09
23391 - Gunsmith I	17.66
23392 - Gunsmith II	20.36
23393 - Gunsmith III	22.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.71
23430 - Heavy Equipment Mechanic	21.39
23440 - Heavy Equipment Operator	23.00
23460 - Instrument Mechanic	22.53
23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	21.01
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.38
23593 - Metrology Technician III	24.19
23640 - Millwright	25.77
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	22.53
23850 - Rigger	22.53
23870 - Scale Mechanic	20.36
23890 - Sheet-Metal Worker, Maintenance	26.89
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	21.20
23970 - Woodcraft Worker	22.53
23980 - Woodworker	17.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.51
24620 - Family Readiness And Support Services Coordinator	13.66
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16

25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	21.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.32
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	13.32
27102 - Guard II	16.62
27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.89
28043 - Carnival Equpment Worker	9.01
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.43
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62
29042 - Stevedore II	24.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.88
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	20.48
30210 - Laboratory Technician	20.07
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	17.19
30362 - Paralegal/Legal Assistant II	21.79
30363 - Paralegal/Legal Assistant III	26.66
30364 - Paralegal/Legal Assistant IV	32.25
30390 - Photo-Optics Technician	25.01
30461 - Technical Writer I	20.53
30462 - Technical Writer II	25.11
30463 - Technical Writer III	30.38

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer, Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.37
31030 - Bus Driver		17.28
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.07
31290 - Shuttle Bus Driver		15.77
31310 - Taxi Driver		11.26
31361 - Truckdriver, Light		15.77
31362 - Truckdriver, Medium		21.15
31363 - Truckdriver, Heavy		21.54
31364 - Truckdriver, Tractor-Trailer		21.54
99000 - Miscellaneous Occupations		
99030 - Cashier		10.19
99050 - Desk Clerk		9.42
99095 - Embalmer		22.23
99251 - Laboratory Animal Caretaker I		9.92
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		30.24
99410 - Pest Controller		17.98
99510 - Photofinishing Worker		12.76
99710 - Recycling Laborer		15.79
99711 - Recycling Specialist		18.79
99730 - Refuse Collector		14.15
99810 - Sales Clerk		12.20
99820 - School Crossing Guard		10.90
99830 - Survey Party Chief		21.44
99831 - Surveying Aide		13.33
99832 - Surveying Technician		18.25
99840 - Vending Machine Attendant		14.51
99841 - Vending Machine Repairer		17.45
99842 - Vending Machine Repairer Helper		14.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2308 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01040 - Court Reporter		18.32
01051 - Data Entry Operator I		12.47
01052 - Data Entry Operator II		14.14
01060 - Dispatcher, Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.73
01192 - Order Clerk II		15.29
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		20.04
01280 - Receptionist		13.87
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.90
01313 - Secretary III		20.79
01320 - Service Order Dispatcher		21.18
01410 - Supply Technician		23.09
01420 - Survey Worker		17.02
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		14.09
01612 - Word Processor II		15.81
01613 - Word Processor III		17.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.30
05010 - Automotive Electrician		19.32
05040 - Automotive Glass Installer		18.59
05070 - Automotive Worker		18.59
05110 - Mobile Equipment Servicer		16.51
05130 - Motor Equipment Metal Mechanic		20.03
05160 - Motor Equipment Metal Worker		18.59
05190 - Motor Vehicle Mechanic		21.70
05220 - Motor Vehicle Mechanic Helper		15.47
05250 - Motor Vehicle Upholstery Worker		17.54

05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	10.88
07042 - Cook II	12.54
07070 - Dishwasher	9.60
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.27
09130 - Upholsterer	12.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	21.32
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	34.35
12030 - EKG Technician	24.23
12035 - Electroneurodiagnostic Technologist	24.23
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	14.58
12072 - Licensed Practical Nurse II	16.31
12073 - Licensed Practical Nurse III	18.19
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	15.52
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.23
12195 - Medical Transcriptionist	15.38
12210 - Nuclear Medicine Technologist	32.27
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.18
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12224 - Nursing Assistant IV	13.68
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12236 - Optical Technician	14.95
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	25.29
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	27.27

12314 - Registered Nurse III		33.15
12315 - Registered Nurse III, Anesthetist		33.15
12316 - Registered Nurse IV		39.45
12317 - Scheduler (Drug and Alcohol Testing)		20.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.33
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		10.37
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		13.96
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		22.38
14072 - Computer Programmer II		26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		25.30
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.38
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.16
16030 - Counter Attendant		9.16
16040 - Dry Cleaner		11.82
16070 - Finisher, Flatwork, Machine		9.16
16090 - Presser, Hand		9.16
16110 - Presser, Machine, Drycleaning		9.16
16130 - Presser, Machine, Shirts		9.16
16160 - Presser, Machine, Wearing Apparel, Laundry		9.16
16190 - Sewing Machine Operator		12.70
16220 - Tailor		13.57

16250 - Washer, Machine	10.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.23
19040 - Tool And Die Maker	27.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	16.19
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	19.24
21110 - Shipping Packer	15.57
21130 - Shipping/Receiving Clerk	15.57
21140 - Store Worker I	13.27
21150 - Stock Clerk	19.19
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.87
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.87
23023 - Aircraft Mechanic III	26.77
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft, Painter	23.93
23060 - Aircraft Servicer	21.78
23080 - Aircraft Worker	23.09
23110 - Appliance Mechanic	19.30
23120 - Bicycle Repairer	15.18
23125 - Cable Splicer	28.03
23130 - Carpenter, Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	29.98
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	27.18
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	19.01
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	17.66
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	19.91
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.78
23382 - Ground Support Equipment Worker	23.09
23391 - Gunsmith I	17.66
23392 - Gunsmith II	20.36
23393 - Gunsmith III	22.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.71
23430 - Heavy Equipment Mechanic	21.39
23440 - Heavy Equipment Operator	23.00
23460 - Instrument Mechanic	22.53
23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	21.01
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.38
23593 - Metrology Technician III	24.19

23640 - Millwright	25.77
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	22.53
23850 - Rigger	22.53
23870 - Scale Mechanic	20.36
23890 - Sheet-Metal Worker, Maintenance	26.89
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	21.20
23970 - Woodcraft Worker	22.53
23980 - Woodworker	17.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.51
24620 - Family Readiness And Support Services Coordinator	13.66
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	21.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.32
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	13.32
27102 - Guard II	16.62
27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.89
28043 - Carnival Equpment Worker	9.01
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.43
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62
29042 - Stevedore II	24.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		17.88
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.17
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		24.41
30085 - Engineering Technician V		29.54
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		20.48
30210 - Laboratory Technician		20.07
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		17.19
30362 - Paralegal/Legal Assistant II		21.79
30363 - Paralegal/Legal Assistant III		26.66
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		25.01
30461 - Technical Writer I		20.53
30462 - Technical Writer II		25.11
30463 - Technical Writer III		30.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer, Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.37
31030 - Bus Driver		17.28
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.07
31290 - Shuttle Bus Driver		15.77
31310 - Taxi Driver		11.26
31361 - Truckdriver, Light		15.77
31362 - Truckdriver, Medium		21.15
31363 - Truckdriver, Heavy		21.54
31364 - Truckdriver, Tractor-Trailer		21.54
99000 - Miscellaneous Occupations		
99030 - Cashier		10.19
99050 - Desk Clerk		9.42
99095 - Embalmer		22.23
99251 - Laboratory Animal Caretaker I		9.92
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		30.24
99410 - Pest Controller		17.98
99510 - Photofinishing Worker		12.76
99710 - Recycling Laborer		15.79
99711 - Recycling Specialist		18.79
99730 - Refuse Collector		14.15
99810 - Sales Clerk		12.20
99820 - School Crossing Guard		10.90
99830 - Survey Party Chief		21.44
99831 - Surveying Aide		13.33
99832 - Surveying Technician		18.25
99840 - Vending Machine Attendant		14.51

99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	14.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2309 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01040 - Court Reporter		19.05
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18

01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	20.73
01280 - Receptionist	15.10
01290 - Rental Clerk	16.06
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.12
01410 - Supply Technician	22.39
01420 - Survey Worker	19.05
01531 - Travel Clerk I	11.94
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.80
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter, Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	8.11
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	8.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer, Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.74
11060 - Elevator Operator	11.10
11090 - Gardener	16.03
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	12.55
11240 - Maid or Houseman	8.62
11260 - Pruner	11.10
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.55
11360 - Window Cleaner	13.02
12000 - Health Occupations	

12010 - Ambulance Driver	17.73
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	21.69
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	29.20
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	15.83
12195 - Medical Transcriptionist	16.10
12210 - Nuclear Medicine Technologist	31.23
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II, Specialist	29.18
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III, Anesthetist	35.30
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol Testing)	20.03
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information Technology Systems Administrator	23.81
13058 - Library Technician	14.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43
13071 - Photographer I	16.71
13072 - Photographer II	18.69
13073 - Photographer III	23.16
13074 - Photographer IV	27.91
13075 - Photographer V	33.77
13110 - Video Teleconference Technician	17.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.04
14042 - Computer Operator II	19.06
14043 - Computer Operator III	21.26
14044 - Computer Operator IV	23.61
14045 - Computer Operator V	26.16
14071 - Computer Programmer I	22.01
14072 - Computer Programmer II	26.17

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		33.63
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15090 - Technical Instructor		20.66
15095 - Technical Instructor/Course Developer		25.27
15110 - Test Proctor		16.67
15120 - Tutor		16.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31
16070 - Finisher, Flatwork, Machine		9.18
16090 - Presser, Hand		9.18
16110 - Presser, Machine, Drycleaning		9.18
16130 - Presser, Machine, Shirts		9.18
16160 - Presser, Machine, Wearing Apparel, Laundry		9.18
16190 - Sewing Machine Operator		11.95
16220 - Tailor		12.63
16250 - Washer, Machine		9.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.05
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.14
21030 - Material Coordinator		20.64
21040 - Material Expediter		20.64
21050 - Material Handling Laborer		19.18
21071 - Order Filler		12.91
21080 - Production Line Worker (Food Processing)		18.77
21110 - Shipping Packer		13.96
21130 - Shipping/Receiving Clerk		13.96
21140 - Store Worker I		11.56
21150 - Stock Clerk		17.04
21210 - Tools And Parts Attendant		19.14
21410 - Warehouse Specialist		19.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.30
23021 - Aircraft Mechanic I		25.34
23022 - Aircraft Mechanic II		26.30
23023 - Aircraft Mechanic III		27.31
23040 - Aircraft Mechanic Helper		19.24
23050 - Aircraft, Painter		24.07
23060 - Aircraft Servicer		21.72
23080 - Aircraft Worker		22.71
23110 - Appliance Mechanic		22.59
23120 - Bicycle Repairer		15.80
23125 - Cable Splicer		26.41
23130 - Carpenter, Maintenance		26.52
23140 - Carpet Layer		22.39
23160 - Electrician, Maintenance		30.81
23181 - Electronics Technician Maintenance I		24.18

23182 - Electronics Technician Maintenance II	25.38
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	20.13
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	22.56
23312 - Fuel Distribution System Operator	17.91
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	18.57
23392 - Gunsmith II	21.52
23393 - Gunsmith III	23.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	23.21
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	22.59
23470 - Laborer	17.17
23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	21.96
23593 - Metrology Technician III	22.79
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	23.58
23850 - Rigger	23.58
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker, Maintenance	26.55
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	24.81
23932 - Telecommunications Mechanic II	25.76
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	23.21
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	12.71

27008 - Corrections Officer		18.82
27010 - Court Security Officer		22.13
27030 - Detection Dog Handler		16.66
27040 - Detention Officer		18.82
27070 - Firefighter		25.67
27101 - Guard I		12.71
27102 - Guard II		16.66
27131 - Police Officer I		22.39
27132 - Police Officer II		24.88
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.57
28042 - Carnival Equipment Repairer		13.41
28043 - Carnival Equpment Worker		8.87
28210 - Gate Attendant/Gate Tender		13.47
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		15.07
28510 - Recreation Aide/Health Facility Attendant		11.00
28515 - Recreation Specialist		18.05
28630 - Sports Official		12.00
28690 - Swimming Pool Operator		16.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.09
29042 - Stevedore II		24.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		22.72
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.06
30210 - Laboratory Technician		20.55
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30390 - Photo-Optics Technician		26.82
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.15

30621 - Weather Observer, Senior (see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.28
31030 - Bus Driver	16.52
31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	9.85
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	11.23
31361 - Truckdriver, Light	16.94
31362 - Truckdriver, Medium	17.97
31363 - Truckdriver, Heavy	20.79
31364 - Truckdriver, Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99030 - Cashier	8.79
99050 - Desk Clerk	9.86
99095 - Embalmer	24.71
99251 - Laboratory Animal Caretaker I	10.84
99252 - Laboratory Animal Caretaker II	11.89
99310 - Mortician	30.54
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	9.90
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	12.95
99841 - Vending Machine Repairer	15.14
99842 - Vending Machine Repairer Helper	12.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2310 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01040 - Court Reporter		19.05
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.73
01280 - Receptionist		15.10
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		22.39
01420 - Survey Worker		19.05
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.80
05010 - Automotive Electrician		20.59
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal Mechanic		21.46
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		20.40
05220 - Motor Vehicle Mechanic Helper		16.72
05250 - Motor Vehicle Upholstery Worker		18.88
05280 - Motor Vehicle Wrecker		19.74
05310 - Painter, Automotive		20.59
05340 - Radiator Repair Specialist		19.74
05370 - Tire Repairer		15.80
05400 - Transmission Repair Specialist		21.46
07000 - Food Preparation And Service Occupations		

07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	8.11
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	8.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer, Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.74
11060 - Elevator Operator	11.10
11090 - Gardener	16.03
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	12.55
11240 - Maid or Houseman	8.62
11260 - Pruner	11.10
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.55
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.73
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	21.69
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	29.20
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	15.83
12195 - Medical Transcriptionist	16.10
12210 - Nuclear Medicine Technologist	31.23
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II, Specialist	29.18
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III, Anesthetist	35.30
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol Testing)	20.03
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.31

13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I		22.01
14072 - Computer Programmer II		26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		33.63
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15095 - Technical Instructor/Course Developer		25.27
15110 - Test Proctor		16.67
15120 - Tutor		16.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31
16070 - Finisher, Flatwork, Machine		9.18
16090 - Presser, Hand		9.18
16110 - Presser, Machine, Drycleaning		9.18
16130 - Presser, Machine, Shirts		9.18
16160 - Presser, Machine, Wearing Apparel, Laundry		9.18
16190 - Sewing Machine Operator		11.95
16220 - Tailor		12.63
16250 - Washer, Machine		9.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.05
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.14

21030 - Material Coordinator	20.64
21040 - Material Expediter	20.64
21050 - Material Handling Laborer	19.18
21071 - Order Filler	12.91
21080 - Production Line Worker (Food Processing)	18.77
21110 - Shipping Packer	13.96
21130 - Shipping/Receiving Clerk	13.96
21140 - Store Worker I	11.56
21150 - Stock Clerk	17.04
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.30
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft, Painter	24.07
23060 - Aircraft Servicer	21.72
23080 - Aircraft Worker	22.71
23110 - Appliance Mechanic	22.59
23120 - Bicycle Repairer	15.80
23125 - Cable Splicer	26.41
23130 - Carpenter, Maintenance	26.52
23140 - Carpet Layer	22.39
23160 - Electrician, Maintenance	30.81
23181 - Electronics Technician Maintenance I	24.18
23182 - Electronics Technician Maintenance II	25.38
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	20.13
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	22.56
23312 - Fuel Distribution System Operator	17.91
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	18.57
23392 - Gunsmith II	21.52
23393 - Gunsmith III	23.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	23.21
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	22.59
23470 - Laborer	17.17
23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	21.96
23593 - Metrology Technician III	22.79
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	23.58

23850 - Rigger	23.58
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker, Maintenance	26.55
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	24.81
23932 - Telecommunications Mechanic II	25.76
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	23.21
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	12.71
27102 - Guard II	16.66
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.57
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Equpment Worker	8.87
28210 - Gate Attendant/Gate Tender	13.47
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.05
28630 - Sports Official	12.00
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.72
29020 - Hatch Tender	23.72
29030 - Line Handler	23.72
29041 - Stevedore I	22.09
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.36
30022 - Archeological Technician II	21.56
30023 - Archeological Technician III	25.04
30030 - Cartographic Technician	27.52
30040 - Civil Engineering Technician	22.72
30061 - Drafter/CAD Operator I	19.36

30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.06
30210 - Laboratory Technician		20.55
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30390 - Photo-Optics Technician		26.82
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer, Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.28
31030 - Bus Driver		16.52
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		9.85
31290 - Shuttle Bus Driver		16.94
31310 - Taxi Driver		11.23
31361 - Truckdriver, Light		16.94
31362 - Truckdriver, Medium		17.97
31363 - Truckdriver, Heavy		20.79
31364 - Truckdriver, Tractor-Trailer		20.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.79
99050 - Desk Clerk		9.86
99095 - Embalmer		24.71
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.89
99310 - Mortician		30.54
99410 - Pest Controller		16.01
99510 - Photofinishing Worker		13.06
99710 - Recycling Laborer		18.45
99711 - Recycling Specialist		22.00
99730 - Refuse Collector		16.24
99810 - Sales Clerk		12.95
99820 - School Crossing Guard		9.90
99830 - Survey Party Chief		20.39
99831 - Surveying Aide		13.53
99832 - Surveying Technician		18.54
99840 - Vending Machine Attendant		12.95
99841 - Vending Machine Repairer		15.14
99842 - Vending Machine Repairer Helper		12.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2311 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.21
01012 - Accounting Clerk II		13.71
01013 - Accounting Clerk III		15.33
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.70
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		13.70
01070 - Document Preparation Clerk		11.35
01090 - Duplicating Machine Operator		11.35
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		15.00
01141 - Messenger Courier		10.41
01191 - Order Clerk I		10.72
01192 - Order Clerk II		12.17
01261 - Personnel Assistant (Employment) I		12.67
01262 - Personnel Assistant (Employment) II		14.17
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		16.57
01280 - Receptionist		10.49
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		12.02
01311 - Secretary I		12.02

01312 - Secretary II	13.45
01313 - Secretary III	15.00
01320 - Service Order Dispatcher	12.52
01410 - Supply Technician	17.39
01420 - Survey Worker	13.59
01531 - Travel Clerk I	11.95
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.09
01612 - Word Processor II	12.45
01613 - Word Processor III	14.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.23
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	10.96
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	9.41
07042 - Cook II	10.55
07070 - Dishwasher	8.09
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.88
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	14.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.26
11060 - Elevator Operator	10.55
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.55
11150 - Janitor	10.82
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.04
11260 - Pruner	11.41
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	12.23
12000 - Health Occupations	
12010 - Ambulance Driver	16.46
12011 - Breath Alcohol Technician	16.46
12012 - Certified Occupational Therapist Assistant	20.83
12015 - Certified Physical Therapist Assistant	18.20
12020 - Dental Assistant	15.71
12025 - Dental Hygienist	30.78
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic Technologist	23.85

12040 - Emergency Medical Technician		16.46
12071 - Licensed Practical Nurse I		14.72
12072 - Licensed Practical Nurse II		16.46
12073 - Licensed Practical Nurse III		18.36
12100 - Medical Assistant		11.54
12130 - Medical Laboratory Technician		13.19
12160 - Medical Record Clerk		13.26
12190 - Medical Record Technician		14.83
12195 - Medical Transcriptionist		13.22
12210 - Nuclear Medicine Technologist		31.37
12221 - Nursing Assistant I		10.30
12222 - Nursing Assistant II		11.58
12223 - Nursing Assistant III		12.64
12224 - Nursing Assistant IV		14.19
12235 - Optical Dispenser		12.71
12236 - Optical Technician		12.35
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.19
12305 - Radiologic Technologist		23.85
12311 - Registered Nurse I		21.22
12312 - Registered Nurse II		25.95
12313 - Registered Nurse II, Specialist		25.95
12314 - Registered Nurse III		31.40
12315 - Registered Nurse III, Anesthetist		31.40
12316 - Registered Nurse IV		37.64
12317 - Scheduler (Drug and Alcohol Testing)		20.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		14.15
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	15.95
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.18
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	28.62
15020 - Aircrew Training Devices Instructor (Rated)	34.61
15030 - Air Crew Training Devices Instructor (Pilot)	39.95
15050 - Computer Based Training Specialist / Instructor	28.62
15060 - Educational Technologist	23.17
15070 - Flight Instructor (Pilot)	39.95
15080 - Graphic Artist	20.17
15090 - Technical Instructor	17.04
15095 - Technical Instructor/Course Developer	20.84
15110 - Test Proctor	13.75
15120 - Tutor	13.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.18
16030 - Counter Attendant	9.18
16040 - Dry Cleaner	11.31
16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.26
19040 - Tool And Die Maker	21.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.10
21030 - Material Coordinator	15.76
21040 - Material Expediter	15.76
21050 - Material Handling Laborer	11.24
21071 - Order Filler	11.62
21080 - Production Line Worker (Food Processing)	12.10
21110 - Shipping Packer	11.86
21130 - Shipping/Receiving Clerk	11.86
21140 - Store Worker I	10.52
21150 - Stock Clerk	14.09
21210 - Tools And Parts Attendant	12.10
21410 - Warehouse Specialist	12.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.37
23021 - Aircraft Mechanic I	20.20
23022 - Aircraft Mechanic II	21.37
23023 - Aircraft Mechanic III	22.47
23040 - Aircraft Mechanic Helper	15.57
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.37
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	17.69
23120 - Bicycle Repairer	10.96
23125 - Cable Splicer	24.97
23130 - Carpenter, Maintenance	15.82
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	17.00
23181 - Electronics Technician Maintenance I	19.29
23182 - Electronics Technician Maintenance II	20.57
23183 - Electronics Technician Maintenance III	22.12
23260 - Fabric Worker	15.05
23290 - Fire Alarm System Mechanic	18.08
23310 - Fire Extinguisher Repairer	14.03
23311 - Fuel Distribution System Mechanic	19.03
23312 - Fuel Distribution System Operator	14.73
23370 - General Maintenance Worker	14.35

23380 - Ground Support Equipment Mechanic	20.20
23381 - Ground Support Equipment Servicer	17.37
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.03
23392 - Gunsmith II	16.03
23393 - Gunsmith III	18.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.94
23430 - Heavy Equipment Mechanic	19.14
23440 - Heavy Equipment Operator	18.44
23460 - Instrument Mechanic	18.13
23465 - Laboratory/Shelter Mechanic	17.10
23470 - Laborer	13.72
23510 - Locksmith	17.73
23530 - Machinery Maintenance Mechanic	18.39
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	18.13
23592 - Metrology Technician II	19.13
23593 - Metrology Technician III	20.96
23640 - Millwright	18.13
23710 - Office Appliance Repairer	17.16
23760 - Painter, Maintenance	15.60
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	18.13
23850 - Rigger	18.08
23870 - Scale Mechanic	16.03
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	15.87
23931 - Telecommunications Mechanic I	23.03
23932 - Telecommunications Mechanic II	24.36
23950 - Telephone Lineman	20.25
23960 - Welder, Combination, Maintenance	15.92
23965 - Well Driller	18.13
23970 - Woodcraft Worker	18.13
23980 - Woodworker	13.99
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	9.71
24620 - Family Readiness And Support Services Coordinator	12.12
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.08
25040 - Sewage Plant Operator	17.46
25070 - Stationary Engineer	18.08
25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.29
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.29
27102 - Guard II	16.84
27131 - Police Officer I	18.60

27132 - Police Officer II		20.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.98
28042 - Carnival Equipment Repairer		11.67
28043 - Carnival Equpment Worker		9.35
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		10.83
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		16.84
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.60
29020 - Hatch Tender		17.60
29030 - Line Handler		17.60
29041 - Stevedore I		17.71
29042 - Stevedore II		19.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.43
30022 - Archeological Technician II		18.31
30023 - Archeological Technician III		22.93
30030 - Cartographic Technician		22.93
30040 - Civil Engineering Technician		19.46
30061 - Drafter/CAD Operator I		15.43
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.64
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		13.62
30082 - Engineering Technician II		15.82
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		22.93
30210 - Laboratory Technician		20.64
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		19.97
30363 - Paralegal/Legal Assistant III		24.73
30364 - Paralegal/Legal Assistant IV		29.93
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		21.40
30462 - Technical Writer II		26.16
30463 - Technical Writer III		31.93
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer, Senior	(see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.10
31030 - Bus Driver		16.53
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.99
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.46

31361 - Truckdriver, Light	15.41
31362 - Truckdriver, Medium	16.89
31363 - Truckdriver, Heavy	20.23
31364 - Truckdriver, Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99030 - Cashier	9.09
99050 - Desk Clerk	9.25
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	8.51
99252 - Laboratory Animal Caretaker II	9.17
99310 - Mortician	22.02
99410 - Pest Controller	13.21
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.44
99711 - Recycling Specialist	15.38
99730 - Refuse Collector	12.22
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	16.31
99831 - Surveying Aide	9.44
99832 - Surveying Technician	15.62
99840 - Vending Machine Attendant	10.35
99841 - Vending Machine Repairer	13.22
99842 - Vending Machine Repairer Helper	10.96

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2312
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.21
01012 - Accounting Clerk II		13.71
01013 - Accounting Clerk III		15.33
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.70
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		13.70
01070 - Document Preparation Clerk		11.35
01090 - Duplicating Machine Operator		11.35
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		15.00
01141 - Messenger Courier		10.41
01191 - Order Clerk I		10.72
01192 - Order Clerk II		12.17
01261 - Personnel Assistant (Employment) I		12.67
01262 - Personnel Assistant (Employment) II		14.17
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		16.57
01280 - Receptionist		10.49
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		12.02
01311 - Secretary I		12.02
01312 - Secretary II		13.45
01313 - Secretary III		15.00
01320 - Service Order Dispatcher		12.52
01410 - Supply Technician		17.39
01420 - Survey Worker		13.59
01531 - Travel Clerk I		11.95
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		11.09
01612 - Word Processor II		12.45
01613 - Word Processor III		14.10
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.23
05010 - Automotive Electrician		16.87
05040 - Automotive Glass Installer		15.76

05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	10.96
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	9.41
07042 - Cook II	10.55
07070 - Dishwasher	8.09
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.88
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	14.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.26
11060 - Elevator Operator	10.55
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.55
11150 - Janitor	10.82
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.04
11260 - Pruner	11.41
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	12.23
12000 - Health Occupations	
12010 - Ambulance Driver	16.46
12011 - Breath Alcohol Technician	16.46
12012 - Certified Occupational Therapist Assistant	20.83
12015 - Certified Physical Therapist Assistant	18.20
12020 - Dental Assistant	15.71
12025 - Dental Hygienist	30.78
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic Technologist	23.85
12040 - Emergency Medical Technician	16.46
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.46
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	11.54
12130 - Medical Laboratory Technician	13.19
12160 - Medical Record Clerk	13.26
12190 - Medical Record Technician	14.83
12195 - Medical Transcriptionist	13.22
12210 - Nuclear Medicine Technologist	31.37
12221 - Nursing Assistant I	10.30
12222 - Nursing Assistant II	11.58
12223 - Nursing Assistant III	12.64
12224 - Nursing Assistant IV	14.19
12235 - Optical Dispenser	12.71

12236 - Optical Technician		12.35
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.19
12305 - Radiologic Technologist		23.85
12311 - Registered Nurse I		21.22
12312 - Registered Nurse II		25.95
12313 - Registered Nurse II, Specialist		25.95
12314 - Registered Nurse III		31.40
12315 - Registered Nurse III, Anesthetist		31.40
12316 - Registered Nurse IV		37.64
12317 - Scheduler (Drug and Alcohol Testing)		20.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		14.15
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	15.95
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.18
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		23.17
15070 - Flight Instructor (Pilot)		39.95
15080 - Graphic Artist		20.17
15090 - Technical Instructor		17.04
15095 - Technical Instructor/Course Developer		20.84
15110 - Test Proctor		13.75
15120 - Tutor		13.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31

16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.26
19040 - Tool And Die Maker	21.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.10
21030 - Material Coordinator	15.76
21040 - Material Expediter	15.76
21050 - Material Handling Laborer	11.24
21071 - Order Filler	11.62
21080 - Production Line Worker (Food Processing)	12.10
21110 - Shipping Packer	11.86
21130 - Shipping/Receiving Clerk	11.86
21140 - Store Worker I	10.52
21150 - Stock Clerk	14.09
21210 - Tools And Parts Attendant	12.10
21410 - Warehouse Specialist	12.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.37
23021 - Aircraft Mechanic I	20.20
23022 - Aircraft Mechanic II	21.37
23023 - Aircraft Mechanic III	22.47
23040 - Aircraft Mechanic Helper	15.57
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.37
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	17.69
23120 - Bicycle Repairer	10.96
23125 - Cable Splicer	24.97
23130 - Carpenter, Maintenance	15.82
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	17.00
23181 - Electronics Technician Maintenance I	19.29
23182 - Electronics Technician Maintenance II	20.57
23183 - Electronics Technician Maintenance III	22.12
23260 - Fabric Worker	15.05
23290 - Fire Alarm System Mechanic	18.08
23310 - Fire Extinguisher Repairer	14.03
23311 - Fuel Distribution System Mechanic	19.03
23312 - Fuel Distribution System Operator	14.73
23370 - General Maintenance Worker	14.35
23380 - Ground Support Equipment Mechanic	20.20
23381 - Ground Support Equipment Servicer	17.37
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.03
23392 - Gunsmith II	16.03
23393 - Gunsmith III	18.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.94
23430 - Heavy Equipment Mechanic	19.14
23440 - Heavy Equipment Operator	18.44
23460 - Instrument Mechanic	18.13
23465 - Laboratory/Shelter Mechanic	17.10
23470 - Laborer	13.72

23510 - Locksmith	17.73
23530 - Machinery Maintenance Mechanic	18.39
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	18.13
23592 - Metrology Technician II	19.13
23593 - Metrology Technician III	20.96
23640 - Millwright	18.13
23710 - Office Appliance Repairer	17.16
23760 - Painter, Maintenance	15.60
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	18.13
23850 - Rigger	18.08
23870 - Scale Mechanic	16.03
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	15.87
23931 - Telecommunications Mechanic I	23.03
23932 - Telecommunications Mechanic II	24.36
23950 - Telephone Lineman	20.25
23960 - Welder, Combination, Maintenance	15.92
23965 - Well Driller	18.13
23970 - Woodcraft Worker	18.13
23980 - Woodworker	13.99
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	9.71
24620 - Family Readiness And Support Services Coordinator	12.12
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.08
25040 - Sewage Plant Operator	17.46
25070 - Stationary Engineer	18.08
25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.29
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.29
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.67
28043 - Carnival Equpment Worker	9.35
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.84
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.60
29020 - Hatch Tender	17.60

29030 - Line Handler		17.60
29041 - Stevedore I		17.71
29042 - Stevedore II		19.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.43
30022 - Archeological Technician II		18.31
30023 - Archeological Technician III		22.93
30030 - Cartographic Technician		22.93
30040 - Civil Engineering Technician		19.46
30061 - Drafter/CAD Operator I		15.43
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.64
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		13.62
30082 - Engineering Technician II		15.82
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		22.93
30210 - Laboratory Technician		20.64
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		19.97
30363 - Paralegal/Legal Assistant III		24.73
30364 - Paralegal/Legal Assistant IV		29.93
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		21.40
30462 - Technical Writer II		26.16
30463 - Technical Writer III		31.93
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer, Senior	(see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.10
31030 - Bus Driver		16.53
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.99
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.46
31361 - Truckdriver, Light		15.41
31362 - Truckdriver, Medium		16.89
31363 - Truckdriver, Heavy		20.23
31364 - Truckdriver, Tractor-Trailer		20.23
99000 - Miscellaneous Occupations		
99030 - Cashier		9.09
99050 - Desk Clerk		9.25
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		8.51
99252 - Laboratory Animal Caretaker II		9.17
99310 - Mortician		22.02
99410 - Pest Controller		13.21
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.44
99711 - Recycling Specialist		15.38

99730 - Refuse Collector	12.22
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	16.31
99831 - Surveying Aide	9.44
99832 - Surveying Technician	15.62
99840 - Vending Machine Attendant	10.35
99841 - Vending Machine Repairer	13.22
99842 - Vending Machine Repairer Helper	10.96

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2317 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Montana

Area: Montana Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.11
01020 - Administrative Assistant		16.87
01040 - Court Reporter		16.65
01051 - Data Entry Operator I		10.84
01052 - Data Entry Operator II		11.83
01060 - Dispatcher, Motor Vehicle		16.63
01070 - Document Preparation Clerk		12.32
01090 - Duplicating Machine Operator		12.32
01111 - General Clerk I		10.43
01112 - General Clerk II		11.38
01113 - General Clerk III		12.77
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		10.55
01191 - Order Clerk I		11.91
01192 - Order Clerk II		13.00
01261 - Personnel Assistant (Employment) I		13.69
01262 - Personnel Assistant (Employment) II		15.31
01263 - Personnel Assistant (Employment) III		17.08
01270 - Production Control Clerk		19.04
01280 - Receptionist		10.95
01290 - Rental Clerk		10.31
01300 - Scheduler, Maintenance		11.98
01311 - Secretary I		11.98
01312 - Secretary II		13.40
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		15.82
01410 - Supply Technician		16.87
01420 - Survey Worker		13.27
01531 - Travel Clerk I		11.66
01532 - Travel Clerk II		12.50
01533 - Travel Clerk III		13.31
01611 - Word Processor I		11.82
01612 - Word Processor II		13.27
01613 - Word Processor III		14.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.97
05010 - Automotive Electrician		16.06
05040 - Automotive Glass Installer		15.17
05070 - Automotive Worker		15.17
05110 - Mobile Equipment Servicer		13.53
05130 - Motor Equipment Metal Mechanic		16.97
05160 - Motor Equipment Metal Worker		15.17
05190 - Motor Vehicle Mechanic		16.97
05220 - Motor Vehicle Mechanic Helper		12.78
05250 - Motor Vehicle Upholstery Worker		14.30
05280 - Motor Vehicle Wrecker		15.17
05310 - Painter, Automotive		16.06
05340 - Radiator Repair Specialist		15.17
05370 - Tire Repairer		12.99
05400 - Transmission Repair Specialist		16.97
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.11
07041 - Cook I		10.09
07042 - Cook II		11.65
07070 - Dishwasher		7.96
07130 - Food Service Worker		8.86
07210 - Meat Cutter		12.85
07260 - Waiter/Waitress		8.07

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.96
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	15.96
09090 - Furniture Refinisher Helper	12.70
09110 - Furniture Repairer, Minor	14.21
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.97
11060 - Elevator Operator	10.58
11090 - Gardener	13.74
11122 - Housekeeping Aide	10.58
11150 - Janitor	10.58
11210 - Laborer, Grounds Maintenance	11.50
11240 - Maid or Houseman	8.68
11260 - Pruner	10.29
11270 - Tractor Operator	13.64
11330 - Trail Maintenance Worker	11.50
11360 - Window Cleaner	11.82
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.61
12012 - Certified Occupational Therapist Assistant	16.95
12015 - Certified Physical Therapist Assistant	17.30
12020 - Dental Assistant	14.77
12025 - Dental Hygienist	31.69
12030 - EKG Technician	22.99
12035 - Electroneurodiagnostic Technologist	22.99
12040 - Emergency Medical Technician	12.45
12071 - Licensed Practical Nurse I	13.06
12072 - Licensed Practical Nurse II	14.61
12073 - Licensed Practical Nurse III	16.30
12100 - Medical Assistant	13.12
12130 - Medical Laboratory Technician	18.21
12160 - Medical Record Clerk	12.98
12190 - Medical Record Technician	14.52
12195 - Medical Transcriptionist	14.63
12210 - Nuclear Medicine Technologist	30.19
12221 - Nursing Assistant I	10.54
12222 - Nursing Assistant II	11.85
12223 - Nursing Assistant III	12.93
12224 - Nursing Assistant IV	14.51
12235 - Optical Dispenser	12.45
12236 - Optical Technician	12.76
12250 - Pharmacy Technician	13.78
12280 - Phlebotomist	13.87
12305 - Radiologic Technologist	24.21
12311 - Registered Nurse I	21.64
12312 - Registered Nurse II	26.47
12313 - Registered Nurse II, Specialist	26.47
12314 - Registered Nurse III	32.02
12315 - Registered Nurse III, Anesthetist	32.02
12316 - Registered Nurse IV	38.38
12317 - Scheduler (Drug and Alcohol Testing)	18.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.39
13012 - Exhibits Specialist II	19.07
13013 - Exhibits Specialist III	23.33
13041 - Illustrator I	16.93
13042 - Illustrator II	20.98
13043 - Illustrator III	24.94
13047 - Librarian	19.26
13050 - Library Aide/Clerk	10.31

13054 - Library Information Technology Systems Administrator		18.76
13058 - Library Technician		12.55
13061 - Media Specialist I		12.70
13062 - Media Specialist II		14.03
13063 - Media Specialist III		15.66
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13110 - Video Teleconference Technician		13.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.91
14042 - Computer Operator II		14.44
14043 - Computer Operator III		16.10
14044 - Computer Operator IV		17.93
14045 - Computer Operator V		19.82
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.72
14160 - Personal Computer Support Technician		17.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		20.72
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		18.83
15090 - Technical Instructor		16.45
15095 - Technical Instructor/Course Developer		20.12
15110 - Test Proctor		13.27
15120 - Tutor		13.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.12
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.80
16220 - Tailor		11.49
16250 - Washer, Machine		8.77
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.63
19040 - Tool And Die Maker		23.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.91
21030 - Material Coordinator		19.94
21040 - Material Expediter		19.94
21050 - Material Handling Laborer		14.36
21071 - Order Filler		13.39
21080 - Production Line Worker (Food Processing)		14.91
21110 - Shipping Packer		13.26
21130 - Shipping/Receiving Clerk		13.26

21140 - Store Worker I	11.32
21150 - Stock Clerk	15.86
21210 - Tools And Parts Attendant	14.91
21410 - Warehouse Specialist	14.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.77
23021 - Aircraft Mechanic I	22.52
23022 - Aircraft Mechanic II	23.77
23023 - Aircraft Mechanic III	25.14
23040 - Aircraft Mechanic Helper	17.57
23050 - Aircraft, Painter	21.76
23060 - Aircraft Servicer	19.21
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	17.56
23120 - Bicycle Repairer	12.99
23125 - Cable Splicer	29.51
23130 - Carpenter, Maintenance	16.62
23140 - Carpet Layer	23.17
23160 - Electrician, Maintenance	23.13
23181 - Electronics Technician Maintenance I	20.10
23182 - Electronics Technician Maintenance II	23.77
23183 - Electronics Technician Maintenance III	25.38
23260 - Fabric Worker	17.74
23290 - Fire Alarm System Mechanic	19.48
23310 - Fire Extinguisher Repairer	16.46
23311 - Fuel Distribution System Mechanic	22.45
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	22.52
23381 - Ground Support Equipment Servicer	18.67
23382 - Ground Support Equipment Worker	19.88
23391 - Gunsmith I	16.46
23392 - Gunsmith II	19.00
23393 - Gunsmith III	21.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.06
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	20.06
23440 - Heavy Equipment Operator	19.96
23460 - Instrument Mechanic	21.68
23465 - Laboratory/Shelter Mechanic	20.42
23470 - Laborer	11.88
23510 - Locksmith	17.12
23530 - Machinery Maintenance Mechanic	22.53
23550 - Machinist, Maintenance	17.62
23580 - Maintenance Trades Helper	13.80
23591 - Metrology Technician I	21.68
23592 - Metrology Technician II	22.88
23593 - Metrology Technician III	24.20
23640 - Millwright	20.67
23710 - Office Appliance Repairer	18.45
23760 - Painter, Maintenance	19.96
23790 - Pipefitter, Maintenance	22.26
23810 - Plumber, Maintenance	18.37
23820 - Pneudraulic Systems Mechanic	21.80
23850 - Rigger	21.80
23870 - Scale Mechanic	19.00
23890 - Sheet-Metal Worker, Maintenance	18.53
23910 - Small Engine Mechanic	15.82
23931 - Telecommunications Mechanic I	23.70
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	22.32

23960 - Welder, Combination, Maintenance	20.41
23965 - Well Driller	20.96
23970 - Woodcraft Worker	21.80
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.59
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	9.54
24620 - Family Readiness And Support Services Coordinator	11.87
24630 - Homemaker	13.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.45
25040 - Sewage Plant Operator	18.95
25070 - Stationary Engineer	22.45
25190 - Ventilation Equipment Tender	15.60
25210 - Water Treatment Plant Operator	18.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.68
27007 - Baggage Inspector	11.20
27008 - Corrections Officer	18.00
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	13.28
27040 - Detention Officer	18.00
27070 - Firefighter	19.79
27101 - Guard I	11.20
27102 - Guard II	13.28
27131 - Police Officer I	21.39
27132 - Police Officer II	22.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	12.05
28043 - Carnival Equpment Worker	9.16
28210 - Gate Attendant/Gate Tender	13.98
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	15.55
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.31
29020 - Hatch Tender	19.31
29030 - Line Handler	19.31
29041 - Stevedore I	18.93
29042 - Stevedore II	21.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.19
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	22.43
30030 - Cartographic Technician	22.86
30040 - Civil Engineering Technician	19.24
30061 - Drafter/CAD Operator I	16.19
30062 - Drafter/CAD Operator II	18.44
30063 - Drafter/CAD Operator III	20.47
30064 - Drafter/CAD Operator IV	24.86
30081 - Engineering Technician I	12.90
30082 - Engineering Technician II	15.44
30083 - Engineering Technician III	17.27
30084 - Engineering Technician IV	21.41

30085 - Engineering Technician V		26.19
30086 - Engineering Technician VI		31.68
30090 - Environmental Technician		16.38
30210 - Laboratory Technician		17.46
30240 - Mathematical Technician		21.60
30361 - Paralegal/Legal Assistant I		14.34
30362 - Paralegal/Legal Assistant II		17.77
30363 - Paralegal/Legal Assistant III		21.74
30364 - Paralegal/Legal Assistant IV		25.66
30390 - Photo-Optics Technician		21.89
30461 - Technical Writer I		18.37
30462 - Technical Writer II		22.46
30463 - Technical Writer III		27.18
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.69
30621 - Weather Observer, Senior	(see 2)	21.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.08
31030 - Bus Driver		15.15
31043 - Driver Courier		11.78
31260 - Parking and Lot Attendant		9.06
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.75
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		18.56
31363 - Truckdriver, Heavy		17.79
31364 - Truckdriver, Tractor-Trailer		17.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.82
99050 - Desk Clerk		8.60
99095 - Embalmer		23.62
99251 - Laboratory Animal Caretaker I		9.85
99252 - Laboratory Animal Caretaker II		10.70
99310 - Mortician		23.62
99410 - Pest Controller		13.90
99510 - Photofinishing Worker		12.97
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		17.95
99730 - Refuse Collector		13.26
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		11.12
99830 - Survey Party Chief		20.39
99831 - Surveying Aide		12.66
99832 - Surveying Technician		17.22
99840 - Vending Machine Attendant		12.12
99841 - Vending Machine Repairer		14.38
99842 - Vending Machine Repairer Helper		12.12

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2318
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Montana

Area: Montana Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.11
01020 - Administrative Assistant		16.87
01040 - Court Reporter		16.65
01051 - Data Entry Operator I		10.84
01052 - Data Entry Operator II		11.83
01060 - Dispatcher, Motor Vehicle		16.63
01070 - Document Preparation Clerk		12.32
01090 - Duplicating Machine Operator		12.32
01111 - General Clerk I		10.43
01112 - General Clerk II		11.38
01113 - General Clerk III		12.77
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		10.55
01191 - Order Clerk I		11.91
01192 - Order Clerk II		13.00
01261 - Personnel Assistant (Employment) I		13.69
01262 - Personnel Assistant (Employment) II		15.31
01263 - Personnel Assistant (Employment) III		17.08
01270 - Production Control Clerk		19.04
01280 - Receptionist		10.95
01290 - Rental Clerk		10.31
01300 - Scheduler, Maintenance		11.98
01311 - Secretary I		11.98
01312 - Secretary II		13.40
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		15.82
01410 - Supply Technician		16.87
01420 - Survey Worker		13.27
01531 - Travel Clerk I		11.66
01532 - Travel Clerk II		12.50
01533 - Travel Clerk III		13.31
01611 - Word Processor I		11.82
01612 - Word Processor II		13.27
01613 - Word Processor III		14.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.97
05010 - Automotive Electrician		16.06
05040 - Automotive Glass Installer		15.17
05070 - Automotive Worker		15.17
05110 - Mobile Equipment Servicer		13.53
05130 - Motor Equipment Metal Mechanic		16.97

05160 - Motor Equipment Metal Worker	15.17
05190 - Motor Vehicle Mechanic	16.97
05220 - Motor Vehicle Mechanic Helper	12.78
05250 - Motor Vehicle Upholstery Worker	14.30
05280 - Motor Vehicle Wrecker	15.17
05310 - Painter, Automotive	16.06
05340 - Radiator Repair Specialist	15.17
05370 - Tire Repairer	12.99
05400 - Transmission Repair Specialist	16.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.11
07041 - Cook I	10.09
07042 - Cook II	11.65
07070 - Dishwasher	7.96
07130 - Food Service Worker	8.86
07210 - Meat Cutter	12.85
07260 - Waiter/Waitress	8.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.96
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	15.96
09090 - Furniture Refinisher Helper	12.70
09110 - Furniture Repairer, Minor	14.21
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.97
11060 - Elevator Operator	10.58
11090 - Gardener	13.74
11122 - Housekeeping Aide	10.58
11150 - Janitor	10.58
11210 - Laborer, Grounds Maintenance	11.50
11240 - Maid or Houseman	8.68
11260 - Pruner	10.29
11270 - Tractor Operator	13.64
11330 - Trail Maintenance Worker	11.50
11360 - Window Cleaner	11.82
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.61
12012 - Certified Occupational Therapist Assistant	16.95
12015 - Certified Physical Therapist Assistant	17.30
12020 - Dental Assistant	14.77
12025 - Dental Hygienist	31.69
12030 - EKG Technician	22.99
12035 - Electroneurodiagnostic Technologist	22.99
12040 - Emergency Medical Technician	12.45
12071 - Licensed Practical Nurse I	13.06
12072 - Licensed Practical Nurse II	14.61
12073 - Licensed Practical Nurse III	16.30
12100 - Medical Assistant	13.12
12130 - Medical Laboratory Technician	18.21
12160 - Medical Record Clerk	12.98
12190 - Medical Record Technician	14.52
12195 - Medical Transcriptionist	14.63
12210 - Nuclear Medicine Technologist	30.19
12221 - Nursing Assistant I	10.54
12222 - Nursing Assistant II	11.85
12223 - Nursing Assistant III	12.93
12224 - Nursing Assistant IV	14.51
12235 - Optical Dispenser	12.45
12236 - Optical Technician	12.76
12250 - Pharmacy Technician	13.78
12280 - Phlebotomist	13.87

12305 - Radiologic Technologist		24.21
12311 - Registered Nurse I		21.64
12312 - Registered Nurse II		26.47
12313 - Registered Nurse II, Specialist		26.47
12314 - Registered Nurse III		32.02
12315 - Registered Nurse III, Anesthetist		32.02
12316 - Registered Nurse IV		38.38
12317 - Scheduler (Drug and Alcohol Testing)		18.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.39
13012 - Exhibits Specialist II		19.07
13013 - Exhibits Specialist III		23.33
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		24.94
13047 - Librarian		19.26
13050 - Library Aide/Clerk		10.31
13054 - Library Information Technology Systems Administrator		18.76
13058 - Library Technician		12.55
13061 - Media Specialist I		12.70
13062 - Media Specialist II		14.03
13063 - Media Specialist III		15.66
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13110 - Video Teleconference Technician		13.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.91
14042 - Computer Operator II		14.44
14043 - Computer Operator III		16.10
14044 - Computer Operator IV		17.93
14045 - Computer Operator V		19.82
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.72
14160 - Personal Computer Support Technician		17.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		20.72
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		18.83
15090 - Technical Instructor		16.45
15095 - Technical Instructor/Course Developer		20.12
15110 - Test Proctor		13.27
15120 - Tutor		13.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.12
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23

16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.80
16220 - Tailor	11.49
16250 - Washer, Machine	8.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.63
19040 - Tool And Die Maker	23.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.91
21030 - Material Coordinator	19.94
21040 - Material Expediter	19.94
21050 - Material Handling Laborer	14.36
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	14.91
21110 - Shipping Packer	13.26
21130 - Shipping/Receiving Clerk	13.26
21140 - Store Worker I	11.32
21150 - Stock Clerk	15.86
21210 - Tools And Parts Attendant	14.91
21410 - Warehouse Specialist	14.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.77
23021 - Aircraft Mechanic I	22.52
23022 - Aircraft Mechanic II	23.77
23023 - Aircraft Mechanic III	25.14
23040 - Aircraft Mechanic Helper	17.57
23050 - Aircraft, Painter	21.76
23060 - Aircraft Servicer	19.21
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	17.56
23120 - Bicycle Repairer	12.99
23125 - Cable Splicer	29.51
23130 - Carpenter, Maintenance	16.62
23140 - Carpet Layer	23.17
23160 - Electrician, Maintenance	23.13
23181 - Electronics Technician Maintenance I	20.10
23182 - Electronics Technician Maintenance II	23.77
23183 - Electronics Technician Maintenance III	25.38
23260 - Fabric Worker	17.74
23290 - Fire Alarm System Mechanic	19.48
23310 - Fire Extinguisher Repairer	16.46
23311 - Fuel Distribution System Mechanic	22.45
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	22.52
23381 - Ground Support Equipment Servicer	18.67
23382 - Ground Support Equipment Worker	19.88
23391 - Gunsmith I	16.46
23392 - Gunsmith II	19.00
23393 - Gunsmith III	21.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.06
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	20.06
23440 - Heavy Equipment Operator	19.96
23460 - Instrument Mechanic	21.68
23465 - Laboratory/Shelter Mechanic	20.42
23470 - Laborer	11.88
23510 - Locksmith	17.12
23530 - Machinery Maintenance Mechanic	22.53
23550 - Machinist, Maintenance	17.62

23580 - Maintenance Trades Helper	13.80
23591 - Metrology Technician I	21.68
23592 - Metrology Technician II	22.88
23593 - Metrology Technician III	24.20
23640 - Millwright	20.67
23710 - Office Appliance Repairer	18.45
23760 - Painter, Maintenance	19.96
23790 - Pipefitter, Maintenance	22.26
23810 - Plumber, Maintenance	18.37
23820 - Pneudraulic Systems Mechanic	21.80
23850 - Rigger	21.80
23870 - Scale Mechanic	19.00
23890 - Sheet-Metal Worker, Maintenance	18.53
23910 - Small Engine Mechanic	15.82
23931 - Telecommunications Mechanic I	23.70
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	22.32
23960 - Welder, Combination, Maintenance	20.41
23965 - Well Driller	20.96
23970 - Woodcraft Worker	21.80
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.59
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	9.54
24620 - Family Readiness And Support Services Coordinator	11.87
24630 - Homemaker	13.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.45
25040 - Sewage Plant Operator	18.95
25070 - Stationary Engineer	22.45
25190 - Ventilation Equipment Tender	15.60
25210 - Water Treatment Plant Operator	18.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.68
27007 - Baggage Inspector	11.20
27008 - Corrections Officer	18.00
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	13.28
27040 - Detention Officer	18.00
27070 - Firefighter	19.79
27101 - Guard I	11.20
27102 - Guard II	13.28
27131 - Police Officer I	21.39
27132 - Police Officer II	22.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	12.05
28043 - Carnival Equpment Worker	9.16
28210 - Gate Attendant/Gate Tender	13.98
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	15.55
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.31
29020 - Hatch Tender	19.31
29030 - Line Handler	19.31
29041 - Stevedore I	18.93
29042 - Stevedore II	21.26

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		19.24
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47
30064 - Drafter/CAD Operator IV		24.86
30081 - Engineering Technician I		12.90
30082 - Engineering Technician II		15.44
30083 - Engineering Technician III		17.27
30084 - Engineering Technician IV		21.41
30085 - Engineering Technician V		26.19
30086 - Engineering Technician VI		31.68
30090 - Environmental Technician		16.38
30210 - Laboratory Technician		17.46
30240 - Mathematical Technician		21.60
30361 - Paralegal/Legal Assistant I		14.34
30362 - Paralegal/Legal Assistant II		17.77
30363 - Paralegal/Legal Assistant III		21.74
30364 - Paralegal/Legal Assistant IV		25.66
30390 - Photo-Optics Technician		21.89
30461 - Technical Writer I		18.37
30462 - Technical Writer II		22.46
30463 - Technical Writer III		27.18
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.69
30621 - Weather Observer, Senior	(see 2)	21.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.08
31030 - Bus Driver		15.15
31043 - Driver Courier		11.78
31260 - Parking and Lot Attendant		9.06
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.75
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		18.56
31363 - Truckdriver, Heavy		17.79
31364 - Truckdriver, Tractor-Trailer		17.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.82
99050 - Desk Clerk		8.60
99095 - Embalmer		23.62
99251 - Laboratory Animal Caretaker I		9.85
99252 - Laboratory Animal Caretaker II		10.70
99310 - Mortician		23.62
99410 - Pest Controller		13.90
99510 - Photofinishing Worker		12.97
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		17.95
99730 - Refuse Collector		13.26
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		11.12

99830 - Survey Party Chief	20.39
99831 - Surveying Aide	12.66
99832 - Surveying Technician	17.22
99840 - Vending Machine Attendant	12.12
99841 - Vending Machine Repairer	14.38
99842 - Vending Machine Repairer Helper	12.12

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HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2323 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.11
01020 - Administrative Assistant		19.65
01040 - Court Reporter		15.75
01051 - Data Entry Operator I		10.70
01052 - Data Entry Operator II		12.72
01060 - Dispatcher, Motor Vehicle		15.75
01070 - Document Preparation Clerk		12.04
01090 - Duplicating Machine Operator		12.04
01111 - General Clerk I		11.45
01112 - General Clerk II		12.59
01113 - General Clerk III		14.02
01120 - Housing Referral Assistant		17.77
01141 - Messenger Courier		10.46

01191 - Order Clerk I	10.41
01192 - Order Clerk II	12.04
01261 - Personnel Assistant (Employment) I	13.53
01262 - Personnel Assistant (Employment) II	15.75
01263 - Personnel Assistant (Employment) III	16.91
01270 - Production Control Clerk	17.94
01280 - Receptionist	13.41
01290 - Rental Clerk	13.20
01300 - Scheduler, Maintenance	14.24
01311 - Secretary I	14.24
01312 - Secretary II	15.93
01313 - Secretary III	17.77
01320 - Service Order Dispatcher	14.36
01410 - Supply Technician	19.65
01420 - Survey Worker	15.75
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	12.04
01612 - Word Processor II	13.38
01613 - Word Processor III	15.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	17.07
05040 - Automotive Glass Installer	16.53
05070 - Automotive Worker	16.53
05110 - Mobile Equipment Servicer	15.40
05130 - Motor Equipment Metal Mechanic	17.66
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	15.64
05250 - Motor Vehicle Upholstery Worker	15.94
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter, Automotive	17.07
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.10
07041 - Cook I	10.12
07042 - Cook II	10.86
07070 - Dishwasher	8.39
07130 - Food Service Worker	8.85
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.52
09040 - Furniture Handler	10.39
09080 - Furniture Refinisher	14.52
09090 - Furniture Refinisher Helper	11.92
09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.57
11060 - Elevator Operator	10.89
11090 - Gardener	14.73
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	8.57
11260 - Pruner	11.30
11270 - Tractor Operator	13.86
11330 - Trail Maintenance Worker	12.28

11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	16.67
12012 - Certified Occupational Therapist Assistant	19.16
12015 - Certified Physical Therapist Assistant	21.00
12020 - Dental Assistant	14.52
12025 - Dental Hygienist	31.55
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	14.90
12072 - Licensed Practical Nurse II	16.67
12073 - Licensed Practical Nurse III	18.60
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	14.94
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	26.60
12221 - Nursing Assistant I	9.82
12222 - Nursing Assistant II	11.04
12223 - Nursing Assistant III	12.05
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	14.52
12236 - Optical Technician	14.90
12250 - Pharmacy Technician	13.64
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	23.16
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	20.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92
13050 - Library Aide/Clerk	11.71
13054 - Library Information Technology Systems Administrator	21.61
13058 - Library Technician	16.15
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44
13063 - Media Specialist III	19.45
13071 - Photographer I	13.84
13072 - Photographer II	15.09
13073 - Photographer III	19.05
13074 - Photographer IV	22.90
13075 - Photographer V	24.87
13110 - Video Teleconference Technician	13.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.57
14042 - Computer Operator II	16.30
14043 - Computer Operator III	18.18
14044 - Computer Operator IV	20.20
14045 - Computer Operator V	22.36

14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.57
14160 - Personal Computer Support Technician		20.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.58
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		25.73
15070 - Flight Instructor (Pilot)		40.58
15080 - Graphic Artist		19.22
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.78
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.30
19040 - Tool And Die Maker		22.14
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.82
21030 - Material Coordinator		19.10
21040 - Material Expediter		19.10
21050 - Material Handling Laborer		10.83
21071 - Order Filler		11.67
21080 - Production Line Worker (Food Processing)		13.82
21110 - Shipping Packer		11.67
21130 - Shipping/Receiving Clerk		11.67
21140 - Store Worker I		11.77
21150 - Stock Clerk		14.98
21210 - Tools And Parts Attendant		13.82
21410 - Warehouse Specialist		13.82
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		19.80
23021 - Aircraft Mechanic I		18.95
23022 - Aircraft Mechanic II		19.80
23023 - Aircraft Mechanic III		20.42
23040 - Aircraft Mechanic Helper		14.48
23050 - Aircraft, Painter		18.24
23060 - Aircraft Servicer		16.35
23080 - Aircraft Worker		17.30
23110 - Appliance Mechanic		17.16
23120 - Bicycle Repairer		11.41
23125 - Cable Splicer		20.63
23130 - Carpenter, Maintenance		18.18
23140 - Carpet Layer		17.28

23160 - Electrician, Maintenance	19.13
23181 - Electronics Technician Maintenance I	19.71
23182 - Electronics Technician Maintenance II	22.43
23183 - Electronics Technician Maintenance III	22.53
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	20.56
23310 - Fire Extinguisher Repairer	15.34
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.34
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	18.95
23381 - Ground Support Equipment Servicer	16.35
23382 - Ground Support Equipment Worker	17.30
23391 - Gunsmith I	15.34
23392 - Gunsmith II	17.28
23393 - Gunsmith III	18.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.64
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	16.78
23460 - Instrument Mechanic	18.95
23465 - Laboratory/Shelter Mechanic	18.20
23470 - Laborer	11.91
23510 - Locksmith	18.20
23530 - Machinery Maintenance Mechanic	20.67
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	15.96
23591 - Metrology Technician I	18.95
23592 - Metrology Technician II	19.80
23593 - Metrology Technician III	20.42
23640 - Millwright	18.95
23710 - Office Appliance Repairer	16.94
23760 - Painter, Maintenance	17.75
23790 - Pipefitter, Maintenance	21.17
23810 - Plumber, Maintenance	20.48
23820 - Pneudraulic Systems Mechanic	18.95
23850 - Rigger	18.69
23870 - Scale Mechanic	17.28
23890 - Sheet-Metal Worker, Maintenance	20.47
23910 - Small Engine Mechanic	16.86
23931 - Telecommunications Mechanic I	22.06
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	20.56
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	18.95
23970 - Woodcraft Worker	18.95
23980 - Woodworker	15.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.77
24580 - Child Care Center Clerk	11.85
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	12.02
24630 - Homemaker	14.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.77
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	17.77
25190 - Ventilation Equipment Tender	14.92
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	

27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	12.45
27008 - Corrections Officer	16.38
27010 - Court Security Officer	16.75
27030 - Detection Dog Handler	13.93
27040 - Detention Officer	16.38
27070 - Firefighter	16.75
27101 - Guard I	12.82
27102 - Guard II	14.34
27131 - Police Officer I	18.67
27132 - Police Officer II	20.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.24
28042 - Carnival Equipment Repairer	11.87
28043 - Carnival Equpment Worker	9.21
28210 - Gate Attendant/Gate Tender	13.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.54
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.82
29020 - Hatch Tender	19.82
29030 - Line Handler	19.82
29041 - Stevedore I	18.71
29042 - Stevedore II	20.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.06
30022 - Archeological Technician II	19.40
30023 - Archeological Technician III	24.05
30030 - Cartographic Technician	24.05
30040 - Civil Engineering Technician	19.37
30061 - Drafter/CAD Operator I	17.06
30062 - Drafter/CAD Operator II	19.40
30063 - Drafter/CAD Operator III	21.64
30064 - Drafter/CAD Operator IV	26.17
30081 - Engineering Technician I	14.27
30082 - Engineering Technician II	16.16
30083 - Engineering Technician III	18.06
30084 - Engineering Technician IV	22.38
30085 - Engineering Technician V	27.37
30086 - Engineering Technician VI	32.87
30090 - Environmental Technician	21.02
30210 - Laboratory Technician	17.33
30240 - Mathematical Technician	23.64
30361 - Paralegal/Legal Assistant I	18.03
30362 - Paralegal/Legal Assistant II	22.35
30363 - Paralegal/Legal Assistant III	25.03
30364 - Paralegal/Legal Assistant IV	27.70
30390 - Photo-Optics Technician	23.64
30461 - Technical Writer I	20.71
30462 - Technical Writer II	25.33
30463 - Technical Writer III	30.65
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.64
30621 - Weather Observer, Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.33
31043 - Driver Courier		13.07
31260 - Parking and Lot Attendant		8.88
31290 - Shuttle Bus Driver		13.44
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.44
31362 - Truckdriver, Medium		14.10
31363 - Truckdriver, Heavy		15.27
31364 - Truckdriver, Tractor-Trailer		15.27
99000 - Miscellaneous Occupations		
99030 - Cashier		9.43
99050 - Desk Clerk		8.76
99095 - Embalmer		27.90
99251 - Laboratory Animal Caretaker I		10.90
99252 - Laboratory Animal Caretaker II		11.65
99310 - Mortician		27.90
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		12.92
99710 - Recycling Laborer		14.78
99711 - Recycling Specialist		17.06
99730 - Refuse Collector		13.63
99810 - Sales Clerk		10.98
99820 - School Crossing Guard		12.83
99830 - Survey Party Chief		26.88
99831 - Surveying Aide		14.51
99832 - Surveying Technician		17.85
99840 - Vending Machine Attendant		15.40
99841 - Vending Machine Repairer		17.51
99842 - Vending Machine Repairer Helper		15.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2324 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha,

Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.11
01020 - Administrative Assistant		19.65
01040 - Court Reporter		15.75
01051 - Data Entry Operator I		10.70
01052 - Data Entry Operator II		12.72
01060 - Dispatcher, Motor Vehicle		15.75
01070 - Document Preparation Clerk		12.04
01090 - Duplicating Machine Operator		12.04
01111 - General Clerk I		11.45
01112 - General Clerk II		12.59
01113 - General Clerk III		14.02
01120 - Housing Referral Assistant		17.77
01141 - Messenger Courier		10.46
01191 - Order Clerk I		10.41
01192 - Order Clerk II		12.04
01261 - Personnel Assistant (Employment) I		13.53
01262 - Personnel Assistant (Employment) II		15.75
01263 - Personnel Assistant (Employment) III		16.91
01270 - Production Control Clerk		17.94
01280 - Receptionist		13.41
01290 - Rental Clerk		13.20
01300 - Scheduler, Maintenance		14.24
01311 - Secretary I		14.24
01312 - Secretary II		15.93
01313 - Secretary III		17.77
01320 - Service Order Dispatcher		14.36
01410 - Supply Technician		19.65
01420 - Survey Worker		15.75
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		12.04
01612 - Word Processor II		13.38
01613 - Word Processor III		15.75
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.72
05010 - Automotive Electrician		17.07
05040 - Automotive Glass Installer		16.53
05070 - Automotive Worker		16.53
05110 - Mobile Equipment Servicer		15.40
05130 - Motor Equipment Metal Mechanic		17.66
05160 - Motor Equipment Metal Worker		16.53
05190 - Motor Vehicle Mechanic		17.68
05220 - Motor Vehicle Mechanic Helper		15.64
05250 - Motor Vehicle Upholstery Worker		15.94
05280 - Motor Vehicle Wrecker		16.53
05310 - Painter, Automotive		17.07
05340 - Radiator Repair Specialist		16.53
05370 - Tire Repairer		11.41
05400 - Transmission Repair Specialist		17.66
07000 - Food Preparation And Service Occupations		

07010 - Baker	12.10
07041 - Cook I	10.12
07042 - Cook II	10.86
07070 - Dishwasher	8.39
07130 - Food Service Worker	8.85
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.52
09040 - Furniture Handler	10.39
09080 - Furniture Refinisher	14.52
09090 - Furniture Refinisher Helper	11.92
09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.57
11060 - Elevator Operator	10.89
11090 - Gardener	14.73
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	8.57
11260 - Pruner	11.30
11270 - Tractor Operator	13.86
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	16.67
12012 - Certified Occupational Therapist Assistant	19.16
12015 - Certified Physical Therapist Assistant	21.00
12020 - Dental Assistant	14.52
12025 - Dental Hygienist	31.55
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	14.90
12072 - Licensed Practical Nurse II	16.67
12073 - Licensed Practical Nurse III	18.60
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	14.94
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	26.60
12221 - Nursing Assistant I	9.82
12222 - Nursing Assistant II	11.04
12223 - Nursing Assistant III	12.05
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	14.52
12236 - Optical Technician	14.90
12250 - Pharmacy Technician	13.64
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	23.16
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	20.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44

13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		13.84
13072 - Photographer II		15.09
13073 - Photographer III		19.05
13074 - Photographer IV		22.90
13075 - Photographer V		24.87
13110 - Video Teleconference Technician		13.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.57
14042 - Computer Operator II		16.30
14043 - Computer Operator III		18.18
14044 - Computer Operator IV		20.20
14045 - Computer Operator V		22.36
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.57
14160 - Personal Computer Support Technician		20.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.58
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		25.73
15070 - Flight Instructor (Pilot)		40.58
15080 - Graphic Artist		19.22
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.78
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.30
19040 - Tool And Die Maker		22.14
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.82

21030 - Material Coordinator	19.10
21040 - Material Expediter	19.10
21050 - Material Handling Laborer	10.83
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.82
21110 - Shipping Packer	11.67
21130 - Shipping/Receiving Clerk	11.67
21140 - Store Worker I	11.77
21150 - Stock Clerk	14.98
21210 - Tools And Parts Attendant	13.82
21410 - Warehouse Specialist	13.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.80
23021 - Aircraft Mechanic I	18.95
23022 - Aircraft Mechanic II	19.80
23023 - Aircraft Mechanic III	20.42
23040 - Aircraft Mechanic Helper	14.48
23050 - Aircraft, Painter	18.24
23060 - Aircraft Servicer	16.35
23080 - Aircraft Worker	17.30
23110 - Appliance Mechanic	17.16
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	20.63
23130 - Carpenter, Maintenance	18.18
23140 - Carpet Layer	17.28
23160 - Electrician, Maintenance	19.13
23181 - Electronics Technician Maintenance I	19.71
23182 - Electronics Technician Maintenance II	22.43
23183 - Electronics Technician Maintenance III	22.53
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	20.56
23310 - Fire Extinguisher Repairer	15.34
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.34
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	18.95
23381 - Ground Support Equipment Servicer	16.35
23382 - Ground Support Equipment Worker	17.30
23391 - Gunsmith I	15.34
23392 - Gunsmith II	17.28
23393 - Gunsmith III	18.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.64
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	16.78
23460 - Instrument Mechanic	18.95
23465 - Laboratory/Shelter Mechanic	18.20
23470 - Laborer	11.91
23510 - Locksmith	18.20
23530 - Machinery Maintenance Mechanic	20.67
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	15.96
23591 - Metrology Technician I	18.95
23592 - Metrology Technician II	19.80
23593 - Metrology Technician III	20.42
23640 - Millwright	18.95
23710 - Office Appliance Repairer	16.94
23760 - Painter, Maintenance	17.75
23790 - Pipefitter, Maintenance	21.17
23810 - Plumber, Maintenance	20.48
23820 - Pneudraulic Systems Mechanic	18.95

23850 - Rigger	18.69
23870 - Scale Mechanic	17.28
23890 - Sheet-Metal Worker, Maintenance	20.47
23910 - Small Engine Mechanic	16.86
23931 - Telecommunications Mechanic I	22.06
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	20.56
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	18.95
23970 - Woodcraft Worker	18.95
23980 - Woodworker	15.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.77
24580 - Child Care Center Clerk	11.85
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	12.02
24630 - Homemaker	14.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.77
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	17.77
25190 - Ventilation Equipment Tender	14.92
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	12.45
27008 - Corrections Officer	16.38
27010 - Court Security Officer	16.75
27030 - Detection Dog Handler	13.93
27040 - Detention Officer	16.38
27070 - Firefighter	16.75
27101 - Guard I	12.82
27102 - Guard II	14.34
27131 - Police Officer I	18.67
27132 - Police Officer II	20.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.24
28042 - Carnival Equipment Repairer	11.87
28043 - Carnival Equpment Worker	9.21
28210 - Gate Attendant/Gate Tender	13.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.54
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.82
29020 - Hatch Tender	19.82
29030 - Line Handler	19.82
29041 - Stevedore I	18.71
29042 - Stevedore II	20.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.06
30022 - Archeological Technician II	19.40
30023 - Archeological Technician III	24.05
30030 - Cartographic Technician	24.05
30040 - Civil Engineering Technician	19.37
30061 - Drafter/CAD Operator I	17.06

30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.16
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.37
30086 - Engineering Technician VI		32.87
30090 - Environmental Technician		21.02
30210 - Laboratory Technician		17.33
30240 - Mathematical Technician		23.64
30361 - Paralegal/Legal Assistant I		18.03
30362 - Paralegal/Legal Assistant II		22.35
30363 - Paralegal/Legal Assistant III		25.03
30364 - Paralegal/Legal Assistant IV		27.70
30390 - Photo-Optics Technician		23.64
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.64
30621 - Weather Observer, Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.33
31043 - Driver Courier		13.07
31260 - Parking and Lot Attendant		8.88
31290 - Shuttle Bus Driver		13.44
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.44
31362 - Truckdriver, Medium		14.10
31363 - Truckdriver, Heavy		15.27
31364 - Truckdriver, Tractor-Trailer		15.27
99000 - Miscellaneous Occupations		
99030 - Cashier		9.43
99050 - Desk Clerk		8.76
99095 - Embalmer		27.90
99251 - Laboratory Animal Caretaker I		10.90
99252 - Laboratory Animal Caretaker II		11.65
99310 - Mortician		27.90
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		12.92
99710 - Recycling Laborer		14.78
99711 - Recycling Specialist		17.06
99730 - Refuse Collector		13.63
99810 - Sales Clerk		10.98
99820 - School Crossing Guard		12.83
99830 - Survey Party Chief		26.88
99831 - Surveying Aide		14.51
99832 - Surveying Technician		17.85
99840 - Vending Machine Attendant		15.40
99841 - Vending Machine Repairer		17.51
99842 - Vending Machine Repairer Helper		15.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2325 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.31
01012 - Accounting Clerk II		14.94
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		20.14
01040 - Court Reporter		19.61
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		12.58
01060 - Dispatcher, Motor Vehicle		17.90
01070 - Document Preparation Clerk		12.76
01090 - Duplicating Machine Operator		12.76
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		17.51
01120 - Housing Referral Assistant		17.59
01141 - Messenger Courier		11.68
01191 - Order Clerk I		11.55
01192 - Order Clerk II		12.60
01261 - Personnel Assistant (Employment) I		14.81
01262 - Personnel Assistant (Employment) II		17.58
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		18.04
01280 - Receptionist		12.32
01290 - Rental Clerk		12.30
01300 - Scheduler, Maintenance		13.94
01311 - Secretary I		13.94

01312 - Secretary II	15.59
01313 - Secretary III	17.59
01320 - Service Order Dispatcher	15.74
01410 - Supply Technician	20.14
01420 - Survey Worker	12.93
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.07
01612 - Word Processor II	14.67
01613 - Word Processor III	16.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.50
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter, Automotive	18.93
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	10.87
07042 - Cook II	12.11
07070 - Dishwasher	8.33
07130 - Food Service Worker	9.03
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.35
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.35
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	16.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.63
11090 - Gardener	14.37
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.05
11260 - Pruner	11.11
11270 - Tractor Operator	13.44
11330 - Trail Maintenance Worker	11.65
11360 - Window Cleaner	11.27
12000 - Health Occupations	
12010 - Ambulance Driver	15.76
12011 - Breath Alcohol Technician	15.75
12012 - Certified Occupational Therapist Assistant	22.31
12015 - Certified Physical Therapist Assistant	19.08
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	33.94
12030 - EKG Technician	23.41
12035 - Electroneurodiagnostic Technologist	23.41

12040 - Emergency Medical Technician		14.46
12071 - Licensed Practical Nurse I		14.68
12072 - Licensed Practical Nurse II		16.43
12073 - Licensed Practical Nurse III		18.32
12100 - Medical Assistant		14.00
12130 - Medical Laboratory Technician		16.42
12160 - Medical Record Clerk		14.21
12190 - Medical Record Technician		15.90
12195 - Medical Transcriptionist		15.22
12210 - Nuclear Medicine Technologist		31.93
12221 - Nursing Assistant I		10.49
12222 - Nursing Assistant II		11.79
12223 - Nursing Assistant III		12.87
12224 - Nursing Assistant IV		14.44
12235 - Optical Dispenser		13.87
12236 - Optical Technician		11.74
12250 - Pharmacy Technician		13.17
12280 - Phlebotomist		14.44
12305 - Radiologic Technologist		23.06
12311 - Registered Nurse I		22.24
12312 - Registered Nurse II		27.20
12313 - Registered Nurse II, Specialist		27.20
12314 - Registered Nurse III		32.91
12315 - Registered Nurse III, Anesthetist		32.91
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		19.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		9.09
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		13.89
13072 - Photographer II		15.54
13073 - Photographer III		19.17
13074 - Photographer IV		22.54
13075 - Photographer V		27.27
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	30.60
15020 - Aircrew Training Devices Instructor (Rated)	34.46
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	30.60
15060 - Educational Technologist	27.15
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	21.89
15090 - Technical Instructor	21.17
15095 - Technical Instructor/Course Developer	23.58
15110 - Test Proctor	17.08
15120 - Tutor	17.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.03
16030 - Counter Attendant	9.03
16040 - Dry Cleaner	10.82
16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03
16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.95
19040 - Tool And Die Maker	22.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.53
21030 - Material Coordinator	18.04
21040 - Material Expediter	18.04
21050 - Material Handling Laborer	12.09
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.53
21110 - Shipping Packer	14.67
21130 - Shipping/Receiving Clerk	14.67
21140 - Store Worker I	11.77
21150 - Stock Clerk	14.98
21210 - Tools And Parts Attendant	14.53
21410 - Warehouse Specialist	14.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft, Painter	24.50
23060 - Aircraft Servicer	23.11
23080 - Aircraft Worker	23.40
23110 - Appliance Mechanic	18.35
23120 - Bicycle Repairer	13.49
23125 - Cable Splicer	26.38
23130 - Carpenter, Maintenance	16.67
23140 - Carpet Layer	18.06
23160 - Electrician, Maintenance	21.66
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	23.35
23183 - Electronics Technician Maintenance III	23.92
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	20.26
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	26.39
23312 - Fuel Distribution System Operator	22.22
23370 - General Maintenance Worker	16.54

23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	16.65
23392 - Gunsmith II	18.76
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.40
23430 - Heavy Equipment Mechanic	18.56
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	19.75
23470 - Laborer	12.09
23510 - Locksmith	19.51
23530 - Machinery Maintenance Mechanic	19.36
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	22.91
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.08
23640 - Millwright	20.83
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	26.10
23810 - Plumber, Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	20.57
23870 - Scale Mechanic	18.76
23890 - Sheet-Metal Worker, Maintenance	22.73
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	26.07
23950 - Telephone Lineman	19.67
23960 - Welder, Combination, Maintenance	16.05
23965 - Well Driller	18.93
23970 - Woodcraft Worker	20.57
23980 - Woodworker	15.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	10.04
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.95
25040 - Sewage Plant Operator	20.76
25070 - Stationary Engineer	19.95
25190 - Ventilation Equipment Tender	14.84
25210 - Water Treatment Plant Operator	20.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.14
27007 - Baggage Inspector	13.01
27008 - Corrections Officer	17.79
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	17.79
27070 - Firefighter	22.36
27101 - Guard I	13.01
27102 - Guard II	16.42
27131 - Police Officer I	22.90

27132 - Police Officer II		25.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.27
28042 - Carnival Equipment Repairer		11.72
28043 - Carnival Equpment Worker		8.15
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.43
28515 - Recreation Specialist		13.43
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		17.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.13
29020 - Hatch Tender		19.13
29030 - Line Handler		19.13
29041 - Stevedore I		18.13
29042 - Stevedore II		20.23
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.46
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		20.26
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		27.98
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.95
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.89
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.83
30090 - Environmental Technician		21.47
30210 - Laboratory Technician		22.74
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		17.58
30362 - Paralegal/Legal Assistant II		21.80
30363 - Paralegal/Legal Assistant III		26.65
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		19.99
30462 - Technical Writer II		24.46
30463 - Technical Writer III		29.39
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.66
31030 - Bus Driver		15.35
31043 - Driver Courier		13.50
31260 - Parking and Lot Attendant		8.57
31290 - Shuttle Bus Driver		14.43
31310 - Taxi Driver		9.88

31361 - Truckdriver, Light	14.43
31362 - Truckdriver, Medium	21.01
31363 - Truckdriver, Heavy	19.94
31364 - Truckdriver, Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99030 - Cashier	8.71
99050 - Desk Clerk	10.58
99095 - Embalmer	29.68
99251 - Laboratory Animal Caretaker I	10.85
99252 - Laboratory Animal Caretaker II	11.13
99310 - Mortician	34.13
99410 - Pest Controller	16.74
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.67
99711 - Recycling Specialist	15.77
99730 - Refuse Collector	12.60
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	12.83
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	13.19
99841 - Vending Machine Repairer	14.70
99842 - Vending Machine Repairer Helper	13.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2326 Revision No.: 13 Date Of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.31
01012 - Accounting Clerk II	14.94
01013 - Accounting Clerk III	18.73
01020 - Administrative Assistant	20.14
01040 - Court Reporter	19.61
01051 - Data Entry Operator I	11.53
01052 - Data Entry Operator II	12.58
01060 - Dispatcher, Motor Vehicle	17.90
01070 - Document Preparation Clerk	12.76
01090 - Duplicating Machine Operator	12.76
01111 - General Clerk I	12.53
01112 - General Clerk II	13.67
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	17.59
01141 - Messenger Courier	11.68
01191 - Order Clerk I	11.55
01192 - Order Clerk II	12.60
01261 - Personnel Assistant (Employment) I	14.81
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	18.04
01280 - Receptionist	12.32
01290 - Rental Clerk	12.30
01300 - Scheduler, Maintenance	13.94
01311 - Secretary I	13.94
01312 - Secretary II	15.59
01313 - Secretary III	17.59
01320 - Service Order Dispatcher	15.74
01410 - Supply Technician	20.14
01420 - Survey Worker	12.93
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.07
01612 - Word Processor II	14.67
01613 - Word Processor III	16.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.50
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter, Automotive	18.93
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	10.87
07042 - Cook II	12.11
07070 - Dishwasher	8.33
07130 - Food Service Worker	9.03
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.35

09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.35
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	16.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.63
11090 - Gardener	14.37
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.05
11260 - Pruner	11.11
11270 - Tractor Operator	13.44
11330 - Trail Maintenance Worker	11.65
11360 - Window Cleaner	11.27
12000 - Health Occupations	
12010 - Ambulance Driver	15.76
12011 - Breath Alcohol Technician	15.75
12012 - Certified Occupational Therapist Assistant	22.31
12015 - Certified Physical Therapist Assistant	19.08
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	33.94
12030 - EKG Technician	23.41
12035 - Electroneurodiagnostic Technologist	23.41
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	14.68
12072 - Licensed Practical Nurse II	16.43
12073 - Licensed Practical Nurse III	18.32
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	16.42
12160 - Medical Record Clerk	14.21
12190 - Medical Record Technician	15.90
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	31.93
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.79
12223 - Nursing Assistant III	12.87
12224 - Nursing Assistant IV	14.44
12235 - Optical Dispenser	13.87
12236 - Optical Technician	11.74
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	23.06
12311 - Registered Nurse I	22.24
12312 - Registered Nurse II	27.20
12313 - Registered Nurse II, Specialist	27.20
12314 - Registered Nurse III	32.91
12315 - Registered Nurse III, Anesthetist	32.91
12316 - Registered Nurse IV	39.44
12317 - Scheduler (Drug and Alcohol Testing)	19.95
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.43
13012 - Exhibits Specialist II	21.58
13013 - Exhibits Specialist III	26.39
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71
13043 - Illustrator III	29.00
13047 - Librarian	23.91
13050 - Library Aide/Clerk	9.09
13054 - Library Information Technology Systems Administrator	21.59

13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		13.89
13072 - Photographer II		15.54
13073 - Photographer III		19.17
13074 - Photographer IV		22.54
13075 - Photographer V		27.27
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		27.15
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		21.89
15090 - Technical Instructor		21.17
15095 - Technical Instructor/Course Developer		23.58
15110 - Test Proctor		17.08
15120 - Tutor		17.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.95
19040 - Tool And Die Maker		22.62
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.53
21030 - Material Coordinator		18.04
21040 - Material Expediter		18.04
21050 - Material Handling Laborer		12.09
21071 - Order Filler		11.76
21080 - Production Line Worker (Food Processing)		14.53
21110 - Shipping Packer		14.67
21130 - Shipping/Receiving Clerk		14.67
21140 - Store Worker I		11.77
21150 - Stock Clerk		14.98

21210 - Tools And Parts Attendant	14.53
21410 - Warehouse Specialist	14.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft, Painter	24.50
23060 - Aircraft Servicer	23.11
23080 - Aircraft Worker	23.40
23110 - Appliance Mechanic	18.35
23120 - Bicycle Repairer	13.49
23125 - Cable Splicer	26.38
23130 - Carpenter, Maintenance	16.67
23140 - Carpet Layer	18.06
23160 - Electrician, Maintenance	21.66
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	23.35
23183 - Electronics Technician Maintenance III	23.92
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	20.26
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	26.39
23312 - Fuel Distribution System Operator	22.22
23370 - General Maintenance Worker	16.54
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	16.65
23392 - Gunsmith II	18.76
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.40
23430 - Heavy Equipment Mechanic	18.56
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	19.75
23470 - Laborer	12.09
23510 - Locksmith	19.51
23530 - Machinery Maintenance Mechanic	19.36
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	22.91
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.08
23640 - Millwright	20.83
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	26.10
23810 - Plumber, Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	20.57
23870 - Scale Mechanic	18.76
23890 - Sheet-Metal Worker, Maintenance	22.73
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	26.07
23950 - Telephone Lineman	19.67
23960 - Welder, Combination, Maintenance	16.05
23965 - Well Driller	18.93

23970 - Woodcraft Worker	20.57
23980 - Woodworker	15.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	10.04
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.95
25040 - Sewage Plant Operator	20.76
25070 - Stationary Engineer	19.95
25190 - Ventilation Equipment Tender	14.84
25210 - Water Treatment Plant Operator	20.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.14
27007 - Baggage Inspector	13.01
27008 - Corrections Officer	17.79
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	17.79
27070 - Firefighter	22.36
27101 - Guard I	13.01
27102 - Guard II	16.42
27131 - Police Officer I	22.90
27132 - Police Officer II	25.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.27
28042 - Carnival Equipment Repairer	11.72
28043 - Carnival Equpment Worker	8.15
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	13.43
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.13
29020 - Hatch Tender	19.13
29030 - Line Handler	19.13
29041 - Stevedore I	18.13
29042 - Stevedore II	20.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.46
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	20.26
30061 - Drafter/CAD Operator I	18.46
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	27.98
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	24.89
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.83

30090 - Environmental Technician		21.47
30210 - Laboratory Technician		22.74
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		17.58
30362 - Paralegal/Legal Assistant II		21.80
30363 - Paralegal/Legal Assistant III		26.65
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		19.99
30462 - Technical Writer II		24.46
30463 - Technical Writer III		29.39
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.66
31030 - Bus Driver		15.35
31043 - Driver Courier		13.50
31260 - Parking and Lot Attendant		8.57
31290 - Shuttle Bus Driver		14.43
31310 - Taxi Driver		9.88
31361 - Truckdriver, Light		14.43
31362 - Truckdriver, Medium		21.01
31363 - Truckdriver, Heavy		19.94
31364 - Truckdriver, Tractor-Trailer		19.94
99000 - Miscellaneous Occupations		
99030 - Cashier		8.71
99050 - Desk Clerk		10.58
99095 - Embalmer		29.68
99251 - Laboratory Animal Caretaker I		10.85
99252 - Laboratory Animal Caretaker II		11.13
99310 - Mortician		34.13
99410 - Pest Controller		16.74
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.67
99711 - Recycling Specialist		15.77
99730 - Refuse Collector		12.60
99810 - Sales Clerk		12.39
99820 - School Crossing Guard		12.83
99830 - Survey Party Chief		26.90
99831 - Surveying Aide		14.56
99832 - Surveying Technician		18.47
99840 - Vending Machine Attendant		13.19
99841 - Vending Machine Repairer		14.70
99842 - Vending Machine Repairer Helper		13.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2331
Revision No.: 14
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		21.20
01040 - Court Reporter		19.97
01051 - Data Entry Operator I		12.72
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		15.24
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		11.48
01191 - Order Clerk I		12.53
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		16.36
01262 - Personnel Assistant (Employment) II		18.30
01263 - Personnel Assistant (Employment) III		20.41
01270 - Production Control Clerk		19.21
01280 - Receptionist		12.42
01290 - Rental Clerk		12.93
01300 - Scheduler, Maintenance		16.53
01311 - Secretary I		16.53
01312 - Secretary II		18.49
01313 - Secretary III		20.62
01320 - Service Order Dispatcher		14.55
01410 - Supply Technician		21.70
01420 - Survey Worker		15.69
01531 - Travel Clerk I		13.26
01532 - Travel Clerk II		14.08
01533 - Travel Clerk III		15.10
01611 - Word Processor I		14.01
01612 - Word Processor II		15.72
01613 - Word Processor III		17.59
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	23.16
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.62
07042 - Cook II	15.12
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	17.74
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.62
11150 - Janitor	12.59
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	12.68
11260 - Pruner	11.69
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	13.56
12000 - Health Occupations	
12010 - Ambulance Driver	19.15
12011 - Breath Alcohol Technician	19.15
12012 - Certified Occupational Therapist Assistant	24.02
12015 - Certified Physical Therapist Assistant	25.40
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	34.83
12030 - EKG Technician	23.40
12035 - Electroneurodiagnostic Technologist	23.40
12040 - Emergency Medical Technician	19.15
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.13
12073 - Licensed Practical Nurse III	22.45
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	16.47
12160 - Medical Record Clerk	15.87
12190 - Medical Record Technician	17.75
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	38.94
12221 - Nursing Assistant I	10.77
12222 - Nursing Assistant II	12.11

12223 - Nursing Assistant III		13.21
12224 - Nursing Assistant IV		14.83
12235 - Optical Dispenser		22.54
12236 - Optical Technician		12.88
12250 - Pharmacy Technician		16.46
12280 - Phlebotomist		15.93
12305 - Radiologic Technologist		31.88
12311 - Registered Nurse I		28.00
12312 - Registered Nurse II		34.26
12313 - Registered Nurse II, Specialist		34.26
12314 - Registered Nurse III		41.45
12315 - Registered Nurse III, Anesthetist		41.45
12316 - Registered Nurse IV		49.67
12317 - Scheduler (Drug and Alcohol Testing)		24.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		20.20
13042 - Illustrator II		25.05
13043 - Illustrator III		27.64
13047 - Librarian		30.46
13050 - Library Aide/Clerk		15.52
13054 - Library Information Technology Systems Administrator		27.51
13058 - Library Technician		18.72
13061 - Media Specialist I		19.85
13062 - Media Specialist II		22.20
13063 - Media Specialist III		24.76
13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13110 - Video Teleconference Technician		25.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.25
14160 - Personal Computer Support Technician		23.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.49
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15090 - Technical Instructor		19.87
15095 - Technical Instructor/Course Developer		24.31
15110 - Test Proctor		16.04
15120 - Tutor		16.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	11.45
16030 - Counter Attendant	11.45
16040 - Dry Cleaner	14.81
16070 - Finisher, Flatwork, Machine	11.45
16090 - Presser, Hand	11.45
16110 - Presser, Machine, Drycleaning	11.45
16130 - Presser, Machine, Shirts	11.45
16160 - Presser, Machine, Wearing Apparel, Laundry	11.45
16190 - Sewing Machine Operator	15.93
16220 - Tailor	17.05
16250 - Washer, Machine	12.56
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.34
19040 - Tool And Die Maker	24.66
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.11
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	15.06
21130 - Shipping/Receiving Clerk	15.06
21140 - Store Worker I	15.61
21150 - Stock Clerk	19.49
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.33
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.33
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	21.93
23050 - Aircraft, Painter	26.48
23060 - Aircraft Servicer	24.10
23080 - Aircraft Worker	25.17
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	29.84
23130 - Carpenter, Maintenance	23.90
23140 - Carpet Layer	21.37
23160 - Electrician, Maintenance	27.33
23181 - Electronics Technician Maintenance I	22.03
23182 - Electronics Technician Maintenance II	28.30
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	21.14
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	19.76
23370 - General Maintenance Worker	20.17
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	25.17
23391 - Gunsmith I	20.03
23392 - Gunsmith II	22.24
23393 - Gunsmith III	24.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.29
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	26.66

23460 - Instrument Mechanic	25.29
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	12.80
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.29
23592 - Metrology Technician II	26.47
23593 - Metrology Technician III	27.44
23640 - Millwright	23.20
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.10
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	28.15
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	17.87
23931 - Telecommunications Mechanic I	22.23
23932 - Telecommunications Mechanic II	25.08
23950 - Telephone Lineman	22.85
23960 - Welder, Combination, Maintenance	20.67
23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	14.97
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53
27007 - Baggage Inspector	12.46
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62
27101 - Guard I	12.46
27102 - Guard II	20.45
27131 - Police Officer I	28.20
27132 - Police Officer II	31.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Equpment Worker	10.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	16.48
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	20.30

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.18
29020 - Hatch Tender		29.18
29030 - Line Handler		29.21
29041 - Stevedore I		28.02
29042 - Stevedore II		33.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.05
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		28.17
30040 - Civil Engineering Technician		25.49
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		30.87
30081 - Engineering Technician I		16.94
30082 - Engineering Technician II		19.03
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		26.37
30085 - Engineering Technician V		32.26
30086 - Engineering Technician VI		39.04
30090 - Environmental Technician		24.02
30210 - Laboratory Technician		23.26
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		18.47
30362 - Paralegal/Legal Assistant II		22.89
30363 - Paralegal/Legal Assistant III		28.00
30364 - Paralegal/Legal Assistant IV		33.87
30390 - Photo-Optics Technician		28.17
30461 - Technical Writer I		22.46
30462 - Technical Writer II		27.49
30463 - Technical Writer III		32.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer, Senior	(see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		17.32
31043 - Driver Courier		15.16
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		13.55
31361 - Truckdriver, Light		16.04
31362 - Truckdriver, Medium		16.92
31363 - Truckdriver, Heavy		20.72
31364 - Truckdriver, Tractor-Trailer		20.72
99000 - Miscellaneous Occupations		
99030 - Cashier		10.29
99050 - Desk Clerk		13.86
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		11.36
99252 - Laboratory Animal Caretaker II		12.50
99310 - Mortician		30.13
99410 - Pest Controller		16.64

99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	18.30
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	16.90
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	14.51
99841 - Vending Machine Repairer	19.29
99842 - Vending Machine Repairer Helper	16.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2332 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		21.20
01040 - Court Reporter		19.97
01051 - Data Entry Operator I		12.72
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		15.24
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		11.48
01191 - Order Clerk I		12.53

01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	16.36
01262 - Personnel Assistant (Employment) II	18.30
01263 - Personnel Assistant (Employment) III	20.41
01270 - Production Control Clerk	19.21
01280 - Receptionist	12.42
01290 - Rental Clerk	12.93
01300 - Scheduler, Maintenance	16.53
01311 - Secretary I	16.53
01312 - Secretary II	18.49
01313 - Secretary III	20.62
01320 - Service Order Dispatcher	14.55
01410 - Supply Technician	21.70
01420 - Survey Worker	15.69
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.08
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.16
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.62
07042 - Cook II	15.12
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	17.74
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.62
11150 - Janitor	12.59
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	12.68
11260 - Pruner	11.69
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	13.56

12000 - Health Occupations		
12010 - Ambulance Driver		19.15
12011 - Breath Alcohol Technician		19.15
12012 - Certified Occupational Therapist Assistant		24.02
12015 - Certified Physical Therapist Assistant		25.40
12020 - Dental Assistant		16.51
12025 - Dental Hygienist		34.83
12030 - EKG Technician		23.40
12035 - Electroneurodiagnostic Technologist		23.40
12040 - Emergency Medical Technician		19.15
12071 - Licensed Practical Nurse I		17.99
12072 - Licensed Practical Nurse II		20.13
12073 - Licensed Practical Nurse III		22.45
12100 - Medical Assistant		15.59
12130 - Medical Laboratory Technician		16.47
12160 - Medical Record Clerk		15.87
12190 - Medical Record Technician		17.75
12195 - Medical Transcriptionist		17.03
12210 - Nuclear Medicine Technologist		38.94
12221 - Nursing Assistant I		10.77
12222 - Nursing Assistant II		12.11
12223 - Nursing Assistant III		13.21
12224 - Nursing Assistant IV		14.83
12235 - Optical Dispenser		22.54
12236 - Optical Technician		12.88
12250 - Pharmacy Technician		16.46
12280 - Phlebotomist		15.93
12305 - Radiologic Technologist		31.88
12311 - Registered Nurse I		28.00
12312 - Registered Nurse II		34.26
12313 - Registered Nurse II, Specialist		34.26
12314 - Registered Nurse III		41.45
12315 - Registered Nurse III, Anesthetist		41.45
12316 - Registered Nurse IV		49.67
12317 - Scheduler (Drug and Alcohol Testing)		24.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		20.20
13042 - Illustrator II		25.05
13043 - Illustrator III		27.64
13047 - Librarian		30.46
13050 - Library Aide/Clerk		15.52
13054 - Library Information Technology Systems Administrator		27.51
13058 - Library Technician		18.72
13061 - Media Specialist I		19.85
13062 - Media Specialist II		22.20
13063 - Media Specialist III		24.76
13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13110 - Video Teleconference Technician		25.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.25
14160 - Personal Computer Support Technician		23.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.49
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15090 - Technical Instructor		19.87
15095 - Technical Instructor/Course Developer		24.31
15110 - Test Proctor		16.04
15120 - Tutor		16.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.45
16030 - Counter Attendant		11.45
16040 - Dry Cleaner		14.81
16070 - Finisher, Flatwork, Machine		11.45
16090 - Presser, Hand		11.45
16110 - Presser, Machine, Drycleaning		11.45
16130 - Presser, Machine, Shirts		11.45
16160 - Presser, Machine, Wearing Apparel, Laundry		11.45
16190 - Sewing Machine Operator		15.93
16220 - Tailor		17.05
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.34
19040 - Tool And Die Maker		24.66
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.30
21030 - Material Coordinator		19.21
21040 - Material Expediter		19.21
21050 - Material Handling Laborer		12.80
21071 - Order Filler		13.11
21080 - Production Line Worker (Food Processing)		15.30
21110 - Shipping Packer		15.06
21130 - Shipping/Receiving Clerk		15.06
21140 - Store Worker I		15.61
21150 - Stock Clerk		19.49
21210 - Tools And Parts Attendant		15.30
21410 - Warehouse Specialist		15.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.33
23021 - Aircraft Mechanic I		27.07
23022 - Aircraft Mechanic II		28.33
23023 - Aircraft Mechanic III		29.37
23040 - Aircraft Mechanic Helper		21.93
23050 - Aircraft, Painter		26.48
23060 - Aircraft Servicer		24.10
23080 - Aircraft Worker		25.17
23110 - Appliance Mechanic		24.30
23120 - Bicycle Repairer		15.78
23125 - Cable Splicer		29.84
23130 - Carpenter, Maintenance		23.90
23140 - Carpet Layer		21.37
23160 - Electrician, Maintenance		27.33

23181 - Electronics Technician Maintenance I	22.03
23182 - Electronics Technician Maintenance II	28.30
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	21.14
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	19.76
23370 - General Maintenance Worker	20.17
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	25.17
23391 - Gunsmith I	20.03
23392 - Gunsmith II	22.24
23393 - Gunsmith III	24.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.29
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	26.66
23460 - Instrument Mechanic	25.29
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	12.80
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.29
23592 - Metrology Technician II	26.47
23593 - Metrology Technician III	27.44
23640 - Millwright	23.20
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.10
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	28.15
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	17.87
23931 - Telecommunications Mechanic I	22.23
23932 - Telecommunications Mechanic II	25.08
23950 - Telephone Lineman	22.85
23960 - Welder, Combination, Maintenance	20.67
23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	14.97
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53

27007 - Baggage Inspector		12.46
27008 - Corrections Officer		28.25
27010 - Court Security Officer		28.63
27030 - Detection Dog Handler		20.45
27040 - Detention Officer		28.25
27070 - Firefighter		26.62
27101 - Guard I		12.46
27102 - Guard II		20.45
27131 - Police Officer I		28.20
27132 - Police Officer II		31.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.87
28042 - Carnival Equipment Repairer		12.49
28043 - Carnival Equpment Worker		10.24
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.52
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.57
28515 - Recreation Specialist		16.48
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		20.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.18
29020 - Hatch Tender		29.18
29030 - Line Handler		29.21
29041 - Stevedore I		28.02
29042 - Stevedore II		33.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.05
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		28.17
30040 - Civil Engineering Technician		25.49
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		30.87
30081 - Engineering Technician I		16.94
30082 - Engineering Technician II		19.03
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		26.37
30085 - Engineering Technician V		32.26
30086 - Engineering Technician VI		39.04
30090 - Environmental Technician		24.02
30210 - Laboratory Technician		23.26
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		18.47
30362 - Paralegal/Legal Assistant II		22.89
30363 - Paralegal/Legal Assistant III		28.00
30364 - Paralegal/Legal Assistant IV		33.87
30390 - Photo-Optics Technician		28.17
30461 - Technical Writer I		22.46
30462 - Technical Writer II		27.49
30463 - Technical Writer III		32.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.36

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		17.32
31043 - Driver Courier		15.16
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		13.55
31361 - Truckdriver, Light		16.04
31362 - Truckdriver, Medium		16.92
31363 - Truckdriver, Heavy		20.72
31364 - Truckdriver, Tractor-Trailer		20.72
99000 - Miscellaneous Occupations		
99030 - Cashier		10.29
99050 - Desk Clerk		13.86
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		11.36
99252 - Laboratory Animal Caretaker II		12.50
99310 - Mortician		30.13
99410 - Pest Controller		16.64
99510 - Photofinishing Worker		16.36
99710 - Recycling Laborer		18.30
99711 - Recycling Specialist		20.76
99730 - Refuse Collector		16.90
99810 - Sales Clerk		12.06
99820 - School Crossing Guard		13.75
99830 - Survey Party Chief		31.79
99831 - Surveying Aide		18.08
99832 - Surveying Technician		24.80
99840 - Vending Machine Attendant		14.51
99841 - Vending Machine Repairer		19.29
99842 - Vending Machine Repairer Helper		16.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2333 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.46
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		23.69
01040 - Court Reporter		19.55
01051 - Data Entry Operator I		11.86
01052 - Data Entry Operator II		13.86
01060 - Dispatcher, Motor Vehicle		21.62
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		14.06
01112 - General Clerk II		15.35
01113 - General Clerk III		17.51
01120 - Housing Referral Assistant		21.80
01141 - Messenger Courier		11.66
01191 - Order Clerk I		12.52
01192 - Order Clerk II		14.81
01261 - Personnel Assistant (Employment) I		15.66
01262 - Personnel Assistant (Employment) II		17.52
01263 - Personnel Assistant (Employment) III		19.53
01270 - Production Control Clerk		18.98
01280 - Receptionist		14.53
01290 - Rental Clerk		14.77
01300 - Scheduler, Maintenance		17.48
01311 - Secretary I		17.48
01312 - Secretary II		19.55
01313 - Secretary III		21.80
01320 - Service Order Dispatcher		17.78
01410 - Supply Technician		23.69
01420 - Survey Worker		17.81
01531 - Travel Clerk I		13.06
01532 - Travel Clerk II		13.87
01533 - Travel Clerk III		14.50
01611 - Word Processor I		14.86
01612 - Word Processor II		16.69
01613 - Word Processor III		18.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.47
05010 - Automotive Electrician		21.13
05040 - Automotive Glass Installer		19.65
05070 - Automotive Worker		19.65
05110 - Mobile Equipment Servicer		17.34
05130 - Motor Equipment Metal Mechanic		21.13
05160 - Motor Equipment Metal Worker		19.65
05190 - Motor Vehicle Mechanic		21.73
05220 - Motor Vehicle Mechanic Helper		17.34
05250 - Motor Vehicle Upholstery Worker		19.65
05280 - Motor Vehicle Wrecker		19.65
05310 - Painter, Automotive		20.49
05340 - Radiator Repair Specialist		19.65
05370 - Tire Repairer		14.76
05400 - Transmission Repair Specialist		21.13
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.19
07041 - Cook I		11.79

07042 - Cook II	13.25
07070 - Dishwasher	9.30
07130 - Food Service Worker	9.66
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.99
09040 - Furniture Handler	14.83
09080 - Furniture Refinisher	18.99
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer, Minor	17.11
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	10.23
11090 - Gardener	15.14
11122 - Housekeeping Aide	10.23
11150 - Janitor	10.23
11210 - Laborer, Grounds Maintenance	12.80
11240 - Maid or Houseman	10.03
11260 - Pruner	11.64
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	12.60
11360 - Window Cleaner	11.07
12000 - Health Occupations	
12010 - Ambulance Driver	18.95
12011 - Breath Alcohol Technician	16.75
12012 - Certified Occupational Therapist Assistant	27.17
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	38.07
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	18.95
12071 - Licensed Practical Nurse I	18.01
12072 - Licensed Practical Nurse II	20.15
12073 - Licensed Practical Nurse III	22.47
12100 - Medical Assistant	16.51
12130 - Medical Laboratory Technician	16.92
12160 - Medical Record Clerk	15.91
12190 - Medical Record Technician	16.31
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	38.38
12221 - Nursing Assistant I	10.39
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.31
12235 - Optical Dispenser	18.41
12236 - Optical Technician	13.13
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12305 - Radiologic Technologist	29.43
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12312 - Registered Nurse II	35.14
12313 - Registered Nurse II, Specialist	35.14
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12315 - Registered Nurse III, Anesthetist	40.94
12316 - Registered Nurse IV	49.04
12317 - Scheduler (Drug and Alcohol Testing)	24.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	25.68
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13041 - Illustrator I		21.37
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13050 - Library Aide/Clerk		17.58
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13061 - Media Specialist I		18.53
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13074 - Photographer IV		26.88
13075 - Photographer V		32.53
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.70
14042 - Computer Operator II		17.56
14043 - Computer Operator III		19.59
14044 - Computer Operator IV		21.76
14045 - Computer Operator V		24.09
14071 - Computer Programmer I	(see 1)	22.61
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.70
14160 - Personal Computer Support Technician		21.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		40.72
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		40.72
15080 - Graphic Artist		22.57
15090 - Technical Instructor		17.84
15095 - Technical Instructor/Course Developer		20.61
15110 - Test Proctor		16.24
15120 - Tutor		16.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		12.34
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		13.24
16220 - Tailor		14.02
16250 - Washer, Machine		10.55
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.40
19040 - Tool And Die Maker		25.47
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.40
21030 - Material Coordinator		17.92
21040 - Material Expediter		19.69

21050 - Material Handling Laborer	14.34
21071 - Order Filler	14.13
21080 - Production Line Worker (Food Processing)	18.40
21110 - Shipping Packer	16.09
21130 - Shipping/Receiving Clerk	16.09
21140 - Store Worker I	13.51
21150 - Stock Clerk	17.12
21210 - Tools And Parts Attendant	18.40
21410 - Warehouse Specialist	18.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.47
23021 - Aircraft Mechanic I	25.39
23022 - Aircraft Mechanic II	26.47
23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	19.61
23050 - Aircraft, Painter	25.84
23060 - Aircraft Servicer	21.97
23080 - Aircraft Worker	23.14
23110 - Appliance Mechanic	21.84
23120 - Bicycle Repairer	13.42
23125 - Cable Splicer	24.46
23130 - Carpenter, Maintenance	22.71
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	25.61
23181 - Electronics Technician Maintenance I	20.33
23182 - Electronics Technician Maintenance II	23.14
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	19.56
23290 - Fire Alarm System Mechanic	22.68
23310 - Fire Extinguisher Repairer	18.41
23311 - Fuel Distribution System Mechanic	25.17
23312 - Fuel Distribution System Operator	21.51
23370 - General Maintenance Worker	18.24
23380 - Ground Support Equipment Mechanic	25.39
23381 - Ground Support Equipment Servicer	21.97
23382 - Ground Support Equipment Worker	23.14
23391 - Gunsmith I	18.41
23392 - Gunsmith II	20.69
23393 - Gunsmith III	23.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.63
23430 - Heavy Equipment Mechanic	23.00
23440 - Heavy Equipment Operator	24.61
23460 - Instrument Mechanic	23.90
23465 - Laboratory/Shelter Mechanic	21.84
23470 - Laborer	11.62
23510 - Locksmith	20.89
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	20.64
23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	23.90
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.19
23640 - Millwright	23.01
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	23.01
23850 - Rigger	23.01
23870 - Scale Mechanic	20.69

23890 - Sheet-Metal Worker, Maintenance	23.24
23910 - Small Engine Mechanic	16.80
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.62
23950 - Telephone Lineman	22.80
23960 - Welder, Combination, Maintenance	21.89
23965 - Well Driller	25.17
23970 - Woodcraft Worker	23.01
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	10.24
24620 - Family Readiness And Support Services Coordinator	15.19
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.88
25040 - Sewage Plant Operator	26.90
25070 - Stationary Engineer	22.88
25190 - Ventilation Equipment Tender	17.28
25210 - Water Treatment Plant Operator	26.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	11.95
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	25.60
27070 - Firefighter	22.91
27101 - Guard I	11.95
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.60
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equpment Worker	9.05
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.62
28630 - Sports Official	12.42
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	20.81
29042 - Stevedore II	23.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.02
30022 - Archeological Technician II	20.17
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	22.23
30061 - Drafter/CAD Operator I	18.02
30062 - Drafter/CAD Operator II	20.17
30063 - Drafter/CAD Operator III	22.50

30064 - Drafter/CAD Operator IV		27.19
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		27.01
30210 - Laboratory Technician		17.03
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.06
30363 - Paralegal/Legal Assistant III		30.36
30364 - Paralegal/Legal Assistant IV		37.09
30390 - Photo-Optics Technician		24.55
30461 - Technical Writer I		25.32
30462 - Technical Writer II		30.65
30463 - Technical Writer III		32.80
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.50
30621 - Weather Observer, Senior	(see 3)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.07
31030 - Bus Driver		17.04
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		11.80
31361 - Truckdriver, Light		16.04
31362 - Truckdriver, Medium		17.68
31363 - Truckdriver, Heavy		22.69
31364 - Truckdriver, Tractor-Trailer		22.69
99000 - Miscellaneous Occupations		
99030 - Cashier		10.48
99050 - Desk Clerk		10.44
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.22
99310 - Mortician		20.20
99410 - Pest Controller		16.43
99510 - Photofinishing Worker		12.53
99710 - Recycling Laborer		12.46
99711 - Recycling Specialist		14.37
99730 - Refuse Collector		14.50
99810 - Sales Clerk		14.32
99820 - School Crossing Guard		14.70
99830 - Survey Party Chief		29.98
99831 - Surveying Aide		20.22
99832 - Surveying Technician		21.98
99840 - Vending Machine Attendant		13.60
99841 - Vending Machine Repairer		16.29
99842 - Vending Machine Repairer Helper		13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2334 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.46
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		23.69
01040 - Court Reporter		19.55
01051 - Data Entry Operator I		11.86
01052 - Data Entry Operator II		13.86
01060 - Dispatcher, Motor Vehicle		21.62
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		14.06
01112 - General Clerk II		15.35
01113 - General Clerk III		17.51
01120 - Housing Referral Assistant		21.80
01141 - Messenger Courier		11.66
01191 - Order Clerk I		12.52
01192 - Order Clerk II		14.81
01261 - Personnel Assistant (Employment) I		15.66
01262 - Personnel Assistant (Employment) II		17.52
01263 - Personnel Assistant (Employment) III		19.53
01270 - Production Control Clerk		18.98
01280 - Receptionist		14.53
01290 - Rental Clerk		14.77
01300 - Scheduler, Maintenance		17.48
01311 - Secretary I		17.48
01312 - Secretary II		19.55

01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	23.69
01420 - Survey Worker	17.81
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	13.87
01533 - Travel Clerk III	14.50
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.47
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	19.65
05070 - Automotive Worker	19.65
05110 - Mobile Equipment Servicer	17.34
05130 - Motor Equipment Metal Mechanic	21.13
05160 - Motor Equipment Metal Worker	19.65
05190 - Motor Vehicle Mechanic	21.73
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.65
05280 - Motor Vehicle Wrecker	19.65
05310 - Painter, Automotive	20.49
05340 - Radiator Repair Specialist	19.65
05370 - Tire Repairer	14.76
05400 - Transmission Repair Specialist	21.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	11.79
07042 - Cook II	13.25
07070 - Dishwasher	9.30
07130 - Food Service Worker	9.66
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.99
09040 - Furniture Handler	14.83
09080 - Furniture Refinisher	18.99
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer, Minor	17.11
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	10.23
11090 - Gardener	15.14
11122 - Housekeeping Aide	10.23
11150 - Janitor	10.23
11210 - Laborer, Grounds Maintenance	12.80
11240 - Maid or Houseman	10.03
11260 - Pruner	11.64
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	12.60
11360 - Window Cleaner	11.07
12000 - Health Occupations	
12010 - Ambulance Driver	18.95
12011 - Breath Alcohol Technician	16.75
12012 - Certified Occupational Therapist Assistant	27.17
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	38.07
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	18.95

12071 - Licensed Practical Nurse I		18.01
12072 - Licensed Practical Nurse II		20.15
12073 - Licensed Practical Nurse III		22.47
12100 - Medical Assistant		16.51
12130 - Medical Laboratory Technician		16.92
12160 - Medical Record Clerk		15.91
12190 - Medical Record Technician		16.31
12195 - Medical Transcriptionist		20.17
12210 - Nuclear Medicine Technologist		38.38
12221 - Nursing Assistant I		10.39
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12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		24.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
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14042 - Computer Operator II		17.56
14043 - Computer Operator III		19.59
14044 - Computer Operator IV		21.76
14045 - Computer Operator V		24.09
14071 - Computer Programmer I	(see 1)	22.61
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.70
14160 - Personal Computer Support Technician		21.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62

15020 - Aircrew Training Devices Instructor (Rated)	39.42
15030 - Air Crew Training Devices Instructor (Pilot)	40.72
15050 - Computer Based Training Specialist / Instructor	29.62
15060 - Educational Technologist	34.68
15070 - Flight Instructor (Pilot)	40.72
15080 - Graphic Artist	22.57
15090 - Technical Instructor	17.84
15095 - Technical Instructor/Course Developer	20.61
15110 - Test Proctor	16.24
15120 - Tutor	16.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	12.34
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer, Machine	10.55
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.40
19040 - Tool And Die Maker	25.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.40
21030 - Material Coordinator	17.92
21040 - Material Expediter	19.69
21050 - Material Handling Laborer	14.34
21071 - Order Filler	14.13
21080 - Production Line Worker (Food Processing)	18.40
21110 - Shipping Packer	16.09
21130 - Shipping/Receiving Clerk	16.09
21140 - Store Worker I	13.51
21150 - Stock Clerk	17.12
21210 - Tools And Parts Attendant	18.40
21410 - Warehouse Specialist	18.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.47
23021 - Aircraft Mechanic I	25.39
23022 - Aircraft Mechanic II	26.47
23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	19.61
23050 - Aircraft, Painter	25.84
23060 - Aircraft Servicer	21.97
23080 - Aircraft Worker	23.14
23110 - Appliance Mechanic	21.84
23120 - Bicycle Repairer	13.42
23125 - Cable Splicer	24.46
23130 - Carpenter, Maintenance	22.71
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	25.61
23181 - Electronics Technician Maintenance I	20.33
23182 - Electronics Technician Maintenance II	23.14
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	19.56
23290 - Fire Alarm System Mechanic	22.68
23310 - Fire Extinguisher Repairer	18.41
23311 - Fuel Distribution System Mechanic	25.17
23312 - Fuel Distribution System Operator	21.51
23370 - General Maintenance Worker	18.24
23380 - Ground Support Equipment Mechanic	25.39

23381 - Ground Support Equipment Servicer	21.97
23382 - Ground Support Equipment Worker	23.14
23391 - Gunsmith I	18.41
23392 - Gunsmith II	20.69
23393 - Gunsmith III	23.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.63
23430 - Heavy Equipment Mechanic	23.00
23440 - Heavy Equipment Operator	24.61
23460 - Instrument Mechanic	23.90
23465 - Laboratory/Shelter Mechanic	21.84
23470 - Laborer	11.62
23510 - Locksmith	20.89
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	20.64
23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	23.90
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.19
23640 - Millwright	23.01
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	23.01
23850 - Rigger	23.01
23870 - Scale Mechanic	20.69
23890 - Sheet-Metal Worker, Maintenance	23.24
23910 - Small Engine Mechanic	16.80
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.62
23950 - Telephone Lineman	22.80
23960 - Welder, Combination, Maintenance	21.89
23965 - Well Driller	25.17
23970 - Woodcraft Worker	23.01
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	10.24
24620 - Family Readiness And Support Services Coordinator	15.19
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.88
25040 - Sewage Plant Operator	26.90
25070 - Stationary Engineer	22.88
25190 - Ventilation Equipment Tender	17.28
25210 - Water Treatment Plant Operator	26.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	11.95
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	25.60
27070 - Firefighter	22.91
27101 - Guard I	11.95
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.60
28042 - Carnival Equipment Repairer		12.13
28043 - Carnival Equpment Worker		9.05
28210 - Gate Attendant/Gate Tender		13.43
28310 - Lifeguard		11.84
28350 - Park Attendant (Aide)		15.03
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		18.62
28630 - Sports Official		12.42
28690 - Swimming Pool Operator		17.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.53
29020 - Hatch Tender		21.53
29030 - Line Handler		21.53
29041 - Stevedore I		20.81
29042 - Stevedore II		23.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.02
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		22.23
30061 - Drafter/CAD Operator I		18.02
30062 - Drafter/CAD Operator II		20.17
30063 - Drafter/CAD Operator III		22.50
30064 - Drafter/CAD Operator IV		27.19
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		27.01
30210 - Laboratory Technician		17.03
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.06
30363 - Paralegal/Legal Assistant III		30.36
30364 - Paralegal/Legal Assistant IV		37.09
30390 - Photo-Optics Technician		24.55
30461 - Technical Writer I		25.32
30462 - Technical Writer II		30.65
30463 - Technical Writer III		32.80
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.50
30621 - Weather Observer, Senior	(see 3)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.07
31030 - Bus Driver		17.04
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		11.80
31361 - Truckdriver, Light		16.04

31362 - Truckdriver, Medium	17.68
31363 - Truckdriver, Heavy	22.69
31364 - Truckdriver, Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99030 - Cashier	10.48
99050 - Desk Clerk	10.44
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.53
99252 - Laboratory Animal Caretaker II	11.22
99310 - Mortician	20.20
99410 - Pest Controller	16.43
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	12.46
99711 - Recycling Specialist	14.37
99730 - Refuse Collector	14.50
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	14.70
99830 - Survey Party Chief	29.98
99831 - Surveying Aide	20.22
99832 - Surveying Technician	21.98
99840 - Vending Machine Attendant	13.60
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2339 Revision No.: 16 Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2257 for other cities and towns that are included.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.21
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		19.72
01040 - Court Reporter		16.02
01051 - Data Entry Operator I		12.04
01052 - Data Entry Operator II		13.14
01060 - Dispatcher, Motor Vehicle		18.10
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		11.87
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		13.89
01262 - Personnel Assistant (Employment) II		15.54
01263 - Personnel Assistant (Employment) III		17.33
01270 - Production Control Clerk		20.97
01280 - Receptionist		12.46
01290 - Rental Clerk		12.86
01300 - Scheduler, Maintenance		14.32
01311 - Secretary I		14.32
01312 - Secretary II		16.02
01313 - Secretary III		17.87
01320 - Service Order Dispatcher		18.47
01410 - Supply Technician		19.87
01420 - Survey Worker		13.97
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		12.80
01612 - Word Processor II		14.37
01613 - Word Processor III		16.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.30
05010 - Automotive Electrician		18.69
05040 - Automotive Glass Installer		17.79
05070 - Automotive Worker		17.72
05110 - Mobile Equipment Servicer		15.80
05130 - Motor Equipment Metal Mechanic		19.63
05160 - Motor Equipment Metal Worker		17.72
05190 - Motor Vehicle Mechanic		19.30
05220 - Motor Vehicle Mechanic Helper		14.90
05250 - Motor Vehicle Upholstery Worker		16.77
05280 - Motor Vehicle Wrecker		17.72
05310 - Painter, Automotive		20.31
05340 - Radiator Repair Specialist		17.72
05370 - Tire Repairer		12.26
05400 - Transmission Repair Specialist		19.63
07000 - Food Preparation And Service Occupations		

07010 - Baker	13.19
07041 - Cook I	12.31
07042 - Cook II	14.29
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.42
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.62
09040 - Furniture Handler	11.63
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70
11060 - Elevator Operator	11.70
11090 - Gardener	15.64
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	13.10
11240 - Maid or Houseman	10.21
11260 - Pruner	12.25
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	13.10
11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	20.82
12015 - Certified Physical Therapist Assistant	20.93
12020 - Dental Assistant	19.41
12025 - Dental Hygienist	34.59
12030 - EKG Technician	25.01
12035 - Electroneurodiagnostic Technologist	25.01
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	21.01
12100 - Medical Assistant	14.60
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine Technologist	33.89
12221 - Nursing Assistant I	10.91
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.03
12235 - Optical Dispenser	17.60
12236 - Optical Technician	15.46
12250 - Pharmacy Technician	13.84
12280 - Phlebotomist	15.03
12305 - Radiologic Technologist	26.78
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III, Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	22.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49

13012 - Exhibits Specialist II		20.40
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.46
13042 - Illustrator II		20.40
13043 - Illustrator III		24.95
13047 - Librarian		22.58
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		20.40
13058 - Library Technician		14.22
13061 - Media Specialist I		14.71
13062 - Media Specialist II		16.46
13063 - Media Specialist III		18.36
13071 - Photographer I		14.38
13072 - Photographer II		16.08
13073 - Photographer III		19.92
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		18.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		28.31
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		21.11
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.20
19040 - Tool And Die Maker		21.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.68

21030 - Material Coordinator	20.97
21040 - Material Expediter	20.97
21050 - Material Handling Laborer	12.62
21071 - Order Filler	12.73
21080 - Production Line Worker (Food Processing)	14.68
21110 - Shipping Packer	14.26
21130 - Shipping/Receiving Clerk	14.26
21140 - Store Worker I	13.78
21150 - Stock Clerk	16.77
21210 - Tools And Parts Attendant	14.68
21410 - Warehouse Specialist	14.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.94
23021 - Aircraft Mechanic I	23.78
23022 - Aircraft Mechanic II	24.94
23023 - Aircraft Mechanic III	26.06
23040 - Aircraft Mechanic Helper	17.05
23050 - Aircraft, Painter	20.77
23060 - Aircraft Servicer	19.21
23080 - Aircraft Worker	20.31
23110 - Appliance Mechanic	20.23
23120 - Bicycle Repairer	12.26
23125 - Cable Splicer	28.05
23130 - Carpenter, Maintenance	19.95
23140 - Carpet Layer	18.11
23160 - Electrician, Maintenance	22.43
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.50
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	18.48
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	19.10
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	23.78
23381 - Ground Support Equipment Servicer	19.21
23382 - Ground Support Equipment Worker	20.31
23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.54
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.18
23430 - Heavy Equipment Mechanic	20.41
23440 - Heavy Equipment Operator	19.48
23460 - Instrument Mechanic	22.13
23465 - Laboratory/Shelter Mechanic	20.65
23470 - Laborer	12.62
23510 - Locksmith	17.69
23530 - Machinery Maintenance Mechanic	21.67
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	22.13
23592 - Metrology Technician II	23.21
23593 - Metrology Technician III	24.25
23640 - Millwright	27.57
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	24.35
23810 - Plumber, Maintenance	22.30
23820 - Pneudraulic Systems Mechanic	21.71

23850 - Rigger	21.71
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	19.35
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	25.74
23960 - Welder, Combination, Maintenance	19.03
23965 - Well Driller	21.29
23970 - Woodcraft Worker	21.71
23980 - Woodworker	14.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.67
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	10.68
24620 - Family Readiness And Support Services Coordinator	12.30
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.18
25040 - Sewage Plant Operator	19.75
25070 - Stationary Engineer	21.18
25190 - Ventilation Equipment Tender	16.01
25210 - Water Treatment Plant Operator	19.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.77
27007 - Baggage Inspector	13.37
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	16.60
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	13.37
27102 - Guard II	16.60
27131 - Police Officer I	21.92
27132 - Police Officer II	24.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.41
28042 - Carnival Equipment Repairer	12.06
28043 - Carnival Equpment Worker	9.45
28210 - Gate Attendant/Gate Tender	14.77
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.52
28510 - Recreation Aide/Health Facility Attendant	12.06
28515 - Recreation Specialist	14.66
28630 - Sports Official	13.16
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.74
29020 - Hatch Tender	20.74
29030 - Line Handler	20.74
29041 - Stevedore I	20.29
29042 - Stevedore II	22.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.81
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	25.22
30061 - Drafter/CAD Operator I	17.71

30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		27.17
30081 - Engineering Technician I		15.12
30082 - Engineering Technician II		16.97
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		23.52
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.81
30090 - Environmental Technician		18.38
30210 - Laboratory Technician		20.17
30240 - Mathematical Technician		24.55
30361 - Paralegal/Legal Assistant I		17.37
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.34
30364 - Paralegal/Legal Assistant IV		31.86
30390 - Photo-Optics Technician		24.55
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.90
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		15.29
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.57
31310 - Taxi Driver		11.16
31361 - Truckdriver, Light		14.57
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		9.22
99050 - Desk Clerk		10.61
99095 - Embalmer		28.59
99251 - Laboratory Animal Caretaker I		10.17
99252 - Laboratory Animal Caretaker II		10.81
99310 - Mortician		28.59
99410 - Pest Controller		17.70
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		16.68
99730 - Refuse Collector		13.69
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		11.44
99830 - Survey Party Chief		17.19
99831 - Surveying Aide		10.46
99832 - Surveying Technician		15.64
99840 - Vending Machine Attendant		13.85
99841 - Vending Machine Repairer		16.49
99842 - Vending Machine Repairer Helper		13.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2340 Revision No.: 16 Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2258 for other cities and towns that are included.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.21
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		19.72
01040 - Court Reporter		16.02
01051 - Data Entry Operator I		12.04
01052 - Data Entry Operator II		13.14
01060 - Dispatcher, Motor Vehicle		18.10
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		11.87
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		13.89
01262 - Personnel Assistant (Employment) II		15.54
01263 - Personnel Assistant (Employment) III		17.33
01270 - Production Control Clerk		20.97
01280 - Receptionist		12.46
01290 - Rental Clerk		12.86
01300 - Scheduler, Maintenance		14.32
01311 - Secretary I		14.32
01312 - Secretary II		16.02
01313 - Secretary III		17.87
01320 - Service Order Dispatcher		18.47

01410 - Supply Technician	19.87
01420 - Survey Worker	13.97
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	12.80
01612 - Word Processor II	14.37
01613 - Word Processor III	16.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.30
05010 - Automotive Electrician	18.69
05040 - Automotive Glass Installer	17.79
05070 - Automotive Worker	17.72
05110 - Mobile Equipment Servicer	15.80
05130 - Motor Equipment Metal Mechanic	19.63
05160 - Motor Equipment Metal Worker	17.72
05190 - Motor Vehicle Mechanic	19.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	16.77
05280 - Motor Vehicle Wrecker	17.72
05310 - Painter, Automotive	20.31
05340 - Radiator Repair Specialist	17.72
05370 - Tire Repairer	12.26
05400 - Transmission Repair Specialist	19.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	12.31
07042 - Cook II	14.29
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.42
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.62
09040 - Furniture Handler	11.63
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70
11060 - Elevator Operator	11.70
11090 - Gardener	15.64
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	13.10
11240 - Maid or Houseman	10.21
11260 - Pruner	12.25
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	13.10
11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	20.82
12015 - Certified Physical Therapist Assistant	20.93
12020 - Dental Assistant	19.41
12025 - Dental Hygienist	34.59
12030 - EKG Technician	25.01
12035 - Electroneurodiagnostic Technologist	25.01
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.84

12073 - Licensed Practical Nurse III		21.01
12100 - Medical Assistant		14.60
12130 - Medical Laboratory Technician		19.22
12160 - Medical Record Clerk		13.47
12190 - Medical Record Technician		15.07
12195 - Medical Transcriptionist		16.30
12210 - Nuclear Medicine Technologist		33.89
12221 - Nursing Assistant I		10.91
12222 - Nursing Assistant II		12.27
12223 - Nursing Assistant III		13.39
12224 - Nursing Assistant IV		15.03
12235 - Optical Dispenser		17.60
12236 - Optical Technician		15.46
12250 - Pharmacy Technician		13.84
12280 - Phlebotomist		15.03
12305 - Radiologic Technologist		26.78
12311 - Registered Nurse I		23.67
12312 - Registered Nurse II		28.95
12313 - Registered Nurse II, Specialist		28.95
12314 - Registered Nurse III		35.02
12315 - Registered Nurse III, Anesthetist		35.02
12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		22.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.40
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.46
13042 - Illustrator II		20.40
13043 - Illustrator III		24.95
13047 - Librarian		22.58
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		20.40
13058 - Library Technician		14.22
13061 - Media Specialist I		14.71
13062 - Media Specialist II		16.46
13063 - Media Specialist III		18.36
13071 - Photographer I		14.38
13072 - Photographer II		16.08
13073 - Photographer III		19.92
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		18.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94

15050 - Computer Based Training Specialist / Instructor	31.98
15060 - Educational Technologist	28.31
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	21.11
15090 - Technical Instructor	20.43
15095 - Technical Instructor/Course Developer	24.99
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.24
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.10
16220 - Tailor	15.78
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.20
19040 - Tool And Die Maker	21.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.68
21030 - Material Coordinator	20.97
21040 - Material Expediter	20.97
21050 - Material Handling Laborer	12.62
21071 - Order Filler	12.73
21080 - Production Line Worker (Food Processing)	14.68
21110 - Shipping Packer	14.26
21130 - Shipping/Receiving Clerk	14.26
21140 - Store Worker I	13.78
21150 - Stock Clerk	16.77
21210 - Tools And Parts Attendant	14.68
21410 - Warehouse Specialist	14.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.94
23021 - Aircraft Mechanic I	23.78
23022 - Aircraft Mechanic II	24.94
23023 - Aircraft Mechanic III	26.06
23040 - Aircraft Mechanic Helper	17.05
23050 - Aircraft, Painter	20.77
23060 - Aircraft Servicer	19.21
23080 - Aircraft Worker	20.31
23110 - Appliance Mechanic	20.23
23120 - Bicycle Repairer	12.26
23125 - Cable Splicer	28.05
23130 - Carpenter, Maintenance	19.95
23140 - Carpet Layer	18.11
23160 - Electrician, Maintenance	22.43
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.50
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	18.48
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	19.10
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	23.78
23381 - Ground Support Equipment Servicer	19.21
23382 - Ground Support Equipment Worker	20.31

23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.54
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.18
23430 - Heavy Equipment Mechanic	20.41
23440 - Heavy Equipment Operator	19.48
23460 - Instrument Mechanic	22.13
23465 - Laboratory/Shelter Mechanic	20.65
23470 - Laborer	12.62
23510 - Locksmith	17.69
23530 - Machinery Maintenance Mechanic	21.67
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	22.13
23592 - Metrology Technician II	23.21
23593 - Metrology Technician III	24.25
23640 - Millwright	27.57
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	24.35
23810 - Plumber, Maintenance	22.30
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	19.35
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	25.74
23960 - Welder, Combination, Maintenance	19.03
23965 - Well Driller	21.29
23970 - Woodcraft Worker	21.71
23980 - Woodworker	14.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.67
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	10.68
24620 - Family Readiness And Support Services Coordinator	12.30
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.18
25040 - Sewage Plant Operator	19.75
25070 - Stationary Engineer	21.18
25190 - Ventilation Equipment Tender	16.01
25210 - Water Treatment Plant Operator	19.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.77
27007 - Baggage Inspector	13.37
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	16.60
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	13.37
27102 - Guard II	16.60
27131 - Police Officer I	21.92
27132 - Police Officer II	24.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.41

28042 - Carnival Equipment Repairer		12.06
28043 - Carnival Equpment Worker		9.45
28210 - Gate Attendant/Gate Tender		14.77
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.52
28510 - Recreation Aide/Health Facility Attendant		12.06
28515 - Recreation Specialist		14.66
28630 - Sports Official		13.16
28690 - Swimming Pool Operator		17.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.74
29020 - Hatch Tender		20.74
29030 - Line Handler		20.74
29041 - Stevedore I		20.29
29042 - Stevedore II		22.63
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.71
30022 - Archeological Technician II		19.81
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		25.22
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		27.17
30081 - Engineering Technician I		15.12
30082 - Engineering Technician II		16.97
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		23.52
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.81
30090 - Environmental Technician		18.38
30210 - Laboratory Technician		20.17
30240 - Mathematical Technician		24.55
30361 - Paralegal/Legal Assistant I		17.37
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.34
30364 - Paralegal/Legal Assistant IV		31.86
30390 - Photo-Optics Technician		24.55
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.90
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		15.29
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.57
31310 - Taxi Driver		11.16
31361 - Truckdriver, Light		14.57
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		18.76

31364 - Truckdriver, Tractor-Trailer	18.76
99000 - Miscellaneous Occupations	
99030 - Cashier	9.22
99050 - Desk Clerk	10.61
99095 - Embalmer	28.59
99251 - Laboratory Animal Caretaker I	10.17
99252 - Laboratory Animal Caretaker II	10.81
99310 - Mortician	28.59
99410 - Pest Controller	17.70
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	16.68
99730 - Refuse Collector	13.69
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	11.44
99830 - Survey Party Chief	17.19
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.64
99840 - Vending Machine Attendant	13.85
99841 - Vending Machine Repairer	16.49
99842 - Vending Machine Repairer Helper	13.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2345 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		20.94
01051 - Data Entry Operator I		14.22

01052 - Data Entry Operator II	15.93
01060 - Dispatcher, Motor Vehicle	17.92
01070 - Document Preparation Clerk	13.66
01090 - Duplicating Machine Operator	13.66
01111 - General Clerk I	13.45
01112 - General Clerk II	14.68
01113 - General Clerk III	16.48
01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	12.91
01191 - Order Clerk I	14.81
01192 - Order Clerk II	15.68
01261 - Personnel Assistant (Employment) I	16.56
01262 - Personnel Assistant (Employment) II	18.52
01263 - Personnel Assistant (Employment) III	20.64
01270 - Production Control Clerk	22.74
01280 - Receptionist	14.72
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.52
01311 - Secretary I	19.12
01312 - Secretary II	21.84
01313 - Secretary III	24.11
01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.02
01420 - Survey Worker	17.92
01531 - Travel Clerk I	12.87
01532 - Travel Clerk II	13.61
01533 - Travel Clerk III	14.53
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.53
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.84
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.22
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.42
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	22.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81

11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	23.94
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.74
12030 - EKG Technician	33.35
12035 - Electroneurodiagnostic Technologist	33.35
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	36.14
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.61
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	29.38
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.74
13012 - Exhibits Specialist II	25.72
13013 - Exhibits Specialist III	31.69
13041 - Illustrator I	22.72
13042 - Illustrator II	28.29
13043 - Illustrator III	34.79
13047 - Librarian	32.55
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	28.26
13058 - Library Technician	18.44
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.06
13063 - Media Specialist III	22.37
13071 - Photographer I	18.07
13072 - Photographer II	20.54
13073 - Photographer III	25.65

13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.83
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		23.41
15095 - Technical Instructor/Course Developer		29.27
15110 - Test Proctor		19.71
15120 - Tutor		19.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.93
16030 - Counter Attendant		9.93
16040 - Dry Cleaner		12.54
16070 - Finisher, Flatwork, Machine		9.93
16090 - Presser, Hand		9.93
16110 - Presser, Machine, Drycleaning		9.93
16130 - Presser, Machine, Shirts		9.93
16160 - Presser, Machine, Wearing Apparel, Laundry		9.93
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.32
16250 - Washer, Machine		10.81
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.29
19040 - Tool And Die Maker		24.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		19.55
21040 - Material Expediter		19.55
21050 - Material Handling Laborer		12.65
21071 - Order Filler		13.73
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45
21140 - Store Worker I		16.93
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		19.21
21410 - Warehouse Specialist		19.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.72
23021 - Aircraft Mechanic I		27.48
23022 - Aircraft Mechanic II		28.72
23023 - Aircraft Mechanic III		30.43

23040 - Aircraft Mechanic Helper	22.62
23050 - Aircraft, Painter	25.65
23060 - Aircraft Servicer	23.98
23080 - Aircraft Worker	23.30
23110 - Appliance Mechanic	23.93
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	32.44
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	24.83
23160 - Electrician, Maintenance	27.23
23181 - Electronics Technician Maintenance I	24.75
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	23.10
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	23.16
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	27.48
23381 - Ground Support Equipment Servicer	23.98
23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	23.10
23392 - Gunsmith II	24.92
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.73
23440 - Heavy Equipment Operator	27.89
23460 - Instrument Mechanic	26.76
23465 - Laboratory/Shelter Mechanic	25.83
23470 - Laborer	15.83
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	25.08
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	26.76
23592 - Metrology Technician II	27.73
23593 - Metrology Technician III	28.58
23640 - Millwright	26.76
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	24.18
23790 - Pipefitter, Maintenance	30.39
23810 - Plumber, Maintenance	26.93
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker, Maintenance	29.49
23910 - Small Engine Mechanic	21.06
23931 - Telecommunications Mechanic I	27.82
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	24.36
23970 - Woodcraft Worker	26.76
23980 - Woodworker	23.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	13.56
24620 - Family Readiness And Support Services	15.61

Coordinator	
24630 - Homemaker	17.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.28
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	22.28
25190 - Ventilation Equipment Tender	18.37
25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.63
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.76
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	18.87
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	19.23
30022 - Archeological Technician II	21.57
30023 - Archeological Technician III	28.14
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	27.94
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21
30081 - Engineering Technician I	16.38
30082 - Engineering Technician II	18.19
30083 - Engineering Technician III	24.23
30084 - Engineering Technician IV	29.51
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	37.71
30090 - Environmental Technician	26.73
30210 - Laboratory Technician	25.35
30240 - Mathematical Technician	28.72
30361 - Paralegal/Legal Assistant I	18.87
30362 - Paralegal/Legal Assistant II	23.37
30363 - Paralegal/Legal Assistant III	28.59
30364 - Paralegal/Legal Assistant IV	34.58

30390 - Photo-Optics Technician		28.22
30461 - Technical Writer I		21.04
30462 - Technical Writer II		25.74
30463 - Technical Writer III		34.45
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		18.56
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.89
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.23
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		26.03
99251 - Laboratory Animal Caretaker I		12.64
99252 - Laboratory Animal Caretaker II		13.13
99310 - Mortician		31.70
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.69
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		14.21
99830 - Survey Party Chief		19.61
99831 - Surveying Aide		13.27
99832 - Surveying Technician		18.22
99840 - Vending Machine Attendant		16.45
99841 - Vending Machine Repairer		19.22
99842 - Vending Machine Repairer Helper		16.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2346 Revision No.: 17

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		20.94
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.93
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		15.68
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		22.74
01280 - Receptionist		14.72
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.52
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11
01320 - Service Order Dispatcher		16.76
01410 - Supply Technician		27.02
01420 - Survey Worker		17.92
01531 - Travel Clerk I		12.87
01532 - Travel Clerk II		13.61
01533 - Travel Clerk III		14.53
01611 - Word Processor I		15.91
01612 - Word Processor II		17.86
01613 - Word Processor III		19.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.53
05010 - Automotive Electrician		22.35
05040 - Automotive Glass Installer		20.34
05070 - Automotive Worker		21.67
05110 - Mobile Equipment Servicer		19.63
05130 - Motor Equipment Metal Mechanic		22.81
05160 - Motor Equipment Metal Worker		21.22
05190 - Motor Vehicle Mechanic		22.83
05220 - Motor Vehicle Mechanic Helper		18.71
05250 - Motor Vehicle Upholstery Worker		20.54
05280 - Motor Vehicle Wrecker		21.22
05310 - Painter, Automotive		22.14

05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.84
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.22
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.42
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	22.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	23.94
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.74
12030 - EKG Technician	33.35
12035 - Electroneurodiagnostic Technologist	33.35
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	36.14
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.61
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	29.38
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32

12316 - Registered Nurse IV		47.11
12317 - Scheduler (Drug and Alcohol Testing)		23.50
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.74
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.69
13041 - Illustrator I		22.72
13042 - Illustrator II		28.29
13043 - Illustrator III		34.79
13047 - Librarian		32.55
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		28.26
13058 - Library Technician		18.44
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.06
13063 - Media Specialist III		22.37
13071 - Photographer I		18.07
13072 - Photographer II		20.54
13073 - Photographer III		25.65
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.83
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		23.41
15095 - Technical Instructor/Course Developer		29.27
15110 - Test Proctor		19.71
15120 - Tutor		19.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.93
16030 - Counter Attendant		9.93
16040 - Dry Cleaner		12.54
16070 - Finisher, Flatwork, Machine		9.93
16090 - Presser, Hand		9.93
16110 - Presser, Machine, Drycleaning		9.93
16130 - Presser, Machine, Shirts		9.93
16160 - Presser, Machine, Wearing Apparel, Laundry		9.93
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.32
16250 - Washer, Machine		10.81
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	21.29
19040 - Tool And Die Maker	24.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	19.55
21040 - Material Expediter	19.55
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.73
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	16.45
21130 - Shipping/Receiving Clerk	16.45
21140 - Store Worker I	16.93
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.48
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	22.62
23050 - Aircraft, Painter	25.65
23060 - Aircraft Servicer	23.98
23080 - Aircraft Worker	23.30
23110 - Appliance Mechanic	23.93
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	32.44
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	24.83
23160 - Electrician, Maintenance	27.23
23181 - Electronics Technician Maintenance I	24.75
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	23.10
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	23.16
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	27.48
23381 - Ground Support Equipment Servicer	23.98
23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	23.10
23392 - Gunsmith II	24.92
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.73
23440 - Heavy Equipment Operator	27.89
23460 - Instrument Mechanic	26.76
23465 - Laboratory/Shelter Mechanic	25.83
23470 - Laborer	15.83
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	25.08
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	26.76
23592 - Metrology Technician II	27.73
23593 - Metrology Technician III	28.58
23640 - Millwright	26.76
23710 - Office Appliance Repairer	23.06

23760 - Painter, Maintenance	24.18
23790 - Pipefitter, Maintenance	30.39
23810 - Plumber, Maintenance	26.93
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker, Maintenance	29.49
23910 - Small Engine Mechanic	21.06
23931 - Telecommunications Mechanic I	27.82
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	24.36
23970 - Woodcraft Worker	26.76
23980 - Woodworker	23.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	13.56
24620 - Family Readiness And Support Services Coordinator	15.61
24630 - Homemaker	17.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.28
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	22.28
25190 - Ventilation Equipment Tender	18.37
25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
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27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.63
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
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28042 - Carnival Equipment Repairer	12.02
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28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
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28515 - Recreation Specialist	18.87
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.24
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30084 - Engineering Technician IV		29.51
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		37.71
30090 - Environmental Technician		26.73
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		18.87
30362 - Paralegal/Legal Assistant II		23.37
30363 - Paralegal/Legal Assistant III		28.59
30364 - Paralegal/Legal Assistant IV		34.58
30390 - Photo-Optics Technician		28.22
30461 - Technical Writer I		21.04
30462 - Technical Writer II		25.74
30463 - Technical Writer III		34.45
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		18.56
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.89
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.23
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		26.03
99251 - Laboratory Animal Caretaker I		12.64
99252 - Laboratory Animal Caretaker II		13.13
99310 - Mortician		31.70
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.69
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		14.21
99830 - Survey Party Chief		19.61
99831 - Surveying Aide		13.27
99832 - Surveying Technician		18.22
99840 - Vending Machine Attendant		16.45
99841 - Vending Machine Repairer		19.22
99842 - Vending Machine Repairer Helper		16.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2347
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.87
01191 - Order Clerk I		17.78
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82

01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.93
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.89
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.29
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	15.13
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.99
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.05
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	21.77
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	21.77

12071 - Licensed Practical Nurse I		21.76
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.00
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		19.43
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		25.89
13042 - Illustrator II		32.88
13043 - Illustrator III		38.37
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		36.91
13075 - Photographer V		50.36
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.69
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54

15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	35.38
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	32.91
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.99
15110 - Test Proctor	21.77
15120 - Tutor	21.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.62
16030 - Counter Attendant	11.62
16040 - Dry Cleaner	14.30
16070 - Finisher, Flatwork, Machine	11.62
16090 - Presser, Hand	11.62
16110 - Presser, Machine, Drycleaning	11.62
16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.77
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.62
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.71
23050 - Aircraft, Painter	23.71
23060 - Aircraft Servicer	24.80
23080 - Aircraft Worker	25.95
23110 - Appliance Mechanic	20.93
23120 - Bicycle Repairer	16.33
23125 - Cable Splicer	32.14
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	26.18
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	27.11

23381 - Ground Support Equipment Servicer	24.80
23382 - Ground Support Equipment Worker	25.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	16.13
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.21
23593 - Metrology Technician III	34.43
23640 - Millwright	31.22
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	32.02
23790 - Pipefitter, Maintenance	32.13
23810 - Plumber, Maintenance	30.02
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.24
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.15
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.31
23970 - Woodcraft Worker	27.25
23980 - Woodworker	18.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	15.05
24630 - Homemaker	17.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.52
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.54
27132 - Police Officer II	35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.29
28042 - Carnival Equipment Repairer 13.84
28043 - Carnival Equpment Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 13.48
28515 - Recreation Specialist 22.84
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 20.98
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.64
29020 - Hatch Tender 27.64
29030 - Line Handler 27.64
29041 - Stevedore I 26.22
29042 - Stevedore II 32.84
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 21.25
30022 - Archeological Technician II 24.17
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 30.02
30040 - Civil Engineering Technician 25.21
30061 - Drafter/CAD Operator I 21.25
30062 - Drafter/CAD Operator II 25.50
30063 - Drafter/CAD Operator III 28.31
30064 - Drafter/CAD Operator IV 33.24
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.21
30210 - Laboratory Technician 21.37
30240 - Mathematical Technician 30.13
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30390 - Photo-Optics Technician 27.73
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.10
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.96
30621 - Weather Observer, Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 16.40
31030 - Bus Driver 19.89
31043 - Driver Courier 16.75
31260 - Parking and Lot Attendant 10.05
31290 - Shuttle Bus Driver 17.80
31310 - Taxi Driver 15.35
31361 - Truckdriver, Light 17.80

31362 - Truckdriver, Medium	20.08
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	31.12
99251 - Laboratory Animal Caretaker I	12.72
99252 - Laboratory Animal Caretaker II	14.70
99310 - Mortician	34.82
99410 - Pest Controller	16.49
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	24.70
99730 - Refuse Collector	18.50
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.08
99830 - Survey Party Chief	23.31
99831 - Surveying Aide	13.87
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	17.66
99841 - Vending Machine Repairer	21.80
99842 - Vending Machine Repairer Helper	17.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2348 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64

01051 - Data Entry Operator I	14.71
01052 - Data Entry Operator II	16.05
01060 - Dispatcher, Motor Vehicle	25.79
01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.87
01191 - Order Clerk I	17.78
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.93
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.89
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.29
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	15.13
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.99
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.05
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	21.77
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	21.77
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	25.89
13042 - Illustrator II	32.88
13043 - Illustrator III	38.37
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10

13073 - Photographer III		32.88
13074 - Photographer IV		36.91
13075 - Photographer V		50.36
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.69
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.38
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.91
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.99
15110 - Test Proctor		21.77
15120 - Tutor		21.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.77
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		14.62
21071 - Order Filler		14.92
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58

23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.71
23050 - Aircraft, Painter	23.71
23060 - Aircraft Servicer	24.80
23080 - Aircraft Worker	25.95
23110 - Appliance Mechanic	20.93
23120 - Bicycle Repairer	16.33
23125 - Cable Splicer	32.14
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	26.18
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.80
23382 - Ground Support Equipment Worker	25.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	16.13
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.21
23593 - Metrology Technician III	34.43
23640 - Millwright	31.22
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	32.02
23790 - Pipefitter, Maintenance	32.13
23810 - Plumber, Maintenance	30.02
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.24
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.15
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.31
23970 - Woodcraft Worker	27.25
23980 - Woodworker	18.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81

24620 - Family Readiness And Support Services Coordinator	15.05
24630 - Homemaker	17.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.52
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.54
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.29
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	32.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	21.25
30022 - Archeological Technician II	24.17
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.02
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	21.25
30062 - Drafter/CAD Operator II	25.50
30063 - Drafter/CAD Operator III	28.31
30064 - Drafter/CAD Operator IV	33.24
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.21
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	30.13
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39

30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.73
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.96
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		15.35
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		20.08
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		31.12
99251 - Laboratory Animal Caretaker I		12.72
99252 - Laboratory Animal Caretaker II		14.70
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		24.70
99730 - Refuse Collector		18.50
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		23.31
99831 - Surveying Aide		13.87
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		17.66
99841 - Vending Machine Repairer		21.80
99842 - Vending Machine Repairer Helper		17.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2349
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.34
01191 - Order Clerk I		17.35
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		18.55
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		14.64
01532 - Travel Clerk II		15.88
01533 - Travel Clerk III		17.17
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.36
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68
05160 - Motor Equipment Metal Worker		27.31

05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	15.06
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	12.02
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.34
11122 - Housekeeping Aide	15.14
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.12
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.50
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.50
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.33
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08

12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.19
13013 - Exhibits Specialist III		35.62
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
13043 - Illustrator III		35.62
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		20.90
13062 - Media Specialist II		21.56
13063 - Media Specialist III		23.95
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.25
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.72
15090 - Technical Instructor		31.19
15095 - Technical Instructor/Course Developer		38.04
15110 - Test Proctor		25.11
15120 - Tutor		25.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.75
16030 - Counter Attendant		10.75
16040 - Dry Cleaner		13.97
16070 - Finisher, Flatwork, Machine		10.75
16090 - Presser, Hand		10.75
16110 - Presser, Machine, Drycleaning		10.75
16130 - Presser, Machine, Shirts		10.75

16160 - Presser, Machine, Wearing Apparel, Laundry	10.75
16190 - Sewing Machine Operator	14.96
16220 - Tailor	15.93
16250 - Washer, Machine	12.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.82
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.24
21071 - Order Filler	13.99
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	21.15
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	23.86
23080 - Aircraft Worker	24.93
23110 - Appliance Mechanic	23.29
23120 - Bicycle Repairer	17.14
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.37
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.02
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.05
23312 - Fuel Distribution System Operator	26.70
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.98
23580 - Maintenance Trades Helper	15.09

23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.53
23593 - Metrology Technician III	32.67
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.16
23760 - Painter, Maintenance	26.69
23790 - Pipefitter, Maintenance	33.20
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.34
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	23.01
23965 - Well Driller	25.57
23970 - Woodcraft Worker	27.25
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.38
24580 - Child Care Center Clerk	16.51
24610 - Chore Aide	11.53
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	26.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	19.18
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	12.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	30.32
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.16
30082 - Engineering Technician II		22.24
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		20.55
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.17
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		27.84
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.11
99310 - Mortician		34.44
99410 - Pest Controller		17.74
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.62
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.27
99830 - Survey Party Chief		25.53

99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	13.66
99841 - Vending Machine Repairer	17.44
99842 - Vending Machine Repairer Helper	14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2350 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.34
01191 - Order Clerk I		17.35
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04

01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	18.55
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	14.64
01532 - Travel Clerk II	15.88
01533 - Travel Clerk III	17.17
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.36
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	15.06
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	12.02
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.34
11122 - Housekeeping Aide	15.14
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.12
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.50
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	35.31

12030 - EKG Technician		28.65
12035 - Electroneurodiagnostic Technologist		28.65
12040 - Emergency Medical Technician		22.50
12071 - Licensed Practical Nurse I		21.76
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.00
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		18.33
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.19
13013 - Exhibits Specialist III		35.62
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
13043 - Illustrator III		35.62
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		20.90
13062 - Media Specialist II		21.56
13063 - Media Specialist III		23.95
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00

14160 - Personal Computer Support Technician	26.35
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	33.25
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.72
15090 - Technical Instructor	31.19
15095 - Technical Instructor/Course Developer	38.04
15110 - Test Proctor	25.11
15120 - Tutor	25.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.75
16030 - Counter Attendant	10.75
16040 - Dry Cleaner	13.97
16070 - Finisher, Flatwork, Machine	10.75
16090 - Presser, Hand	10.75
16110 - Presser, Machine, Drycleaning	10.75
16130 - Presser, Machine, Shirts	10.75
16160 - Presser, Machine, Wearing Apparel, Laundry	10.75
16190 - Sewing Machine Operator	14.96
16220 - Tailor	15.93
16250 - Washer, Machine	12.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.82
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.24
21071 - Order Filler	13.99
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	21.15
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	23.86
23080 - Aircraft Worker	24.93
23110 - Appliance Mechanic	23.29
23120 - Bicycle Repairer	17.14
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.37
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.02
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.05

23312 - Fuel Distribution System Operator	26.70
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.98
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.53
23593 - Metrology Technician III	32.67
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.16
23760 - Painter, Maintenance	26.69
23790 - Pipefitter, Maintenance	33.20
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.34
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	23.01
23965 - Well Driller	25.57
23970 - Woodcraft Worker	27.25
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.38
24580 - Child Care Center Clerk	16.51
24610 - Chore Aide	11.53
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	26.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98

27102 - Guard II		19.18
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.28
28042 - Carnival Equipment Repairer		13.84
28043 - Carnival Equpment Worker		10.96
28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		13.48
28515 - Recreation Specialist		22.22
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		12.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.64
29020 - Hatch Tender		27.64
29030 - Line Handler		27.64
29041 - Stevedore I		26.22
29042 - Stevedore II		30.32
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.16
30082 - Engineering Technician II		22.24
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		20.55
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.17
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05

31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	13.23
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	18.87
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	27.84
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	13.11
99310 - Mortician	34.44
99410 - Pest Controller	17.74
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	25.53
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	13.66
99841 - Vending Machine Repairer	17.44
99842 - Vending Machine Repairer Helper	14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2351 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.11
01012 - Accounting Clerk II	19.61
01013 - Accounting Clerk III	21.89
01020 - Administrative Assistant	30.93
01040 - Court Reporter	21.64
01051 - Data Entry Operator I	14.71
01052 - Data Entry Operator II	16.05
01060 - Dispatcher, Motor Vehicle	25.79
01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.87
01191 - Order Clerk I	15.29
01192 - Order Clerk II	17.07
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.99
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.05
01533 - Travel Clerk III	14.85
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.95
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	14.59
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	11.19
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.44
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.44

09040 - Furniture Handler	15.61
09080 - Furniture Refinisher	18.44
09090 - Furniture Refinisher Helper	15.48
09110 - Furniture Repairer, Minor	16.96
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.27
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.17
12011 - Breath Alcohol Technician	22.17
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.17
12071 - Licensed Practical Nurse I	19.53
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.33
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	27.04
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	36.42
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65

13058 - Library Technician		23.36
13061 - Media Specialist I		22.39
13062 - Media Specialist II		25.16
13063 - Media Specialist III		27.93
13071 - Photographer I		20.06
13072 - Photographer II		24.10
13073 - Photographer III		31.90
13074 - Photographer IV		37.88
13075 - Photographer V		43.69
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		36.60
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		30.86
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		31.35
15110 - Test Proctor		21.13
15120 - Tutor		21.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.29
16030 - Counter Attendant		10.29
16040 - Dry Cleaner		12.75
16070 - Finisher, Flatwork, Machine		10.29
16090 - Presser, Hand		10.29
16110 - Presser, Machine, Drycleaning		10.29
16130 - Presser, Machine, Shirts		10.29
16160 - Presser, Machine, Wearing Apparel, Laundry		10.29
16190 - Sewing Machine Operator		13.58
16220 - Tailor		14.40
16250 - Washer, Machine		11.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.74
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.99
21071 - Order Filler		14.00
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88

21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.60
23050 - Aircraft, Painter	25.97
23060 - Aircraft Servicer	23.73
23080 - Aircraft Worker	24.95
23110 - Appliance Mechanic	24.11
23120 - Bicycle Repairer	14.93
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.56
23140 - Carpet Layer	27.62
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.62
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	25.86
23290 - Fire Alarm System Mechanic	22.64
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	24.41
23370 - General Maintenance Worker	23.33
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.73
23382 - Ground Support Equipment Worker	24.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.10
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	16.11
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.62
23640 - Millwright	30.36
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	28.93
23810 - Plumber, Maintenance	29.26
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	18.88
23931 - Telecommunications Mechanic I	29.87
23932 - Telecommunications Mechanic II	31.05
23950 - Telephone Lineman	29.40
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.73

23970 - Woodcraft Worker	25.89
23980 - Woodworker	17.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	10.49
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.45
28042 - Carnival Equipment Repairer	14.22
28043 - Carnival Equpment Worker	11.19
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.91
28515 - Recreation Specialist	19.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	21.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	25.53
29042 - Stevedore II	27.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	20.44
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.28
30082 - Engineering Technician II	22.03
30083 - Engineering Technician III	24.65
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20

30090 - Environmental Technician		22.50
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.46
30462 - Technical Writer II		32.35
30463 - Technical Writer III		39.92
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24.55
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		12.93
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.51
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		13.64
99252 - Laboratory Animal Caretaker II		14.32
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		22.08
99711 - Recycling Specialist		23.50
99730 - Refuse Collector		19.82
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		21.47
99831 - Surveying Aide		12.78
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		16.40
99841 - Vending Machine Repairer		19.12
99842 - Vending Machine Repairer Helper		16.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2352 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92

01141 - Messenger Courier	12.87
01191 - Order Clerk I	15.29
01192 - Order Clerk II	17.07
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.99
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.05
01533 - Travel Clerk III	14.85
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.95
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	14.59
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	11.19
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.44
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.44
09040 - Furniture Handler	15.61
09080 - Furniture Refinisher	18.44
09090 - Furniture Refinisher Helper	15.48
09110 - Furniture Repairer, Minor	16.96
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.27

11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.17
12011 - Breath Alcohol Technician	22.17
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.17
12071 - Licensed Practical Nurse I	19.53
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.33
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	27.04
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	36.42
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	23.36
13061 - Media Specialist I	22.39
13062 - Media Specialist II	25.16
13063 - Media Specialist III	27.93
13071 - Photographer I	20.06
13072 - Photographer II	24.10
13073 - Photographer III	31.90
13074 - Photographer IV	37.88
13075 - Photographer V	43.69
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.35

14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		36.60
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		30.86
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		31.35
15110 - Test Proctor		21.13
15120 - Tutor		21.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.29
16030 - Counter Attendant		10.29
16040 - Dry Cleaner		12.75
16070 - Finisher, Flatwork, Machine		10.29
16090 - Presser, Hand		10.29
16110 - Presser, Machine, Drycleaning		10.29
16130 - Presser, Machine, Shirts		10.29
16160 - Presser, Machine, Wearing Apparel, Laundry		10.29
16190 - Sewing Machine Operator		13.58
16220 - Tailor		14.40
16250 - Washer, Machine		11.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.74
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.99
21071 - Order Filler		14.00
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.63
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58
23023 - Aircraft Mechanic III		30.66
23040 - Aircraft Mechanic Helper		22.60
23050 - Aircraft, Painter		25.97
23060 - Aircraft Servicer		23.73
23080 - Aircraft Worker		24.95
23110 - Appliance Mechanic		24.11
23120 - Bicycle Repairer		14.93
23125 - Cable Splicer		36.53
23130 - Carpenter, Maintenance		29.56

23140 - Carpet Layer	27.62
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.62
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	25.86
23290 - Fire Alarm System Mechanic	22.64
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	24.41
23370 - General Maintenance Worker	23.33
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.73
23382 - Ground Support Equipment Worker	24.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.10
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	16.11
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.62
23640 - Millwright	30.36
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	28.93
23810 - Plumber, Maintenance	29.26
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	18.88
23931 - Telecommunications Mechanic I	29.87
23932 - Telecommunications Mechanic II	31.05
23950 - Telephone Lineman	29.40
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.73
23970 - Woodcraft Worker	25.89
23980 - Woodworker	17.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	10.49
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.19

27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.45
28042 - Carnival Equipment Repairer	14.22
28043 - Carnival Equpment Worker	11.19
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.91
28515 - Recreation Specialist	19.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	21.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	25.53
29042 - Stevedore II	27.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	20.44
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.28
30082 - Engineering Technician II	22.03
30083 - Engineering Technician III	24.65
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	22.50
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	26.78
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30390 - Photo-Optics Technician	27.27
30461 - Technical Writer I	26.46
30462 - Technical Writer II	32.35
30463 - Technical Writer III	39.92
30491 - Unexploded Ordnance (UXO) Technician I	25.63
30492 - Unexploded Ordnance (UXO) Technician II	31.02
30493 - Unexploded Ordnance (UXO) Technician III	37.18
30494 - Unexploded (UXO) Safety Escort	25.63

30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24.55
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		12.93
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.51
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		13.64
99252 - Laboratory Animal Caretaker II		14.32
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		22.08
99711 - Recycling Specialist		23.50
99730 - Refuse Collector		19.82
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		21.47
99831 - Surveying Aide		12.78
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		16.40
99841 - Vending Machine Repairer		19.12
99842 - Vending Machine Repairer Helper		16.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2353
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.87
01191 - Order Clerk I		16.49
01192 - Order Clerk II		21.31
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82

01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.43
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.45
07130 - Food Service Worker	12.58
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer, Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.85
11060 - Elevator Operator	12.85
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	19.39
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.86
12000 - Health Occupations	
12010 - Ambulance Driver	22.53
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.53

12071 - Licensed Practical Nurse I		20.52
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.00
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		19.09
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.60
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54

15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	35.73
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	31.85
15090 - Technical Instructor	30.07
15095 - Technical Instructor/Course Developer	36.67
15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.62
16030 - Counter Attendant	11.62
16040 - Dry Cleaner	14.30
16070 - Finisher, Flatwork, Machine	11.62
16090 - Presser, Hand	11.62
16110 - Presser, Machine, Drycleaning	11.62
16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	30.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.28
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.57
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	17.28
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	18.10
21410 - Warehouse Specialist	18.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.98
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	24.93
23080 - Aircraft Worker	26.07
23110 - Appliance Mechanic	23.37
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.36
23183 - Electronics Technician Maintenance III	26.40
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	23.94
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	26.13
23370 - General Maintenance Worker	23.69
23380 - Ground Support Equipment Mechanic	27.11

23381 - Ground Support Equipment Servicer	24.93
23382 - Ground Support Equipment Worker	26.07
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.35
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.79
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.68
23640 - Millwright	30.87
23710 - Office Appliance Repairer	22.91
23760 - Painter, Maintenance	26.50
23790 - Pipefitter, Maintenance	31.12
23810 - Plumber, Maintenance	31.90
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	25.59
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	25.11
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.41
24610 - Chore Aide	10.32
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.27
28042 - Carnival Equipment Repairer 13.85
28043 - Carnival Equpment Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.40
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 22.88
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 20.05
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.08
29020 - Hatch Tender 29.08
29030 - Line Handler 29.08
29041 - Stevedore I 27.56
29042 - Stevedore II 32.96
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 25.21
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 21.65
30210 - Laboratory Technician 21.37
30240 - Mathematical Technician 27.04
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30390 - Photo-Optics Technician 27.27
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.16
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer, Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 16.40
31030 - Bus Driver 21.88
31043 - Driver Courier 18.39
31260 - Parking and Lot Attendant 10.05
31290 - Shuttle Bus Driver 17.81
31310 - Taxi Driver 13.23
31361 - Truckdriver, Light 19.53

31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	30.19
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	13.11
99310 - Mortician	34.82
99410 - Pest Controller	17.08
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.59
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.08
99830 - Survey Party Chief	22.53
99831 - Surveying Aide	16.33
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	22.06
99842 - Vending Machine Repairer Helper	19.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2354 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

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05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.45
07130 - Food Service Worker	12.58
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer, Minor	20.16
09130 - Upholsterer	22.00

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.85
11060 - Elevator Operator	12.85
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	19.39
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.86
12000 - Health Occupations	
12010 - Ambulance Driver	22.53
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.53
12071 - Licensed Practical Nurse I	20.52
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.09
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	26.51
13042 - Illustrator II	33.23
13043 - Illustrator III	40.60
13047 - Librarian	36.42
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29

13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		31.85
15090 - Technical Instructor		30.07
15095 - Technical Instructor/Course Developer		36.67
15110 - Test Proctor		23.24
15120 - Tutor		23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker		30.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.28
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.57
21071 - Order Filler		14.92
21080 - Production Line Worker (Food Processing)		17.28
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		18.10
21410 - Warehouse Specialist		18.10
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23021 - Aircraft Mechanic I		27.11

23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.98
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	24.93
23080 - Aircraft Worker	26.07
23110 - Appliance Mechanic	23.37
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.36
23183 - Electronics Technician Maintenance III	26.40
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	23.94
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	26.13
23370 - General Maintenance Worker	23.69
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.93
23382 - Ground Support Equipment Worker	26.07
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.35
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.79
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.68
23640 - Millwright	30.87
23710 - Office Appliance Repairer	22.91
23760 - Painter, Maintenance	26.50
23790 - Pipefitter, Maintenance	31.12
23810 - Plumber, Maintenance	31.90
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	25.59
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	25.11
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.41

24610 - Chore Aide	10.32
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.27
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.40
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.08
29020 - Hatch Tender	29.08
29030 - Line Handler	29.08
29041 - Stevedore I	27.56
29042 - Stevedore II	32.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	21.65
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	27.04
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94

30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.16
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		21.88
31043 - Driver Courier		18.39
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.81
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		19.53
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.11
99310 - Mortician		34.82
99410 - Pest Controller		17.08
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.59
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		22.53
99831 - Surveying Aide		16.33
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		19.31
99841 - Vending Machine Repairer		22.06
99842 - Vending Machine Repairer Helper		19.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2355
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.46
01191 - Order Clerk I		15.52
01192 - Order Clerk II		17.25
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		21.31
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		13.50
01532 - Travel Clerk II		14.17
01533 - Travel Clerk III		15.10
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.21
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.61
05070 - Automotive Worker		27.61
05110 - Mobile Equipment Servicer		25.23

05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.61
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	24.05
05250 - Motor Vehicle Upholstery Worker	26.42
05280 - Motor Vehicle Wrecker	27.61
05310 - Painter, Automotive	28.80
05340 - Radiator Repair Specialist	27.61
05370 - Tire Repairer	14.60
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.41
07041 - Cook I	15.41
07042 - Cook II	16.80
07070 - Dishwasher	9.86
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	19.39
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	18.71
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.89
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58

12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		36.15
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.05
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.76
13075 - Photographer V		45.54
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		34.57
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		35.27
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.84
15110 - Test Proctor		21.67
15120 - Tutor		21.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.82
16030 - Counter Attendant		9.82
16040 - Dry Cleaner		12.95
16070 - Finisher, Flatwork, Machine		9.82
16090 - Presser, Hand		9.82

16110 - Presser, Machine, Drycleaning	9.82
16130 - Presser, Machine, Shirts	9.82
16160 - Presser, Machine, Wearing Apparel, Laundry	9.82
16190 - Sewing Machine Operator	13.89
16220 - Tailor	14.75
16250 - Washer, Machine	10.83
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.45
19040 - Tool And Die Maker	25.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.07
21071 - Order Filler	15.41
21080 - Production Line Worker (Food Processing)	19.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.37
21150 - Stock Clerk	18.56
21210 - Tools And Parts Attendant	18.66
21410 - Warehouse Specialist	18.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.75
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.84
23023 - Aircraft Mechanic III	30.71
23040 - Aircraft Mechanic Helper	21.96
23050 - Aircraft, Painter	23.33
23060 - Aircraft Servicer	23.86
23080 - Aircraft Worker	24.93
23110 - Appliance Mechanic	21.33
23120 - Bicycle Repairer	14.60
23125 - Cable Splicer	31.92
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	27.05
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.39
23183 - Electronics Technician Maintenance III	26.96
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	21.80
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System Mechanic	29.02
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.57
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.94
23392 - Gunsmith II	25.04
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.99
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95

23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.98
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.37
23593 - Metrology Technician III	34.09
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	31.75
23810 - Plumber, Maintenance	29.96
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.04
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.32
23931 - Telecommunications Mechanic I	30.03
23932 - Telecommunications Mechanic II	31.10
23950 - Telephone Lineman	30.03
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.98
23970 - Woodcraft Worker	26.38
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	16.30
24630 - Homemaker	18.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	24.54
25210 - Water Treatment Plant Operator	25.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.91
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.69
28515 - Recreation Specialist	19.56
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.55
29020 - Hatch Tender	27.55
29030 - Line Handler	27.55
29041 - Stevedore I	26.15

29042 - Stevedore II		28.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		20.00
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		22.74
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.06
31030 - Bus Driver		18.97
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		18.60
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.62
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		12.91
99310 - Mortician		34.44
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.55
99711 - Recycling Specialist		21.96
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70

99820 - School Crossing Guard	15.37
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.50
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	20.17
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2356 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.46
01191 - Order Clerk I		15.52
01192 - Order Clerk II		17.25
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66

01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.31
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.17
01533 - Travel Clerk III	15.10
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.21
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.61
05070 - Automotive Worker	27.61
05110 - Mobile Equipment Servicer	25.23
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.61
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	24.05
05250 - Motor Vehicle Upholstery Worker	26.42
05280 - Motor Vehicle Wrecker	27.61
05310 - Painter, Automotive	28.80
05340 - Radiator Repair Specialist	27.61
05370 - Tire Repairer	14.60
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.41
07041 - Cook I	15.41
07042 - Cook II	16.80
07070 - Dishwasher	9.86
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	19.39
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	18.71
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.89
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12

12015 - Certified Physical Therapist Assistant		22.28
12020 - Dental Assistant		16.75
12025 - Dental Hygienist		35.31
12030 - EKG Technician		28.65
12035 - Electroneurodiagnostic Technologist		28.65
12040 - Emergency Medical Technician		25.29
12071 - Licensed Practical Nurse I		21.76
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.71
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		19.01
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		36.15
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.05
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.76
13075 - Photographer V		45.54
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.00
14160 - Personal Computer Support Technician	28.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	34.57
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	35.27
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.84
15110 - Test Proctor	21.67
15120 - Tutor	21.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.82
16030 - Counter Attendant	9.82
16040 - Dry Cleaner	12.95
16070 - Finisher, Flatwork, Machine	9.82
16090 - Presser, Hand	9.82
16110 - Presser, Machine, Drycleaning	9.82
16130 - Presser, Machine, Shirts	9.82
16160 - Presser, Machine, Wearing Apparel, Laundry	9.82
16190 - Sewing Machine Operator	13.89
16220 - Tailor	14.75
16250 - Washer, Machine	10.83
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.45
19040 - Tool And Die Maker	25.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.07
21071 - Order Filler	15.41
21080 - Production Line Worker (Food Processing)	19.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.37
21150 - Stock Clerk	18.56
21210 - Tools And Parts Attendant	18.66
21410 - Warehouse Specialist	18.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.75
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.84
23023 - Aircraft Mechanic III	30.71
23040 - Aircraft Mechanic Helper	21.96
23050 - Aircraft, Painter	23.33
23060 - Aircraft Servicer	23.86
23080 - Aircraft Worker	24.93
23110 - Appliance Mechanic	21.33
23120 - Bicycle Repairer	14.60
23125 - Cable Splicer	31.92
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	27.05
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.39
23183 - Electronics Technician Maintenance III	26.96
23260 - Fabric Worker	28.00

23290 - Fire Alarm System Mechanic	21.80
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System Mechanic	29.02
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.57
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.94
23392 - Gunsmith II	25.04
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.99
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.98
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.37
23593 - Metrology Technician III	34.09
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	31.75
23810 - Plumber, Maintenance	29.96
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.04
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.32
23931 - Telecommunications Mechanic I	30.03
23932 - Telecommunications Mechanic II	31.10
23950 - Telephone Lineman	30.03
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.98
23970 - Woodcraft Worker	26.38
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	16.30
24630 - Homemaker	18.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	24.54
25210 - Water Treatment Plant Operator	25.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36

27040 - Detention Officer		30.97
27070 - Firefighter		31.42
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.91
28042 - Carnival Equipment Repairer		13.49
28043 - Carnival Equpment Worker		10.96
28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		14.69
28515 - Recreation Specialist		19.56
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		18.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.55
29020 - Hatch Tender		27.55
29030 - Line Handler		27.55
29041 - Stevedore I		26.15
29042 - Stevedore II		28.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		20.00
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		22.74
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.06

31030 - Bus Driver	18.97
31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	10.05
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	18.60
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	18.62
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	30.19
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	12.91
99310 - Mortician	34.44
99410 - Pest Controller	16.49
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.55
99711 - Recycling Specialist	21.96
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.37
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.50
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	20.17
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day,

Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2361 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.60
01013 - Accounting Clerk III		16.33
01020 - Administrative Assistant		18.17
01040 - Court Reporter		18.61
01051 - Data Entry Operator I		11.03
01052 - Data Entry Operator II		13.44
01060 - Dispatcher, Motor Vehicle		15.56
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		13.90
01120 - Housing Referral Assistant		16.74
01141 - Messenger Courier		9.98
01191 - Order Clerk I		11.33
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		13.80
01262 - Personnel Assistant (Employment) II		15.44
01263 - Personnel Assistant (Employment) III		17.22
01270 - Production Control Clerk		21.06
01280 - Receptionist		11.02
01290 - Rental Clerk		12.25
01300 - Scheduler, Maintenance		13.42
01311 - Secretary I		13.42
01312 - Secretary II		15.01
01313 - Secretary III		16.74
01320 - Service Order Dispatcher		14.08
01410 - Supply Technician		18.60
01420 - Survey Worker		14.01
01531 - Travel Clerk I		11.82
01532 - Travel Clerk II		12.76
01533 - Travel Clerk III		13.57
01611 - Word Processor I		11.91
01612 - Word Processor II		13.37
01613 - Word Processor III		14.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.06
05010 - Automotive Electrician		18.12
05040 - Automotive Glass Installer		15.82
05070 - Automotive Worker		15.82
05110 - Mobile Equipment Servicer		13.50
05130 - Motor Equipment Metal Mechanic		17.99
05160 - Motor Equipment Metal Worker		15.82
05190 - Motor Vehicle Mechanic		18.12
05220 - Motor Vehicle Mechanic Helper		13.62
05250 - Motor Vehicle Upholstery Worker		15.82
05280 - Motor Vehicle Wrecker		15.82
05310 - Painter, Automotive		17.19
05340 - Radiator Repair Specialist		15.82
05370 - Tire Repairer		11.49
05400 - Transmission Repair Specialist		17.99
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.60
07041 - Cook I		9.75
07042 - Cook II		11.64

07070 - Dishwasher	7.89
07130 - Food Service Worker	9.36
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	7.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	14.65
09090 - Furniture Refinisher Helper	12.45
09110 - Furniture Repairer, Minor	13.85
09130 - Upholsterer	14.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.11
11060 - Elevator Operator	9.11
11090 - Gardener	14.29
11122 - Housekeeping Aide	9.73
11150 - Janitor	9.73
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.48
11260 - Pruner	8.88
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	18.04
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	21.02
12020 - Dental Assistant	14.93
12025 - Dental Hygienist	36.30
12030 - EKG Technician	26.19
12035 - Electroneurodiagnostic Technologist	26.19
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	13.10
12130 - Medical Laboratory Technician	18.44
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	14.42
12210 - Nuclear Medicine Technologist	36.03
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	14.29
12236 - Optical Technician	14.53
12250 - Pharmacy Technician	14.09
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	26.71
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II, Specialist	31.06
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III, Anesthetist	37.58
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol Testing)	20.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.35
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.33
13041 - Illustrator I	16.10

13042 - Illustrator II		19.95
13043 - Illustrator III		23.03
13047 - Librarian		22.91
13050 - Library Aide/Clerk		9.11
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		13.73
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.98
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.39
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		25.93
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		22.41
15090 - Technical Instructor		18.61
15095 - Technical Instructor/Course Developer		25.06
15110 - Test Proctor		15.01
15120 - Tutor		15.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.80
16030 - Counter Attendant		8.80
16040 - Dry Cleaner		10.58
16070 - Finisher, Flatwork, Machine		8.80
16090 - Presser, Hand		8.80
16110 - Presser, Machine, Drycleaning		8.80
16130 - Presser, Machine, Shirts		8.80
16160 - Presser, Machine, Wearing Apparel, Laundry		8.80
16190 - Sewing Machine Operator		11.15
16220 - Tailor		11.73
16250 - Washer, Machine		9.39
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.95
19040 - Tool And Die Maker		24.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.21
21030 - Material Coordinator		21.06
21040 - Material Expediter		21.06
21050 - Material Handling Laborer		10.90

21071 - Order Filler	11.53
21080 - Production Line Worker (Food Processing)	14.21
21110 - Shipping Packer	13.14
21130 - Shipping/Receiving Clerk	13.14
21140 - Store Worker I	8.78
21150 - Stock Clerk	13.78
21210 - Tools And Parts Attendant	14.21
21410 - Warehouse Specialist	14.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.01
23021 - Aircraft Mechanic I	22.48
23022 - Aircraft Mechanic II	24.01
23023 - Aircraft Mechanic III	25.31
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.79
23080 - Aircraft Worker	20.11
23110 - Appliance Mechanic	14.70
23120 - Bicycle Repairer	10.94
23125 - Cable Splicer	21.67
23130 - Carpenter, Maintenance	16.70
23140 - Carpet Layer	17.16
23160 - Electrician, Maintenance	21.52
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	15.70
23290 - Fire Alarm System Mechanic	18.76
23310 - Fire Extinguisher Repairer	14.23
23311 - Fuel Distribution System Mechanic	21.10
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	15.10
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	18.79
23382 - Ground Support Equipment Worker	20.11
23391 - Gunsmith I	14.23
23392 - Gunsmith II	17.16
23393 - Gunsmith III	20.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	19.48
23440 - Heavy Equipment Operator	17.25
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	18.64
23470 - Laborer	10.90
23510 - Locksmith	18.64
23530 - Machinery Maintenance Mechanic	22.60
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	20.11
23710 - Office Appliance Repairer	19.21
23760 - Painter, Maintenance	15.94
23790 - Pipefitter, Maintenance	22.03
23810 - Plumber, Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	20.11
23870 - Scale Mechanic	17.16
23890 - Sheet-Metal Worker, Maintenance	19.22

23910 - Small Engine Mechanic	15.07
23931 - Telecommunications Mechanic I	24.06
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	21.26
23960 - Welder, Combination, Maintenance	18.39
23965 - Well Driller	19.77
23970 - Woodcraft Worker	20.11
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	13.49
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.77
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	19.77
25190 - Ventilation Equipment Tender	12.56
25210 - Water Treatment Plant Operator	17.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.86
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	15.36
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	13.16
27040 - Detention Officer	15.36
27070 - Firefighter	16.86
27101 - Guard I	11.23
27102 - Guard II	12.56
27131 - Police Officer I	18.47
27132 - Police Officer II	20.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.77
28043 - Carnival Equpment Worker	9.34
28210 - Gate Attendant/Gate Tender	13.59
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.21
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.06
28630 - Sports Official	12.11
28690 - Swimming Pool Operator	18.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.42
29020 - Hatch Tender	20.42
29030 - Line Handler	20.42
29041 - Stevedore I	19.04
29042 - Stevedore II	22.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.39
30022 - Archeological Technician II	19.50
30023 - Archeological Technician III	23.87
30030 - Cartographic Technician	24.17
30040 - Civil Engineering Technician	24.00
30061 - Drafter/CAD Operator I	17.39
30062 - Drafter/CAD Operator II	19.50
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	25.91

30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		20.36
30210 - Laboratory Technician		22.61
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		15.40
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.34
30364 - Paralegal/Legal Assistant IV		28.24
30390 - Photo-Optics Technician		24.17
30461 - Technical Writer I		21.22
30462 - Technical Writer II		25.96
30463 - Technical Writer III		31.40
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer, Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.73
31030 - Bus Driver		17.17
31043 - Driver Courier		13.34
31260 - Parking and Lot Attendant		9.72
31290 - Shuttle Bus Driver		13.56
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		13.56
31362 - Truckdriver, Medium		16.66
31363 - Truckdriver, Heavy		18.93
31364 - Truckdriver, Tractor-Trailer		18.93
99000 - Miscellaneous Occupations		
99030 - Cashier		9.11
99050 - Desk Clerk		9.14
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		11.13
99252 - Laboratory Animal Caretaker II		12.42
99310 - Mortician		23.75
99410 - Pest Controller		17.07
99510 - Photofinishing Worker		12.14
99710 - Recycling Laborer		12.03
99711 - Recycling Specialist		15.57
99730 - Refuse Collector		10.99
99810 - Sales Clerk		11.98
99820 - School Crossing Guard		10.28
99830 - Survey Party Chief		19.48
99831 - Surveying Aide		17.72
99832 - Surveying Technician		17.87
99840 - Vending Machine Attendant		11.72
99841 - Vending Machine Repairer		14.59
99842 - Vending Machine Repairer Helper		10.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2362 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.60
01013 - Accounting Clerk III		16.33
01020 - Administrative Assistant		18.17
01040 - Court Reporter		18.61
01051 - Data Entry Operator I		11.03
01052 - Data Entry Operator II		13.44
01060 - Dispatcher, Motor Vehicle		15.56
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		13.90
01120 - Housing Referral Assistant		16.74
01141 - Messenger Courier		9.98
01191 - Order Clerk I		11.33
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		13.80
01262 - Personnel Assistant (Employment) II		15.44
01263 - Personnel Assistant (Employment) III		17.22
01270 - Production Control Clerk		21.06
01280 - Receptionist		11.02
01290 - Rental Clerk		12.25
01300 - Scheduler, Maintenance		13.42
01311 - Secretary I		13.42
01312 - Secretary II		15.01
01313 - Secretary III		16.74
01320 - Service Order Dispatcher		14.08
01410 - Supply Technician		18.60
01420 - Survey Worker		14.01
01531 - Travel Clerk I		11.82
01532 - Travel Clerk II		12.76
01533 - Travel Clerk III		13.57
01611 - Word Processor I		11.91

01612 - Word Processor II	13.37
01613 - Word Processor III	14.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.06
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	15.82
05070 - Automotive Worker	15.82
05110 - Mobile Equipment Servicer	13.50
05130 - Motor Equipment Metal Mechanic	17.99
05160 - Motor Equipment Metal Worker	15.82
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter, Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	9.75
07042 - Cook II	11.64
07070 - Dishwasher	7.89
07130 - Food Service Worker	9.36
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	7.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	14.65
09090 - Furniture Refinisher Helper	12.45
09110 - Furniture Repairer, Minor	13.85
09130 - Upholsterer	14.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.11
11060 - Elevator Operator	9.11
11090 - Gardener	14.29
11122 - Housekeeping Aide	9.73
11150 - Janitor	9.73
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.48
11260 - Pruner	8.88
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	18.04
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	21.02
12020 - Dental Assistant	14.93
12025 - Dental Hygienist	36.30
12030 - EKG Technician	26.19
12035 - Electroneurodiagnostic Technologist	26.19
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	13.10
12130 - Medical Laboratory Technician	18.44
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	14.42

12210 - Nuclear Medicine Technologist		36.03
12221 - Nursing Assistant I		10.38
12222 - Nursing Assistant II		11.67
12223 - Nursing Assistant III		12.74
12224 - Nursing Assistant IV		14.29
12235 - Optical Dispenser		14.29
12236 - Optical Technician		14.53
12250 - Pharmacy Technician		14.09
12280 - Phlebotomist		14.29
12305 - Radiologic Technologist		26.71
12311 - Registered Nurse I		25.39
12312 - Registered Nurse II		31.06
12313 - Registered Nurse II, Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III, Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		20.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.35
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.33
13041 - Illustrator I		16.10
13042 - Illustrator II		19.95
13043 - Illustrator III		23.03
13047 - Librarian		22.91
13050 - Library Aide/Clerk		9.11
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		13.73
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.98
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.39
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		25.93
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		22.41
15090 - Technical Instructor		18.61
15095 - Technical Instructor/Course Developer		25.06

15110 - Test Proctor	15.01
15120 - Tutor	15.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.80
16030 - Counter Attendant	8.80
16040 - Dry Cleaner	10.58
16070 - Finisher, Flatwork, Machine	8.80
16090 - Presser, Hand	8.80
16110 - Presser, Machine, Drycleaning	8.80
16130 - Presser, Machine, Shirts	8.80
16160 - Presser, Machine, Wearing Apparel, Laundry	8.80
16190 - Sewing Machine Operator	11.15
16220 - Tailor	11.73
16250 - Washer, Machine	9.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.95
19040 - Tool And Die Maker	24.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.21
21030 - Material Coordinator	21.06
21040 - Material Expediter	21.06
21050 - Material Handling Laborer	10.90
21071 - Order Filler	11.53
21080 - Production Line Worker (Food Processing)	14.21
21110 - Shipping Packer	13.14
21130 - Shipping/Receiving Clerk	13.14
21140 - Store Worker I	8.78
21150 - Stock Clerk	13.78
21210 - Tools And Parts Attendant	14.21
21410 - Warehouse Specialist	14.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.01
23021 - Aircraft Mechanic I	22.48
23022 - Aircraft Mechanic II	24.01
23023 - Aircraft Mechanic III	25.31
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.79
23080 - Aircraft Worker	20.11
23110 - Appliance Mechanic	14.70
23120 - Bicycle Repairer	10.94
23125 - Cable Splicer	21.67
23130 - Carpenter, Maintenance	16.70
23140 - Carpet Layer	17.16
23160 - Electrician, Maintenance	21.52
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	15.70
23290 - Fire Alarm System Mechanic	18.76
23310 - Fire Extinguisher Repairer	14.23
23311 - Fuel Distribution System Mechanic	21.10
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	15.10
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	18.79
23382 - Ground Support Equipment Worker	20.11
23391 - Gunsmith I	14.23
23392 - Gunsmith II	17.16
23393 - Gunsmith III	20.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.25
23411 - Heating, Ventilation And Air Contditioning	21.26

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.48
23440 - Heavy Equipment Operator	17.25
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	18.64
23470 - Laborer	10.90
23510 - Locksmith	18.64
23530 - Machinery Maintenance Mechanic	22.60
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	20.11
23710 - Office Appliance Repairer	19.21
23760 - Painter, Maintenance	15.94
23790 - Pipefitter, Maintenance	22.03
23810 - Plumber, Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	20.11
23870 - Scale Mechanic	17.16
23890 - Sheet-Metal Worker, Maintenance	19.22
23910 - Small Engine Mechanic	15.07
23931 - Telecommunications Mechanic I	24.06
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	21.26
23960 - Welder, Combination, Maintenance	18.39
23965 - Well Driller	19.77
23970 - Woodcraft Worker	20.11
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	13.49
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.77
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	19.77
25190 - Ventilation Equipment Tender	12.56
25210 - Water Treatment Plant Operator	17.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.86
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	15.36
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	13.16
27040 - Detention Officer	15.36
27070 - Firefighter	16.86
27101 - Guard I	11.23
27102 - Guard II	12.56
27131 - Police Officer I	18.47
27132 - Police Officer II	20.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.77
28043 - Carnival Equpment Worker	9.34
28210 - Gate Attendant/Gate Tender	13.59
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.21
28510 - Recreation Aide/Health Facility Attendant	11.10

28515 - Recreation Specialist		18.06
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		18.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.42
29020 - Hatch Tender		20.42
29030 - Line Handler		20.42
29041 - Stevedore I		19.04
29042 - Stevedore II		22.17
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.00
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		25.91
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		20.36
30210 - Laboratory Technician		22.61
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		15.40
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.34
30364 - Paralegal/Legal Assistant IV		28.24
30390 - Photo-Optics Technician		24.17
30461 - Technical Writer I		21.22
30462 - Technical Writer II		25.96
30463 - Technical Writer III		31.40
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer, Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.73
31030 - Bus Driver		17.17
31043 - Driver Courier		13.34
31260 - Parking and Lot Attendant		9.72
31290 - Shuttle Bus Driver		13.56
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		13.56
31362 - Truckdriver, Medium		16.66
31363 - Truckdriver, Heavy		18.93
31364 - Truckdriver, Tractor-Trailer		18.93
99000 - Miscellaneous Occupations		
99030 - Cashier		9.11
99050 - Desk Clerk		9.14
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		11.13

99252 - Laboratory Animal Caretaker II	12.42
99310 - Mortician	23.75
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	12.14
99710 - Recycling Laborer	12.03
99711 - Recycling Specialist	15.57
99730 - Refuse Collector	10.99
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	10.28
99830 - Survey Party Chief	19.48
99831 - Surveying Aide	17.72
99832 - Surveying Technician	17.87
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer Helper	10.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2367 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		19.63
01040 - Court Reporter		24.28
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		14.43
01060 - Dispatcher, Motor Vehicle		17.06
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37

01111 - General Clerk I	12.34
01112 - General Clerk II	13.47
01113 - General Clerk III	15.11
01120 - Housing Referral Assistant	17.42
01141 - Messenger Courier	11.76
01191 - Order Clerk I	13.32
01192 - Order Clerk II	14.54
01261 - Personnel Assistant (Employment) I	14.63
01262 - Personnel Assistant (Employment) II	16.36
01263 - Personnel Assistant (Employment) III	18.24
01270 - Production Control Clerk	21.51
01280 - Receptionist	11.76
01290 - Rental Clerk	13.56
01300 - Scheduler, Maintenance	14.73
01311 - Secretary I	14.73
01312 - Secretary II	16.48
01313 - Secretary III	18.38
01320 - Service Order Dispatcher	15.81
01410 - Supply Technician	19.62
01420 - Survey Worker	15.79
01531 - Travel Clerk I	11.42
01532 - Travel Clerk II	12.32
01533 - Travel Clerk III	13.23
01611 - Word Processor I	13.26
01612 - Word Processor II	14.90
01613 - Word Processor III	16.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.34
05010 - Automotive Electrician	17.60
05040 - Automotive Glass Installer	16.87
05070 - Automotive Worker	16.87
05110 - Mobile Equipment Servicer	15.41
05130 - Motor Equipment Metal Mechanic	18.34
05160 - Motor Equipment Metal Worker	16.87
05190 - Motor Vehicle Mechanic	19.75
05220 - Motor Vehicle Mechanic Helper	14.49
05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.87
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	16.87
05370 - Tire Repairer	14.61
05400 - Transmission Repair Specialist	18.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.73
07041 - Cook I	12.80
07042 - Cook II	14.06
07070 - Dishwasher	8.57
07130 - Food Service Worker	9.61
07210 - Meat Cutter	15.19
07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	19.76
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer, Minor	18.19
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.11
11060 - Elevator Operator	11.11
11090 - Gardener	15.33
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07

11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	9.68
11260 - Pruner	11.40
11270 - Tractor Operator	14.25
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.26
12011 - Breath Alcohol Technician	17.63
12012 - Certified Occupational Therapist Assistant	18.98
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	16.16
12025 - Dental Hygienist	29.79
12030 - EKG Technician	21.84
12035 - Electroneurodiagnostic Technologist	22.67
12040 - Emergency Medical Technician	15.26
12071 - Licensed Practical Nurse I	15.76
12072 - Licensed Practical Nurse II	17.63
12073 - Licensed Practical Nurse III	19.66
12100 - Medical Assistant	13.68
12130 - Medical Laboratory Technician	17.65
12160 - Medical Record Clerk	13.68
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.19
12210 - Nuclear Medicine Technologist	33.64
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	18.79
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	13.86
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	25.48
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69
12313 - Registered Nurse II, Specialist	27.69
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III, Anesthetist	33.50
12316 - Registered Nurse IV	40.15
12317 - Scheduler (Drug and Alcohol Testing)	21.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.39
13012 - Exhibits Specialist II	25.27
13013 - Exhibits Specialist III	30.91
13041 - Illustrator I	21.59
13042 - Illustrator II	26.76
13043 - Illustrator III	33.49
13047 - Librarian	29.12
13050 - Library Aide/Clerk	12.75
13054 - Library Information Technology Systems Administrator	23.85
13058 - Library Technician	15.27
13061 - Media Specialist I	17.67
13062 - Media Specialist II	19.76
13063 - Media Specialist III	22.03
13071 - Photographer I	16.02
13072 - Photographer II	20.38
13073 - Photographer III	25.24
13074 - Photographer IV	31.60
13075 - Photographer V	36.65
13110 - Video Teleconference Technician	20.61
14000 - Information Technology Occupations	

14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I		19.79
14072 - Computer Programmer II		24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		26.69
15070 - Flight Instructor (Pilot)		39.22
15080 - Graphic Artist		21.56
15090 - Technical Instructor		19.93
15095 - Technical Instructor/Course Developer		24.38
15110 - Test Proctor		16.08
15120 - Tutor		16.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70
16040 - Dry Cleaner		10.09
16070 - Finisher, Flatwork, Machine		8.70
16090 - Presser, Hand		8.70
16110 - Presser, Machine, Drycleaning		8.70
16130 - Presser, Machine, Shirts		8.70
16160 - Presser, Machine, Wearing Apparel, Laundry		8.70
16190 - Sewing Machine Operator		10.69
16220 - Tailor		11.29
16250 - Washer, Machine		9.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.48
19040 - Tool And Die Maker		22.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.64
21030 - Material Coordinator		20.72
21040 - Material Expediter		20.72
21050 - Material Handling Laborer		14.63
21071 - Order Filler		13.63
21080 - Production Line Worker (Food Processing)		16.84
21110 - Shipping Packer		14.27
21130 - Shipping/Receiving Clerk		14.27
21140 - Store Worker I		11.88
21150 - Stock Clerk		16.52
21210 - Tools And Parts Attendant		16.64
21410 - Warehouse Specialist		16.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.23
23021 - Aircraft Mechanic I		26.30
23022 - Aircraft Mechanic II		27.23
23023 - Aircraft Mechanic III		28.26
23040 - Aircraft Mechanic Helper		20.47
23050 - Aircraft, Painter		25.05
23060 - Aircraft Servicer		23.28
23080 - Aircraft Worker		24.27

23110 - Appliance Mechanic	19.76
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	30.33
23130 - Carpenter, Maintenance	19.42
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	23.15
23181 - Electronics Technician Maintenance I	21.20
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	23.77
23260 - Fabric Worker	20.12
23290 - Fire Alarm System Mechanic	21.14
23310 - Fire Extinguisher Repairer	18.66
23311 - Fuel Distribution System Mechanic	27.70
23312 - Fuel Distribution System Operator	23.63
23370 - General Maintenance Worker	17.24
23380 - Ground Support Equipment Mechanic	26.30
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	18.33
23392 - Gunsmith II	21.35
23393 - Gunsmith III	23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.53
23440 - Heavy Equipment Operator	22.51
23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	22.73
23470 - Laborer	12.18
23510 - Locksmith	19.98
23530 - Machinery Maintenance Mechanic	24.92
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	15.64
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	26.51
23710 - Office Appliance Repairer	20.69
23760 - Painter, Maintenance	19.76
23790 - Pipefitter, Maintenance	25.17
23810 - Plumber, Maintenance	21.19
23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	23.94
23870 - Scale Mechanic	21.35
23890 - Sheet-Metal Worker, Maintenance	23.75
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.64
23950 - Telephone Lineman	29.59
23960 - Welder, Combination, Maintenance	20.57
23965 - Well Driller	21.16
23970 - Woodcraft Worker	23.94
23980 - Woodworker	17.31
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	10.56
24620 - Family Readiness And Support Services Coordinator	14.29
24630 - Homemaker	15.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11

25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	16.73
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.85
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	23.40
27010 - Court Security Officer	22.02
27030 - Detection Dog Handler	18.45
27040 - Detention Officer	23.40
27070 - Firefighter	21.69
27101 - Guard I	12.63
27102 - Guard II	16.99
27131 - Police Officer I	23.40
27132 - Police Officer II	26.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.82
28042 - Carnival Equipment Repairer	12.80
28043 - Carnival Equpment Worker	8.92
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	14.29
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.09
29020 - Hatch Tender	22.09
29030 - Line Handler	22.09
29041 - Stevedore I	21.85
29042 - Stevedore II	24.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.15
30021 - Archeological Technician I	15.74
30022 - Archeological Technician II	17.61
30023 - Archeological Technician III	21.81
30030 - Cartographic Technician	21.81
30040 - Civil Engineering Technician	23.09
30061 - Drafter/CAD Operator I	15.74
30062 - Drafter/CAD Operator II	17.61
30063 - Drafter/CAD Operator III	19.65
30064 - Drafter/CAD Operator IV	24.17
30081 - Engineering Technician I	15.61
30082 - Engineering Technician II	17.52
30083 - Engineering Technician III	19.60
30084 - Engineering Technician IV	24.29
30085 - Engineering Technician V	29.71
30086 - Engineering Technician VI	35.94
30090 - Environmental Technician	20.92
30210 - Laboratory Technician	20.77
30240 - Mathematical Technician	21.81
30361 - Paralegal/Legal Assistant I	16.72
30362 - Paralegal/Legal Assistant II	19.83
30363 - Paralegal/Legal Assistant III	23.43
30364 - Paralegal/Legal Assistant IV	29.35
30390 - Photo-Optics Technician	21.81
30461 - Technical Writer I	21.46
30462 - Technical Writer II	26.24
30463 - Technical Writer III	30.21

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.65
30621 - Weather Observer, Senior	(see 2)	21.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.56
31030 - Bus Driver		18.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.86
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.52
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		19.04
31364 - Truckdriver, Tractor-Trailer		19.04
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94
99050 - Desk Clerk		10.66
99095 - Embalmer		23.67
99251 - Laboratory Animal Caretaker I		12.00
99252 - Laboratory Animal Caretaker II		13.04
99310 - Mortician		31.14
99410 - Pest Controller		16.25
99510 - Photofinishing Worker		13.41
99710 - Recycling Laborer		16.50
99711 - Recycling Specialist		19.47
99730 - Refuse Collector		14.79
99810 - Sales Clerk		12.24
99820 - School Crossing Guard		10.89
99830 - Survey Party Chief		21.63
99831 - Surveying Aide		12.89
99832 - Surveying Technician		19.67
99840 - Vending Machine Attendant		13.40
99841 - Vending Machine Repairer		15.96
99842 - Vending Machine Repairer Helper		13.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present

contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2368 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		19.63
01040 - Court Reporter		24.28
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		14.43
01060 - Dispatcher, Motor Vehicle		17.06
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		12.34
01112 - General Clerk II		13.47
01113 - General Clerk III		15.11
01120 - Housing Referral Assistant		17.42
01141 - Messenger Courier		11.76
01191 - Order Clerk I		13.32
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		14.63
01262 - Personnel Assistant (Employment) II		16.36
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		21.51
01280 - Receptionist		11.76
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		14.73
01311 - Secretary I		14.73
01312 - Secretary II		16.48
01313 - Secretary III		18.38
01320 - Service Order Dispatcher		15.81
01410 - Supply Technician		19.62
01420 - Survey Worker		15.79
01531 - Travel Clerk I		11.42
01532 - Travel Clerk II		12.32
01533 - Travel Clerk III		13.23
01611 - Word Processor I		13.26
01612 - Word Processor II		14.90
01613 - Word Processor III		16.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.34
05010 - Automotive Electrician		17.60
05040 - Automotive Glass Installer		16.87
05070 - Automotive Worker		16.87
05110 - Mobile Equipment Servicer		15.41
05130 - Motor Equipment Metal Mechanic		18.34
05160 - Motor Equipment Metal Worker		16.87
05190 - Motor Vehicle Mechanic		19.75
05220 - Motor Vehicle Mechanic Helper		14.49
05250 - Motor Vehicle Upholstery Worker		16.14
05280 - Motor Vehicle Wrecker		16.87
05310 - Painter, Automotive		18.03
05340 - Radiator Repair Specialist		16.87
05370 - Tire Repairer		14.61
05400 - Transmission Repair Specialist		18.34

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.73
07041 - Cook I	12.80
07042 - Cook II	14.06
07070 - Dishwasher	8.57
07130 - Food Service Worker	9.61
07210 - Meat Cutter	15.19
07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	19.76
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer, Minor	18.19
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.11
11060 - Elevator Operator	11.11
11090 - Gardener	15.33
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	9.68
11260 - Pruner	11.40
11270 - Tractor Operator	14.25
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.26
12011 - Breath Alcohol Technician	17.63
12012 - Certified Occupational Therapist Assistant	18.98
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	16.16
12025 - Dental Hygienist	29.79
12030 - EKG Technician	21.84
12035 - Electroneurodiagnostic Technologist	22.67
12040 - Emergency Medical Technician	15.26
12071 - Licensed Practical Nurse I	15.76
12072 - Licensed Practical Nurse II	17.63
12073 - Licensed Practical Nurse III	19.66
12100 - Medical Assistant	13.68
12130 - Medical Laboratory Technician	17.65
12160 - Medical Record Clerk	13.68
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.19
12210 - Nuclear Medicine Technologist	33.64
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	18.79
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	13.86
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	25.48
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69
12313 - Registered Nurse II, Specialist	27.69
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III, Anesthetist	33.50
12316 - Registered Nurse IV	40.15
12317 - Scheduler (Drug and Alcohol Testing)	21.85
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.27
13013 - Exhibits Specialist III		30.91
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		15.27
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.03
13071 - Photographer I		16.02
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I		19.79
14072 - Computer Programmer II		24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		26.69
15070 - Flight Instructor (Pilot)		39.22
15080 - Graphic Artist		21.56
15090 - Technical Instructor		19.93
15095 - Technical Instructor/Course Developer		24.38
15110 - Test Proctor		16.08
15120 - Tutor		16.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70
16040 - Dry Cleaner		10.09
16070 - Finisher, Flatwork, Machine		8.70
16090 - Presser, Hand		8.70
16110 - Presser, Machine, Drycleaning		8.70
16130 - Presser, Machine, Shirts		8.70
16160 - Presser, Machine, Wearing Apparel, Laundry		8.70
16190 - Sewing Machine Operator		10.69
16220 - Tailor		11.29
16250 - Washer, Machine		9.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.48
19040 - Tool And Die Maker		22.69
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	16.64
21030 - Material Coordinator	20.72
21040 - Material Expediter	20.72
21050 - Material Handling Laborer	14.63
21071 - Order Filler	13.63
21080 - Production Line Worker (Food Processing)	16.84
21110 - Shipping Packer	14.27
21130 - Shipping/Receiving Clerk	14.27
21140 - Store Worker I	11.88
21150 - Stock Clerk	16.52
21210 - Tools And Parts Attendant	16.64
21410 - Warehouse Specialist	16.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.23
23021 - Aircraft Mechanic I	26.30
23022 - Aircraft Mechanic II	27.23
23023 - Aircraft Mechanic III	28.26
23040 - Aircraft Mechanic Helper	20.47
23050 - Aircraft, Painter	25.05
23060 - Aircraft Servicer	23.28
23080 - Aircraft Worker	24.27
23110 - Appliance Mechanic	19.76
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	30.33
23130 - Carpenter, Maintenance	19.42
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	23.15
23181 - Electronics Technician Maintenance I	21.20
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	23.77
23260 - Fabric Worker	20.12
23290 - Fire Alarm System Mechanic	21.14
23310 - Fire Extinguisher Repairer	18.66
23311 - Fuel Distribution System Mechanic	27.70
23312 - Fuel Distribution System Operator	23.63
23370 - General Maintenance Worker	17.24
23380 - Ground Support Equipment Mechanic	26.30
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	18.33
23392 - Gunsmith II	21.35
23393 - Gunsmith III	23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.53
23440 - Heavy Equipment Operator	22.51
23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	22.73
23470 - Laborer	12.18
23510 - Locksmith	19.98
23530 - Machinery Maintenance Mechanic	24.92
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	15.64
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	26.51
23710 - Office Appliance Repairer	20.69
23760 - Painter, Maintenance	19.76
23790 - Pipefitter, Maintenance	25.17
23810 - Plumber, Maintenance	21.19

23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	23.94
23870 - Scale Mechanic	21.35
23890 - Sheet-Metal Worker, Maintenance	23.75
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.64
23950 - Telephone Lineman	29.59
23960 - Welder, Combination, Maintenance	20.57
23965 - Well Driller	21.16
23970 - Woodcraft Worker	23.94
23980 - Woodworker	17.31
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	10.56
24620 - Family Readiness And Support Services Coordinator	14.29
24630 - Homemaker	15.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	16.73
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.85
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	23.40
27010 - Court Security Officer	22.02
27030 - Detection Dog Handler	18.45
27040 - Detention Officer	23.40
27070 - Firefighter	21.69
27101 - Guard I	12.63
27102 - Guard II	16.99
27131 - Police Officer I	23.40
27132 - Police Officer II	26.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.82
28042 - Carnival Equipment Repairer	12.80
28043 - Carnival Equpment Worker	8.92
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.66
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30463 - Technical Writer III		30.21
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.65
30621 - Weather Observer, Senior	(see 2)	21.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.56
31030 - Bus Driver		18.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.86
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.52
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		19.04
31364 - Truckdriver, Tractor-Trailer		19.04
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94
99050 - Desk Clerk		10.66
99095 - Embalmer		23.67
99251 - Laboratory Animal Caretaker I		12.00
99252 - Laboratory Animal Caretaker II		13.04
99310 - Mortician		31.14
99410 - Pest Controller		16.25
99510 - Photofinishing Worker		13.41
99710 - Recycling Laborer		16.50
99711 - Recycling Specialist		19.47
99730 - Refuse Collector		14.79
99810 - Sales Clerk		12.24
99820 - School Crossing Guard		10.89
99830 - Survey Party Chief		21.63
99831 - Surveying Aide		12.89
99832 - Surveying Technician		19.67
99840 - Vending Machine Attendant		13.40
99841 - Vending Machine Repairer		15.96
99842 - Vending Machine Repairer Helper		13.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2371 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.17
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		23.11
01040 - Court Reporter		18.95
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.61
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		12.75
01090 - Duplicating Machine Operator		12.75
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50
01113 - General Clerk III		15.23
01120 - Housing Referral Assistant		23.17
01141 - Messenger Courier		11.85
01191 - Order Clerk I		13.39
01192 - Order Clerk II		14.61
01261 - Personnel Assistant (Employment) I		15.23
01262 - Personnel Assistant (Employment) II		16.19
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		21.15
01280 - Receptionist		12.75
01290 - Rental Clerk		15.23
01300 - Scheduler, Maintenance		18.57
01311 - Secretary I		18.57
01312 - Secretary II		20.77
01313 - Secretary III		23.17
01320 - Service Order Dispatcher		14.59

01410 - Supply Technician	23.11
01420 - Survey Worker	15.84
01531 - Travel Clerk I	11.74
01532 - Travel Clerk II	12.41
01533 - Travel Clerk III	13.09
01611 - Word Processor I	14.97
01612 - Word Processor II	15.93
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.34
05010 - Automotive Electrician	21.67
05040 - Automotive Glass Installer	20.85
05070 - Automotive Worker	20.85
05110 - Mobile Equipment Servicer	19.45
05130 - Motor Equipment Metal Mechanic	22.34
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.34
05220 - Motor Vehicle Mechanic Helper	18.03
05250 - Motor Vehicle Upholstery Worker	20.11
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter, Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.89
07042 - Cook II	12.01
07070 - Dishwasher	8.75
07130 - Food Service Worker	9.13
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer, Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.01
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	14.30
11240 - Maid or Houseman	9.95
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	13.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.91
12011 - Breath Alcohol Technician	16.34
12012 - Certified Occupational Therapist Assistant	20.38
12015 - Certified Physical Therapist Assistant	20.38
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	14.91
12071 - Licensed Practical Nurse I	15.18
12072 - Licensed Practical Nurse II	16.98

12073 - Licensed Practical Nurse III		18.94
12100 - Medical Assistant		13.94
12130 - Medical Laboratory Technician		19.46
12160 - Medical Record Clerk		15.23
12190 - Medical Record Technician		17.04
12195 - Medical Transcriptionist		14.23
12210 - Nuclear Medicine Technologist		32.82
12221 - Nursing Assistant I		10.56
12222 - Nursing Assistant II		11.87
12223 - Nursing Assistant III		12.95
12224 - Nursing Assistant IV		14.54
12235 - Optical Dispenser		19.63
12236 - Optical Technician		14.37
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		14.54
12305 - Radiologic Technologist		23.53
12311 - Registered Nurse I		23.63
12312 - Registered Nurse II		28.90
12313 - Registered Nurse II, Specialist		28.90
12314 - Registered Nurse III		34.96
12315 - Registered Nurse III, Anesthetist		34.96
12316 - Registered Nurse IV		41.90
12317 - Scheduler (Drug and Alcohol Testing)		21.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.91
13012 - Exhibits Specialist II		23.40
13013 - Exhibits Specialist III		28.53
13041 - Illustrator I		19.84
13042 - Illustrator II		24.54
13043 - Illustrator III		29.93
13047 - Librarian		26.64
13050 - Library Aide/Clerk		13.31
13054 - Library Information Technology Systems Administrator		23.38
13058 - Library Technician		15.75
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.66
13071 - Photographer I		14.07
13072 - Photographer II		17.34
13073 - Photographer III		21.45
13074 - Photographer IV		26.17
13075 - Photographer V		31.74
13110 - Video Teleconference Technician		18.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.40
14042 - Computer Operator II		17.23
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.51
14071 - Computer Programmer I		20.28
14072 - Computer Programmer II		25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.40
14160 - Personal Computer Support Technician		23.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.63
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.52

15050 - Computer Based Training Specialist / Instructor	28.63
15060 - Educational Technologist	27.34
15070 - Flight Instructor (Pilot)	41.52
15080 - Graphic Artist	19.69
15090 - Technical Instructor	21.43
15095 - Technical Instructor/Course Developer	26.22
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.71
16030 - Counter Attendant	8.71
16040 - Dry Cleaner	10.34
16070 - Finisher, Flatwork, Machine	8.71
16090 - Presser, Hand	8.71
16110 - Presser, Machine, Drycleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.48
16250 - Washer, Machine	9.25
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.93
19040 - Tool And Die Maker	27.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.06
21030 - Material Coordinator	21.15
21040 - Material Expediter	21.15
21050 - Material Handling Laborer	17.74
21071 - Order Filler	15.19
21080 - Production Line Worker (Food Processing)	18.06
21110 - Shipping Packer	14.98
21130 - Shipping/Receiving Clerk	13.00
21140 - Store Worker I	15.51
21150 - Stock Clerk	19.51
21210 - Tools And Parts Attendant	18.06
21410 - Warehouse Specialist	18.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.70
23021 - Aircraft Mechanic I	25.80
23022 - Aircraft Mechanic II	26.70
23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	21.36
23050 - Aircraft, Painter	25.00
23060 - Aircraft Servicer	23.29
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	21.25
23120 - Bicycle Repairer	18.98
23125 - Cable Splicer	28.97
23130 - Carpenter, Maintenance	20.64
23140 - Carpet Layer	21.57
23160 - Electrician, Maintenance	25.51
23181 - Electronics Technician Maintenance I	22.23
23182 - Electronics Technician Maintenance II	23.02
23183 - Electronics Technician Maintenance III	23.84
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	22.21
23310 - Fire Extinguisher Repairer	19.91
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	23.29
23382 - Ground Support Equipment Worker	24.13

23391 - Gunsmith I	19.91
23392 - Gunsmith II	21.57
23393 - Gunsmith III	23.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	22.36
23470 - Laborer	13.61
23510 - Locksmith	20.64
23530 - Machinery Maintenance Mechanic	24.20
23550 - Machinist, Maintenance	21.28
23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	24.93
23640 - Millwright	32.96
23710 - Office Appliance Repairer	20.64
23760 - Painter, Maintenance	21.73
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.26
23820 - Pneudraulic Systems Mechanic	23.16
23850 - Rigger	23.16
23870 - Scale Mechanic	21.59
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	19.86
23931 - Telecommunications Mechanic I	25.69
23932 - Telecommunications Mechanic II	26.60
23950 - Telephone Lineman	27.90
23960 - Welder, Combination, Maintenance	21.28
23965 - Well Driller	26.30
23970 - Woodcraft Worker	23.16
23980 - Woodworker	19.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	13.06
24630 - Homemaker	14.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	21.38
25070 - Stationary Engineer	21.43
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	21.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	26.94
27010 - Court Security Officer	26.74
27030 - Detection Dog Handler	15.49
27040 - Detention Officer	26.94
27070 - Firefighter	24.94
27101 - Guard I	11.54
27102 - Guard II	15.49
27131 - Police Officer I	26.94
27132 - Police Officer II	29.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88

28042 - Carnival Equipment Repairer		11.32
28043 - Carnival Equpment Worker		9.47
28210 - Gate Attendant/Gate Tender		12.14
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		9.91
28515 - Recreation Specialist		15.38
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		15.97
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.20
29020 - Hatch Tender		22.20
29030 - Line Handler		22.20
29041 - Stevedore I		21.39
29042 - Stevedore II		22.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.17
30021 - Archeological Technician I		18.65
30022 - Archeological Technician II		20.86
30023 - Archeological Technician III		25.84
30030 - Cartographic Technician		25.84
30040 - Civil Engineering Technician		25.55
30061 - Drafter/CAD Operator I		18.65
30062 - Drafter/CAD Operator II		20.86
30063 - Drafter/CAD Operator III		23.26
30064 - Drafter/CAD Operator IV		28.63
30081 - Engineering Technician I		19.15
30082 - Engineering Technician II		21.49
30083 - Engineering Technician III		24.04
30084 - Engineering Technician IV		29.79
30085 - Engineering Technician V		36.44
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		18.48
30210 - Laboratory Technician		19.92
30240 - Mathematical Technician		25.84
30361 - Paralegal/Legal Assistant I		17.85
30362 - Paralegal/Legal Assistant II		22.12
30363 - Paralegal/Legal Assistant III		27.06
30364 - Paralegal/Legal Assistant IV		32.73
30390 - Photo-Optics Technician		25.84
30461 - Technical Writer I		22.06
30462 - Technical Writer II		26.98
30463 - Technical Writer III		33.08
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.91
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.73
31043 - Driver Courier		16.62
31260 - Parking and Lot Attendant		10.85
31290 - Shuttle Bus Driver		17.39
31310 - Taxi Driver		12.54
31361 - Truckdriver, Light		17.39
31362 - Truckdriver, Medium		20.24
31363 - Truckdriver, Heavy		22.34

31364 - Truckdriver, Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99030 - Cashier	10.21
99050 - Desk Clerk	10.47
99095 - Embalmer	25.38
99251 - Laboratory Animal Caretaker I	11.10
99252 - Laboratory Animal Caretaker II	11.61
99310 - Mortician	27.92
99410 - Pest Controller	18.06
99510 - Photofinishing Worker	13.18
99710 - Recycling Laborer	18.08
99711 - Recycling Specialist	20.60
99730 - Refuse Collector	16.80
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	9.87
99830 - Survey Party Chief	20.38
99831 - Surveying Aide	10.53
99832 - Surveying Technician	16.55
99840 - Vending Machine Attendant	13.86
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer Helper	14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2372 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.17
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		23.11
01040 - Court Reporter		18.95

01051 - Data Entry Operator I	14.30
01052 - Data Entry Operator II	15.61
01060 - Dispatcher, Motor Vehicle	15.86
01070 - Document Preparation Clerk	12.75
01090 - Duplicating Machine Operator	12.75
01111 - General Clerk I	12.37
01112 - General Clerk II	13.50
01113 - General Clerk III	15.23
01120 - Housing Referral Assistant	23.17
01141 - Messenger Courier	11.85
01191 - Order Clerk I	13.39
01192 - Order Clerk II	14.61
01261 - Personnel Assistant (Employment) I	15.23
01262 - Personnel Assistant (Employment) II	16.19
01263 - Personnel Assistant (Employment) III	19.97
01270 - Production Control Clerk	21.15
01280 - Receptionist	12.75
01290 - Rental Clerk	15.23
01300 - Scheduler, Maintenance	18.57
01311 - Secretary I	18.57
01312 - Secretary II	20.77
01313 - Secretary III	23.17
01320 - Service Order Dispatcher	14.59
01410 - Supply Technician	23.11
01420 - Survey Worker	15.84
01531 - Travel Clerk I	11.74
01532 - Travel Clerk II	12.41
01533 - Travel Clerk III	13.09
01611 - Word Processor I	14.97
01612 - Word Processor II	15.93
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.34
05010 - Automotive Electrician	21.67
05040 - Automotive Glass Installer	20.85
05070 - Automotive Worker	20.85
05110 - Mobile Equipment Servicer	19.45
05130 - Motor Equipment Metal Mechanic	22.34
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.34
05220 - Motor Vehicle Mechanic Helper	18.03
05250 - Motor Vehicle Upholstery Worker	20.11
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter, Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.89
07042 - Cook II	12.01
07070 - Dishwasher	8.75
07130 - Food Service Worker	9.13
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer, Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.01
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	14.30
11240 - Maid or Houseman	9.95
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	13.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.91
12011 - Breath Alcohol Technician	16.34
12012 - Certified Occupational Therapist Assistant	20.38
12015 - Certified Physical Therapist Assistant	20.38
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	14.91
12071 - Licensed Practical Nurse I	15.18
12072 - Licensed Practical Nurse II	16.98
12073 - Licensed Practical Nurse III	18.94
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	19.46
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.04
12195 - Medical Transcriptionist	14.23
12210 - Nuclear Medicine Technologist	32.82
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	19.63
12236 - Optical Technician	14.37
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	23.53
12311 - Registered Nurse I	23.63
12312 - Registered Nurse II	28.90
12313 - Registered Nurse II, Specialist	28.90
12314 - Registered Nurse III	34.96
12315 - Registered Nurse III, Anesthetist	34.96
12316 - Registered Nurse IV	41.90
12317 - Scheduler (Drug and Alcohol Testing)	21.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.91
13012 - Exhibits Specialist II	23.40
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	19.84
13042 - Illustrator II	24.54
13043 - Illustrator III	29.93
13047 - Librarian	26.64
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	23.38
13058 - Library Technician	15.75
13061 - Media Specialist I	17.36
13062 - Media Specialist II	19.42
13063 - Media Specialist III	21.66
13071 - Photographer I	14.07
13072 - Photographer II	17.34

13073 - Photographer III		21.45
13074 - Photographer IV		26.17
13075 - Photographer V		31.74
13110 - Video Teleconference Technician		18.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.40
14042 - Computer Operator II		17.23
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.51
14071 - Computer Programmer I		20.28
14072 - Computer Programmer II		25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.40
14160 - Personal Computer Support Technician		23.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.63
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.52
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		27.34
15070 - Flight Instructor (Pilot)		41.52
15080 - Graphic Artist		19.69
15090 - Technical Instructor		21.43
15095 - Technical Instructor/Course Developer		26.22
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.71
16030 - Counter Attendant		8.71
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.71
16090 - Presser, Hand		8.71
16110 - Presser, Machine, Drycleaning		8.71
16130 - Presser, Machine, Shirts		8.71
16160 - Presser, Machine, Wearing Apparel, Laundry		8.71
16190 - Sewing Machine Operator		10.91
16220 - Tailor		11.48
16250 - Washer, Machine		9.25
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.93
19040 - Tool And Die Maker		27.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.06
21030 - Material Coordinator		21.15
21040 - Material Expediter		21.15
21050 - Material Handling Laborer		17.74
21071 - Order Filler		15.19
21080 - Production Line Worker (Food Processing)		18.06
21110 - Shipping Packer		14.98
21130 - Shipping/Receiving Clerk		13.00
21140 - Store Worker I		15.51
21150 - Stock Clerk		19.51
21210 - Tools And Parts Attendant		18.06
21410 - Warehouse Specialist		18.06
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.70
23021 - Aircraft Mechanic I		25.80
23022 - Aircraft Mechanic II		26.70

23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	21.36
23050 - Aircraft, Painter	25.00
23060 - Aircraft Servicer	23.29
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	21.25
23120 - Bicycle Repairer	18.98
23125 - Cable Splicer	28.97
23130 - Carpenter, Maintenance	20.64
23140 - Carpet Layer	21.57
23160 - Electrician, Maintenance	25.51
23181 - Electronics Technician Maintenance I	22.23
23182 - Electronics Technician Maintenance II	23.02
23183 - Electronics Technician Maintenance III	23.84
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	22.21
23310 - Fire Extinguisher Repairer	19.91
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	23.29
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	19.91
23392 - Gunsmith II	21.57
23393 - Gunsmith III	23.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	22.36
23470 - Laborer	13.61
23510 - Locksmith	20.64
23530 - Machinery Maintenance Mechanic	24.20
23550 - Machinist, Maintenance	21.28
23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	24.93
23640 - Millwright	32.96
23710 - Office Appliance Repairer	20.64
23760 - Painter, Maintenance	21.73
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.26
23820 - Pneudraulic Systems Mechanic	23.16
23850 - Rigger	23.16
23870 - Scale Mechanic	21.59
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	19.86
23931 - Telecommunications Mechanic I	25.69
23932 - Telecommunications Mechanic II	26.60
23950 - Telephone Lineman	27.90
23960 - Welder, Combination, Maintenance	21.28
23965 - Well Driller	26.30
23970 - Woodcraft Worker	23.16
23980 - Woodworker	19.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.67

24620 - Family Readiness And Support Services Coordinator	13.06
24630 - Homemaker	14.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	21.38
25070 - Stationary Engineer	21.43
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	21.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	26.94
27010 - Court Security Officer	26.74
27030 - Detection Dog Handler	15.49
27040 - Detention Officer	26.94
27070 - Firefighter	24.94
27101 - Guard I	11.54
27102 - Guard II	15.49
27131 - Police Officer I	26.94
27132 - Police Officer II	29.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.47
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	15.38
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.20
29020 - Hatch Tender	22.20
29030 - Line Handler	22.20
29041 - Stevedore I	21.39
29042 - Stevedore II	22.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.17
30021 - Archeological Technician I	18.65
30022 - Archeological Technician II	20.86
30023 - Archeological Technician III	25.84
30030 - Cartographic Technician	25.84
30040 - Civil Engineering Technician	25.55
30061 - Drafter/CAD Operator I	18.65
30062 - Drafter/CAD Operator II	20.86
30063 - Drafter/CAD Operator III	23.26
30064 - Drafter/CAD Operator IV	28.63
30081 - Engineering Technician I	19.15
30082 - Engineering Technician II	21.49
30083 - Engineering Technician III	24.04
30084 - Engineering Technician IV	29.79
30085 - Engineering Technician V	36.44
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	18.48
30210 - Laboratory Technician	19.92
30240 - Mathematical Technician	25.84
30361 - Paralegal/Legal Assistant I	17.85
30362 - Paralegal/Legal Assistant II	22.12
30363 - Paralegal/Legal Assistant III	27.06

30364 - Paralegal/Legal Assistant IV		32.73
30390 - Photo-Optics Technician		25.84
30461 - Technical Writer I		22.06
30462 - Technical Writer II		26.98
30463 - Technical Writer III		33.08
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.91
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.73
31043 - Driver Courier		16.62
31260 - Parking and Lot Attendant		10.85
31290 - Shuttle Bus Driver		17.39
31310 - Taxi Driver		12.54
31361 - Truckdriver, Light		17.39
31362 - Truckdriver, Medium		20.24
31363 - Truckdriver, Heavy		22.34
31364 - Truckdriver, Tractor-Trailer		22.34
99000 - Miscellaneous Occupations		
99030 - Cashier		10.21
99050 - Desk Clerk		10.47
99095 - Embalmer		25.38
99251 - Laboratory Animal Caretaker I		11.10
99252 - Laboratory Animal Caretaker II		11.61
99310 - Mortician		27.92
99410 - Pest Controller		18.06
99510 - Photofinishing Worker		13.18
99710 - Recycling Laborer		18.08
99711 - Recycling Specialist		20.60
99730 - Refuse Collector		16.80
99810 - Sales Clerk		12.42
99820 - School Crossing Guard		9.87
99830 - Survey Party Chief		20.38
99831 - Surveying Aide		10.53
99832 - Surveying Technician		16.55
99840 - Vending Machine Attendant		13.86
99841 - Vending Machine Repairer		17.25
99842 - Vending Machine Repairer Helper		14.77

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basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2373
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		19.59
01192 - Order Clerk II		20.45
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		20.16
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.50
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		20.80
05130 - Motor Equipment Metal Mechanic		29.80

05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.69
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer, Minor	20.37
09130 - Upholsterer	22.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.67
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	23.34
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.72
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	23.02

12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		28.35
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.62
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.31
15090 - Technical Instructor		32.16
15095 - Technical Instructor/Course Developer		39.22
15110 - Test Proctor		25.56
15120 - Tutor		25.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62

16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.62
21071 - Order Filler	16.34
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.72
23040 - Aircraft Mechanic Helper	21.90
23050 - Aircraft, Painter	25.88
23060 - Aircraft Servicer	24.23
23080 - Aircraft Worker	25.00
23110 - Appliance Mechanic	22.16
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	35.97
23130 - Carpenter, Maintenance	30.97
23140 - Carpet Layer	27.24
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.51
23260 - Fabric Worker	25.82
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.23
23382 - Ground Support Equipment Worker	25.00
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	21.10
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	21.92

23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	32.75
23640 - Millwright	29.17
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	26.70
23790 - Pipefitter, Maintenance	32.44
23810 - Plumber, Maintenance	31.23
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.81
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	33.44
23960 - Welder, Combination, Maintenance	24.11
23965 - Well Driller	22.73
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	12.79
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Equpment Worker	13.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	14.63
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	32.85

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		22.43
30022 - Archeological Technician II		26.50
30023 - Archeological Technician III		31.09
30030 - Cartographic Technician		29.15
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		26.50
30063 - Drafter/CAD Operator III		29.42
30064 - Drafter/CAD Operator IV		31.09
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		21.10
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		31.09
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		28.11
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.84
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.42
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.37
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		18.74
99050 - Desk Clerk		13.34
99095 - Embalmer		27.84
99251 - Laboratory Animal Caretaker I		15.21
99252 - Laboratory Animal Caretaker II		15.97
99310 - Mortician		34.64
99410 - Pest Controller		18.15
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.36
99730 - Refuse Collector		21.17
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		15.04

99830 - Survey Party Chief	26.35
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	23.41
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	21.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2374 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		19.59
01192 - Order Clerk II		20.45
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51

01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	20.16
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.50
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	20.80
05130 - Motor Equipment Metal Mechanic	29.80
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.69
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer, Minor	20.37
09130 - Upholsterer	22.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.67
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28

12020 - Dental Assistant		16.75
12025 - Dental Hygienist		35.31
12030 - EKG Technician		28.65
12035 - Electroneurodiagnostic Technologist		28.65
12040 - Emergency Medical Technician		25.29
12071 - Licensed Practical Nurse I		23.69
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		23.34
12160 - Medical Record Clerk		18.71
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		19.43
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		13.17
12222 - Nursing Assistant II		14.72
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		15.87
12280 - Phlebotomist		23.02
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		28.35
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.62
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	19.00
14160 - Personal Computer Support Technician	26.35
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	35.73
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.31
15090 - Technical Instructor	32.16
15095 - Technical Instructor/Course Developer	39.22
15110 - Test Proctor	25.56
15120 - Tutor	25.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.62
16030 - Counter Attendant	11.62
16040 - Dry Cleaner	14.30
16070 - Finisher, Flatwork, Machine	11.62
16090 - Presser, Hand	11.62
16110 - Presser, Machine, Drycleaning	11.62
16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.62
21071 - Order Filler	16.34
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.72
23040 - Aircraft Mechanic Helper	21.90
23050 - Aircraft, Painter	25.88
23060 - Aircraft Servicer	24.23
23080 - Aircraft Worker	25.00
23110 - Appliance Mechanic	22.16
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	35.97
23130 - Carpenter, Maintenance	30.97
23140 - Carpet Layer	27.24
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.51
23260 - Fabric Worker	25.82
23290 - Fire Alarm System Mechanic	21.92

23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.23
23382 - Ground Support Equipment Worker	25.00
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	21.10
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	21.92
23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	32.75
23640 - Millwright	29.17
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	26.70
23790 - Pipefitter, Maintenance	32.44
23810 - Plumber, Maintenance	31.23
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.81
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	33.44
23960 - Welder, Combination, Maintenance	24.11
23965 - Well Driller	22.73
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	12.79
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97

27070 - Firefighter		31.42
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.96
28042 - Carnival Equipment Repairer		16.75
28043 - Carnival Equpment Worker		13.67
28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		14.63
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		22.88
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.64
29020 - Hatch Tender		27.64
29030 - Line Handler		27.64
29041 - Stevedore I		26.22
29042 - Stevedore II		32.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		22.43
30022 - Archeological Technician II		26.50
30023 - Archeological Technician III		31.09
30030 - Cartographic Technician		29.15
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		26.50
30063 - Drafter/CAD Operator III		29.42
30064 - Drafter/CAD Operator IV		31.09
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		21.10
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		31.09
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		28.11
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.84
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.42
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89

31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	10.05
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	13.37
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	18.87
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99030 - Cashier	18.74
99050 - Desk Clerk	13.34
99095 - Embalmer	27.84
99251 - Laboratory Animal Caretaker I	15.21
99252 - Laboratory Animal Caretaker II	15.97
99310 - Mortician	34.64
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.36
99730 - Refuse Collector	21.17
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.04
99830 - Survey Party Chief	26.35
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	23.41
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	21.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and

Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2375 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Weschester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		18.05
01192 - Order Clerk II		21.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.29
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		30.31
05160 - Motor Equipment Metal Worker		27.31
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		23.15
05250 - Motor Vehicle Upholstery Worker		26.12
05280 - Motor Vehicle Wrecker		27.31
05310 - Painter, Automotive		28.50

05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer, Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.92
11060 - Elevator Operator	14.92
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.98
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	24.99
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	14.72
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		32.31
13043 - Illustrator III		39.22
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		38.49
13075 - Photographer V		46.55
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.94
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.02
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		35.27
15090 - Technical Instructor		31.44
15095 - Technical Instructor/Course Developer		38.34
15110 - Test Proctor		25.30
15120 - Tutor		25.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.41
21071 - Order Filler	15.58
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	21.89
23050 - Aircraft, Painter	24.18
23060 - Aircraft Servicer	23.97
23080 - Aircraft Worker	25.01
23110 - Appliance Mechanic	21.38
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	29.17
23183 - Electronics Technician Maintenance III	31.14
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.97
23382 - Ground Support Equipment Worker	25.01
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	34.56
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.95

23760 - Painter, Maintenance	25.47
23790 - Pipefitter, Maintenance	32.88
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	23.02
23965 - Well Driller	24.89
23970 - Woodcraft Worker	25.89
23980 - Woodworker	19.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.87
24580 - Child Care Center Clerk	17.30
24610 - Chore Aide	12.67
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	27.01
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	27.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.13
28042 - Carnival Equipment Repairer	17.97
28043 - Carnival Equpment Worker	14.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.13
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.90
29020 - Hatch Tender	29.90
29030 - Line Handler	29.90
29041 - Stevedore I	26.22
29042 - Stevedore II	32.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02

30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.07
30090 - Environmental Technician		22.90
30210 - Laboratory Technician		21.67
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		27.81
30462 - Technical Writer II		33.91
30463 - Technical Writer III		41.04
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.97
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		15.21
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.95
99050 - Desk Clerk		16.69
99095 - Embalmer		28.51
99251 - Laboratory Animal Caretaker I		16.32
99252 - Laboratory Animal Caretaker II		17.14
99310 - Mortician		34.64
99410 - Pest Controller		18.75
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.59
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		15.07
99830 - Survey Party Chief		23.68
99831 - Surveying Aide		15.48
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		19.20
99841 - Vending Machine Repairer		23.47
99842 - Vending Machine Repairer Helper		18.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2376 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Weschester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		18.05
01192 - Order Clerk II		21.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22

01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.29
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	30.31
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer, Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.92
11060 - Elevator Operator	14.92
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.98
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.87

12012 - Certified Occupational Therapist Assistant		24.12
12015 - Certified Physical Therapist Assistant		22.28
12020 - Dental Assistant		16.75
12025 - Dental Hygienist		35.31
12030 - EKG Technician		28.65
12035 - Electroneurodiagnostic Technologist		28.65
12040 - Emergency Medical Technician		24.99
12071 - Licensed Practical Nurse I		21.76
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.00
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		19.01
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		14.72
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		32.31
13043 - Illustrator III		39.22
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		38.49
13075 - Photographer V		46.55
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.94
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.02
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		35.27
15090 - Technical Instructor		31.44
15095 - Technical Instructor/Course Developer		38.34
15110 - Test Proctor		25.30
15120 - Tutor		25.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		16.41
21071 - Order Filler		15.58
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58
23023 - Aircraft Mechanic III		30.66
23040 - Aircraft Mechanic Helper		21.89
23050 - Aircraft, Painter		24.18
23060 - Aircraft Servicer		23.97
23080 - Aircraft Worker		25.01
23110 - Appliance Mechanic		21.38
23120 - Bicycle Repairer		17.13
23125 - Cable Splicer		36.53
23130 - Carpenter, Maintenance		29.89
23140 - Carpet Layer		27.98
23160 - Electrician, Maintenance		37.18
23181 - Electronics Technician Maintenance I		24.19
23182 - Electronics Technician Maintenance II		29.17
23183 - Electronics Technician Maintenance III		31.14

23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.97
23382 - Ground Support Equipment Worker	25.01
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	34.56
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.95
23760 - Painter, Maintenance	25.47
23790 - Pipefitter, Maintenance	32.88
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	23.02
23965 - Well Driller	24.89
23970 - Woodcraft Worker	25.89
23980 - Woodworker	19.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.87
24580 - Child Care Center Clerk	17.30
24610 - Chore Aide	12.67
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	27.01
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	27.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66

27030 - Detection Dog Handler		20.36
27040 - Detention Officer		30.97
27070 - Firefighter		31.42
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.13
28042 - Carnival Equipment Repairer		17.97
28043 - Carnival Equpment Worker		14.67
28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		13.13
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		22.88
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.90
29020 - Hatch Tender		29.90
29030 - Line Handler		29.90
29041 - Stevedore I		26.22
29042 - Stevedore II		32.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.07
30090 - Environmental Technician		22.90
30210 - Laboratory Technician		21.67
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		27.81
30462 - Technical Writer II		33.91
30463 - Technical Writer III		41.04
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		

31020 - Bus Aide	16.40
31030 - Bus Driver	19.89
31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	15.21
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	18.87
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99030 - Cashier	10.95
99050 - Desk Clerk	16.69
99095 - Embalmer	28.51
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.14
99310 - Mortician	34.64
99410 - Pest Controller	18.75
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.59
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.07
99830 - Survey Party Chief	23.68
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.20
99841 - Vending Machine Repairer	23.47
99842 - Vending Machine Repairer Helper	18.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2377 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01192 - Order Clerk II		12.72
01261 - Personnel Assistant (Employment) I		13.90
01262 - Personnel Assistant (Employment) II		15.55
01263 - Personnel Assistant (Employment) III		17.34
01270 - Production Control Clerk		18.94
01280 - Receptionist		11.64
01290 - Rental Clerk		12.33
01300 - Scheduler, Maintenance		13.51
01311 - Secretary I		13.51
01312 - Secretary II		15.11
01313 - Secretary III		16.85
01320 - Service Order Dispatcher		12.67
01410 - Supply Technician		18.73
01420 - Survey Worker		13.27
01531 - Travel Clerk I		11.42
01532 - Travel Clerk II		12.32
01533 - Travel Clerk III		13.23
01611 - Word Processor I		12.57
01612 - Word Processor II		14.11
01613 - Word Processor III		15.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.17
05010 - Automotive Electrician		18.42
05040 - Automotive Glass Installer		17.71
05070 - Automotive Worker		17.71
05110 - Mobile Equipment Servicer		16.32
05130 - Motor Equipment Metal Mechanic		19.17
05160 - Motor Equipment Metal Worker		17.71
05190 - Motor Vehicle Mechanic		19.17
05220 - Motor Vehicle Mechanic Helper		15.62
05250 - Motor Vehicle Upholstery Worker		17.02
05280 - Motor Vehicle Wrecker		17.71
05310 - Painter, Automotive		18.42
05340 - Radiator Repair Specialist		17.71
05370 - Tire Repairer		15.01
05400 - Transmission Repair Specialist		19.17
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.88
07041 - Cook I		14.40
07042 - Cook II		15.88
07070 - Dishwasher		11.69
07130 - Food Service Worker		11.69

07210 - Meat Cutter	15.88
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.31
09040 - Furniture Handler	13.32
09080 - Furniture Refinisher	17.31
09090 - Furniture Refinisher Helper	14.66
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.71
11060 - Elevator Operator	13.43
11090 - Gardener	14.78
11122 - Housekeeping Aide	11.71
11150 - Janitor	11.71
11210 - Laborer, Grounds Maintenance	12.48
11240 - Maid or Houseman	11.01
11260 - Pruner	11.71
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	12.48
11360 - Window Cleaner	12.48
12000 - Health Occupations	
12010 - Ambulance Driver	13.86
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	18.21
12015 - Certified Physical Therapist Assistant	16.54
12020 - Dental Assistant	14.10
12025 - Dental Hygienist	28.28
12030 - EKG Technician	19.97
12035 - Electroneurodiagnostic Technologist	19.97
12040 - Emergency Medical Technician	13.86
12071 - Licensed Practical Nurse I	14.09
12072 - Licensed Practical Nurse II	15.76
12073 - Licensed Practical Nurse III	17.58
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	18.18
12160 - Medical Record Clerk	13.92
12190 - Medical Record Technician	15.43
12195 - Medical Transcriptionist	14.70
12210 - Nuclear Medicine Technologist	34.55
12221 - Nursing Assistant I	9.58
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.75
12224 - Nursing Assistant IV	13.19
12235 - Optical Dispenser	18.88
12236 - Optical Technician	12.92
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.19
12305 - Radiologic Technologist	23.17
12311 - Registered Nurse I	21.50
12312 - Registered Nurse II	26.25
12313 - Registered Nurse II, Specialist	26.25
12314 - Registered Nurse III	31.76
12315 - Registered Nurse III, Anesthetist	31.76
12316 - Registered Nurse IV	38.06
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.82
13012 - Exhibits Specialist II	23.32
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	18.82
13042 - Illustrator II	23.32
13043 - Illustrator III	28.53

13047 - Librarian		25.82
13050 - Library Aide/Clerk		11.29
13054 - Library Information Technology Systems Administrator		23.32
13058 - Library Technician		16.71
13061 - Media Specialist I		16.82
13062 - Media Specialist II		18.82
13063 - Media Specialist III		20.99
13071 - Photographer I		14.66
13072 - Photographer II		15.95
13073 - Photographer III		20.32
13074 - Photographer IV		24.86
13075 - Photographer V		30.07
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.30
14042 - Computer Operator II		15.44
14043 - Computer Operator III		17.83
14044 - Computer Operator IV		19.81
14045 - Computer Operator V		21.93
14071 - Computer Programmer I	(see 1)	19.43
14072 - Computer Programmer II	(see 1)	24.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.30
14160 - Personal Computer Support Technician		19.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.60
15030 - Air Crew Training Devices Instructor (Pilot)		42.21
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		25.67
15070 - Flight Instructor (Pilot)		42.21
15080 - Graphic Artist		20.38
15090 - Technical Instructor		19.48
15095 - Technical Instructor/Course Developer		23.83
15110 - Test Proctor		15.72
15120 - Tutor		15.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70
16040 - Dry Cleaner		10.09
16070 - Finisher, Flatwork, Machine		8.70
16090 - Presser, Hand		8.70
16110 - Presser, Machine, Drycleaning		8.70
16130 - Presser, Machine, Shirts		8.70
16160 - Presser, Machine, Wearing Apparel, Laundry		8.70
16190 - Sewing Machine Operator		10.69
16220 - Tailor		11.29
16250 - Washer, Machine		9.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.65
19040 - Tool And Die Maker		24.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.40
21030 - Material Coordinator		18.94
21040 - Material Expediter		18.94
21050 - Material Handling Laborer		12.57
21071 - Order Filler		12.84
21080 - Production Line Worker (Food Processing)		14.40

21110 - Shipping Packer	12.84
21130 - Shipping/Receiving Clerk	12.84
21140 - Store Worker I	13.20
21150 - Stock Clerk	16.00
21210 - Tools And Parts Attendant	14.40
21410 - Warehouse Specialist	14.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.30
23021 - Aircraft Mechanic I	22.34
23022 - Aircraft Mechanic II	23.30
23023 - Aircraft Mechanic III	24.27
23040 - Aircraft Mechanic Helper	18.31
23050 - Aircraft, Painter	21.40
23060 - Aircraft Servicer	20.40
23080 - Aircraft Worker	20.97
23110 - Appliance Mechanic	17.38
23120 - Bicycle Repairer	14.16
23125 - Cable Splicer	31.24
23130 - Carpenter, Maintenance	18.55
23140 - Carpet Layer	20.42
23160 - Electrician, Maintenance	25.61
23181 - Electronics Technician Maintenance I	20.09
23182 - Electronics Technician Maintenance II	21.03
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.28
23290 - Fire Alarm System Mechanic	21.83
23310 - Fire Extinguisher Repairer	18.51
23311 - Fuel Distribution System Mechanic	29.96
23312 - Fuel Distribution System Operator	21.46
23370 - General Maintenance Worker	18.59
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	20.40
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	18.51
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.53
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	20.95
23440 - Heavy Equipment Operator	20.42
23460 - Instrument Mechanic	22.34
23465 - Laboratory/Shelter Mechanic	21.37
23470 - Laborer	12.57
23510 - Locksmith	21.20
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.34
23592 - Metrology Technician II	23.30
23593 - Metrology Technician III	24.27
23640 - Millwright	24.61
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.46
23790 - Pipefitter, Maintenance	26.73
23810 - Plumber, Maintenance	22.48
23820 - Pneudraulic Systems Mechanic	22.34
23850 - Rigger	22.34
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	23.60
23910 - Small Engine Mechanic	17.49
23931 - Telecommunications Mechanic I	26.66

23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	31.26
23960 - Welder, Combination, Maintenance	20.34
23965 - Well Driller	20.41
23970 - Woodcraft Worker	22.34
23980 - Woodworker	16.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.54
24580 - Child Care Center Clerk	16.78
24610 - Chore Aide	11.95
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	22.35
25190 - Ventilation Equipment Tender	17.56
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.47
27007 - Baggage Inspector	12.92
27008 - Corrections Officer	25.94
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.57
27040 - Detention Officer	25.94
27070 - Firefighter	22.83
27101 - Guard I	12.92
27102 - Guard II	14.57
27131 - Police Officer I	21.11
27132 - Police Officer II	23.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.06
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Equpment Worker	12.86
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.07
28510 - Recreation Aide/Health Facility Attendant	12.47
28515 - Recreation Specialist	21.04
28630 - Sports Official	13.60
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.61
29020 - Hatch Tender	19.39
29030 - Line Handler	19.61
29041 - Stevedore I	19.63
29042 - Stevedore II	22.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.91
30022 - Archeological Technician II	17.80
30023 - Archeological Technician III	22.04
30030 - Cartographic Technician	22.04
30040 - Civil Engineering Technician	20.49
30061 - Drafter/CAD Operator I	15.91
30062 - Drafter/CAD Operator II	17.80
30063 - Drafter/CAD Operator III	19.85
30064 - Drafter/CAD Operator IV	24.42
30081 - Engineering Technician I	15.29
30082 - Engineering Technician II	17.15

30083 - Engineering Technician III		19.19
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.09
30086 - Engineering Technician VI		35.19
30090 - Environmental Technician		20.49
30210 - Laboratory Technician		19.89
30240 - Mathematical Technician		22.04
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.64
30390 - Photo-Optics Technician		22.04
30461 - Technical Writer I		21.61
30462 - Technical Writer II		26.44
30463 - Technical Writer III		31.98
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.85
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.07
31030 - Bus Driver		12.53
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		13.06
31310 - Taxi Driver		12.07
31361 - Truckdriver, Light		13.06
31362 - Truckdriver, Medium		14.11
31363 - Truckdriver, Heavy		16.87
31364 - Truckdriver, Tractor-Trailer		16.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.62
99050 - Desk Clerk		11.85
99095 - Embalmer		22.80
99251 - Laboratory Animal Caretaker I		13.01
99252 - Laboratory Animal Caretaker II		13.72
99310 - Mortician		22.80
99410 - Pest Controller		18.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.94
99711 - Recycling Specialist		15.65
99730 - Refuse Collector		13.08
99810 - Sales Clerk		11.79
99820 - School Crossing Guard		11.69
99830 - Survey Party Chief		21.06
99831 - Surveying Aide		12.18
99832 - Surveying Technician		16.70
99840 - Vending Machine Attendant		15.06
99841 - Vending Machine Repairer		17.26
99842 - Vending Machine Repairer Helper		15.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2378 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.75
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.96
01020 - Administrative Assistant		19.50
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		12.75
01052 - Data Entry Operator II		13.91
01060 - Dispatcher, Motor Vehicle		14.87
01070 - Document Preparation Clerk		11.24
01090 - Duplicating Machine Operator		12.04
01111 - General Clerk I		11.64
01112 - General Clerk II		12.70
01113 - General Clerk III		14.26
01120 - Housing Referral Assistant		16.85
01141 - Messenger Courier		11.05
01191 - Order Clerk I		11.66
01192 - Order Clerk II		12.72

01261 - Personnel Assistant (Employment) I	13.90
01262 - Personnel Assistant (Employment) II	15.55
01263 - Personnel Assistant (Employment) III	17.34
01270 - Production Control Clerk	18.94
01280 - Receptionist	11.64
01290 - Rental Clerk	12.33
01300 - Scheduler, Maintenance	13.51
01311 - Secretary I	13.51
01312 - Secretary II	15.11
01313 - Secretary III	16.85
01320 - Service Order Dispatcher	12.67
01410 - Supply Technician	18.73
01420 - Survey Worker	13.27
01531 - Travel Clerk I	11.42
01532 - Travel Clerk II	12.32
01533 - Travel Clerk III	13.23
01611 - Word Processor I	12.57
01612 - Word Processor II	14.11
01613 - Word Processor III	15.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.17
05010 - Automotive Electrician	18.42
05040 - Automotive Glass Installer	17.71
05070 - Automotive Worker	17.71
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal Mechanic	19.17
05160 - Motor Equipment Metal Worker	17.71
05190 - Motor Vehicle Mechanic	19.17
05220 - Motor Vehicle Mechanic Helper	15.62
05250 - Motor Vehicle Upholstery Worker	17.02
05280 - Motor Vehicle Wrecker	17.71
05310 - Painter, Automotive	18.42
05340 - Radiator Repair Specialist	17.71
05370 - Tire Repairer	15.01
05400 - Transmission Repair Specialist	19.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	14.40
07042 - Cook II	15.88
07070 - Dishwasher	11.69
07130 - Food Service Worker	11.69
07210 - Meat Cutter	15.88
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.31
09040 - Furniture Handler	13.32
09080 - Furniture Refinisher	17.31
09090 - Furniture Refinisher Helper	14.66
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.71
11060 - Elevator Operator	13.43
11090 - Gardener	14.78
11122 - Housekeeping Aide	11.71
11150 - Janitor	11.71
11210 - Laborer, Grounds Maintenance	12.48
11240 - Maid or Houseman	11.01
11260 - Pruner	11.71
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	12.48
11360 - Window Cleaner	12.48
12000 - Health Occupations	

12010 - Ambulance Driver		13.86
12011 - Breath Alcohol Technician		15.48
12012 - Certified Occupational Therapist Assistant		18.21
12015 - Certified Physical Therapist Assistant		16.54
12020 - Dental Assistant		14.10
12025 - Dental Hygienist		28.28
12030 - EKG Technician		19.97
12035 - Electroneurodiagnostic Technologist		19.97
12040 - Emergency Medical Technician		13.86
12071 - Licensed Practical Nurse I		14.09
12072 - Licensed Practical Nurse II		15.76
12073 - Licensed Practical Nurse III		17.58
12100 - Medical Assistant		13.76
12130 - Medical Laboratory Technician		18.18
12160 - Medical Record Clerk		13.92
12190 - Medical Record Technician		15.43
12195 - Medical Transcriptionist		14.70
12210 - Nuclear Medicine Technologist		34.55
12221 - Nursing Assistant I		9.58
12222 - Nursing Assistant II		10.77
12223 - Nursing Assistant III		11.75
12224 - Nursing Assistant IV		13.19
12235 - Optical Dispenser		18.88
12236 - Optical Technician		12.92
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.19
12305 - Radiologic Technologist		23.17
12311 - Registered Nurse I		21.50
12312 - Registered Nurse II		26.25
12313 - Registered Nurse II, Specialist		26.25
12314 - Registered Nurse III		31.76
12315 - Registered Nurse III, Anesthetist		31.76
12316 - Registered Nurse IV		38.06
12317 - Scheduler (Drug and Alcohol Testing)		19.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.82
13012 - Exhibits Specialist II		23.32
13013 - Exhibits Specialist III		28.53
13041 - Illustrator I		18.82
13042 - Illustrator II		23.32
13043 - Illustrator III		28.53
13047 - Librarian		25.82
13050 - Library Aide/Clerk		11.29
13054 - Library Information Technology Systems Administrator		23.32
13058 - Library Technician		16.71
13061 - Media Specialist I		16.82
13062 - Media Specialist II		18.82
13063 - Media Specialist III		20.99
13071 - Photographer I		14.66
13072 - Photographer II		15.95
13073 - Photographer III		20.32
13074 - Photographer IV		24.86
13075 - Photographer V		30.07
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.30
14042 - Computer Operator II		15.44
14043 - Computer Operator III		17.83
14044 - Computer Operator IV		19.81
14045 - Computer Operator V		21.93
14071 - Computer Programmer I	(see 1)	19.43
14072 - Computer Programmer II	(see 1)	24.08

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.30
14160 - Personal Computer Support Technician		19.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.60
15030 - Air Crew Training Devices Instructor (Pilot)		42.21
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		25.67
15070 - Flight Instructor (Pilot)		42.21
15080 - Graphic Artist		20.38
15090 - Technical Instructor		19.48
15095 - Technical Instructor/Course Developer		23.83
15110 - Test Proctor		15.72
15120 - Tutor		15.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70
16040 - Dry Cleaner		10.09
16070 - Finisher, Flatwork, Machine		8.70
16090 - Presser, Hand		8.70
16110 - Presser, Machine, Drycleaning		8.70
16130 - Presser, Machine, Shirts		8.70
16160 - Presser, Machine, Wearing Apparel, Laundry		8.70
16190 - Sewing Machine Operator		10.69
16220 - Tailor		11.29
16250 - Washer, Machine		9.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.65
19040 - Tool And Die Maker		24.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.40
21030 - Material Coordinator		18.94
21040 - Material Expediter		18.94
21050 - Material Handling Laborer		12.57
21071 - Order Filler		12.84
21080 - Production Line Worker (Food Processing)		14.40
21110 - Shipping Packer		12.84
21130 - Shipping/Receiving Clerk		12.84
21140 - Store Worker I		13.20
21150 - Stock Clerk		16.00
21210 - Tools And Parts Attendant		14.40
21410 - Warehouse Specialist		14.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.30
23021 - Aircraft Mechanic I		22.34
23022 - Aircraft Mechanic II		23.30
23023 - Aircraft Mechanic III		24.27
23040 - Aircraft Mechanic Helper		18.31
23050 - Aircraft, Painter		21.40
23060 - Aircraft Servicer		20.40
23080 - Aircraft Worker		20.97
23110 - Appliance Mechanic		17.38
23120 - Bicycle Repairer		14.16
23125 - Cable Splicer		31.24
23130 - Carpenter, Maintenance		18.55
23140 - Carpet Layer		20.42
23160 - Electrician, Maintenance		25.61
23181 - Electronics Technician Maintenance I		20.09

23182 - Electronics Technician Maintenance II	21.03
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.28
23290 - Fire Alarm System Mechanic	21.83
23310 - Fire Extinguisher Repairer	18.51
23311 - Fuel Distribution System Mechanic	29.96
23312 - Fuel Distribution System Operator	21.46
23370 - General Maintenance Worker	18.59
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	20.40
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	18.51
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.53
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	20.95
23440 - Heavy Equipment Operator	20.42
23460 - Instrument Mechanic	22.34
23465 - Laboratory/Shelter Mechanic	21.37
23470 - Laborer	12.57
23510 - Locksmith	21.20
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.34
23592 - Metrology Technician II	23.30
23593 - Metrology Technician III	24.27
23640 - Millwright	24.61
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.46
23790 - Pipefitter, Maintenance	26.73
23810 - Plumber, Maintenance	22.48
23820 - Pneudraulic Systems Mechanic	22.34
23850 - Rigger	22.34
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	23.60
23910 - Small Engine Mechanic	17.49
23931 - Telecommunications Mechanic I	26.66
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	31.26
23960 - Welder, Combination, Maintenance	20.34
23965 - Well Driller	20.41
23970 - Woodcraft Worker	22.34
23980 - Woodworker	16.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.54
24580 - Child Care Center Clerk	16.78
24610 - Chore Aide	11.95
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	22.35
25190 - Ventilation Equipment Tender	17.56
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.47
27007 - Baggage Inspector	12.92

27008 - Corrections Officer		25.94
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		14.57
27040 - Detention Officer		25.94
27070 - Firefighter		22.83
27101 - Guard I		12.92
27102 - Guard II		14.57
27131 - Police Officer I		21.11
27132 - Police Officer II		23.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.06
28042 - Carnival Equipment Repairer		15.81
28043 - Carnival Equpment Worker		12.86
28210 - Gate Attendant/Gate Tender		15.26
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		17.07
28510 - Recreation Aide/Health Facility Attendant		12.47
28515 - Recreation Specialist		21.04
28630 - Sports Official		13.60
28690 - Swimming Pool Operator		18.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.61
29020 - Hatch Tender		19.39
29030 - Line Handler		19.61
29041 - Stevedore I		19.63
29042 - Stevedore II		22.41
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.91
30022 - Archeological Technician II		17.80
30023 - Archeological Technician III		22.04
30030 - Cartographic Technician		22.04
30040 - Civil Engineering Technician		20.49
30061 - Drafter/CAD Operator I		15.91
30062 - Drafter/CAD Operator II		17.80
30063 - Drafter/CAD Operator III		19.85
30064 - Drafter/CAD Operator IV		24.42
30081 - Engineering Technician I		15.29
30082 - Engineering Technician II		17.15
30083 - Engineering Technician III		19.19
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.09
30086 - Engineering Technician VI		35.19
30090 - Environmental Technician		20.49
30210 - Laboratory Technician		19.89
30240 - Mathematical Technician		22.04
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.64
30390 - Photo-Optics Technician		22.04
30461 - Technical Writer I		21.61
30462 - Technical Writer II		26.44
30463 - Technical Writer III		31.98
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.85

30621 - Weather Observer, Senior (see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.07
31030 - Bus Driver	12.53
31043 - Driver Courier	12.38
31260 - Parking and Lot Attendant	10.49
31290 - Shuttle Bus Driver	13.06
31310 - Taxi Driver	12.07
31361 - Truckdriver, Light	13.06
31362 - Truckdriver, Medium	14.11
31363 - Truckdriver, Heavy	16.87
31364 - Truckdriver, Tractor-Trailer	16.87
99000 - Miscellaneous Occupations	
99030 - Cashier	8.62
99050 - Desk Clerk	11.85
99095 - Embalmer	22.80
99251 - Laboratory Animal Caretaker I	13.01
99252 - Laboratory Animal Caretaker II	13.72
99310 - Mortician	22.80
99410 - Pest Controller	18.76
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.94
99711 - Recycling Specialist	15.65
99730 - Refuse Collector	13.08
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	11.69
99830 - Survey Party Chief	21.06
99831 - Surveying Aide	12.18
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	15.06
99841 - Vending Machine Repairer	17.26
99842 - Vending Machine Repairer Helper	15.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2379 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		28.89
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		24.39
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.80
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.07
01191 - Order Clerk I		14.82
01192 - Order Clerk II		17.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.14
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		21.75
01410 - Supply Technician		28.89
01420 - Survey Worker		21.64
01531 - Travel Clerk I		12.64
01532 - Travel Clerk II		13.36
01533 - Travel Clerk III		14.10
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	21.68
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal Mechanic	26.94
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94
05220 - Motor Vehicle Mechanic Helper	19.94
05250 - Motor Vehicle Upholstery Worker	21.07
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter, Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	11.23
05400 - Transmission Repair Specialist	26.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.28
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	11.24
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	11.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.23
09040 - Furniture Handler	12.01
09080 - Furniture Refinisher	17.00
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	16.02
11122 - Housekeeping Aide	14.85
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.29
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	15.70
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	20.22
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.65
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.65
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91

12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		34.25
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		34.25
13047 - Librarian		34.02
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		25.15
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.69
15050 - Computer Based Training Specialist / Instructor		39.20
15060 - Educational Technologist		32.92
15070 - Flight Instructor (Pilot)		51.69
15080 - Graphic Artist		27.68
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		31.35
15110 - Test Proctor		20.72
15120 - Tutor		20.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	9.79
16030 - Counter Attendant	9.79
16040 - Dry Cleaner	12.92
16070 - Finisher, Flatwork, Machine	9.79
16090 - Presser, Hand	9.79
16110 - Presser, Machine, Drycleaning	9.79
16130 - Presser, Machine, Shirts	9.79
16160 - Presser, Machine, Wearing Apparel, Laundry	9.79
16190 - Sewing Machine Operator	13.96
16220 - Tailor	14.99
16250 - Washer, Machine	10.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.99
19040 - Tool And Die Maker	24.02
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.24
21071 - Order Filler	12.98
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.51
21150 - Stock Clerk	15.77
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.81
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.81
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	19.26
23050 - Aircraft, Painter	23.26
23060 - Aircraft Servicer	21.84
23080 - Aircraft Worker	23.20
23110 - Appliance Mechanic	20.10
23120 - Bicycle Repairer	10.66
23125 - Cable Splicer	31.81
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.81
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	20.95
23310 - Fire Extinguisher Repairer	20.85
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	24.09
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	21.84
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.85
23392 - Gunsmith II	24.03
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.04
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	32.03

23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	12.82
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	29.88
23810 - Plumber, Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	24.03
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.18
23931 - Telecommunications Mechanic I	29.87
23932 - Telecommunications Mechanic II	31.25
23950 - Telephone Lineman	31.86
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.28
23970 - Woodcraft Worker	29.26
23980 - Woodworker	15.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	10.62
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.16
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.45
28042 - Carnival Equipment Repairer	14.22
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	20.98
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	16.95

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.00
29020 - Hatch Tender		26.00
29030 - Line Handler		26.00
29041 - Stevedore I		22.10
29042 - Stevedore II		22.81
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		27.68
30081 - Engineering Technician I		19.62
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		39.40
30086 - Engineering Technician VI		43.34
30090 - Environmental Technician		20.12
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		20.15
30362 - Paralegal/Legal Assistant II		22.81
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		35.57
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		27.81
30462 - Technical Writer II		32.99
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.14
31030 - Bus Driver		19.89
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		10.12
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.51
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.15
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.37
99310 - Mortician		34.44
99410 - Pest Controller		16.49

99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	18.13
99711 - Recycling Specialist	21.48
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	14.60
99841 - Vending Machine Repairer	19.09
99842 - Vending Machine Repairer Helper	15.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2380 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		28.89
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		24.39
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.80
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.07
01191 - Order Clerk I		14.82

01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.14
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.89
01420 - Survey Worker	21.64
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.36
01533 - Travel Clerk III	14.10
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.68
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal Mechanic	26.94
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94
05220 - Motor Vehicle Mechanic Helper	19.94
05250 - Motor Vehicle Upholstery Worker	21.07
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter, Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	11.23
05400 - Transmission Repair Specialist	26.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.28
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	11.24
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	11.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.23
09040 - Furniture Handler	12.01
09080 - Furniture Refinisher	17.00
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	16.02
11122 - Housekeeping Aide	14.85
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.29
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	15.70

12000 - Health Occupations		
12010 - Ambulance Driver		20.22
12011 - Breath Alcohol Technician		22.61
12012 - Certified Occupational Therapist Assistant		24.12
12015 - Certified Physical Therapist Assistant		22.28
12020 - Dental Assistant		16.75
12025 - Dental Hygienist		35.31
12030 - EKG Technician		28.65
12035 - Electroneurodiagnostic Technologist		28.65
12040 - Emergency Medical Technician		20.22
12071 - Licensed Practical Nurse I		21.76
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.65
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		18.65
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		34.25
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		34.25
13047 - Librarian		34.02
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		25.15
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.69
15050 - Computer Based Training Specialist / Instructor		39.20
15060 - Educational Technologist		32.92
15070 - Flight Instructor (Pilot)		51.69
15080 - Graphic Artist		27.68
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		31.35
15110 - Test Proctor		20.72
15120 - Tutor		20.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.79
16030 - Counter Attendant		9.79
16040 - Dry Cleaner		12.92
16070 - Finisher, Flatwork, Machine		9.79
16090 - Presser, Hand		9.79
16110 - Presser, Machine, Drycleaning		9.79
16130 - Presser, Machine, Shirts		9.79
16160 - Presser, Machine, Wearing Apparel, Laundry		9.79
16190 - Sewing Machine Operator		13.96
16220 - Tailor		14.99
16250 - Washer, Machine		10.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.99
19040 - Tool And Die Maker		24.02
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		14.24
21071 - Order Filler		12.98
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		11.51
21150 - Stock Clerk		15.77
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.81
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.81
23023 - Aircraft Mechanic III		30.66
23040 - Aircraft Mechanic Helper		19.26
23050 - Aircraft, Painter		23.26
23060 - Aircraft Servicer		21.84
23080 - Aircraft Worker		23.20
23110 - Appliance Mechanic		20.10
23120 - Bicycle Repairer		10.66
23125 - Cable Splicer		31.81
23130 - Carpenter, Maintenance		29.55
23140 - Carpet Layer		27.98
23160 - Electrician, Maintenance		36.84

23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.81
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	20.95
23310 - Fire Extinguisher Repairer	20.85
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	24.09
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	21.84
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.85
23392 - Gunsmith II	24.03
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.04
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	32.03
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	12.82
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	29.88
23810 - Plumber, Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	24.03
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.18
23931 - Telecommunications Mechanic I	29.87
23932 - Telecommunications Mechanic II	31.25
23950 - Telephone Lineman	31.86
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.28
23970 - Woodcraft Worker	29.26
23980 - Woodworker	15.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	10.62
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12

27007	Baggage Inspector		17.16
27008	Corrections Officer		30.97
27010	Court Security Officer		30.66
27030	Detection Dog Handler		20.36
27040	Detention Officer		30.97
27070	Firefighter		31.42
27101	Guard I		17.16
27102	Guard II		20.36
27131	Police Officer I		32.37
27132	Police Officer II		35.94
28000	Recreation Occupations		
28041	Carnival Equipment Operator		13.45
28042	Carnival Equipment Repairer		14.22
28043	Carnival Equpment Worker		10.96
28210	Gate Attendant/Gate Tender		16.49
28310	Lifeguard		13.00
28350	Park Attendant (Aide)		18.46
28510	Recreation Aide/Health Facility Attendant		15.76
28515	Recreation Specialist		20.98
28630	Sports Official		14.69
28690	Swimming Pool Operator		16.95
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer		26.00
29020	Hatch Tender		26.00
29030	Line Handler		26.00
29041	Stevedore I		22.10
29042	Stevedore II		22.81
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011	Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012	Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021	Archeological Technician I		19.69
30022	Archeological Technician II		22.02
30023	Archeological Technician III		27.27
30030	Cartographic Technician		27.27
30040	Civil Engineering Technician		25.21
30061	Drafter/CAD Operator I		19.69
30062	Drafter/CAD Operator II		22.02
30063	Drafter/CAD Operator III		24.55
30064	Drafter/CAD Operator IV		27.68
30081	Engineering Technician I		19.62
30082	Engineering Technician II		22.47
30083	Engineering Technician III		25.28
30084	Engineering Technician IV		31.22
30085	Engineering Technician V		39.40
30086	Engineering Technician VI		43.34
30090	Environmental Technician		20.12
30210	Laboratory Technician		21.37
30240	Mathematical Technician		26.27
30361	Paralegal/Legal Assistant I		20.15
30362	Paralegal/Legal Assistant II		22.81
30363	Paralegal/Legal Assistant III		35.39
30364	Paralegal/Legal Assistant IV		35.57
30390	Photo-Optics Technician		27.27
30461	Technical Writer I		27.81
30462	Technical Writer II		32.99
30463	Technical Writer III		39.10
30491	Unexploded Ordnance (UXO) Technician I		25.63
30492	Unexploded Ordnance (UXO) Technician II		31.02
30493	Unexploded Ordnance (UXO) Technician III		37.18
30494	Unexploded (UXO) Safety Escort		25.63
30495	Unexploded (UXO) Sweep Personnel		25.63
30620	Weather Observer, Combined Upper Air Or	(see 2)	24.55

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.14
31030 - Bus Driver		19.89
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		10.12
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.51
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.15
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.37
99310 - Mortician		34.44
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		18.13
99711 - Recycling Specialist		21.48
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		13.82
99830 - Survey Party Chief		22.56
99831 - Surveying Aide		14.74
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		14.60
99841 - Vending Machine Repairer		19.09
99842 - Vending Machine Repairer Helper		15.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2381 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Yates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		21.45
01040 - Court Reporter		22.64
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher, Motor Vehicle		17.67
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.57
01112 - General Clerk II		13.91
01113 - General Clerk III		15.71
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		11.67
01191 - Order Clerk I		13.16
01192 - Order Clerk II		16.05
01261 - Personnel Assistant (Employment) I		15.64
01262 - Personnel Assistant (Employment) II		17.49
01263 - Personnel Assistant (Employment) III		19.51
01270 - Production Control Clerk		19.51
01280 - Receptionist		14.53
01290 - Rental Clerk		14.96
01300 - Scheduler, Maintenance		15.94
01311 - Secretary I		15.94
01312 - Secretary II		17.84
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		14.69
01410 - Supply Technician		21.45
01420 - Survey Worker		16.79
01531 - Travel Clerk I		11.57
01532 - Travel Clerk II		12.21
01533 - Travel Clerk III		12.89
01611 - Word Processor I		14.73
01612 - Word Processor II		16.53
01613 - Word Processor III		18.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.13
05010 - Automotive Electrician		19.24
05040 - Automotive Glass Installer		18.40
05070 - Automotive Worker		18.40
05110 - Mobile Equipment Servicer		16.67
05130 - Motor Equipment Metal Mechanic		20.13
05160 - Motor Equipment Metal Worker		18.40
05190 - Motor Vehicle Mechanic		20.13
05220 - Motor Vehicle Mechanic Helper		15.74
05250 - Motor Vehicle Upholstery Worker		17.52
05280 - Motor Vehicle Wrecker		18.40
05310 - Painter, Automotive		19.24
05340 - Radiator Repair Specialist		18.57
05370 - Tire Repairer		14.97
05400 - Transmission Repair Specialist		20.13
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.58

07041 - Cook I	12.45
07042 - Cook II	14.97
07070 - Dishwasher	10.55
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	11.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer, Minor	16.86
09130 - Upholsterer	19.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.26
11060 - Elevator Operator	11.62
11090 - Gardener	15.36
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.69
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	9.23
11260 - Pruner	12.03
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	14.44
12011 - Breath Alcohol Technician	14.86
12012 - Certified Occupational Therapist Assistant	19.10
12015 - Certified Physical Therapist Assistant	19.10
12020 - Dental Assistant	15.02
12025 - Dental Hygienist	27.58
12030 - EKG Technician	23.22
12035 - Electroneurodiagnostic Technologist	23.22
12040 - Emergency Medical Technician	14.44
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	13.74
12190 - Medical Record Technician	15.37
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	29.18
12221 - Nursing Assistant I	9.76
12222 - Nursing Assistant II	10.98
12223 - Nursing Assistant III	11.97
12224 - Nursing Assistant IV	13.44
12235 - Optical Dispenser	21.01
12236 - Optical Technician	15.78
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	22.51
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II, Specialist	29.83
12314 - Registered Nurse III	36.10
12315 - Registered Nurse III, Anesthetist	36.10
12316 - Registered Nurse IV	43.25
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.45
13012 - Exhibits Specialist II	25.17

13013 - Exhibits Specialist III		27.49
13041 - Illustrator I		20.34
13042 - Illustrator II		25.04
13043 - Illustrator III		27.35
13047 - Librarian		25.37
13050 - Library Aide/Clerk		11.31
13054 - Library Information Technology Systems Administrator		21.84
13058 - Library Technician		15.07
13061 - Media Specialist I		15.77
13062 - Media Specialist II		17.63
13063 - Media Specialist III		19.66
13071 - Photographer I		14.77
13072 - Photographer II		17.54
13073 - Photographer III		21.73
13074 - Photographer IV		24.00
13075 - Photographer V		25.73
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.38
14042 - Computer Operator II		18.33
14043 - Computer Operator III		20.44
14044 - Computer Operator IV		23.31
14045 - Computer Operator V		25.55
14071 - Computer Programmer I		24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.38
14160 - Personal Computer Support Technician		23.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.76
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.67
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		31.16
15070 - Flight Instructor (Pilot)		41.67
15080 - Graphic Artist		21.73
15090 - Technical Instructor		22.88
15095 - Technical Instructor/Course Developer		27.97
15110 - Test Proctor		18.46
15120 - Tutor		18.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.62
16030 - Counter Attendant		8.62
16040 - Dry Cleaner		10.32
16070 - Finisher, Flatwork, Machine		8.62
16090 - Presser, Hand		8.62
16110 - Presser, Machine, Drycleaning		8.62
16130 - Presser, Machine, Shirts		8.62
16160 - Presser, Machine, Wearing Apparel, Laundry		8.62
16190 - Sewing Machine Operator		10.91
16220 - Tailor		11.48
16250 - Washer, Machine		9.20
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.54
19040 - Tool And Die Maker		22.77
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.40
21030 - Material Coordinator		20.73

21040 - Material Expediter	20.73
21050 - Material Handling Laborer	11.56
21071 - Order Filler	13.96
21080 - Production Line Worker (Food Processing)	15.53
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	12.60
21150 - Stock Clerk	15.95
21210 - Tools And Parts Attendant	15.53
21410 - Warehouse Specialist	15.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.01
23021 - Aircraft Mechanic I	24.77
23022 - Aircraft Mechanic II	25.99
23023 - Aircraft Mechanic III	27.21
23040 - Aircraft Mechanic Helper	18.82
23050 - Aircraft, Painter	22.97
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.38
23110 - Appliance Mechanic	20.53
23120 - Bicycle Repairer	16.47
23125 - Cable Splicer	31.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.69
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	22.74
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	18.51
23290 - Fire Alarm System Mechanic	21.68
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	27.31
23312 - Fuel Distribution System Operator	21.96
23370 - General Maintenance Worker	19.57
23380 - Ground Support Equipment Mechanic	24.77
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.38
23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.65
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	22.20
23465 - Laboratory/Shelter Mechanic	20.53
23470 - Laborer	13.44
23510 - Locksmith	19.88
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	20.78
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	22.20
23592 - Metrology Technician II	23.27
23593 - Metrology Technician III	24.38
23640 - Millwright	23.78
23710 - Office Appliance Repairer	20.63
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	25.88
23810 - Plumber, Maintenance	23.36
23820 - Pneudraulic Systems Mechanic	21.68
23850 - Rigger	23.01

23870 - Scale Mechanic	20.63
23890 - Sheet-Metal Worker, Maintenance	25.33
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	28.71
23950 - Telephone Lineman	27.16
23960 - Welder, Combination, Maintenance	20.58
23965 - Well Driller	21.59
23970 - Woodcraft Worker	21.68
23980 - Woodworker	19.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.76
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	13.87
24630 - Homemaker	15.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.77
25040 - Sewage Plant Operator	20.20
25070 - Stationary Engineer	23.77
25190 - Ventilation Equipment Tender	17.67
25210 - Water Treatment Plant Operator	20.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.89
27007 - Baggage Inspector	15.59
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.40
27030 - Detection Dog Handler	18.54
27040 - Detention Officer	25.60
27070 - Firefighter	25.70
27101 - Guard I	15.59
27102 - Guard II	18.54
27131 - Police Officer I	24.89
27132 - Police Officer II	27.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.62
28042 - Carnival Equipment Repairer	12.04
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	14.17
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.85
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.51
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.72
29042 - Stevedore II	27.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.82
30022 - Archeological Technician II	21.05
30023 - Archeological Technician III	26.06
30030 - Cartographic Technician	26.06
30040 - Civil Engineering Technician	23.33
30061 - Drafter/CAD Operator I	18.82
30062 - Drafter/CAD Operator II	21.05

30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88
30081 - Engineering Technician I		16.76
30082 - Engineering Technician II		18.85
30083 - Engineering Technician III		21.61
30084 - Engineering Technician IV		27.09
30085 - Engineering Technician V		31.56
30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		19.35
30210 - Laboratory Technician		19.73
30240 - Mathematical Technician		26.54
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		26.28
30363 - Paralegal/Legal Assistant III		32.12
30364 - Paralegal/Legal Assistant IV		38.86
30390 - Photo-Optics Technician		26.06
30461 - Technical Writer I		23.54
30462 - Technical Writer II		28.78
30463 - Technical Writer III		32.68
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.78
30621 - Weather Observer, Senior	(see 3)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.90
31030 - Bus Driver		16.49
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		11.68
31290 - Shuttle Bus Driver		13.40
31310 - Taxi Driver		11.47
31361 - Truckdriver, Light		12.84
31362 - Truckdriver, Medium		17.67
31363 - Truckdriver, Heavy		17.89
31364 - Truckdriver, Tractor-Trailer		17.89
99000 - Miscellaneous Occupations		
99030 - Cashier		10.81
99050 - Desk Clerk		11.03
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		11.88
99252 - Laboratory Animal Caretaker II		12.67
99310 - Mortician		30.13
99410 - Pest Controller		16.89
99510 - Photofinishing Worker		13.19
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		19.35
99730 - Refuse Collector		15.51
99810 - Sales Clerk		14.74
99820 - School Crossing Guard		12.08
99830 - Survey Party Chief		21.46
99831 - Surveying Aide		13.44
99832 - Surveying Technician		18.45
99840 - Vending Machine Attendant		13.39
99841 - Vending Machine Repairer		16.28
99842 - Vending Machine Repairer Helper		13.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2382 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Yates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		21.45
01040 - Court Reporter		22.64
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher, Motor Vehicle		17.67
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.57
01112 - General Clerk II		13.91
01113 - General Clerk III		15.71
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		11.67
01191 - Order Clerk I		13.16
01192 - Order Clerk II		16.05
01261 - Personnel Assistant (Employment) I		15.64
01262 - Personnel Assistant (Employment) II		17.49
01263 - Personnel Assistant (Employment) III		19.51
01270 - Production Control Clerk		19.51
01280 - Receptionist		14.53
01290 - Rental Clerk		14.96
01300 - Scheduler, Maintenance		15.94
01311 - Secretary I		15.94

01312 - Secretary II	17.84
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	14.69
01410 - Supply Technician	21.45
01420 - Survey Worker	16.79
01531 - Travel Clerk I	11.57
01532 - Travel Clerk II	12.21
01533 - Travel Clerk III	12.89
01611 - Word Processor I	14.73
01612 - Word Processor II	16.53
01613 - Word Processor III	18.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.13
05010 - Automotive Electrician	19.24
05040 - Automotive Glass Installer	18.40
05070 - Automotive Worker	18.40
05110 - Mobile Equipment Servicer	16.67
05130 - Motor Equipment Metal Mechanic	20.13
05160 - Motor Equipment Metal Worker	18.40
05190 - Motor Vehicle Mechanic	20.13
05220 - Motor Vehicle Mechanic Helper	15.74
05250 - Motor Vehicle Upholstery Worker	17.52
05280 - Motor Vehicle Wrecker	18.40
05310 - Painter, Automotive	19.24
05340 - Radiator Repair Specialist	18.57
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	20.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.58
07041 - Cook I	12.45
07042 - Cook II	14.97
07070 - Dishwasher	10.55
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	11.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer, Minor	16.86
09130 - Upholsterer	19.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.26
11060 - Elevator Operator	11.62
11090 - Gardener	15.36
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.69
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	9.23
11260 - Pruner	12.03
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	14.44
12011 - Breath Alcohol Technician	14.86
12012 - Certified Occupational Therapist Assistant	19.10
12015 - Certified Physical Therapist Assistant	19.10
12020 - Dental Assistant	15.02
12025 - Dental Hygienist	27.58
12030 - EKG Technician	23.22
12035 - Electroneurodiagnostic Technologist	23.22

12040 - Emergency Medical Technician		14.44
12071 - Licensed Practical Nurse I		18.19
12072 - Licensed Practical Nurse II		20.43
12073 - Licensed Practical Nurse III		22.77
12100 - Medical Assistant		14.39
12130 - Medical Laboratory Technician		14.96
12160 - Medical Record Clerk		13.74
12190 - Medical Record Technician		15.37
12195 - Medical Transcriptionist		16.67
12210 - Nuclear Medicine Technologist		29.18
12221 - Nursing Assistant I		9.76
12222 - Nursing Assistant II		10.98
12223 - Nursing Assistant III		11.97
12224 - Nursing Assistant IV		13.44
12235 - Optical Dispenser		21.01
12236 - Optical Technician		15.78
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.77
12305 - Radiologic Technologist		22.51
12311 - Registered Nurse I		25.22
12312 - Registered Nurse II		29.83
12313 - Registered Nurse II, Specialist		29.83
12314 - Registered Nurse III		36.10
12315 - Registered Nurse III, Anesthetist		36.10
12316 - Registered Nurse IV		43.25
12317 - Scheduler (Drug and Alcohol Testing)		20.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.45
13012 - Exhibits Specialist II		25.17
13013 - Exhibits Specialist III		27.49
13041 - Illustrator I		20.34
13042 - Illustrator II		25.04
13043 - Illustrator III		27.35
13047 - Librarian		25.37
13050 - Library Aide/Clerk		11.31
13054 - Library Information Technology Systems Administrator		21.84
13058 - Library Technician		15.07
13061 - Media Specialist I		15.77
13062 - Media Specialist II		17.63
13063 - Media Specialist III		19.66
13071 - Photographer I		14.77
13072 - Photographer II		17.54
13073 - Photographer III		21.73
13074 - Photographer IV		24.00
13075 - Photographer V		25.73
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.38
14042 - Computer Operator II		18.33
14043 - Computer Operator III		20.44
14044 - Computer Operator IV		23.31
14045 - Computer Operator V		25.55
14071 - Computer Programmer I		24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.38
14160 - Personal Computer Support Technician		23.31
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	28.76
15020 - Aircrew Training Devices Instructor (Rated)	34.78
15030 - Air Crew Training Devices Instructor (Pilot)	41.67
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	31.16
15070 - Flight Instructor (Pilot)	41.67
15080 - Graphic Artist	21.73
15090 - Technical Instructor	22.88
15095 - Technical Instructor/Course Developer	27.97
15110 - Test Proctor	18.46
15120 - Tutor	18.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.62
16030 - Counter Attendant	8.62
16040 - Dry Cleaner	10.32
16070 - Finisher, Flatwork, Machine	8.62
16090 - Presser, Hand	8.62
16110 - Presser, Machine, Drycleaning	8.62
16130 - Presser, Machine, Shirts	8.62
16160 - Presser, Machine, Wearing Apparel, Laundry	8.62
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.48
16250 - Washer, Machine	9.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.54
19040 - Tool And Die Maker	22.77
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	20.73
21040 - Material Expediter	20.73
21050 - Material Handling Laborer	11.56
21071 - Order Filler	13.96
21080 - Production Line Worker (Food Processing)	15.53
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	12.60
21150 - Stock Clerk	15.95
21210 - Tools And Parts Attendant	15.53
21410 - Warehouse Specialist	15.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.01
23021 - Aircraft Mechanic I	24.77
23022 - Aircraft Mechanic II	25.99
23023 - Aircraft Mechanic III	27.21
23040 - Aircraft Mechanic Helper	18.82
23050 - Aircraft, Painter	22.97
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.38
23110 - Appliance Mechanic	20.53
23120 - Bicycle Repairer	16.47
23125 - Cable Splicer	31.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.69
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	22.74
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	18.51
23290 - Fire Alarm System Mechanic	21.68
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	27.31
23312 - Fuel Distribution System Operator	21.96
23370 - General Maintenance Worker	19.57

23380 - Ground Support Equipment Mechanic	24.77
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.38
23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.65
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	22.20
23465 - Laboratory/Shelter Mechanic	20.53
23470 - Laborer	13.44
23510 - Locksmith	19.88
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	20.78
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	22.20
23592 - Metrology Technician II	23.27
23593 - Metrology Technician III	24.38
23640 - Millwright	23.78
23710 - Office Appliance Repairer	20.63
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	25.88
23810 - Plumber, Maintenance	23.36
23820 - Pneudraulic Systems Mechanic	21.68
23850 - Rigger	23.01
23870 - Scale Mechanic	20.63
23890 - Sheet-Metal Worker, Maintenance	25.33
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	28.71
23950 - Telephone Lineman	27.16
23960 - Welder, Combination, Maintenance	20.58
23965 - Well Driller	21.59
23970 - Woodcraft Worker	21.68
23980 - Woodworker	19.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.76
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	13.87
24630 - Homemaker	15.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.77
25040 - Sewage Plant Operator	20.20
25070 - Stationary Engineer	23.77
25190 - Ventilation Equipment Tender	17.67
25210 - Water Treatment Plant Operator	20.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.89
27007 - Baggage Inspector	15.59
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.40
27030 - Detection Dog Handler	18.54
27040 - Detention Officer	25.60
27070 - Firefighter	25.70
27101 - Guard I	15.59
27102 - Guard II	18.54
27131 - Police Officer I	24.89

27132 - Police Officer II		27.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.62
28042 - Carnival Equipment Repairer		12.04
28043 - Carnival Equpment Worker		9.59
28210 - Gate Attendant/Gate Tender		14.17
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		15.85
28510 - Recreation Aide/Health Facility Attendant		11.57
28515 - Recreation Specialist		18.51
28630 - Sports Official		12.63
28690 - Swimming Pool Operator		17.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.13
29020 - Hatch Tender		26.13
29030 - Line Handler		26.13
29041 - Stevedore I		24.72
29042 - Stevedore II		27.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.82
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.06
30030 - Cartographic Technician		26.06
30040 - Civil Engineering Technician		23.33
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88
30081 - Engineering Technician I		16.76
30082 - Engineering Technician II		18.85
30083 - Engineering Technician III		21.61
30084 - Engineering Technician IV		27.09
30085 - Engineering Technician V		31.56
30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		19.35
30210 - Laboratory Technician		19.73
30240 - Mathematical Technician		26.54
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		26.28
30363 - Paralegal/Legal Assistant III		32.12
30364 - Paralegal/Legal Assistant IV		38.86
30390 - Photo-Optics Technician		26.06
30461 - Technical Writer I		23.54
30462 - Technical Writer II		28.78
30463 - Technical Writer III		32.68
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.78
30621 - Weather Observer, Senior	(see 3)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.90
31030 - Bus Driver		16.49
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		11.68
31290 - Shuttle Bus Driver		13.40
31310 - Taxi Driver		11.47

31361 - Truckdriver, Light	12.84
31362 - Truckdriver, Medium	17.67
31363 - Truckdriver, Heavy	17.89
31364 - Truckdriver, Tractor-Trailer	17.89
99000 - Miscellaneous Occupations	
99030 - Cashier	10.81
99050 - Desk Clerk	11.03
99095 - Embalmer	30.13
99251 - Laboratory Animal Caretaker I	11.88
99252 - Laboratory Animal Caretaker II	12.67
99310 - Mortician	30.13
99410 - Pest Controller	16.89
99510 - Photofinishing Worker	13.19
99710 - Recycling Laborer	16.06
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	15.51
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	12.08
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.45
99840 - Vending Machine Attendant	13.39
99841 - Vending Machine Repairer	16.28
99842 - Vending Machine Repairer Helper	13.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2383 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.91
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		17.66
01020 - Administrative Assistant		19.48
01040 - Court Reporter		18.96
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.77
01060 - Dispatcher, Motor Vehicle		15.33
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.14
01111 - General Clerk I		11.53
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		18.00
01141 - Messenger Courier		10.65
01191 - Order Clerk I		11.93
01192 - Order Clerk II		13.02
01261 - Personnel Assistant (Employment) I		13.96
01262 - Personnel Assistant (Employment) II		15.62
01263 - Personnel Assistant (Employment) III		17.25
01270 - Production Control Clerk		18.77
01280 - Receptionist		11.29
01290 - Rental Clerk		12.13
01300 - Scheduler, Maintenance		13.63
01311 - Secretary I		13.63
01312 - Secretary II		15.67
01313 - Secretary III		17.45
01320 - Service Order Dispatcher		12.29
01410 - Supply Technician		19.48
01420 - Survey Worker		14.47
01531 - Travel Clerk I		11.19
01532 - Travel Clerk II		12.07
01533 - Travel Clerk III		12.96
01611 - Word Processor I		12.29
01612 - Word Processor II		13.80
01613 - Word Processor III		15.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.28
05010 - Automotive Electrician		18.24
05040 - Automotive Glass Installer		17.63
05070 - Automotive Worker		17.63
05110 - Mobile Equipment Servicer		16.32
05130 - Motor Equipment Metal Mechanic		18.96
05160 - Motor Equipment Metal Worker		17.63
05190 - Motor Vehicle Mechanic		17.25
05220 - Motor Vehicle Mechanic Helper		15.63
05250 - Motor Vehicle Upholstery Worker		16.95
05280 - Motor Vehicle Wrecker		17.63
05310 - Painter, Automotive		18.24
05340 - Radiator Repair Specialist		17.63
05370 - Tire Repairer		14.34
05400 - Transmission Repair Specialist		18.96
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.05
07041 - Cook I		10.78
07042 - Cook II		12.06

07070 - Dishwasher	8.91
07130 - Food Service Worker	9.34
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	15.63
09110 - Furniture Repairer, Minor	16.95
09130 - Upholsterer	20.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	10.11
11090 - Gardener	14.37
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer, Grounds Maintenance	12.34
11240 - Maid or Houseman	9.99
11260 - Pruner	17.78
11270 - Tractor Operator	14.53
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	12.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.13
12011 - Breath Alcohol Technician	14.88
12012 - Certified Occupational Therapist Assistant	17.45
12015 - Certified Physical Therapist Assistant	17.79
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	26.52
12030 - EKG Technician	24.38
12035 - Electroneurodiagnostic Technologist	24.38
12040 - Emergency Medical Technician	15.13
12071 - Licensed Practical Nurse I	13.30
12072 - Licensed Practical Nurse II	14.88
12073 - Licensed Practical Nurse III	16.60
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.85
12195 - Medical Transcriptionist	15.34
12210 - Nuclear Medicine Technologist	31.04
12221 - Nursing Assistant I	9.40
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.54
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	20.61
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	13.77
12280 - Phlebotomist	12.95
12305 - Radiologic Technologist	25.19
12311 - Registered Nurse I	21.73
12312 - Registered Nurse II	26.58
12313 - Registered Nurse II, Specialist	26.58
12314 - Registered Nurse III	32.15
12315 - Registered Nurse III, Anesthetist	32.15
12316 - Registered Nurse IV	38.54
12317 - Scheduler (Drug and Alcohol Testing)	18.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.42
13012 - Exhibits Specialist II	22.83
13013 - Exhibits Specialist III	27.93
13041 - Illustrator I	18.42

13042 - Illustrator II		22.83
13043 - Illustrator III		27.93
13047 - Librarian		25.28
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		22.83
13058 - Library Technician		12.68
13061 - Media Specialist I		16.47
13062 - Media Specialist II		18.42
13063 - Media Specialist III		20.55
13071 - Photographer I		15.46
13072 - Photographer II		17.29
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V	(see 1)	
14071 - Computer Programmer I		20.57
14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		27.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.64
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.06
15110 - Test Proctor		15.87
15120 - Tutor		15.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.54
16030 - Counter Attendant		8.54
16040 - Dry Cleaner		9.91
16070 - Finisher, Flatwork, Machine		8.63
16090 - Presser, Hand		8.63
16110 - Presser, Machine, Drycleaning		8.63
16130 - Presser, Machine, Shirts		8.63
16160 - Presser, Machine, Wearing Apparel, Laundry		8.63
16190 - Sewing Machine Operator		10.50
16220 - Tailor		11.09
16250 - Washer, Machine		8.96
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker		21.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.75
21030 - Material Coordinator		18.77
21040 - Material Expediter		18.77
21050 - Material Handling Laborer		13.66

21071 - Order Filler	10.41
21080 - Production Line Worker (Food Processing)	14.75
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	13.30
21150 - Stock Clerk	17.62
21210 - Tools And Parts Attendant	14.75
21410 - Warehouse Specialist	14.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.82
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.82
23023 - Aircraft Mechanic III	26.88
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	22.56
23060 - Aircraft Servicer	21.64
23080 - Aircraft Worker	22.46
23110 - Appliance Mechanic	18.24
23120 - Bicycle Repairer	14.34
23125 - Cable Splicer	29.40
23130 - Carpenter, Maintenance	19.98
23140 - Carpet Layer	19.67
23160 - Electrician, Maintenance	23.73
23181 - Electronics Technician Maintenance I	21.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	24.58
23260 - Fabric Worker	18.65
23290 - Fire Alarm System Mechanic	20.85
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	28.12
23312 - Fuel Distribution System Operator	23.24
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.62
23382 - Ground Support Equipment Worker	21.69
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	24.79
23460 - Instrument Mechanic	21.23
23465 - Laboratory/Shelter Mechanic	20.57
23470 - Laborer	11.58
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	20.06
23550 - Machinist, Maintenance	17.18
23580 - Maintenance Trades Helper	15.63
23591 - Metrology Technician I	21.23
23592 - Metrology Technician II	22.08
23593 - Metrology Technician III	22.84
23640 - Millwright	20.70
23710 - Office Appliance Repairer	20.09
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	27.88
23810 - Plumber, Maintenance	21.26
23820 - Pneudraulic Systems Mechanic	21.23
23850 - Rigger	21.23
23870 - Scale Mechanic	20.82
23890 - Sheet-Metal Worker, Maintenance	20.85

23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic I	25.96
23932 - Telecommunications Mechanic II	26.86
23950 - Telephone Lineman	25.89
23960 - Welder, Combination, Maintenance	18.96
23965 - Well Driller	21.23
23970 - Woodcraft Worker	21.23
23980 - Woodworker	16.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.84
24580 - Child Care Center Clerk	12.27
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	18.54
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	18.72
25210 - Water Treatment Plant Operator	18.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.51
27007 - Baggage Inspector	13.35
27008 - Corrections Officer	21.94
27010 - Court Security Officer	21.74
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	21.94
27070 - Firefighter	23.44
27101 - Guard I	13.35
27102 - Guard II	16.29
27131 - Police Officer I	22.40
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.05
28042 - Carnival Equipment Repairer	11.40
28043 - Carnival Equpment Worker	8.99
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	19.13
28630 - Sports Official	12.29
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.08
29020 - Hatch Tender	24.08
29030 - Line Handler	24.08
29041 - Stevedore I	21.05
29042 - Stevedore II	24.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.31
30022 - Archeological Technician II	17.07
30023 - Archeological Technician III	21.22
30030 - Cartographic Technician	23.74
30040 - Civil Engineering Technician	21.56
30061 - Drafter/CAD Operator I	16.43
30062 - Drafter/CAD Operator II	19.13
30063 - Drafter/CAD Operator III	21.29
30064 - Drafter/CAD Operator IV	25.23

30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.02
30083 - Engineering Technician III		18.70
30084 - Engineering Technician IV		22.20
30085 - Engineering Technician V		27.16
30086 - Engineering Technician VI		32.86
30090 - Environmental Technician		19.67
30210 - Laboratory Technician		18.00
30240 - Mathematical Technician		23.49
30361 - Paralegal/Legal Assistant I		17.28
30362 - Paralegal/Legal Assistant II		21.92
30363 - Paralegal/Legal Assistant III		26.81
30364 - Paralegal/Legal Assistant IV		32.44
30390 - Photo-Optics Technician		23.49
30461 - Technical Writer I		21.13
30462 - Technical Writer II		25.85
30463 - Technical Writer III		31.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.29
30621 - Weather Observer, Senior	(see 2)	22.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		14.20
31043 - Driver Courier		12.21
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		13.14
31310 - Taxi Driver		10.00
31361 - Truckdriver, Light		13.14
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		17.68
31364 - Truckdriver, Tractor-Trailer		17.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.10
99050 - Desk Clerk		10.17
99095 - Embalmer		26.64
99251 - Laboratory Animal Caretaker I		10.66
99252 - Laboratory Animal Caretaker II		11.47
99310 - Mortician		27.29
99410 - Pest Controller		15.84
99510 - Photofinishing Worker		11.97
99710 - Recycling Laborer		14.91
99711 - Recycling Specialist		17.56
99730 - Refuse Collector		13.58
99810 - Sales Clerk		11.34
99820 - School Crossing Guard		9.90
99830 - Survey Party Chief		20.03
99831 - Surveying Aide		12.59
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.59
99841 - Vending Machine Repairer		16.15
99842 - Vending Machine Repairer Helper		14.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2384
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.91
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		17.66
01020 - Administrative Assistant		19.48
01040 - Court Reporter		18.96
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.77
01060 - Dispatcher, Motor Vehicle		15.33
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.14
01111 - General Clerk I		11.53
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		18.00
01141 - Messenger Courier		10.65
01191 - Order Clerk I		11.93
01192 - Order Clerk II		13.02
01261 - Personnel Assistant (Employment) I		13.96
01262 - Personnel Assistant (Employment) II		15.62
01263 - Personnel Assistant (Employment) III		17.25
01270 - Production Control Clerk		18.77
01280 - Receptionist		11.29
01290 - Rental Clerk		12.13
01300 - Scheduler, Maintenance		13.63
01311 - Secretary I		13.63
01312 - Secretary II		15.67
01313 - Secretary III		17.45
01320 - Service Order Dispatcher		12.29
01410 - Supply Technician		19.48
01420 - Survey Worker		14.47
01531 - Travel Clerk I		11.19
01532 - Travel Clerk II		12.07
01533 - Travel Clerk III		12.96

01611 - Word Processor I	12.29
01612 - Word Processor II	13.80
01613 - Word Processor III	15.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.25
05220 - Motor Vehicle Mechanic Helper	15.63
05250 - Motor Vehicle Upholstery Worker	16.95
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter, Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	10.78
07042 - Cook II	12.06
07070 - Dishwasher	8.91
07130 - Food Service Worker	9.34
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	15.63
09110 - Furniture Repairer, Minor	16.95
09130 - Upholsterer	20.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	10.11
11090 - Gardener	14.37
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer, Grounds Maintenance	12.34
11240 - Maid or Houseman	9.99
11260 - Pruner	17.78
11270 - Tractor Operator	14.53
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	12.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.13
12011 - Breath Alcohol Technician	14.88
12012 - Certified Occupational Therapist Assistant	17.45
12015 - Certified Physical Therapist Assistant	17.79
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	26.52
12030 - EKG Technician	24.38
12035 - Electroneurodiagnostic Technologist	24.38
12040 - Emergency Medical Technician	15.13
12071 - Licensed Practical Nurse I	13.30
12072 - Licensed Practical Nurse II	14.88
12073 - Licensed Practical Nurse III	16.60
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.85

12195 - Medical Transcriptionist		15.34
12210 - Nuclear Medicine Technologist		31.04
12221 - Nursing Assistant I		9.40
12222 - Nursing Assistant II		10.57
12223 - Nursing Assistant III		11.54
12224 - Nursing Assistant IV		12.95
12235 - Optical Dispenser		20.61
12236 - Optical Technician		14.38
12250 - Pharmacy Technician		13.77
12280 - Phlebotomist		12.95
12305 - Radiologic Technologist		25.19
12311 - Registered Nurse I		21.73
12312 - Registered Nurse II		26.58
12313 - Registered Nurse II, Specialist		26.58
12314 - Registered Nurse III		32.15
12315 - Registered Nurse III, Anesthetist		32.15
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		18.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.42
13012 - Exhibits Specialist II		22.83
13013 - Exhibits Specialist III		27.93
13041 - Illustrator I		18.42
13042 - Illustrator II		22.83
13043 - Illustrator III		27.93
13047 - Librarian		25.28
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		22.83
13058 - Library Technician		12.68
13061 - Media Specialist I		16.47
13062 - Media Specialist II		18.42
13063 - Media Specialist III		20.55
13071 - Photographer I		15.46
13072 - Photographer II		17.29
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V	(see 1)	
14071 - Computer Programmer I		20.57
14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		27.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.64
15090 - Technical Instructor		19.66

15095 - Technical Instructor/Course Developer	24.06
15110 - Test Proctor	15.87
15120 - Tutor	15.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	9.91
16070 - Finisher, Flatwork, Machine	8.63
16090 - Presser, Hand	8.63
16110 - Presser, Machine, Drycleaning	8.63
16130 - Presser, Machine, Shirts	8.63
16160 - Presser, Machine, Wearing Apparel, Laundry	8.63
16190 - Sewing Machine Operator	10.50
16220 - Tailor	11.09
16250 - Washer, Machine	8.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.84
19040 - Tool And Die Maker	21.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.75
21030 - Material Coordinator	18.77
21040 - Material Expediter	18.77
21050 - Material Handling Laborer	13.66
21071 - Order Filler	10.41
21080 - Production Line Worker (Food Processing)	14.75
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	13.30
21150 - Stock Clerk	17.62
21210 - Tools And Parts Attendant	14.75
21410 - Warehouse Specialist	14.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.82
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.82
23023 - Aircraft Mechanic III	26.88
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	22.56
23060 - Aircraft Servicer	21.64
23080 - Aircraft Worker	22.46
23110 - Appliance Mechanic	18.24
23120 - Bicycle Repairer	14.34
23125 - Cable Splicer	29.40
23130 - Carpenter, Maintenance	19.98
23140 - Carpet Layer	19.67
23160 - Electrician, Maintenance	23.73
23181 - Electronics Technician Maintenance I	21.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	24.58
23260 - Fabric Worker	18.65
23290 - Fire Alarm System Mechanic	20.85
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	28.12
23312 - Fuel Distribution System Operator	23.24
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.62
23382 - Ground Support Equipment Worker	21.69
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.43

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	24.79
23460 - Instrument Mechanic	21.23
23465 - Laboratory/Shelter Mechanic	20.57
23470 - Laborer	11.58
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	20.06
23550 - Machinist, Maintenance	17.18
23580 - Maintenance Trades Helper	15.63
23591 - Metrology Technician I	21.23
23592 - Metrology Technician II	22.08
23593 - Metrology Technician III	22.84
23640 - Millwright	20.70
23710 - Office Appliance Repairer	20.09
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	27.88
23810 - Plumber, Maintenance	21.26
23820 - Pneudraulic Systems Mechanic	21.23
23850 - Rigger	21.23
23870 - Scale Mechanic	20.82
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic I	25.96
23932 - Telecommunications Mechanic II	26.86
23950 - Telephone Lineman	25.89
23960 - Welder, Combination, Maintenance	18.96
23965 - Well Driller	21.23
23970 - Woodcraft Worker	21.23
23980 - Woodworker	16.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.84
24580 - Child Care Center Clerk	12.27
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	18.54
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	18.72
25210 - Water Treatment Plant Operator	18.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.51
27007 - Baggage Inspector	13.35
27008 - Corrections Officer	21.94
27010 - Court Security Officer	21.74
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	21.94
27070 - Firefighter	23.44
27101 - Guard I	13.35
27102 - Guard II	16.29
27131 - Police Officer I	22.40
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.05
28042 - Carnival Equipment Repairer	11.40
28043 - Carnival Equpment Worker	8.99
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.44

28510 - Recreation Aide/Health Facility Attendant		11.27
28515 - Recreation Specialist		19.13
28630 - Sports Official		12.29
28690 - Swimming Pool Operator		18.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.08
29020 - Hatch Tender		24.08
29030 - Line Handler		24.08
29041 - Stevedore I		21.05
29042 - Stevedore II		24.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.31
30022 - Archeological Technician II		17.07
30023 - Archeological Technician III		21.22
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		21.56
30061 - Drafter/CAD Operator I		16.43
30062 - Drafter/CAD Operator II		19.13
30063 - Drafter/CAD Operator III		21.29
30064 - Drafter/CAD Operator IV		25.23
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.02
30083 - Engineering Technician III		18.70
30084 - Engineering Technician IV		22.20
30085 - Engineering Technician V		27.16
30086 - Engineering Technician VI		32.86
30090 - Environmental Technician		19.67
30210 - Laboratory Technician		18.00
30240 - Mathematical Technician		23.49
30361 - Paralegal/Legal Assistant I		17.28
30362 - Paralegal/Legal Assistant II		21.92
30363 - Paralegal/Legal Assistant III		26.81
30364 - Paralegal/Legal Assistant IV		32.44
30390 - Photo-Optics Technician		23.49
30461 - Technical Writer I		21.13
30462 - Technical Writer II		25.85
30463 - Technical Writer III		31.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.29
30621 - Weather Observer, Senior	(see 2)	22.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		14.20
31043 - Driver Courier		12.21
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		13.14
31310 - Taxi Driver		10.00
31361 - Truckdriver, Light		13.14
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		17.68
31364 - Truckdriver, Tractor-Trailer		17.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.10
99050 - Desk Clerk		10.17
99095 - Embalmer		26.64

99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	11.47
99310 - Mortician	27.29
99410 - Pest Controller	15.84
99510 - Photofinishing Worker	11.97
99710 - Recycling Laborer	14.91
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	13.58
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	9.90
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	14.59
99841 - Vending Machine Repairer	16.15
99842 - Vending Machine Repairer Helper	14.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2389 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.85
01012 - Accounting Clerk II		13.30
01013 - Accounting Clerk III		14.88
01020 - Administrative Assistant		18.61
01040 - Court Reporter		15.02
01051 - Data Entry Operator I		11.35

01052 - Data Entry Operator II	12.34
01060 - Dispatcher, Motor Vehicle	16.26
01070 - Document Preparation Clerk	12.97
01090 - Duplicating Machine Operator	12.97
01111 - General Clerk I	11.33
01112 - General Clerk II	12.36
01113 - General Clerk III	13.87
01120 - Housing Referral Assistant	16.88
01141 - Messenger Courier	11.41
01191 - Order Clerk I	12.71
01192 - Order Clerk II	13.87
01261 - Personnel Assistant (Employment) I	14.00
01262 - Personnel Assistant (Employment) II	15.66
01263 - Personnel Assistant (Employment) III	17.46
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.41
01290 - Rental Clerk	11.22
01300 - Scheduler, Maintenance	13.43
01311 - Secretary I	13.43
01312 - Secretary II	15.02
01313 - Secretary III	16.88
01320 - Service Order Dispatcher	14.33
01410 - Supply Technician	18.61
01420 - Survey Worker	15.02
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	12.90
01611 - Word Processor I	11.65
01612 - Word Processor II	13.08
01613 - Word Processor III	14.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.79
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.18
05070 - Automotive Worker	17.18
05110 - Mobile Equipment Servicer	15.33
05130 - Motor Equipment Metal Mechanic	19.05
05160 - Motor Equipment Metal Worker	17.18
05190 - Motor Vehicle Mechanic	18.17
05220 - Motor Vehicle Mechanic Helper	14.43
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.18
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.18
05370 - Tire Repairer	12.54
05400 - Transmission Repair Specialist	19.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.78
07041 - Cook I	12.08
07042 - Cook II	12.78
07070 - Dishwasher	8.43
07130 - Food Service Worker	8.89
07210 - Meat Cutter	12.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.93
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer, Minor	15.22
09130 - Upholsterer	16.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63

11060 - Elevator Operator	9.80
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.80
11150 - Janitor	9.80
11210 - Laborer, Grounds Maintenance	11.44
11240 - Maid or Houseman	8.80
11260 - Pruner	10.51
11270 - Tractor Operator	13.34
11330 - Trail Maintenance Worker	11.44
11360 - Window Cleaner	10.66
12000 - Health Occupations	
12010 - Ambulance Driver	15.58
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	21.68
12020 - Dental Assistant	15.59
12025 - Dental Hygienist	27.85
12030 - EKG Technician	24.90
12035 - Electroneurodiagnostic Technologist	24.90
12040 - Emergency Medical Technician	15.58
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.50
12073 - Licensed Practical Nurse III	19.52
12100 - Medical Assistant	13.08
12130 - Medical Laboratory Technician	16.33
12160 - Medical Record Clerk	12.10
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.79
12210 - Nuclear Medicine Technologist	34.53
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.25
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	12.82
12280 - Phlebotomist	13.31
12305 - Radiologic Technologist	23.37
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II, Specialist	28.15
12314 - Registered Nurse III	34.05
12315 - Registered Nurse III, Anesthetist	34.05
12316 - Registered Nurse IV	40.81
12317 - Scheduler (Drug and Alcohol Testing)	21.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.43
13012 - Exhibits Specialist II	20.37
13013 - Exhibits Specialist III	24.92
13041 - Illustrator I	16.43
13042 - Illustrator II	20.37
13043 - Illustrator III	24.92
13047 - Librarian	22.55
13050 - Library Aide/Clerk	13.09
13054 - Library Information Technology Systems Administrator	20.37
13058 - Library Technician	15.39
13061 - Media Specialist I	14.69
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.33
13071 - Photographer I	14.38
13072 - Photographer II	16.09
13073 - Photographer III	19.94

13074 - Photographer IV		24.40
13075 - Photographer V		29.51
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I		17.38
14072 - Computer Programmer II		23.68
14073 - Computer Programmer III		26.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.89
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.33
15020 - Aircrew Training Devices Instructor (Rated)		31.32
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.43
15060 - Educational Technologist		22.25
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		20.33
15090 - Technical Instructor		16.60
15095 - Technical Instructor/Course Developer		20.31
15110 - Test Proctor		14.23
15120 - Tutor		14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88
16040 - Dry Cleaner		10.93
16070 - Finisher, Flatwork, Machine		8.88
16090 - Presser, Hand		8.88
16110 - Presser, Machine, Drycleaning		8.88
16130 - Presser, Machine, Shirts		8.88
16160 - Presser, Machine, Wearing Apparel, Laundry		8.88
16190 - Sewing Machine Operator		11.60
16220 - Tailor		12.22
16250 - Washer, Machine		9.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.32
19040 - Tool And Die Maker		20.40
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.81
21030 - Material Coordinator		19.41
21040 - Material Expediter		19.41
21050 - Material Handling Laborer		11.79
21071 - Order Filler		11.03
21080 - Production Line Worker (Food Processing)		13.81
21110 - Shipping Packer		12.94
21130 - Shipping/Receiving Clerk		12.94
21140 - Store Worker I		11.01
21150 - Stock Clerk		14.29
21210 - Tools And Parts Attendant		13.81
21410 - Warehouse Specialist		13.81
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		19.89
23021 - Aircraft Mechanic I		18.88
23022 - Aircraft Mechanic II		19.89
23023 - Aircraft Mechanic III		20.81

23040 - Aircraft Mechanic Helper	12.98
23050 - Aircraft, Painter	17.11
23060 - Aircraft Servicer	14.65
23080 - Aircraft Worker	15.47
23110 - Appliance Mechanic	16.46
23120 - Bicycle Repairer	11.09
23125 - Cable Splicer	20.97
23130 - Carpenter, Maintenance	15.46
23140 - Carpet Layer	15.57
23160 - Electrician, Maintenance	18.04
23181 - Electronics Technician Maintenance I	20.68
23182 - Electronics Technician Maintenance II	21.85
23183 - Electronics Technician Maintenance III	23.13
23260 - Fabric Worker	14.75
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	13.86
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	13.88
23370 - General Maintenance Worker	16.11
23380 - Ground Support Equipment Mechanic	18.88
23381 - Ground Support Equipment Servicer	14.65
23382 - Ground Support Equipment Worker	15.47
23391 - Gunsmith I	13.86
23392 - Gunsmith II	15.57
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.09
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	17.65
23440 - Heavy Equipment Operator	15.34
23460 - Instrument Mechanic	17.42
23465 - Laboratory/Shelter Mechanic	16.46
23470 - Laborer	11.79
23510 - Locksmith	15.87
23530 - Machinery Maintenance Mechanic	21.05
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	12.57
23591 - Metrology Technician I	17.42
23592 - Metrology Technician II	18.35
23593 - Metrology Technician III	19.23
23640 - Millwright	19.03
23710 - Office Appliance Repairer	16.52
23760 - Painter, Maintenance	14.91
23790 - Pipefitter, Maintenance	18.51
23810 - Plumber, Maintenance	17.58
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.57
23890 - Sheet-Metal Worker, Maintenance	16.09
23910 - Small Engine Mechanic	15.14
23931 - Telecommunications Mechanic I	21.13
23932 - Telecommunications Mechanic II	22.27
23950 - Telephone Lineman	19.11
23960 - Welder, Combination, Maintenance	15.38
23965 - Well Driller	17.42
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	15.26
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services	14.77

Coordinator	
24630 - Homemaker	16.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.42
25040 - Sewage Plant Operator	15.96
25070 - Stationary Engineer	17.42
25190 - Ventilation Equipment Tender	12.95
25210 - Water Treatment Plant Operator	15.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	12.18
27008 - Corrections Officer	14.62
27010 - Court Security Officer	15.44
27030 - Detection Dog Handler	13.50
27040 - Detention Officer	14.69
27070 - Firefighter	14.26
27101 - Guard I	12.18
27102 - Guard II	13.50
27131 - Police Officer I	17.80
27132 - Police Officer II	19.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.15
28042 - Carnival Equipment Repairer	10.83
28043 - Carnival Equpment Worker	8.39
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	18.19
28630 - Sports Official	12.91
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.80
29020 - Hatch Tender	15.80
29030 - Line Handler	15.80
29041 - Stevedore I	14.96
29042 - Stevedore II	16.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.95
30022 - Archeological Technician II	15.60
30023 - Archeological Technician III	20.64
30030 - Cartographic Technician	20.64
30040 - Civil Engineering Technician	18.55
30061 - Drafter/CAD Operator I	14.90
30062 - Drafter/CAD Operator II	16.66
30063 - Drafter/CAD Operator III	18.82
30064 - Drafter/CAD Operator IV	22.86
30081 - Engineering Technician I	13.39
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	17.62
30084 - Engineering Technician IV	21.82
30085 - Engineering Technician V	26.70
30086 - Engineering Technician VI	32.29
30090 - Environmental Technician	18.67
30210 - Laboratory Technician	18.58
30240 - Mathematical Technician	20.46
30361 - Paralegal/Legal Assistant I	17.14
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30363 - Paralegal/Legal Assistant III	25.98
30364 - Paralegal/Legal Assistant IV	31.43

30390 - Photo-Optics Technician		20.64
30461 - Technical Writer I		20.46
30462 - Technical Writer II		24.99
30463 - Technical Writer III		30.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.82
30621 - Weather Observer, Senior	(see 2)	20.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.97
31030 - Bus Driver		14.48
31043 - Driver Courier		13.62
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		14.58
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		14.58
31362 - Truckdriver, Medium		16.26
31363 - Truckdriver, Heavy		17.84
31364 - Truckdriver, Tractor-Trailer		17.84
99000 - Miscellaneous Occupations		
99030 - Cashier		8.45
99050 - Desk Clerk		12.77
99095 - Embalmer		29.41
99251 - Laboratory Animal Caretaker I		11.97
99252 - Laboratory Animal Caretaker II		12.81
99310 - Mortician		29.41
99410 - Pest Controller		16.86
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.45
99711 - Recycling Specialist		14.52
99730 - Refuse Collector		11.44
99810 - Sales Clerk		11.54
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		18.29
99831 - Surveying Aide		13.03
99832 - Surveying Technician		17.33
99840 - Vending Machine Attendant		12.52
99841 - Vending Machine Repairer		14.95
99842 - Vending Machine Repairer Helper		12.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2390 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.85
01012 - Accounting Clerk II		13.30
01013 - Accounting Clerk III		14.88
01020 - Administrative Assistant		18.61
01040 - Court Reporter		15.02
01051 - Data Entry Operator I		11.35
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		16.26
01070 - Document Preparation Clerk		12.97
01090 - Duplicating Machine Operator		12.97
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		16.88
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.87
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		15.66
01263 - Personnel Assistant (Employment) III		17.46
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.41
01290 - Rental Clerk		11.22
01300 - Scheduler, Maintenance		13.43
01311 - Secretary I		13.43

01312 - Secretary II	15.02
01313 - Secretary III	16.88
01320 - Service Order Dispatcher	14.33
01410 - Supply Technician	18.61
01420 - Survey Worker	15.02
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	12.90
01611 - Word Processor I	11.65
01612 - Word Processor II	13.08
01613 - Word Processor III	14.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.79
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.18
05070 - Automotive Worker	17.18
05110 - Mobile Equipment Servicer	15.33
05130 - Motor Equipment Metal Mechanic	19.05
05160 - Motor Equipment Metal Worker	17.18
05190 - Motor Vehicle Mechanic	18.17
05220 - Motor Vehicle Mechanic Helper	14.43
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.18
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.18
05370 - Tire Repairer	12.54
05400 - Transmission Repair Specialist	19.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.78
07041 - Cook I	12.08
07042 - Cook II	12.78
07070 - Dishwasher	8.43
07130 - Food Service Worker	8.89
07210 - Meat Cutter	12.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.93
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer, Minor	15.22
09130 - Upholsterer	16.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.80
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.80
11150 - Janitor	9.80
11210 - Laborer, Grounds Maintenance	11.44
11240 - Maid or Houseman	8.80
11260 - Pruner	10.51
11270 - Tractor Operator	13.34
11330 - Trail Maintenance Worker	11.44
11360 - Window Cleaner	10.66
12000 - Health Occupations	
12010 - Ambulance Driver	15.58
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	21.68
12020 - Dental Assistant	15.59
12025 - Dental Hygienist	27.85
12030 - EKG Technician	24.90
12035 - Electroneurodiagnostic Technologist	24.90

12040 - Emergency Medical Technician		15.58
12071 - Licensed Practical Nurse I		15.73
12072 - Licensed Practical Nurse II		17.50
12073 - Licensed Practical Nurse III		19.52
12100 - Medical Assistant		13.08
12130 - Medical Laboratory Technician		16.33
12160 - Medical Record Clerk		12.10
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		14.79
12210 - Nuclear Medicine Technologist		34.53
12221 - Nursing Assistant I		9.67
12222 - Nursing Assistant II		10.87
12223 - Nursing Assistant III		11.86
12224 - Nursing Assistant IV		13.31
12235 - Optical Dispenser		16.25
12236 - Optical Technician		15.73
12250 - Pharmacy Technician		12.82
12280 - Phlebotomist		13.31
12305 - Radiologic Technologist		23.37
12311 - Registered Nurse I		23.01
12312 - Registered Nurse II		28.15
12313 - Registered Nurse II, Specialist		28.15
12314 - Registered Nurse III		34.05
12315 - Registered Nurse III, Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		21.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.43
13012 - Exhibits Specialist II		20.37
13013 - Exhibits Specialist III		24.92
13041 - Illustrator I		16.43
13042 - Illustrator II		20.37
13043 - Illustrator III		24.92
13047 - Librarian		22.55
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.37
13058 - Library Technician		15.39
13061 - Media Specialist I		14.69
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.33
13071 - Photographer I		14.38
13072 - Photographer II		16.09
13073 - Photographer III		19.94
13074 - Photographer IV		24.40
13075 - Photographer V		29.51
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I		17.38
14072 - Computer Programmer II		23.68
14073 - Computer Programmer III		26.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.89
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	25.33
15020 - Aircrew Training Devices Instructor (Rated)	31.32
15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	25.43
15060 - Educational Technologist	22.25
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	20.33
15090 - Technical Instructor	16.60
15095 - Technical Instructor/Course Developer	20.31
15110 - Test Proctor	14.23
15120 - Tutor	14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.88
16030 - Counter Attendant	8.88
16040 - Dry Cleaner	10.93
16070 - Finisher, Flatwork, Machine	8.88
16090 - Presser, Hand	8.88
16110 - Presser, Machine, Drycleaning	8.88
16130 - Presser, Machine, Shirts	8.88
16160 - Presser, Machine, Wearing Apparel, Laundry	8.88
16190 - Sewing Machine Operator	11.60
16220 - Tailor	12.22
16250 - Washer, Machine	9.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.32
19040 - Tool And Die Maker	20.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.81
21030 - Material Coordinator	19.41
21040 - Material Expediter	19.41
21050 - Material Handling Laborer	11.79
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	13.81
21110 - Shipping Packer	12.94
21130 - Shipping/Receiving Clerk	12.94
21140 - Store Worker I	11.01
21150 - Stock Clerk	14.29
21210 - Tools And Parts Attendant	13.81
21410 - Warehouse Specialist	13.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.89
23021 - Aircraft Mechanic I	18.88
23022 - Aircraft Mechanic II	19.89
23023 - Aircraft Mechanic III	20.81
23040 - Aircraft Mechanic Helper	12.98
23050 - Aircraft, Painter	17.11
23060 - Aircraft Servicer	14.65
23080 - Aircraft Worker	15.47
23110 - Appliance Mechanic	16.46
23120 - Bicycle Repairer	11.09
23125 - Cable Splicer	20.97
23130 - Carpenter, Maintenance	15.46
23140 - Carpet Layer	15.57
23160 - Electrician, Maintenance	18.04
23181 - Electronics Technician Maintenance I	20.68
23182 - Electronics Technician Maintenance II	21.85
23183 - Electronics Technician Maintenance III	23.13
23260 - Fabric Worker	14.75
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	13.86
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	13.88
23370 - General Maintenance Worker	16.11

23380 - Ground Support Equipment Mechanic	18.88
23381 - Ground Support Equipment Servicer	14.65
23382 - Ground Support Equipment Worker	15.47
23391 - Gunsmith I	13.86
23392 - Gunsmith II	15.57
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.09
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	17.65
23440 - Heavy Equipment Operator	15.34
23460 - Instrument Mechanic	17.42
23465 - Laboratory/Shelter Mechanic	16.46
23470 - Laborer	11.79
23510 - Locksmith	15.87
23530 - Machinery Maintenance Mechanic	21.05
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	12.57
23591 - Metrology Technician I	17.42
23592 - Metrology Technician II	18.35
23593 - Metrology Technician III	19.23
23640 - Millwright	19.03
23710 - Office Appliance Repairer	16.52
23760 - Painter, Maintenance	14.91
23790 - Pipefitter, Maintenance	18.51
23810 - Plumber, Maintenance	17.58
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.57
23890 - Sheet-Metal Worker, Maintenance	16.09
23910 - Small Engine Mechanic	15.14
23931 - Telecommunications Mechanic I	21.13
23932 - Telecommunications Mechanic II	22.27
23950 - Telephone Lineman	19.11
23960 - Welder, Combination, Maintenance	15.38
23965 - Well Driller	17.42
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	15.26
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.77
24630 - Homemaker	16.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.42
25040 - Sewage Plant Operator	15.96
25070 - Stationary Engineer	17.42
25190 - Ventilation Equipment Tender	12.95
25210 - Water Treatment Plant Operator	15.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	12.18
27008 - Corrections Officer	14.62
27010 - Court Security Officer	15.44
27030 - Detection Dog Handler	13.50
27040 - Detention Officer	14.69
27070 - Firefighter	14.26
27101 - Guard I	12.18
27102 - Guard II	13.50
27131 - Police Officer I	17.80

27132 - Police Officer II		19.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.15
28042 - Carnival Equipment Repairer		10.83
28043 - Carnival Equpment Worker		8.39
28210 - Gate Attendant/Gate Tender		13.18
28310 - Lifeguard		11.74
28350 - Park Attendant (Aide)		16.21
28510 - Recreation Aide/Health Facility Attendant		12.65
28515 - Recreation Specialist		18.19
28630 - Sports Official		12.91
28690 - Swimming Pool Operator		17.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.80
29020 - Hatch Tender		15.80
29030 - Line Handler		15.80
29041 - Stevedore I		14.96
29042 - Stevedore II		16.70
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		13.95
30022 - Archeological Technician II		15.60
30023 - Archeological Technician III		20.64
30030 - Cartographic Technician		20.64
30040 - Civil Engineering Technician		18.55
30061 - Drafter/CAD Operator I		14.90
30062 - Drafter/CAD Operator II		16.66
30063 - Drafter/CAD Operator III		18.82
30064 - Drafter/CAD Operator IV		22.86
30081 - Engineering Technician I		13.39
30082 - Engineering Technician II		15.75
30083 - Engineering Technician III		17.62
30084 - Engineering Technician IV		21.82
30085 - Engineering Technician V		26.70
30086 - Engineering Technician VI		32.29
30090 - Environmental Technician		18.67
30210 - Laboratory Technician		18.58
30240 - Mathematical Technician		20.46
30361 - Paralegal/Legal Assistant I		17.14
30362 - Paralegal/Legal Assistant II		21.24
30363 - Paralegal/Legal Assistant III		25.98
30364 - Paralegal/Legal Assistant IV		31.43
30390 - Photo-Optics Technician		20.64
30461 - Technical Writer I		20.46
30462 - Technical Writer II		24.99
30463 - Technical Writer III		30.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
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31000 - Transportation/Mobile Equipment Operation Occupations		
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31030 - Bus Driver		14.48
31043 - Driver Courier		13.62
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		14.58
31310 - Taxi Driver		10.53

31361 - Truckdriver, Light	14.58
31362 - Truckdriver, Medium	16.26
31363 - Truckdriver, Heavy	17.84
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99095 - Embalmer	29.41
99251 - Laboratory Animal Caretaker I	11.97
99252 - Laboratory Animal Caretaker II	12.81
99310 - Mortician	29.41
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99710 - Recycling Laborer	12.45
99711 - Recycling Specialist	14.52
99730 - Refuse Collector	11.44
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	18.29
99831 - Surveying Aide	13.03
99832 - Surveying Technician	17.33
99840 - Vending Machine Attendant	12.52
99841 - Vending Machine Repairer	14.95
99842 - Vending Machine Repairer Helper	12.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2391
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.80
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		26.85
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		11.56
01052 - Data Entry Operator II		13.00
01060 - Dispatcher, Motor Vehicle		17.88
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		11.81
01112 - General Clerk II		12.88
01113 - General Clerk III		14.46
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		12.10
01191 - Order Clerk I		11.56
01192 - Order Clerk II		12.76
01261 - Personnel Assistant (Employment) I		15.34
01262 - Personnel Assistant (Employment) II		16.39
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		18.52
01280 - Receptionist		13.87
01290 - Rental Clerk		15.24
01300 - Scheduler, Maintenance		17.63
01311 - Secretary I		17.63
01312 - Secretary II		19.88
01313 - Secretary III		22.66
01320 - Service Order Dispatcher		14.93
01410 - Supply Technician		26.85
01420 - Survey Worker		18.35
01531 - Travel Clerk I		11.33
01532 - Travel Clerk II		12.07
01533 - Travel Clerk III		12.86
01611 - Word Processor I		14.61
01612 - Word Processor II		16.59
01613 - Word Processor III		18.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.91
05010 - Automotive Electrician		20.99

05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	16.29
05250 - Motor Vehicle Upholstery Worker	18.92
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.99
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	11.47
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.33
07042 - Cook II	11.59
07070 - Dishwasher	9.24
07130 - Food Service Worker	8.77
07210 - Meat Cutter	13.45
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.37
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	13.98
09090 - Furniture Refinisher Helper	11.19
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	16.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.52
11090 - Gardener	13.20
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer, Grounds Maintenance	11.03
11240 - Maid or Houseman	9.00
11260 - Pruner	9.77
11270 - Tractor Operator	13.06
11330 - Trail Maintenance Worker	11.03
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	24.60
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	19.04
12025 - Dental Hygienist	32.03
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	16.06
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.03
12100 - Medical Assistant	14.09
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	15.30
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	30.96
12221 - Nursing Assistant I	10.14
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.96

12235 - Optical Dispenser		18.46
12236 - Optical Technician		14.32
12250 - Pharmacy Technician		13.57
12280 - Phlebotomist		13.96
12305 - Radiologic Technologist		26.39
12311 - Registered Nurse I		23.03
12312 - Registered Nurse II		28.17
12313 - Registered Nurse II, Specialist		28.17
12314 - Registered Nurse III		34.09
12315 - Registered Nurse III, Anesthetist		34.09
12316 - Registered Nurse IV		40.82
12317 - Scheduler (Drug and Alcohol Testing)		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.48
13013 - Exhibits Specialist III		27.50
13041 - Illustrator I		18.14
13042 - Illustrator II		22.48
13043 - Illustrator III		27.50
13047 - Librarian		24.89
13050 - Library Aide/Clerk		12.09
13054 - Library Information Technology Systems Administrator		22.48
13058 - Library Technician		14.48
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.23
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I		21.04
14072 - Computer Programmer II		26.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.23
15020 - Aircrew Training Devices Instructor (Rated)		32.97
15030 - Air Crew Training Devices Instructor (Pilot)		39.52
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		25.54
15070 - Flight Instructor (Pilot)		39.52
15080 - Graphic Artist		24.05
15090 - Technical Instructor		24.46
15095 - Technical Instructor/Course Developer		29.92
15110 - Test Proctor		19.74
15120 - Tutor		19.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85

16040 - Dry Cleaner	10.96
16070 - Finisher, Flatwork, Machine	8.85
16090 - Presser, Hand	8.85
16110 - Presser, Machine, Drycleaning	8.85
16130 - Presser, Machine, Shirts	8.85
16160 - Presser, Machine, Wearing Apparel, Laundry	8.85
16190 - Sewing Machine Operator	11.64
16220 - Tailor	12.27
16250 - Washer, Machine	9.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.78
19040 - Tool And Die Maker	20.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.11
21030 - Material Coordinator	18.52
21040 - Material Expediter	18.52
21050 - Material Handling Laborer	12.13
21071 - Order Filler	11.84
21080 - Production Line Worker (Food Processing)	15.11
21110 - Shipping Packer	14.62
21130 - Shipping/Receiving Clerk	14.62
21140 - Store Worker I	10.48
21150 - Stock Clerk	14.79
21210 - Tools And Parts Attendant	15.11
21410 - Warehouse Specialist	15.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.39
23021 - Aircraft Mechanic I	23.22
23022 - Aircraft Mechanic II	24.39
23023 - Aircraft Mechanic III	25.61
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	22.57
23060 - Aircraft Servicer	19.73
23080 - Aircraft Worker	20.90
23110 - Appliance Mechanic	18.11
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	23.71
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	16.35
23160 - Electrician, Maintenance	19.24
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	21.12
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	15.76
23311 - Fuel Distribution System Mechanic	21.55
23312 - Fuel Distribution System Operator	18.53
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	23.22
23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.90
23391 - Gunsmith I	15.76
23392 - Gunsmith II	17.68
23393 - Gunsmith III	20.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.96
23430 - Heavy Equipment Mechanic	18.98
23440 - Heavy Equipment Operator	16.31
23460 - Instrument Mechanic	23.15
23465 - Laboratory/Shelter Mechanic	18.69

23470 - Laborer	12.13
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	22.08
23550 - Machinist, Maintenance	17.55
23580 - Maintenance Trades Helper	12.80
23591 - Metrology Technician I	23.15
23592 - Metrology Technician II	24.32
23593 - Metrology Technician III	25.44
23640 - Millwright	21.55
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	15.52
23790 - Pipefitter, Maintenance	20.62
23810 - Plumber, Maintenance	17.64
23820 - Pneudraulic Systems Mechanic	19.63
23850 - Rigger	21.59
23870 - Scale Mechanic	17.68
23890 - Sheet-Metal Worker, Maintenance	15.74
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.65
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	17.10
23965 - Well Driller	17.57
23970 - Woodcraft Worker	19.63
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.87
24580 - Child Care Center Clerk	12.31
24610 - Chore Aide	9.24
24620 - Family Readiness And Support Services Coordinator	13.30
24630 - Homemaker	13.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.33
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.33
25190 - Ventilation Equipment Tender	14.83
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.98
27007 - Baggage Inspector	11.70
27008 - Corrections Officer	15.96
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	15.13
27040 - Detention Officer	15.96
27070 - Firefighter	18.54
27101 - Guard I	11.70
27102 - Guard II	15.13
27131 - Police Officer I	19.63
27132 - Police Officer II	21.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.02
28042 - Carnival Equipment Repairer	11.71
28043 - Carnival Equpment Worker	8.68
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	18.26
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.68

29020 - Hatch Tender		18.68
29030 - Line Handler		18.68
29041 - Stevedore I		17.72
29042 - Stevedore II		19.77
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.15
30022 - Archeological Technician II		18.89
30023 - Archeological Technician III		23.01
30030 - Cartographic Technician		23.07
30040 - Civil Engineering Technician		21.85
30061 - Drafter/CAD Operator I		15.15
30062 - Drafter/CAD Operator II		18.89
30063 - Drafter/CAD Operator III		20.96
30064 - Drafter/CAD Operator IV		23.25
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.92
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		19.68
30210 - Laboratory Technician		19.99
30240 - Mathematical Technician		23.04
30361 - Paralegal/Legal Assistant I		17.08
30362 - Paralegal/Legal Assistant II		21.17
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		31.33
30390 - Photo-Optics Technician		23.07
30461 - Technical Writer I		20.21
30462 - Technical Writer II		24.73
30463 - Technical Writer III		29.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.96
30621 - Weather Observer, Senior	(see 2)	21.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.10
31030 - Bus Driver		17.62
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.34
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		16.78
31362 - Truckdriver, Medium		18.59
31363 - Truckdriver, Heavy		19.15
31364 - Truckdriver, Tractor-Trailer		19.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.50
99050 - Desk Clerk		10.24
99095 - Embalmer		24.90
99251 - Laboratory Animal Caretaker I		10.57
99252 - Laboratory Animal Caretaker II		11.33
99310 - Mortician		30.68
99410 - Pest Controller		14.71
99510 - Photofinishing Worker		11.92
99710 - Recycling Laborer		14.34

99711 - Recycling Specialist	16.99
99730 - Refuse Collector	12.71
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.42
99830 - Survey Party Chief	18.25
99831 - Surveying Aide	12.31
99832 - Surveying Technician	16.86
99840 - Vending Machine Attendant	11.92
99841 - Vending Machine Repairer	14.16
99842 - Vending Machine Repairer Helper	11.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2392 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.80
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		26.85
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		11.56
01052 - Data Entry Operator II		13.00
01060 - Dispatcher, Motor Vehicle		17.88
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		11.81
01112 - General Clerk II		12.88
01113 - General Clerk III		14.46
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		12.10

01191 - Order Clerk I	11.56
01192 - Order Clerk II	12.76
01261 - Personnel Assistant (Employment) I	15.34
01262 - Personnel Assistant (Employment) II	16.39
01263 - Personnel Assistant (Employment) III	18.25
01270 - Production Control Clerk	18.52
01280 - Receptionist	13.87
01290 - Rental Clerk	15.24
01300 - Scheduler, Maintenance	17.63
01311 - Secretary I	17.63
01312 - Secretary II	19.88
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	14.93
01410 - Supply Technician	26.85
01420 - Survey Worker	18.35
01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.07
01533 - Travel Clerk III	12.86
01611 - Word Processor I	14.61
01612 - Word Processor II	16.59
01613 - Word Processor III	18.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.91
05010 - Automotive Electrician	20.99
05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	16.29
05250 - Motor Vehicle Upholstery Worker	18.92
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.99
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	11.47
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.33
07042 - Cook II	11.59
07070 - Dishwasher	9.24
07130 - Food Service Worker	8.77
07210 - Meat Cutter	13.45
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.37
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	13.98
09090 - Furniture Refinisher Helper	11.19
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	16.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.52
11090 - Gardener	13.20
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer, Grounds Maintenance	11.03
11240 - Maid or Houseman	9.00
11260 - Pruner	9.77
11270 - Tractor Operator	13.06
11330 - Trail Maintenance Worker	11.03

11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	24.60
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	19.04
12025 - Dental Hygienist	32.03
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	16.06
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.03
12100 - Medical Assistant	14.09
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	15.30
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	30.96
12221 - Nursing Assistant I	10.14
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.96
12235 - Optical Dispenser	18.46
12236 - Optical Technician	14.32
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	13.96
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.17
12313 - Registered Nurse II, Specialist	28.17
12314 - Registered Nurse III	34.09
12315 - Registered Nurse III, Anesthetist	34.09
12316 - Registered Nurse IV	40.82
12317 - Scheduler (Drug and Alcohol Testing)	20.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.14
13012 - Exhibits Specialist II	22.48
13013 - Exhibits Specialist III	27.50
13041 - Illustrator I	18.14
13042 - Illustrator II	22.48
13043 - Illustrator III	27.50
13047 - Librarian	24.89
13050 - Library Aide/Clerk	12.09
13054 - Library Information Technology Systems Administrator	22.48
13058 - Library Technician	14.48
13061 - Media Specialist I	16.22
13062 - Media Specialist II	18.14
13063 - Media Specialist III	20.23
13071 - Photographer I	15.85
13072 - Photographer II	17.73
13073 - Photographer III	21.96
13074 - Photographer IV	26.87
13075 - Photographer V	32.51
13110 - Video Teleconference Technician	18.01
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.93
14042 - Computer Operator II	17.81
14043 - Computer Operator III	19.86
14044 - Computer Operator IV	22.06
14045 - Computer Operator V	24.44

14071 - Computer Programmer I		21.04
14072 - Computer Programmer II		26.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.23
15020 - Aircrew Training Devices Instructor (Rated)		32.97
15030 - Air Crew Training Devices Instructor (Pilot)		39.52
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		25.54
15070 - Flight Instructor (Pilot)		39.52
15080 - Graphic Artist		24.05
15090 - Technical Instructor		24.46
15095 - Technical Instructor/Course Developer		29.92
15110 - Test Proctor		19.74
15120 - Tutor		19.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		10.96
16070 - Finisher, Flatwork, Machine		8.85
16090 - Presser, Hand		8.85
16110 - Presser, Machine, Drycleaning		8.85
16130 - Presser, Machine, Shirts		8.85
16160 - Presser, Machine, Wearing Apparel, Laundry		8.85
16190 - Sewing Machine Operator		11.64
16220 - Tailor		12.27
16250 - Washer, Machine		9.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.78
19040 - Tool And Die Maker		20.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.11
21030 - Material Coordinator		18.52
21040 - Material Expediter		18.52
21050 - Material Handling Laborer		12.13
21071 - Order Filler		11.84
21080 - Production Line Worker (Food Processing)		15.11
21110 - Shipping Packer		14.62
21130 - Shipping/Receiving Clerk		14.62
21140 - Store Worker I		10.48
21150 - Stock Clerk		14.79
21210 - Tools And Parts Attendant		15.11
21410 - Warehouse Specialist		15.11
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.39
23021 - Aircraft Mechanic I		23.22
23022 - Aircraft Mechanic II		24.39
23023 - Aircraft Mechanic III		25.61
23040 - Aircraft Mechanic Helper		17.66
23050 - Aircraft, Painter		22.57
23060 - Aircraft Servicer		19.73
23080 - Aircraft Worker		20.90
23110 - Appliance Mechanic		18.11
23120 - Bicycle Repairer		11.38
23125 - Cable Splicer		23.71
23130 - Carpenter, Maintenance		16.42
23140 - Carpet Layer		16.35

23160 - Electrician, Maintenance	19.24
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	21.12
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	15.76
23311 - Fuel Distribution System Mechanic	21.55
23312 - Fuel Distribution System Operator	18.53
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	23.22
23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.90
23391 - Gunsmith I	15.76
23392 - Gunsmith II	17.68
23393 - Gunsmith III	20.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.96
23430 - Heavy Equipment Mechanic	18.98
23440 - Heavy Equipment Operator	16.31
23460 - Instrument Mechanic	23.15
23465 - Laboratory/Shelter Mechanic	18.69
23470 - Laborer	12.13
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	22.08
23550 - Machinist, Maintenance	17.55
23580 - Maintenance Trades Helper	12.80
23591 - Metrology Technician I	23.15
23592 - Metrology Technician II	24.32
23593 - Metrology Technician III	25.44
23640 - Millwright	21.55
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	15.52
23790 - Pipefitter, Maintenance	20.62
23810 - Plumber, Maintenance	17.64
23820 - Pneudraulic Systems Mechanic	19.63
23850 - Rigger	21.59
23870 - Scale Mechanic	17.68
23890 - Sheet-Metal Worker, Maintenance	15.74
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.65
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	17.10
23965 - Well Driller	17.57
23970 - Woodcraft Worker	19.63
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.87
24580 - Child Care Center Clerk	12.31
24610 - Chore Aide	9.24
24620 - Family Readiness And Support Services Coordinator	13.30
24630 - Homemaker	13.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.33
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.33
25190 - Ventilation Equipment Tender	14.83
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	

27004 - Alarm Monitor	15.98
27007 - Baggage Inspector	11.70
27008 - Corrections Officer	15.96
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	15.13
27040 - Detention Officer	15.96
27070 - Firefighter	18.54
27101 - Guard I	11.70
27102 - Guard II	15.13
27131 - Police Officer I	19.63
27132 - Police Officer II	21.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.02
28042 - Carnival Equipment Repairer	11.71
28043 - Carnival Equpment Worker	8.68
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	18.26
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.68
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	17.72
29042 - Stevedore II	19.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.15
30022 - Archeological Technician II	18.89
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	23.07
30040 - Civil Engineering Technician	21.85
30061 - Drafter/CAD Operator I	15.15
30062 - Drafter/CAD Operator II	18.89
30063 - Drafter/CAD Operator III	20.96
30064 - Drafter/CAD Operator IV	23.25
30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	16.92
30083 - Engineering Technician III	18.92
30084 - Engineering Technician IV	23.44
30085 - Engineering Technician V	28.68
30086 - Engineering Technician VI	34.70
30090 - Environmental Technician	19.68
30210 - Laboratory Technician	19.99
30240 - Mathematical Technician	23.04
30361 - Paralegal/Legal Assistant I	17.08
30362 - Paralegal/Legal Assistant II	21.17
30363 - Paralegal/Legal Assistant III	25.90
30364 - Paralegal/Legal Assistant IV	31.33
30390 - Photo-Optics Technician	23.07
30461 - Technical Writer I	20.21
30462 - Technical Writer II	24.73
30463 - Technical Writer III	29.10
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.96
30621 - Weather Observer, Senior	(see 2)	21.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.10
31030 - Bus Driver		17.62
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.34
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		16.78
31362 - Truckdriver, Medium		18.59
31363 - Truckdriver, Heavy		19.15
31364 - Truckdriver, Tractor-Trailer		19.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.50
99050 - Desk Clerk		10.24
99095 - Embalmer		24.90
99251 - Laboratory Animal Caretaker I		10.57
99252 - Laboratory Animal Caretaker II		11.33
99310 - Mortician		30.68
99410 - Pest Controller		14.71
99510 - Photofinishing Worker		11.92
99710 - Recycling Laborer		14.34
99711 - Recycling Specialist		16.99
99730 - Refuse Collector		12.71
99810 - Sales Clerk		11.51
99820 - School Crossing Guard		11.42
99830 - Survey Party Chief		18.25
99831 - Surveying Aide		12.31
99832 - Surveying Technician		16.86
99840 - Vending Machine Attendant		11.92
99841 - Vending Machine Repairer		14.16
99842 - Vending Machine Repairer Helper		11.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2393 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.40
01012 - Accounting Clerk II		14.00
01013 - Accounting Clerk III		15.65
01020 - Administrative Assistant		19.33
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		11.58
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		16.32
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.48
01112 - General Clerk II		12.53
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		17.94
01141 - Messenger Courier		10.81
01191 - Order Clerk I		11.60
01192 - Order Clerk II		12.66
01261 - Personnel Assistant (Employment) I		13.15
01262 - Personnel Assistant (Employment) II		14.71
01263 - Personnel Assistant (Employment) III		18.35
01270 - Production Control Clerk		17.84
01280 - Receptionist		10.77
01290 - Rental Clerk		11.75
01300 - Scheduler, Maintenance		12.79
01311 - Secretary I		12.79
01312 - Secretary II		14.47
01313 - Secretary III		17.94
01320 - Service Order Dispatcher		11.54
01410 - Supply Technician		19.33
01420 - Survey Worker		13.16
01531 - Travel Clerk I		11.20
01532 - Travel Clerk II		11.93
01533 - Travel Clerk III		12.67
01611 - Word Processor I		12.41
01612 - Word Processor II		13.92
01613 - Word Processor III		15.58
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.71
05010 - Automotive Electrician		19.33
05040 - Automotive Glass Installer		17.76
05070 - Automotive Worker		17.76
05110 - Mobile Equipment Servicer		15.82
05130 - Motor Equipment Metal Mechanic		19.71
05160 - Motor Equipment Metal Worker		17.76
05190 - Motor Vehicle Mechanic		19.71
05220 - Motor Vehicle Mechanic Helper		14.83
05250 - Motor Vehicle Upholstery Worker		16.17
05280 - Motor Vehicle Wrecker		17.76
05310 - Painter, Automotive		18.99

05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	11.58
07042 - Cook II	13.08
07070 - Dishwasher	8.48
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.62
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	13.69
11122 - Housekeeping Aide	9.40
11150 - Janitor	9.40
11210 - Laborer, Grounds Maintenance	10.22
11240 - Maid or Houseman	8.05
11260 - Pruner	9.16
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	10.22
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.47
12011 - Breath Alcohol Technician	15.98
12012 - Certified Occupational Therapist Assistant	23.49
12015 - Certified Physical Therapist Assistant	23.49
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	29.84
12030 - EKG Technician	24.17
12035 - Electroneurodiagnostic Technologist	24.17
12040 - Emergency Medical Technician	14.47
12071 - Licensed Practical Nurse I	14.29
12072 - Licensed Practical Nurse II	15.98
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	12.14
12130 - Medical Laboratory Technician	17.08
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.33
12195 - Medical Transcriptionist	15.43
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	9.44
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.58
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	15.99
12236 - Optical Technician	14.25
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.06
12311 - Registered Nurse I	22.96
12312 - Registered Nurse II	28.09
12313 - Registered Nurse II, Specialist	28.09
12314 - Registered Nurse III	33.98
12315 - Registered Nurse III, Anesthetist	33.98

12316 - Registered Nurse IV		40.72
12317 - Scheduler (Drug and Alcohol Testing)		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.27
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.27
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		11.32
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		15.22
13061 - Media Specialist I		14.61
13062 - Media Specialist II		16.27
13063 - Media Specialist III		18.15
13071 - Photographer I		14.21
13072 - Photographer II		15.85
13073 - Photographer III		19.62
13074 - Photographer IV		23.41
13075 - Photographer V		28.34
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.11
15060 - Educational Technologist		25.36
15070 - Flight Instructor (Pilot)		41.77
15080 - Graphic Artist		21.52
15090 - Technical Instructor		18.45
15095 - Technical Instructor/Course Developer		22.57
15110 - Test Proctor		14.89
15120 - Tutor		14.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.27
16030 - Counter Attendant		8.27
16040 - Dry Cleaner		10.20
16070 - Finisher, Flatwork, Machine		8.27
16090 - Presser, Hand		8.27
16110 - Presser, Machine, Drycleaning		8.27
16130 - Presser, Machine, Shirts		8.27
16160 - Presser, Machine, Wearing Apparel, Laundry		8.27
16190 - Sewing Machine Operator		10.85
16220 - Tailor		11.49
16250 - Washer, Machine		8.90
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.45
21030 - Material Coordinator	17.84
21040 - Material Expediter	17.84
21050 - Material Handling Laborer	10.32
21071 - Order Filler	10.09
21080 - Production Line Worker (Food Processing)	12.45
21110 - Shipping Packer	13.41
21130 - Shipping/Receiving Clerk	13.41
21140 - Store Worker I	11.35
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	12.45
21410 - Warehouse Specialist	12.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.35
23021 - Aircraft Mechanic I	20.34
23022 - Aircraft Mechanic II	21.35
23023 - Aircraft Mechanic III	22.92
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft, Painter	19.31
23060 - Aircraft Servicer	17.20
23080 - Aircraft Worker	18.24
23110 - Appliance Mechanic	17.05
23120 - Bicycle Repairer	13.11
23125 - Cable Splicer	23.00
23130 - Carpenter, Maintenance	17.05
23140 - Carpet Layer	16.29
23160 - Electrician, Maintenance	20.76
23181 - Electronics Technician Maintenance I	20.99
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	24.22
23260 - Fabric Worker	15.24
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	14.25
23311 - Fuel Distribution System Mechanic	18.40
23312 - Fuel Distribution System Operator	14.31
23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	20.34
23381 - Ground Support Equipment Servicer	17.20
23382 - Ground Support Equipment Worker	18.24
23391 - Gunsmith I	14.13
23392 - Gunsmith II	16.30
23393 - Gunsmith III	18.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.42
23430 - Heavy Equipment Mechanic	18.81
23440 - Heavy Equipment Operator	17.31
23460 - Instrument Mechanic	18.40
23465 - Laboratory/Shelter Mechanic	17.41
23470 - Laborer	10.32
23510 - Locksmith	17.05
23530 - Machinery Maintenance Mechanic	20.47
23550 - Machinist, Maintenance	18.40
23580 - Maintenance Trades Helper	13.34
23591 - Metrology Technician I	18.40
23592 - Metrology Technician II	19.42
23593 - Metrology Technician III	20.40
23640 - Millwright	20.34
23710 - Office Appliance Repairer	17.05

23760 - Painter, Maintenance	17.05
23790 - Pipefitter, Maintenance	18.17
23810 - Plumber, Maintenance	17.26
23820 - Pneudraulic Systems Mechanic	18.40
23850 - Rigger	18.40
23870 - Scale Mechanic	16.30
23890 - Sheet-Metal Worker, Maintenance	18.40
23910 - Small Engine Mechanic	16.11
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.76
23950 - Telephone Lineman	21.84
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.40
23970 - Woodcraft Worker	18.40
23980 - Woodworker	14.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	9.33
24620 - Family Readiness And Support Services Coordinator	13.63
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.87
25040 - Sewage Plant Operator	19.00
25070 - Stationary Engineer	20.69
25190 - Ventilation Equipment Tender	14.40
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.25
27007 - Baggage Inspector	12.21
27008 - Corrections Officer	15.39
27010 - Court Security Officer	16.56
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	15.39
27070 - Firefighter	15.64
27101 - Guard I	12.21
27102 - Guard II	14.10
27131 - Police Officer I	17.27
27132 - Police Officer II	19.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.38
28042 - Carnival Equipment Repairer	12.16
28043 - Carnival Equpment Worker	8.90
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.99
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.04
29020 - Hatch Tender	16.04
29030 - Line Handler	16.04
29041 - Stevedore I	15.00
29042 - Stevedore II	17.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.11
30022 - Archeological Technician II	18.98

30023 - Archeological Technician III		22.25
30030 - Cartographic Technician		22.36
30040 - Civil Engineering Technician		19.11
30061 - Drafter/CAD Operator I		15.11
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.98
30064 - Drafter/CAD Operator IV		22.83
30081 - Engineering Technician I		14.39
30082 - Engineering Technician II		16.14
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.38
30086 - Engineering Technician VI		33.12
30090 - Environmental Technician		19.53
30210 - Laboratory Technician		22.43
30240 - Mathematical Technician		22.25
30361 - Paralegal/Legal Assistant I		15.95
30362 - Paralegal/Legal Assistant II		19.77
30363 - Paralegal/Legal Assistant III		24.18
30364 - Paralegal/Legal Assistant IV		29.25
30390 - Photo-Optics Technician		21.48
30461 - Technical Writer I		21.77
30462 - Technical Writer II		26.63
30463 - Technical Writer III		32.22
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.98
30621 - Weather Observer, Senior	(see 2)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		14.98
31043 - Driver Courier		11.73
31260 - Parking and Lot Attendant		8.42
31290 - Shuttle Bus Driver		12.85
31310 - Taxi Driver		9.29
31361 - Truckdriver, Light		12.85
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		8.14
99050 - Desk Clerk		9.83
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.07
99252 - Laboratory Animal Caretaker II		11.07
99310 - Mortician		22.74
99410 - Pest Controller		13.60
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.53
99711 - Recycling Specialist		15.25
99730 - Refuse Collector		11.23
99810 - Sales Clerk		11.08
99820 - School Crossing Guard		12.86
99830 - Survey Party Chief		18.64
99831 - Surveying Aide		11.03
99832 - Surveying Technician		15.12
99840 - Vending Machine Attendant		13.63
99841 - Vending Machine Repairer		16.43
99842 - Vending Machine Repairer Helper		13.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2394 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.40
01012 - Accounting Clerk II		14.00
01013 - Accounting Clerk III		15.65
01020 - Administrative Assistant		19.33
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		11.58
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		16.32
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.48
01112 - General Clerk II		12.53
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		17.94
01141 - Messenger Courier		10.81
01191 - Order Clerk I		11.60
01192 - Order Clerk II		12.66
01261 - Personnel Assistant (Employment) I		13.15
01262 - Personnel Assistant (Employment) II		14.71
01263 - Personnel Assistant (Employment) III		18.35
01270 - Production Control Clerk		17.84
01280 - Receptionist		10.77
01290 - Rental Clerk		11.75
01300 - Scheduler, Maintenance		12.79

01311 - Secretary I	12.79
01312 - Secretary II	14.47
01313 - Secretary III	17.94
01320 - Service Order Dispatcher	11.54
01410 - Supply Technician	19.33
01420 - Survey Worker	13.16
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.93
01533 - Travel Clerk III	12.67
01611 - Word Processor I	12.41
01612 - Word Processor II	13.92
01613 - Word Processor III	15.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.17
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	11.58
07042 - Cook II	13.08
07070 - Dishwasher	8.48
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.62
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	13.69
11122 - Housekeeping Aide	9.40
11150 - Janitor	9.40
11210 - Laborer, Grounds Maintenance	10.22
11240 - Maid or Houseman	8.05
11260 - Pruner	9.16
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	10.22
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.47
12011 - Breath Alcohol Technician	15.98
12012 - Certified Occupational Therapist Assistant	23.49
12015 - Certified Physical Therapist Assistant	23.49
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	29.84
12030 - EKG Technician	24.17

12035 - Electroneurodiagnostic Technologist	24.17
12040 - Emergency Medical Technician	14.47
12071 - Licensed Practical Nurse I	14.29
12072 - Licensed Practical Nurse II	15.98
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	12.14
12130 - Medical Laboratory Technician	17.08
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.33
12195 - Medical Transcriptionist	15.43
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	9.44
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.58
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	15.99
12236 - Optical Technician	14.25
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.06
12311 - Registered Nurse I	22.96
12312 - Registered Nurse II	28.09
12313 - Registered Nurse II, Specialist	28.09
12314 - Registered Nurse III	33.98
12315 - Registered Nurse III, Anesthetist	33.98
12316 - Registered Nurse IV	40.72
12317 - Scheduler (Drug and Alcohol Testing)	20.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.27
13012 - Exhibits Specialist II	20.17
13013 - Exhibits Specialist III	24.67
13041 - Illustrator I	16.27
13042 - Illustrator II	20.17
13043 - Illustrator III	24.67
13047 - Librarian	22.33
13050 - Library Aide/Clerk	11.32
13054 - Library Information Technology Systems Administrator	20.17
13058 - Library Technician	15.22
13061 - Media Specialist I	14.61
13062 - Media Specialist II	16.27
13063 - Media Specialist III	18.15
13071 - Photographer I	14.21
13072 - Photographer II	15.85
13073 - Photographer III	19.62
13074 - Photographer IV	23.41
13075 - Photographer V	28.34
13110 - Video Teleconference Technician	16.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.20
14042 - Computer Operator II	15.88
14043 - Computer Operator III	18.75
14044 - Computer Operator IV	19.68
14045 - Computer Operator V	21.79
14071 - Computer Programmer I	22.75
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	14.20
14160 - Personal Computer Support Technician	19.68

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.58
15020 - Aircrew Training Devices Instructor (Rated)	36.99
15030 - Air Crew Training Devices Instructor (Pilot)	41.77
15050 - Computer Based Training Specialist / Instructor	30.11
15060 - Educational Technologist	25.36
15070 - Flight Instructor (Pilot)	41.77
15080 - Graphic Artist	21.52
15090 - Technical Instructor	18.45
15095 - Technical Instructor/Course Developer	22.57
15110 - Test Proctor	14.89
15120 - Tutor	14.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.27
16030 - Counter Attendant	8.27
16040 - Dry Cleaner	10.20
16070 - Finisher, Flatwork, Machine	8.27
16090 - Presser, Hand	8.27
16110 - Presser, Machine, Drycleaning	8.27
16130 - Presser, Machine, Shirts	8.27
16160 - Presser, Machine, Wearing Apparel, Laundry	8.27
16190 - Sewing Machine Operator	10.85
16220 - Tailor	11.49
16250 - Washer, Machine	8.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.45
21030 - Material Coordinator	17.84
21040 - Material Expediter	17.84
21050 - Material Handling Laborer	10.32
21071 - Order Filler	10.09
21080 - Production Line Worker (Food Processing)	12.45
21110 - Shipping Packer	13.41
21130 - Shipping/Receiving Clerk	13.41
21140 - Store Worker I	11.35
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	12.45
21410 - Warehouse Specialist	12.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.35
23021 - Aircraft Mechanic I	20.34
23022 - Aircraft Mechanic II	21.35
23023 - Aircraft Mechanic III	22.92
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft, Painter	19.31
23060 - Aircraft Servicer	17.20
23080 - Aircraft Worker	18.24
23110 - Appliance Mechanic	17.05
23120 - Bicycle Repairer	13.11
23125 - Cable Splicer	23.00
23130 - Carpenter, Maintenance	17.05
23140 - Carpet Layer	16.29
23160 - Electrician, Maintenance	20.76
23181 - Electronics Technician Maintenance I	20.99
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	24.22
23260 - Fabric Worker	15.24
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	14.25
23311 - Fuel Distribution System Mechanic	18.40
23312 - Fuel Distribution System Operator	14.31

23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	20.34
23381 - Ground Support Equipment Servicer	17.20
23382 - Ground Support Equipment Worker	18.24
23391 - Gunsmith I	14.13
23392 - Gunsmith II	16.30
23393 - Gunsmith III	18.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.42
23430 - Heavy Equipment Mechanic	18.81
23440 - Heavy Equipment Operator	17.31
23460 - Instrument Mechanic	18.40
23465 - Laboratory/Shelter Mechanic	17.41
23470 - Laborer	10.32
23510 - Locksmith	17.05
23530 - Machinery Maintenance Mechanic	20.47
23550 - Machinist, Maintenance	18.40
23580 - Maintenance Trades Helper	13.34
23591 - Metrology Technician I	18.40
23592 - Metrology Technician II	19.42
23593 - Metrology Technician III	20.40
23640 - Millwright	20.34
23710 - Office Appliance Repairer	17.05
23760 - Painter, Maintenance	17.05
23790 - Pipefitter, Maintenance	18.17
23810 - Plumber, Maintenance	17.26
23820 - Pneudraulic Systems Mechanic	18.40
23850 - Rigger	18.40
23870 - Scale Mechanic	16.30
23890 - Sheet-Metal Worker, Maintenance	18.40
23910 - Small Engine Mechanic	16.11
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.76
23950 - Telephone Lineman	21.84
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.40
23970 - Woodcraft Worker	18.40
23980 - Woodworker	14.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	9.33
24620 - Family Readiness And Support Services Coordinator	13.63
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.87
25040 - Sewage Plant Operator	19.00
25070 - Stationary Engineer	20.69
25190 - Ventilation Equipment Tender	14.40
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.25
27007 - Baggage Inspector	12.21
27008 - Corrections Officer	15.39
27010 - Court Security Officer	16.56
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	15.39
27070 - Firefighter	15.64
27101 - Guard I	12.21
27102 - Guard II	14.10

27131 - Police Officer I		17.27
27132 - Police Officer II		19.18
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.38
28042 - Carnival Equipment Repairer		12.16
28043 - Carnival Equpment Worker		8.90
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		14.99
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		18.94
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.04
29020 - Hatch Tender		16.04
29030 - Line Handler		16.04
29041 - Stevedore I		15.00
29042 - Stevedore II		17.13
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
30021 - Archeological Technician I		15.11
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		22.25
30030 - Cartographic Technician		22.36
30040 - Civil Engineering Technician		19.11
30061 - Drafter/CAD Operator I		15.11
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.98
30064 - Drafter/CAD Operator IV		22.83
30081 - Engineering Technician I		14.39
30082 - Engineering Technician II		16.14
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.38
30086 - Engineering Technician VI		33.12
30090 - Environmental Technician		19.53
30210 - Laboratory Technician		22.43
30240 - Mathematical Technician		22.25
30361 - Paralegal/Legal Assistant I		15.95
30362 - Paralegal/Legal Assistant II		19.77
30363 - Paralegal/Legal Assistant III		24.18
30364 - Paralegal/Legal Assistant IV		29.25
30390 - Photo-Optics Technician		21.48
30461 - Technical Writer I		21.77
30462 - Technical Writer II		26.63
30463 - Technical Writer III		32.22
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	18.98
30621 - Weather Observer, Senior	(see 1)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		14.98
31043 - Driver Courier		11.73
31260 - Parking and Lot Attendant		8.42
31290 - Shuttle Bus Driver		12.85

31310 - Taxi Driver	9.29
31361 - Truckdriver, Light	12.85
31362 - Truckdriver, Medium	14.80
31363 - Truckdriver, Heavy	16.27
31364 - Truckdriver, Tractor-Trailer	16.27
99000 - Miscellaneous Occupations	
99030 - Cashier	8.14
99050 - Desk Clerk	9.83
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.07
99252 - Laboratory Animal Caretaker II	11.07
99310 - Mortician	22.74
99410 - Pest Controller	13.60
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.53
99711 - Recycling Specialist	15.25
99730 - Refuse Collector	11.23
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	12.86
99830 - Survey Party Chief	18.64
99831 - Surveying Aide	11.03
99832 - Surveying Technician	15.12
99840 - Vending Machine Attendant	13.63
99841 - Vending Machine Repairer	16.43
99842 - Vending Machine Repairer Helper	13.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2397
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.35
01012 - Accounting Clerk II		15.25
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		22.16
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		12.68
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		18.88
01070 - Document Preparation Clerk		12.80
01090 - Duplicating Machine Operator		12.80
01111 - General Clerk I		12.61
01112 - General Clerk II		13.76
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		12.00
01191 - Order Clerk I		12.63
01192 - Order Clerk II		14.40
01261 - Personnel Assistant (Employment) I		15.28
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.72
01270 - Production Control Clerk		18.60
01280 - Receptionist		12.73
01290 - Rental Clerk		15.12
01300 - Scheduler, Maintenance		15.62
01311 - Secretary I		15.62
01312 - Secretary II		17.55
01313 - Secretary III		21.82
01320 - Service Order Dispatcher		16.39
01410 - Supply Technician		22.16
01420 - Survey Worker		17.55
01531 - Travel Clerk I		11.10
01532 - Travel Clerk II		11.82
01533 - Travel Clerk III		12.60
01611 - Word Processor I		13.35
01612 - Word Processor II		15.12
01613 - Word Processor III		18.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.56
05010 - Automotive Electrician		20.10
05040 - Automotive Glass Installer		19.11
05070 - Automotive Worker		20.11
05110 - Mobile Equipment Servicer		16.93
05130 - Motor Equipment Metal Mechanic		22.36
05160 - Motor Equipment Metal Worker		20.11
05190 - Motor Vehicle Mechanic		20.56
05220 - Motor Vehicle Mechanic Helper		15.86

05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter, Automotive	20.57
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	12.73
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.98
07041 - Cook I	10.23
07042 - Cook II	11.62
07070 - Dishwasher	8.03
07130 - Food Service Worker	8.78
07210 - Meat Cutter	13.99
07260 - Waiter/Waitress	7.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	11.13
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.94
09110 - Furniture Repairer, Minor	14.71
09130 - Upholsterer	15.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	9.41
11090 - Gardener	12.23
11122 - Housekeeping Aide	9.90
11150 - Janitor	10.05
11210 - Laborer, Grounds Maintenance	10.90
11240 - Maid or Houseman	8.67
11260 - Pruner	10.00
11270 - Tractor Operator	12.07
11330 - Trail Maintenance Worker	10.90
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.41
12012 - Certified Occupational Therapist Assistant	24.22
12015 - Certified Physical Therapist Assistant	24.65
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	30.41
12030 - EKG Technician	27.16
12035 - Electroneurodiagnostic Technologist	27.16
12040 - Emergency Medical Technician	15.67
12071 - Licensed Practical Nurse I	14.96
12072 - Licensed Practical Nurse II	16.74
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	15.20
12195 - Medical Transcriptionist	17.20
12210 - Nuclear Medicine Technologist	30.58
12221 - Nursing Assistant I	9.92
12222 - Nursing Assistant II	11.16
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.67
12235 - Optical Dispenser	18.04
12236 - Optical Technician	14.69
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.67
12305 - Radiologic Technologist	25.83
12311 - Registered Nurse I	23.46
12312 - Registered Nurse II	28.72

12313 - Registered Nurse II, Specialist		28.72
12314 - Registered Nurse III		34.75
12315 - Registered Nurse III, Anesthetist		34.75
12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		20.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.84
13012 - Exhibits Specialist II		20.87
13013 - Exhibits Specialist III		25.53
13041 - Illustrator I		17.07
13042 - Illustrator II		21.15
13043 - Illustrator III		25.88
13047 - Librarian		23.42
13050 - Library Aide/Clerk		10.55
13054 - Library Information Technology Systems Administrator		21.15
13058 - Library Technician		14.26
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.07
13063 - Media Specialist III		19.04
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.43
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13110 - Video Teleconference Technician		16.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.18
14042 - Computer Operator II		16.98
14043 - Computer Operator III		18.94
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I		24.60
14072 - Computer Programmer II		25.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.18
14160 - Personal Computer Support Technician		21.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.88
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		28.88
15060 - Educational Technologist		24.76
15070 - Flight Instructor (Pilot)		41.88
15080 - Graphic Artist		21.18
15090 - Technical Instructor		20.67
15095 - Technical Instructor/Course Developer		24.61
15110 - Test Proctor		16.23
15120 - Tutor		16.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.69
16030 - Counter Attendant		8.69
16040 - Dry Cleaner		10.74
16070 - Finisher, Flatwork, Machine		8.69
16090 - Presser, Hand		8.69
16110 - Presser, Machine, Drycleaning		8.69
16130 - Presser, Machine, Shirts		8.69
16160 - Presser, Machine, Wearing Apparel, Laundry		8.69
16190 - Sewing Machine Operator		11.40

16220 - Tailor	12.02
16250 - Washer, Machine	9.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.54
19040 - Tool And Die Maker	21.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.33
21030 - Material Coordinator	19.04
21040 - Material Expediter	19.04
21050 - Material Handling Laborer	11.32
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	15.33
21110 - Shipping Packer	13.92
21130 - Shipping/Receiving Clerk	13.92
21140 - Store Worker I	10.99
21150 - Stock Clerk	14.47
21210 - Tools And Parts Attendant	15.33
21410 - Warehouse Specialist	15.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.27
23021 - Aircraft Mechanic I	20.26
23022 - Aircraft Mechanic II	21.27
23023 - Aircraft Mechanic III	22.34
23040 - Aircraft Mechanic Helper	15.38
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	17.50
23080 - Aircraft Worker	18.56
23110 - Appliance Mechanic	17.24
23120 - Bicycle Repairer	12.14
23125 - Cable Splicer	24.16
23130 - Carpenter, Maintenance	16.01
23140 - Carpet Layer	17.08
23160 - Electrician, Maintenance	17.54
23181 - Electronics Technician Maintenance I	21.60
23182 - Electronics Technician Maintenance II	22.81
23183 - Electronics Technician Maintenance III	24.10
23260 - Fabric Worker	16.53
23290 - Fire Alarm System Mechanic	18.48
23310 - Fire Extinguisher Repairer	15.03
23311 - Fuel Distribution System Mechanic	19.31
23312 - Fuel Distribution System Operator	15.37
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	20.26
23381 - Ground Support Equipment Servicer	17.50
23382 - Ground Support Equipment Worker	18.56
23391 - Gunsmith I	15.03
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.03
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.00
23430 - Heavy Equipment Mechanic	18.26
23440 - Heavy Equipment Operator	19.07
23460 - Instrument Mechanic	19.06
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	11.40
23510 - Locksmith	17.16
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	19.46
23580 - Maintenance Trades Helper	13.10
23591 - Metrology Technician I	19.06
23592 - Metrology Technician II	20.09

23593 - Metrology Technician III	20.98
23640 - Millwright	19.13
23710 - Office Appliance Repairer	20.40
23760 - Painter, Maintenance	16.01
23790 - Pipefitter, Maintenance	18.80
23810 - Plumber, Maintenance	17.86
23820 - Pneudraulic Systems Mechanic	19.06
23850 - Rigger	19.06
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	18.15
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	24.91
23932 - Telecommunications Mechanic II	26.27
23950 - Telephone Lineman	22.34
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	23.51
23970 - Woodcraft Worker	16.87
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	9.11
24620 - Family Readiness And Support Services Coordinator	13.25
24630 - Homemaker	14.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	16.41
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	13.76
25210 - Water Treatment Plant Operator	16.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.32
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	18.07
27010 - Court Security Officer	16.42
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	18.07
27070 - Firefighter	15.62
27101 - Guard I	11.56
27102 - Guard II	13.41
27131 - Police Officer I	18.41
27132 - Police Officer II	20.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.00
28042 - Carnival Equipment Repairer	10.69
28043 - Carnival Equpment Worker	7.98
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	14.60
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	16.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.98
29020 - Hatch Tender	17.98
29030 - Line Handler	17.98
29041 - Stevedore I	16.95
29042 - Stevedore II	19.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.65
30022 - Archeological Technician II		16.96
30023 - Archeological Technician III		20.99
30030 - Cartographic Technician		21.03
30040 - Civil Engineering Technician		21.03
30061 - Drafter/CAD Operator I		15.65
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.46
30064 - Drafter/CAD Operator IV		22.71
30081 - Engineering Technician I		15.89
30082 - Engineering Technician II		17.83
30083 - Engineering Technician III		19.95
30084 - Engineering Technician IV		27.17
30085 - Engineering Technician V		31.79
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		21.29
30210 - Laboratory Technician		19.63
30240 - Mathematical Technician		21.87
30361 - Paralegal/Legal Assistant I		19.37
30362 - Paralegal/Legal Assistant II		24.00
30363 - Paralegal/Legal Assistant III		29.36
30364 - Paralegal/Legal Assistant IV		35.52
30390 - Photo-Optics Technician		21.87
30461 - Technical Writer I		22.87
30462 - Technical Writer II		27.98
30463 - Technical Writer III		33.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.46
30621 - Weather Observer, Senior	(see 2)	21.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.47
31030 - Bus Driver		13.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.38
31290 - Shuttle Bus Driver		14.94
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.94
31362 - Truckdriver, Medium		17.32
31363 - Truckdriver, Heavy		18.62
31364 - Truckdriver, Tractor-Trailer		18.62
99000 - Miscellaneous Occupations		
99030 - Cashier		10.07
99050 - Desk Clerk		9.15
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		11.16
99252 - Laboratory Animal Caretaker II		12.02
99310 - Mortician		29.07
99410 - Pest Controller		13.40
99510 - Photofinishing Worker		11.35
99710 - Recycling Laborer		13.82
99711 - Recycling Specialist		16.17
99730 - Refuse Collector		12.73
99810 - Sales Clerk		11.91
99820 - School Crossing Guard		10.44
99830 - Survey Party Chief		18.09
99831 - Surveying Aide		13.39
99832 - Surveying Technician		16.44

99840 - Vending Machine Attendant	12.73
99841 - Vending Machine Repairer	15.27
99842 - Vending Machine Repairer Helper	12.73

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2398 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.35
01012 - Accounting Clerk II		15.25
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		22.16
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		12.68
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		18.88
01070 - Document Preparation Clerk		12.80
01090 - Duplicating Machine Operator		12.80
01111 - General Clerk I		12.61
01112 - General Clerk II		13.76
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		12.00
01191 - Order Clerk I		12.63
01192 - Order Clerk II		14.40
01261 - Personnel Assistant (Employment) I		15.28
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.72
01270 - Production Control Clerk		18.60
01280 - Receptionist		12.73
01290 - Rental Clerk		15.12
01300 - Scheduler, Maintenance		15.62
01311 - Secretary I		15.62
01312 - Secretary II		17.55

01313 - Secretary III	21.82
01320 - Service Order Dispatcher	16.39
01410 - Supply Technician	22.16
01420 - Survey Worker	17.55
01531 - Travel Clerk I	11.10
01532 - Travel Clerk II	11.82
01533 - Travel Clerk III	12.60
01611 - Word Processor I	13.35
01612 - Word Processor II	15.12
01613 - Word Processor III	18.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.56
05010 - Automotive Electrician	20.10
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	20.11
05110 - Mobile Equipment Servicer	16.93
05130 - Motor Equipment Metal Mechanic	22.36
05160 - Motor Equipment Metal Worker	20.11
05190 - Motor Vehicle Mechanic	20.56
05220 - Motor Vehicle Mechanic Helper	15.86
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter, Automotive	20.57
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	12.73
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.98
07041 - Cook I	10.23
07042 - Cook II	11.62
07070 - Dishwasher	8.03
07130 - Food Service Worker	8.78
07210 - Meat Cutter	13.99
07260 - Waiter/Waitress	7.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	11.13
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.94
09110 - Furniture Repairer, Minor	14.71
09130 - Upholsterer	15.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	9.41
11090 - Gardener	12.23
11122 - Housekeeping Aide	9.90
11150 - Janitor	10.05
11210 - Laborer, Grounds Maintenance	10.90
11240 - Maid or Houseman	8.67
11260 - Pruner	10.00
11270 - Tractor Operator	12.07
11330 - Trail Maintenance Worker	10.90
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.41
12012 - Certified Occupational Therapist Assistant	24.22
12015 - Certified Physical Therapist Assistant	24.65
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	30.41
12030 - EKG Technician	27.16
12035 - Electroneurodiagnostic Technologist	27.16
12040 - Emergency Medical Technician	15.67

12071 - Licensed Practical Nurse I		14.96
12072 - Licensed Practical Nurse II		16.74
12073 - Licensed Practical Nurse III		18.67
12100 - Medical Assistant		14.97
12130 - Medical Laboratory Technician		18.94
12160 - Medical Record Clerk		13.29
12190 - Medical Record Technician		15.20
12195 - Medical Transcriptionist		17.20
12210 - Nuclear Medicine Technologist		30.58
12221 - Nursing Assistant I		9.92
12222 - Nursing Assistant II		11.16
12223 - Nursing Assistant III		12.18
12224 - Nursing Assistant IV		13.67
12235 - Optical Dispenser		18.04
12236 - Optical Technician		14.69
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.67
12305 - Radiologic Technologist		25.83
12311 - Registered Nurse I		23.46
12312 - Registered Nurse II		28.72
12313 - Registered Nurse II, Specialist		28.72
12314 - Registered Nurse III		34.75
12315 - Registered Nurse III, Anesthetist		34.75
12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		20.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.84
13012 - Exhibits Specialist II		20.87
13013 - Exhibits Specialist III		25.53
13041 - Illustrator I		17.07
13042 - Illustrator II		21.15
13043 - Illustrator III		25.88
13047 - Librarian		23.42
13050 - Library Aide/Clerk		10.55
13054 - Library Information Technology Systems Administrator		21.15
13058 - Library Technician		14.26
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.07
13063 - Media Specialist III		19.04
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.43
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13110 - Video Teleconference Technician		16.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.18
14042 - Computer Operator II		16.98
14043 - Computer Operator III		18.94
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	25.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.18
14160 - Personal Computer Support Technician		21.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.88

15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	41.88
15050 - Computer Based Training Specialist / Instructor	28.88
15060 - Educational Technologist	24.76
15070 - Flight Instructor (Pilot)	41.88
15080 - Graphic Artist	21.18
15090 - Technical Instructor	20.67
15095 - Technical Instructor/Course Developer	24.61
15110 - Test Proctor	16.23
15120 - Tutor	16.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.69
16030 - Counter Attendant	8.69
16040 - Dry Cleaner	10.74
16070 - Finisher, Flatwork, Machine	8.69
16090 - Presser, Hand	8.69
16110 - Presser, Machine, Drycleaning	8.69
16130 - Presser, Machine, Shirts	8.69
16160 - Presser, Machine, Wearing Apparel, Laundry	8.69
16190 - Sewing Machine Operator	11.40
16220 - Tailor	12.02
16250 - Washer, Machine	9.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.54
19040 - Tool And Die Maker	21.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.33
21030 - Material Coordinator	19.04
21040 - Material Expediter	19.04
21050 - Material Handling Laborer	11.32
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	15.33
21110 - Shipping Packer	13.92
21130 - Shipping/Receiving Clerk	13.92
21140 - Store Worker I	10.99
21150 - Stock Clerk	14.47
21210 - Tools And Parts Attendant	15.33
21410 - Warehouse Specialist	15.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.27
23021 - Aircraft Mechanic I	20.26
23022 - Aircraft Mechanic II	21.27
23023 - Aircraft Mechanic III	22.34
23040 - Aircraft Mechanic Helper	15.38
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	17.50
23080 - Aircraft Worker	18.56
23110 - Appliance Mechanic	17.24
23120 - Bicycle Repairer	12.14
23125 - Cable Splicer	24.16
23130 - Carpenter, Maintenance	16.01
23140 - Carpet Layer	17.08
23160 - Electrician, Maintenance	17.54
23181 - Electronics Technician Maintenance I	21.60
23182 - Electronics Technician Maintenance II	22.81
23183 - Electronics Technician Maintenance III	24.10
23260 - Fabric Worker	16.53
23290 - Fire Alarm System Mechanic	18.48
23310 - Fire Extinguisher Repairer	15.03
23311 - Fuel Distribution System Mechanic	19.31
23312 - Fuel Distribution System Operator	15.37
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	20.26

23381 - Ground Support Equipment Servicer	17.50
23382 - Ground Support Equipment Worker	18.56
23391 - Gunsmith I	15.03
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.03
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.00
23430 - Heavy Equipment Mechanic	18.26
23440 - Heavy Equipment Operator	19.07
23460 - Instrument Mechanic	19.06
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	11.40
23510 - Locksmith	17.16
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	19.46
23580 - Maintenance Trades Helper	13.10
23591 - Metrology Technician I	19.06
23592 - Metrology Technician II	20.09
23593 - Metrology Technician III	20.98
23640 - Millwright	19.13
23710 - Office Appliance Repairer	20.40
23760 - Painter, Maintenance	16.01
23790 - Pipefitter, Maintenance	18.80
23810 - Plumber, Maintenance	17.86
23820 - Pneudraulic Systems Mechanic	19.06
23850 - Rigger	19.06
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	18.15
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	24.91
23932 - Telecommunications Mechanic II	26.27
23950 - Telephone Lineman	22.34
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	23.51
23970 - Woodcraft Worker	16.87
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	9.11
24620 - Family Readiness And Support Services Coordinator	13.25
24630 - Homemaker	14.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	16.41
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	13.76
25210 - Water Treatment Plant Operator	16.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.32
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	18.07
27010 - Court Security Officer	16.42
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	18.07
27070 - Firefighter	15.62
27101 - Guard I	11.56
27102 - Guard II	13.41
27131 - Police Officer I	18.41
27132 - Police Officer II	20.45

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.00
28042 - Carnival Equipment Repairer		10.69
28043 - Carnival Equpment Worker		7.98
28210 - Gate Attendant/Gate Tender		14.32
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health Facility Attendant		11.69
28515 - Recreation Specialist		14.60
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		16.23
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.98
29020 - Hatch Tender		17.98
29030 - Line Handler		17.98
29041 - Stevedore I		16.95
29042 - Stevedore II		19.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.65
30022 - Archeological Technician II		16.96
30023 - Archeological Technician III		20.99
30030 - Cartographic Technician		21.03
30040 - Civil Engineering Technician		21.03
30061 - Drafter/CAD Operator I		15.65
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.46
30064 - Drafter/CAD Operator IV		22.71
30081 - Engineering Technician I		15.89
30082 - Engineering Technician II		17.83
30083 - Engineering Technician III		19.95
30084 - Engineering Technician IV		27.17
30085 - Engineering Technician V		31.79
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		21.29
30210 - Laboratory Technician		19.63
30240 - Mathematical Technician		21.87
30361 - Paralegal/Legal Assistant I		19.37
30362 - Paralegal/Legal Assistant II		24.00
30363 - Paralegal/Legal Assistant III		29.36
30364 - Paralegal/Legal Assistant IV		35.52
30390 - Photo-Optics Technician		21.87
30461 - Technical Writer I		22.87
30462 - Technical Writer II		27.98
30463 - Technical Writer III		33.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.46
30621 - Weather Observer, Senior	(see 2)	21.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.47
31030 - Bus Driver		13.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.38
31290 - Shuttle Bus Driver		14.94
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.94

31362 - Truckdriver, Medium	17.32
31363 - Truckdriver, Heavy	18.62
31364 - Truckdriver, Tractor-Trailer	18.62
99000 - Miscellaneous Occupations	
99030 - Cashier	10.07
99050 - Desk Clerk	9.15
99095 - Embalmer	26.11
99251 - Laboratory Animal Caretaker I	11.16
99252 - Laboratory Animal Caretaker II	12.02
99310 - Mortician	29.07
99410 - Pest Controller	13.40
99510 - Photofinishing Worker	11.35
99710 - Recycling Laborer	13.82
99711 - Recycling Specialist	16.17
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	10.44
99830 - Survey Party Chief	18.09
99831 - Surveying Aide	13.39
99832 - Surveying Technician	16.44
99840 - Vending Machine Attendant	12.73
99841 - Vending Machine Repairer	15.27
99842 - Vending Machine Repairer Helper	12.73

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2401 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.77

01013 - Accounting Clerk III	17.93
01020 - Administrative Assistant	21.44
01040 - Court Reporter	17.12
01051 - Data Entry Operator I	12.97
01052 - Data Entry Operator II	14.15
01060 - Dispatcher, Motor Vehicle	17.90
01070 - Document Preparation Clerk	13.78
01090 - Duplicating Machine Operator	13.78
01111 - General Clerk I	12.29
01112 - General Clerk II	13.41
01113 - General Clerk III	15.06
01120 - Housing Referral Assistant	18.82
01141 - Messenger Courier	12.67
01191 - Order Clerk I	13.17
01192 - Order Clerk II	14.37
01261 - Personnel Assistant (Employment) I	16.52
01262 - Personnel Assistant (Employment) II	18.48
01263 - Personnel Assistant (Employment) III	20.43
01270 - Production Control Clerk	19.52
01280 - Receptionist	12.34
01290 - Rental Clerk	14.98
01300 - Scheduler, Maintenance	15.56
01311 - Secretary I	15.56
01312 - Secretary II	17.12
01313 - Secretary III	18.82
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	20.87
01420 - Survey Worker	15.07
01531 - Travel Clerk I	11.60
01532 - Travel Clerk II	12.35
01533 - Travel Clerk III	13.17
01611 - Word Processor I	12.75
01612 - Word Processor II	15.49
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.57
05010 - Automotive Electrician	16.13
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.23
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	19.89
05160 - Motor Equipment Metal Worker	18.23
05190 - Motor Vehicle Mechanic	20.65
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	17.24
05280 - Motor Vehicle Wrecker	18.23
05310 - Painter, Automotive	18.91
05340 - Radiator Repair Specialist	18.23
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.76
07042 - Cook II	13.24
07070 - Dishwasher	8.71
07130 - Food Service Worker	8.86
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.62
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.62
09090 - Furniture Refinisher Helper	13.06

09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.18
11150 - Janitor	10.18
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	9.23
11260 - Pruner	9.99
11270 - Tractor Operator	12.70
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.83
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.22
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.13
12025 - Dental Hygienist	30.86
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	14.83
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.24
12073 - Licensed Practical Nurse III	19.22
12100 - Medical Assistant	14.29
12130 - Medical Laboratory Technician	17.59
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	16.21
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	16.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	25.44
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II, Specialist	28.16
12314 - Registered Nurse III	34.08
12315 - Registered Nurse III, Anesthetist	34.08
12316 - Registered Nurse IV	40.85
12317 - Scheduler (Drug and Alcohol Testing)	19.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.44
13012 - Exhibits Specialist II	26.54
13013 - Exhibits Specialist III	32.52
13041 - Illustrator I	19.49
13042 - Illustrator II	24.14
13043 - Illustrator III	29.54
13047 - Librarian	25.56
13050 - Library Aide/Clerk	12.41
13054 - Library Information Technology Systems Administrator	22.23
13058 - Library Technician	18.13
13061 - Media Specialist I	16.65
13062 - Media Specialist II	18.63

13063 - Media Specialist III		20.78
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		27.92
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		23.80
15090 - Technical Instructor		22.97
15095 - Technical Instructor/Course Developer		28.10
15110 - Test Proctor		18.54
15120 - Tutor		18.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.12
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		11.80
16220 - Tailor		12.45
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.53
19040 - Tool And Die Maker		20.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.24
21030 - Material Coordinator		19.52
21040 - Material Expediter		19.52
21050 - Material Handling Laborer		11.80
21071 - Order Filler		11.78
21080 - Production Line Worker (Food Processing)		13.24
21110 - Shipping Packer		13.08
21130 - Shipping/Receiving Clerk		13.08
21140 - Store Worker I		11.19
21150 - Stock Clerk		14.73
21210 - Tools And Parts Attendant		13.24
21410 - Warehouse Specialist		13.24
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	24.61
23021 - Aircraft Mechanic I	23.41
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.76
23040 - Aircraft Mechanic Helper	16.89
23050 - Aircraft, Painter	22.53
23060 - Aircraft Servicer	19.80
23080 - Aircraft Worker	20.97
23110 - Appliance Mechanic	17.60
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	23.49
23130 - Carpenter, Maintenance	17.41
23140 - Carpet Layer	18.01
23160 - Electrician, Maintenance	18.58
23181 - Electronics Technician Maintenance I	22.63
23182 - Electronics Technician Maintenance II	23.90
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	16.91
23290 - Fire Alarm System Mechanic	19.65
23310 - Fire Extinguisher Repairer	15.80
23311 - Fuel Distribution System Mechanic	20.14
23312 - Fuel Distribution System Operator	18.51
23370 - General Maintenance Worker	17.49
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.80
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	15.80
23392 - Gunsmith II	18.01
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.70
23430 - Heavy Equipment Mechanic	18.37
23440 - Heavy Equipment Operator	18.58
23460 - Instrument Mechanic	23.85
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	10.88
23510 - Locksmith	18.08
23530 - Machinery Maintenance Mechanic	20.72
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	23.85
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	25.31
23640 - Millwright	18.94
23710 - Office Appliance Repairer	20.93
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	19.25
23810 - Plumber, Maintenance	18.42
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	20.14
23870 - Scale Mechanic	18.01
23890 - Sheet-Metal Worker, Maintenance	18.94
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	24.71
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	20.55
23960 - Welder, Combination, Maintenance	18.26
23965 - Well Driller	20.22
23970 - Woodcraft Worker	20.14
23980 - Woodworker	14.39
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	16.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.44
25040 - Sewage Plant Operator	18.01
25070 - Stationary Engineer	21.44
25190 - Ventilation Equipment Tender	15.62
25210 - Water Treatment Plant Operator	18.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.61
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.01
27070 - Firefighter	18.32
27101 - Guard I	12.36
27102 - Guard II	13.87
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equpment Worker	8.61
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	15.41
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.87
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.99
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.97
30023 - Archeological Technician III	25.82
30030 - Cartographic Technician	26.02
30040 - Civil Engineering Technician	22.21
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	20.84
30063 - Drafter/CAD Operator III	23.22
30064 - Drafter/CAD Operator IV	28.59
30081 - Engineering Technician I	16.81
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	25.94
30085 - Engineering Technician V	30.68
30086 - Engineering Technician VI	37.11
30090 - Environmental Technician	20.50
30210 - Laboratory Technician	18.35
30240 - Mathematical Technician	26.02

30361 - Paralegal/Legal Assistant I		19.85
30362 - Paralegal/Legal Assistant II		25.13
30363 - Paralegal/Legal Assistant III		30.71
30364 - Paralegal/Legal Assistant IV		37.15
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		36.40
30491 - Unexploded Ordnance (UXO) Technician I		23.43
30492 - Unexploded Ordnance (UXO) Technician II		28.35
30493 - Unexploded Ordnance (UXO) Technician III		33.98
30494 - Unexploded (UXO) Safety Escort		23.43
30495 - Unexploded (UXO) Sweep Personnel		23.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.22
30621 - Weather Observer, Senior	(see 3)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.33
31030 - Bus Driver		15.28
31043 - Driver Courier		13.26
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		14.28
31310 - Taxi Driver		11.40
31361 - Truckdriver, Light		14.28
31362 - Truckdriver, Medium		17.89
31363 - Truckdriver, Heavy		18.39
31364 - Truckdriver, Tractor-Trailer		18.39
99000 - Miscellaneous Occupations		
99030 - Cashier		8.65
99050 - Desk Clerk		10.24
99095 - Embalmer		36.45
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.67
99310 - Mortician		36.45
99410 - Pest Controller		15.82
99510 - Photofinishing Worker		10.59
99710 - Recycling Laborer		14.19
99711 - Recycling Specialist		16.60
99730 - Refuse Collector		13.06
99810 - Sales Clerk		12.18
99820 - School Crossing Guard		12.78
99830 - Survey Party Chief		17.47
99831 - Surveying Aide		8.69
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.93
99841 - Vending Machine Repairer		18.24
99842 - Vending Machine Repairer Helper		14.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2402 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		21.44
01040 - Court Reporter		17.12
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher, Motor Vehicle		17.90
01070 - Document Preparation Clerk		13.78
01090 - Duplicating Machine Operator		13.78
01111 - General Clerk I		12.29
01112 - General Clerk II		13.41

01113 - General Clerk III	15.06
01120 - Housing Referral Assistant	18.82
01141 - Messenger Courier	12.67
01191 - Order Clerk I	13.17
01192 - Order Clerk II	14.37
01261 - Personnel Assistant (Employment) I	16.52
01262 - Personnel Assistant (Employment) II	18.48
01263 - Personnel Assistant (Employment) III	20.43
01270 - Production Control Clerk	19.52
01280 - Receptionist	12.34
01290 - Rental Clerk	14.98
01300 - Scheduler, Maintenance	15.56
01311 - Secretary I	15.56
01312 - Secretary II	17.12
01313 - Secretary III	18.82
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	20.87
01420 - Survey Worker	15.07
01531 - Travel Clerk I	11.60
01532 - Travel Clerk II	12.35
01533 - Travel Clerk III	13.17
01611 - Word Processor I	12.75
01612 - Word Processor II	15.49
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.57
05010 - Automotive Electrician	16.13
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.23
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	19.89
05160 - Motor Equipment Metal Worker	18.23
05190 - Motor Vehicle Mechanic	20.65
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	17.24
05280 - Motor Vehicle Wrecker	18.23
05310 - Painter, Automotive	18.91
05340 - Radiator Repair Specialist	18.23
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.76
07042 - Cook II	13.24
07070 - Dishwasher	8.71
07130 - Food Service Worker	8.86
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.62
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.62
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.18
11150 - Janitor	10.18
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	9.23

11260 - Pruner	9.99
11270 - Tractor Operator	12.70
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.83
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.22
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.13
12025 - Dental Hygienist	30.86
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	14.83
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.24
12073 - Licensed Practical Nurse III	19.22
12100 - Medical Assistant	14.29
12130 - Medical Laboratory Technician	17.59
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	16.21
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	16.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	25.44
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II, Specialist	28.16
12314 - Registered Nurse III	34.08
12315 - Registered Nurse III, Anesthetist	34.08
12316 - Registered Nurse IV	40.85
12317 - Scheduler (Drug and Alcohol Testing)	19.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.44
13012 - Exhibits Specialist II	26.54
13013 - Exhibits Specialist III	32.52
13041 - Illustrator I	19.49
13042 - Illustrator II	24.14
13043 - Illustrator III	29.54
13047 - Librarian	25.56
13050 - Library Aide/Clerk	12.41
13054 - Library Information Technology Systems Administrator	22.23
13058 - Library Technician	18.13
13061 - Media Specialist I	16.65
13062 - Media Specialist II	18.63
13063 - Media Specialist III	20.78
13071 - Photographer I	16.04
13072 - Photographer II	17.95
13073 - Photographer III	22.23
13074 - Photographer IV	27.19
13075 - Photographer V	32.91
13110 - Video Teleconference Technician	18.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.52
14042 - Computer Operator II	19.85

14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		27.92
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		23.80
15090 - Technical Instructor		22.97
15095 - Technical Instructor/Course Developer		28.10
15110 - Test Proctor		18.54
15120 - Tutor		18.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.12
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		11.80
16220 - Tailor		12.45
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.53
19040 - Tool And Die Maker		20.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.24
21030 - Material Coordinator		19.52
21040 - Material Expediter		19.52
21050 - Material Handling Laborer		11.80
21071 - Order Filler		11.78
21080 - Production Line Worker (Food Processing)		13.24
21110 - Shipping Packer		13.08
21130 - Shipping/Receiving Clerk		13.08
21140 - Store Worker I		11.19
21150 - Stock Clerk		14.73
21210 - Tools And Parts Attendant		13.24
21410 - Warehouse Specialist		13.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.61
23021 - Aircraft Mechanic I		23.41
23022 - Aircraft Mechanic II		24.61
23023 - Aircraft Mechanic III		25.76
23040 - Aircraft Mechanic Helper		16.89
23050 - Aircraft, Painter		22.53
23060 - Aircraft Servicer		19.80
23080 - Aircraft Worker		20.97
23110 - Appliance Mechanic		17.60
23120 - Bicycle Repairer		12.85

23125 - Cable Splicer	23.49
23130 - Carpenter, Maintenance	17.41
23140 - Carpet Layer	18.01
23160 - Electrician, Maintenance	18.58
23181 - Electronics Technician Maintenance I	22.63
23182 - Electronics Technician Maintenance II	23.90
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	16.91
23290 - Fire Alarm System Mechanic	19.65
23310 - Fire Extinguisher Repairer	15.80
23311 - Fuel Distribution System Mechanic	20.14
23312 - Fuel Distribution System Operator	18.51
23370 - General Maintenance Worker	17.49
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.80
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	15.80
23392 - Gunsmith II	18.01
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.70
23430 - Heavy Equipment Mechanic	18.37
23440 - Heavy Equipment Operator	18.58
23460 - Instrument Mechanic	23.85
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	10.88
23510 - Locksmith	18.08
23530 - Machinery Maintenance Mechanic	20.72
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	23.85
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	25.31
23640 - Millwright	18.94
23710 - Office Appliance Repairer	20.93
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	19.25
23810 - Plumber, Maintenance	18.42
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	20.14
23870 - Scale Mechanic	18.01
23890 - Sheet-Metal Worker, Maintenance	18.94
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	24.71
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	20.55
23960 - Welder, Combination, Maintenance	18.26
23965 - Well Driller	20.22
23970 - Woodcraft Worker	20.14
23980 - Woodworker	14.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	16.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.44
25040 - Sewage Plant Operator	18.01
25070 - Stationary Engineer	21.44

25190 - Ventilation Equipment Tender	15.62
25210 - Water Treatment Plant Operator	18.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.61
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.01
27070 - Firefighter	18.32
27101 - Guard I	12.36
27102 - Guard II	13.87
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equpment Worker	8.61
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	15.41
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.87
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.99
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.97
30023 - Archeological Technician III	25.82
30030 - Cartographic Technician	26.02
30040 - Civil Engineering Technician	22.21
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	20.84
30063 - Drafter/CAD Operator III	23.22
30064 - Drafter/CAD Operator IV	28.59
30081 - Engineering Technician I	16.81
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	25.94
30085 - Engineering Technician V	30.68
30086 - Engineering Technician VI	37.11
30090 - Environmental Technician	20.50
30210 - Laboratory Technician	18.35
30240 - Mathematical Technician	26.02
30361 - Paralegal/Legal Assistant I	19.85
30362 - Paralegal/Legal Assistant II	25.13
30363 - Paralegal/Legal Assistant III	30.71
30364 - Paralegal/Legal Assistant IV	37.15
30390 - Photo-Optics Technician	26.02
30461 - Technical Writer I	24.59
30462 - Technical Writer II	30.08
30463 - Technical Writer III	36.40
30491 - Unexploded Ordnance (UXO) Technician I	23.43
30492 - Unexploded Ordnance (UXO) Technician II	28.35

30493 - Unexploded Ordnance (UXO) Technician III		33.98
30494 - Unexploded (UXO) Safety Escort		23.43
30495 - Unexploded (UXO) Sweep Personnel		23.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.22
30621 - Weather Observer, Senior	(see 3)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.33
31030 - Bus Driver		15.28
31043 - Driver Courier		13.26
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		14.28
31310 - Taxi Driver		11.40
31361 - Truckdriver, Light		14.28
31362 - Truckdriver, Medium		17.89
31363 - Truckdriver, Heavy		18.39
31364 - Truckdriver, Tractor-Trailer		18.39
99000 - Miscellaneous Occupations		
99030 - Cashier		8.65
99050 - Desk Clerk		10.24
99095 - Embalmer		36.45
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.67
99310 - Mortician		36.45
99410 - Pest Controller		15.82
99510 - Photofinishing Worker		10.59
99710 - Recycling Laborer		14.19
99711 - Recycling Specialist		16.60
99730 - Refuse Collector		13.06
99810 - Sales Clerk		12.18
99820 - School Crossing Guard		12.78
99830 - Survey Party Chief		17.47
99831 - Surveying Aide		8.69
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.93
99841 - Vending Machine Repairer		18.24
99842 - Vending Machine Repairer Helper		14.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director
Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2407
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		18.37
01040 - Court Reporter		18.26
01051 - Data Entry Operator I		11.34
01052 - Data Entry Operator II		12.37
01060 - Dispatcher, Motor Vehicle		16.93
01070 - Document Preparation Clerk		13.29
01090 - Duplicating Machine Operator		13.29
01111 - General Clerk I		10.60
01112 - General Clerk II		11.57
01113 - General Clerk III		12.98
01120 - Housing Referral Assistant		17.54
01141 - Messenger Courier		9.92
01191 - Order Clerk I		12.53
01192 - Order Clerk II		13.67
01261 - Personnel Assistant (Employment) I		13.58
01262 - Personnel Assistant (Employment) II		15.19
01263 - Personnel Assistant (Employment) III		17.73
01270 - Production Control Clerk		19.50
01280 - Receptionist		10.94
01290 - Rental Clerk		9.35
01300 - Scheduler, Maintenance		14.06

01311 - Secretary I	14.06
01312 - Secretary II	15.73
01313 - Secretary III	17.54
01320 - Service Order Dispatcher	15.13
01410 - Supply Technician	18.37
01420 - Survey Worker	11.28
01531 - Travel Clerk I	11.35
01532 - Travel Clerk II	12.01
01533 - Travel Clerk III	12.69
01611 - Word Processor I	11.65
01612 - Word Processor II	13.08
01613 - Word Processor III	14.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.32
05010 - Automotive Electrician	16.27
05040 - Automotive Glass Installer	15.57
05070 - Automotive Worker	15.57
05110 - Mobile Equipment Servicer	14.21
05130 - Motor Equipment Metal Mechanic	16.90
05160 - Motor Equipment Metal Worker	15.57
05190 - Motor Vehicle Mechanic	16.90
05220 - Motor Vehicle Mechanic Helper	13.36
05250 - Motor Vehicle Upholstery Worker	14.93
05280 - Motor Vehicle Wrecker	15.57
05310 - Painter, Automotive	16.27
05340 - Radiator Repair Specialist	15.57
05370 - Tire Repairer	13.50
05400 - Transmission Repair Specialist	16.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.49
07041 - Cook I	10.51
07042 - Cook II	11.83
07070 - Dishwasher	7.62
07130 - Food Service Worker	10.33
07210 - Meat Cutter	11.33
07260 - Waiter/Waitress	8.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.16
09040 - Furniture Handler	12.30
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	16.14
09130 - Upholsterer	17.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.70
11060 - Elevator Operator	10.06
11090 - Gardener	13.00
11122 - Housekeeping Aide	10.08
11150 - Janitor	10.88
11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	8.71
11260 - Pruner	10.50
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	13.29
12011 - Breath Alcohol Technician	16.48
12012 - Certified Occupational Therapist Assistant	16.52
12015 - Certified Physical Therapist Assistant	16.25
12020 - Dental Assistant	15.12
12025 - Dental Hygienist	26.36
12030 - EKG Technician	19.18

12035 - Electroneurodiagnostic Technologist		19.18
12040 - Emergency Medical Technician		13.29
12071 - Licensed Practical Nurse I		14.73
12072 - Licensed Practical Nurse II		16.48
12073 - Licensed Practical Nurse III		18.38
12100 - Medical Assistant		13.39
12130 - Medical Laboratory Technician		15.25
12160 - Medical Record Clerk		13.29
12190 - Medical Record Technician		14.87
12195 - Medical Transcriptionist		13.25
12210 - Nuclear Medicine Technologist		32.84
12221 - Nursing Assistant I		9.80
12222 - Nursing Assistant II		11.01
12223 - Nursing Assistant III		12.10
12224 - Nursing Assistant IV		13.58
12235 - Optical Dispenser		12.67
12236 - Optical Technician		14.21
12250 - Pharmacy Technician		14.02
12280 - Phlebotomist		13.58
12305 - Radiologic Technologist		21.40
12311 - Registered Nurse I		21.72
12312 - Registered Nurse II		26.57
12313 - Registered Nurse II, Specialist		26.57
12314 - Registered Nurse III		32.14
12315 - Registered Nurse III, Anesthetist		32.14
12316 - Registered Nurse IV		38.52
12317 - Scheduler (Drug and Alcohol Testing)		19.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.19
13012 - Exhibits Specialist II		20.55
13013 - Exhibits Specialist III		23.23
13041 - Illustrator I		17.19
13042 - Illustrator II		20.55
13043 - Illustrator III		23.23
13047 - Librarian		19.53
13050 - Library Aide/Clerk		9.03
13054 - Library Information Technology Systems Administrator		17.24
13058 - Library Technician		13.91
13061 - Media Specialist I		12.61
13062 - Media Specialist II		14.10
13063 - Media Specialist III		15.73
13071 - Photographer I		14.47
13072 - Photographer II		16.18
13073 - Photographer III		20.05
13074 - Photographer IV		24.54
13075 - Photographer V		29.68
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.59
14042 - Computer Operator II		15.21
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		18.85
14045 - Computer Operator V		20.86
14071 - Computer Programmer I		18.90
14072 - Computer Programmer II		22.00
14073 - Computer Programmer III		26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.37
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.59
14160 - Personal Computer Support Technician		21.97

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.34
15020 - Aircrew Training Devices Instructor (Rated)	29.45
15030 - Air Crew Training Devices Instructor (Pilot)	35.30
15050 - Computer Based Training Specialist / Instructor	25.60
15060 - Educational Technologist	26.30
15070 - Flight Instructor (Pilot)	35.30
15080 - Graphic Artist	18.47
15090 - Technical Instructor	17.94
15095 - Technical Instructor/Course Developer	21.95
15110 - Test Proctor	14.48
15120 - Tutor	14.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.73
16030 - Counter Attendant	8.73
16040 - Dry Cleaner	10.18
16070 - Finisher, Flatwork, Machine	8.73
16090 - Presser, Hand	8.73
16110 - Presser, Machine, Drycleaning	8.73
16130 - Presser, Machine, Shirts	8.73
16160 - Presser, Machine, Wearing Apparel, Laundry	8.73
16190 - Sewing Machine Operator	10.65
16220 - Tailor	11.14
16250 - Washer, Machine	9.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.90
19040 - Tool And Die Maker	21.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.94
21030 - Material Coordinator	19.50
21040 - Material Expediter	19.50
21050 - Material Handling Laborer	11.70
21071 - Order Filler	10.91
21080 - Production Line Worker (Food Processing)	14.94
21110 - Shipping Packer	14.15
21130 - Shipping/Receiving Clerk	14.15
21140 - Store Worker I	10.82
21150 - Stock Clerk	14.74
21210 - Tools And Parts Attendant	14.94
21410 - Warehouse Specialist	14.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.53
23021 - Aircraft Mechanic I	21.57
23022 - Aircraft Mechanic II	22.53
23023 - Aircraft Mechanic III	23.33
23040 - Aircraft Mechanic Helper	17.06
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	19.86
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	13.50
23125 - Cable Splicer	27.10
23130 - Carpenter, Maintenance	17.59
23140 - Carpet Layer	16.83
23160 - Electrician, Maintenance	21.31
23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.79
23260 - Fabric Worker	17.11
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	15.79
23311 - Fuel Distribution System Mechanic	24.95
23312 - Fuel Distribution System Operator	20.99

23370 - General Maintenance Worker	17.03
23380 - Ground Support Equipment Mechanic	21.57
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	15.76
23392 - Gunsmith II	18.44
23393 - Gunsmith III	20.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.57
23430 - Heavy Equipment Mechanic	21.33
23440 - Heavy Equipment Operator	19.58
23460 - Instrument Mechanic	22.09
23465 - Laboratory/Shelter Mechanic	19.90
23470 - Laborer	11.70
23510 - Locksmith	19.90
23530 - Machinery Maintenance Mechanic	23.46
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.09
23592 - Metrology Technician II	23.07
23593 - Metrology Technician III	23.95
23640 - Millwright	22.90
23710 - Office Appliance Repairer	18.94
23760 - Painter, Maintenance	17.59
23790 - Pipefitter, Maintenance	21.86
23810 - Plumber, Maintenance	20.66
23820 - Pneudraulic Systems Mechanic	20.97
23850 - Rigger	20.97
23870 - Scale Mechanic	18.44
23890 - Sheet-Metal Worker, Maintenance	18.01
23910 - Small Engine Mechanic	16.83
23931 - Telecommunications Mechanic I	25.27
23932 - Telecommunications Mechanic II	26.40
23950 - Telephone Lineman	18.74
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	19.98
23970 - Woodcraft Worker	20.97
23980 - Woodworker	15.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.80
24610 - Chore Aide	9.55
24620 - Family Readiness And Support Services Coordinator	12.64
24630 - Homemaker	17.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.78
25040 - Sewage Plant Operator	17.97
25070 - Stationary Engineer	21.78
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	17.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.57
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	17.50
27010 - Court Security Officer	17.93
27030 - Detection Dog Handler	13.89
27040 - Detention Officer	17.50
27070 - Firefighter	19.46
27101 - Guard I	12.42
27102 - Guard II	13.89

27131 - Police Officer I		19.61
27132 - Police Officer II		21.79
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.22
28042 - Carnival Equipment Repairer		10.98
28043 - Carnival Equpment Worker		8.60
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.29
28515 - Recreation Specialist		17.16
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		15.59
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.85
29020 - Hatch Tender		19.85
29030 - Line Handler		19.85
29041 - Stevedore I		19.31
29042 - Stevedore II		21.76
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.85
30022 - Archeological Technician II		17.12
30023 - Archeological Technician III		22.16
30030 - Cartographic Technician		23.25
30040 - Civil Engineering Technician		19.01
30061 - Drafter/CAD Operator I		15.99
30062 - Drafter/CAD Operator II		17.95
30063 - Drafter/CAD Operator III		19.95
30064 - Drafter/CAD Operator IV		24.55
30081 - Engineering Technician I		16.65
30082 - Engineering Technician II		18.70
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.90
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		23.25
30210 - Laboratory Technician		17.42
30240 - Mathematical Technician		23.63
30361 - Paralegal/Legal Assistant I		15.46
30362 - Paralegal/Legal Assistant II		19.15
30363 - Paralegal/Legal Assistant III		24.53
30364 - Paralegal/Legal Assistant IV		28.34
30390 - Photo-Optics Technician		23.75
30461 - Technical Writer I		19.43
30462 - Technical Writer II		23.77
30463 - Technical Writer III		28.76
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.95
30621 - Weather Observer, Senior	(see 2)	22.16
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.34
31030 - Bus Driver		12.29
31043 - Driver Courier		13.37
31260 - Parking and Lot Attendant		9.02
31290 - Shuttle Bus Driver		14.65

31310 - Taxi Driver	10.72
31361 - Truckdriver, Light	14.65
31362 - Truckdriver, Medium	15.64
31363 - Truckdriver, Heavy	17.56
31364 - Truckdriver, Tractor-Trailer	17.56
99000 - Miscellaneous Occupations	
99030 - Cashier	8.03
99050 - Desk Clerk	9.31
99095 - Embalmer	24.90
99251 - Laboratory Animal Caretaker I	10.24
99252 - Laboratory Animal Caretaker II	11.19
99310 - Mortician	30.07
99410 - Pest Controller	19.92
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.39
99711 - Recycling Specialist	17.84
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	13.93
99841 - Vending Machine Repairer	16.37
99842 - Vending Machine Repairer Helper	13.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2408 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		18.37
01040 - Court Reporter		18.26
01051 - Data Entry Operator I		11.34

01052 - Data Entry Operator II	12.37
01060 - Dispatcher, Motor Vehicle	16.93
01070 - Document Preparation Clerk	13.29
01090 - Duplicating Machine Operator	13.29
01111 - General Clerk I	10.60
01112 - General Clerk II	11.57
01113 - General Clerk III	12.98
01120 - Housing Referral Assistant	17.54
01141 - Messenger Courier	9.92
01191 - Order Clerk I	12.53
01192 - Order Clerk II	13.67
01261 - Personnel Assistant (Employment) I	13.58
01262 - Personnel Assistant (Employment) II	15.19
01263 - Personnel Assistant (Employment) III	17.73
01270 - Production Control Clerk	19.50
01280 - Receptionist	10.94
01290 - Rental Clerk	9.35
01300 - Scheduler, Maintenance	14.06
01311 - Secretary I	14.06
01312 - Secretary II	15.73
01313 - Secretary III	17.54
01320 - Service Order Dispatcher	15.13
01410 - Supply Technician	18.37
01420 - Survey Worker	11.28
01531 - Travel Clerk I	11.35
01532 - Travel Clerk II	12.01
01533 - Travel Clerk III	12.69
01611 - Word Processor I	11.65
01612 - Word Processor II	13.08
01613 - Word Processor III	14.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.32
05010 - Automotive Electrician	16.27
05040 - Automotive Glass Installer	15.57
05070 - Automotive Worker	15.57
05110 - Mobile Equipment Servicer	14.21
05130 - Motor Equipment Metal Mechanic	16.90
05160 - Motor Equipment Metal Worker	15.57
05190 - Motor Vehicle Mechanic	16.90
05220 - Motor Vehicle Mechanic Helper	13.36
05250 - Motor Vehicle Upholstery Worker	14.93
05280 - Motor Vehicle Wrecker	15.57
05310 - Painter, Automotive	16.27
05340 - Radiator Repair Specialist	15.57
05370 - Tire Repairer	13.50
05400 - Transmission Repair Specialist	16.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.49
07041 - Cook I	10.51
07042 - Cook II	11.83
07070 - Dishwasher	7.62
07130 - Food Service Worker	10.33
07210 - Meat Cutter	11.33
07260 - Waiter/Waitress	8.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.16
09040 - Furniture Handler	12.30
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	16.14
09130 - Upholsterer	17.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.70

11060 - Elevator Operator	10.06
11090 - Gardener	13.00
11122 - Housekeeping Aide	10.08
11150 - Janitor	10.88
11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	8.71
11260 - Pruner	10.50
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	13.29
12011 - Breath Alcohol Technician	16.48
12012 - Certified Occupational Therapist Assistant	16.52
12015 - Certified Physical Therapist Assistant	16.25
12020 - Dental Assistant	15.12
12025 - Dental Hygienist	26.36
12030 - EKG Technician	19.18
12035 - Electroneurodiagnostic Technologist	19.18
12040 - Emergency Medical Technician	13.29
12071 - Licensed Practical Nurse I	14.73
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	15.25
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	14.87
12195 - Medical Transcriptionist	13.25
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	9.80
12222 - Nursing Assistant II	11.01
12223 - Nursing Assistant III	12.10
12224 - Nursing Assistant IV	13.58
12235 - Optical Dispenser	12.67
12236 - Optical Technician	14.21
12250 - Pharmacy Technician	14.02
12280 - Phlebotomist	13.58
12305 - Radiologic Technologist	21.40
12311 - Registered Nurse I	21.72
12312 - Registered Nurse II	26.57
12313 - Registered Nurse II, Specialist	26.57
12314 - Registered Nurse III	32.14
12315 - Registered Nurse III, Anesthetist	32.14
12316 - Registered Nurse IV	38.52
12317 - Scheduler (Drug and Alcohol Testing)	19.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.19
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	23.23
13041 - Illustrator I	17.19
13042 - Illustrator II	20.55
13043 - Illustrator III	23.23
13047 - Librarian	19.53
13050 - Library Aide/Clerk	9.03
13054 - Library Information Technology Systems Administrator	17.24
13058 - Library Technician	13.91
13061 - Media Specialist I	12.61
13062 - Media Specialist II	14.10
13063 - Media Specialist III	15.73
13071 - Photographer I	14.47
13072 - Photographer II	16.18
13073 - Photographer III	20.05

13074 - Photographer IV		24.54
13075 - Photographer V		29.68
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.59
14042 - Computer Operator II		15.21
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		18.85
14045 - Computer Operator V		20.86
14071 - Computer Programmer I		18.90
14072 - Computer Programmer II		22.00
14073 - Computer Programmer III		26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.37
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.59
14160 - Personal Computer Support Technician		21.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.34
15020 - Aircrew Training Devices Instructor (Rated)		29.45
15030 - Air Crew Training Devices Instructor (Pilot)		35.30
15050 - Computer Based Training Specialist / Instructor		25.60
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		35.30
15080 - Graphic Artist		18.47
15090 - Technical Instructor		17.94
15095 - Technical Instructor/Course Developer		21.95
15110 - Test Proctor		14.48
15120 - Tutor		14.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.73
16030 - Counter Attendant		8.73
16040 - Dry Cleaner		10.18
16070 - Finisher, Flatwork, Machine		8.73
16090 - Presser, Hand		8.73
16110 - Presser, Machine, Drycleaning		8.73
16130 - Presser, Machine, Shirts		8.73
16160 - Presser, Machine, Wearing Apparel, Laundry		8.73
16190 - Sewing Machine Operator		10.65
16220 - Tailor		11.14
16250 - Washer, Machine		9.15
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.90
19040 - Tool And Die Maker		21.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.94
21030 - Material Coordinator		19.50
21040 - Material Expediter		19.50
21050 - Material Handling Laborer		11.70
21071 - Order Filler		10.91
21080 - Production Line Worker (Food Processing)		14.94
21110 - Shipping Packer		14.15
21130 - Shipping/Receiving Clerk		14.15
21140 - Store Worker I		10.82
21150 - Stock Clerk		14.74
21210 - Tools And Parts Attendant		14.94
21410 - Warehouse Specialist		14.94
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.53
23021 - Aircraft Mechanic I		21.57
23022 - Aircraft Mechanic II		22.53
23023 - Aircraft Mechanic III		23.33

23040 - Aircraft Mechanic Helper	17.06
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	19.86
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	13.50
23125 - Cable Splicer	27.10
23130 - Carpenter, Maintenance	17.59
23140 - Carpet Layer	16.83
23160 - Electrician, Maintenance	21.31
23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.79
23260 - Fabric Worker	17.11
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	15.79
23311 - Fuel Distribution System Mechanic	24.95
23312 - Fuel Distribution System Operator	20.99
23370 - General Maintenance Worker	17.03
23380 - Ground Support Equipment Mechanic	21.57
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	15.76
23392 - Gunsmith II	18.44
23393 - Gunsmith III	20.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.57
23430 - Heavy Equipment Mechanic	21.33
23440 - Heavy Equipment Operator	19.58
23460 - Instrument Mechanic	22.09
23465 - Laboratory/Shelter Mechanic	19.90
23470 - Laborer	11.70
23510 - Locksmith	19.90
23530 - Machinery Maintenance Mechanic	23.46
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.09
23592 - Metrology Technician II	23.07
23593 - Metrology Technician III	23.95
23640 - Millwright	22.90
23710 - Office Appliance Repairer	18.94
23760 - Painter, Maintenance	17.59
23790 - Pipefitter, Maintenance	21.86
23810 - Plumber, Maintenance	20.66
23820 - Pneudraulic Systems Mechanic	20.97
23850 - Rigger	20.97
23870 - Scale Mechanic	18.44
23890 - Sheet-Metal Worker, Maintenance	18.01
23910 - Small Engine Mechanic	16.83
23931 - Telecommunications Mechanic I	25.27
23932 - Telecommunications Mechanic II	26.40
23950 - Telephone Lineman	18.74
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	19.98
23970 - Woodcraft Worker	20.97
23980 - Woodworker	15.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.80
24610 - Chore Aide	9.55
24620 - Family Readiness And Support Services	12.64

Coordinator	
24630 - Homemaker	17.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.78
25040 - Sewage Plant Operator	17.97
25070 - Stationary Engineer	21.78
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	17.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.57
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	17.50
27010 - Court Security Officer	17.93
27030 - Detection Dog Handler	13.89
27040 - Detention Officer	17.50
27070 - Firefighter	19.46
27101 - Guard I	12.42
27102 - Guard II	13.89
27131 - Police Officer I	19.61
27132 - Police Officer II	21.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.22
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equpment Worker	8.60
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.29
28515 - Recreation Specialist	17.16
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.85
29020 - Hatch Tender	19.85
29030 - Line Handler	19.85
29041 - Stevedore I	19.31
29042 - Stevedore II	21.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.85
30022 - Archeological Technician II	17.12
30023 - Archeological Technician III	22.16
30030 - Cartographic Technician	23.25
30040 - Civil Engineering Technician	19.01
30061 - Drafter/CAD Operator I	15.99
30062 - Drafter/CAD Operator II	17.95
30063 - Drafter/CAD Operator III	19.95
30064 - Drafter/CAD Operator IV	24.55
30081 - Engineering Technician I	16.65
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
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31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.34
31030 - Bus Driver		12.29
31043 - Driver Courier		13.37
31260 - Parking and Lot Attendant		9.02
31290 - Shuttle Bus Driver		14.65
31310 - Taxi Driver		10.72
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		15.64
31363 - Truckdriver, Heavy		17.56
31364 - Truckdriver, Tractor-Trailer		17.56
99000 - Miscellaneous Occupations		
99030 - Cashier		8.03
99050 - Desk Clerk		9.31
99095 - Embalmer		24.90
99251 - Laboratory Animal Caretaker I		10.24
99252 - Laboratory Animal Caretaker II		11.19
99310 - Mortician		30.07
99410 - Pest Controller		19.92
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.39
99711 - Recycling Specialist		17.84
99730 - Refuse Collector		12.79
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		21.05
99831 - Surveying Aide		14.14
99832 - Surveying Technician		18.49
99840 - Vending Machine Attendant		13.93
99841 - Vending Machine Repairer		16.37
99842 - Vending Machine Repairer Helper		13.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2413
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17
01020 - Administrative Assistant		21.54
01040 - Court Reporter		17.63
01051 - Data Entry Operator I		12.40
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		17.80
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		11.98
01112 - General Clerk II		13.97
01113 - General Clerk III		15.41
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.08
01191 - Order Clerk I		13.59
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		20.55
01280 - Receptionist		14.31
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84
01312 - Secretary II		17.79
01313 - Secretary III		19.84
01320 - Service Order Dispatcher		14.76
01410 - Supply Technician		21.54
01420 - Survey Worker		17.63
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		17.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.14
05010 - Automotive Electrician		23.12
05040 - Automotive Glass Installer		21.61
05070 - Automotive Worker		22.26

05110 - Mobile Equipment Servicer		20.65
05130 - Motor Equipment Metal Mechanic		24.59
05160 - Motor Equipment Metal Worker		22.26
05190 - Motor Vehicle Mechanic		23.03
05220 - Motor Vehicle Mechanic Helper		20.30
05250 - Motor Vehicle Upholstery Worker		21.42
05280 - Motor Vehicle Wrecker		22.26
05310 - Painter, Automotive		23.12
05340 - Radiator Repair Specialist		22.26
05370 - Tire Repairer		15.45
05400 - Transmission Repair Specialist		24.59
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.32
07041 - Cook I		12.59
07042 - Cook II		13.52
07070 - Dishwasher		9.17
07130 - Food Service Worker		9.43
07210 - Meat Cutter		15.84
07260 - Waiter/Waitress		9.20
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		17.91
09040 - Furniture Handler		13.81
09080 - Furniture Refinisher		17.91
09090 - Furniture Refinisher Helper		15.31
09110 - Furniture Repairer, Minor		16.59
09130 - Upholsterer		17.91
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		11.03
11060 - Elevator Operator		11.03
11090 - Gardener		17.15
11122 - Housekeeping Aide		12.52
11150 - Janitor		12.52
11210 - Laborer, Grounds Maintenance		14.99
11240 - Maid or Houseman		9.78
11260 - Pruner		13.48
11270 - Tractor Operator		16.71
11330 - Trail Maintenance Worker		14.99
11360 - Window Cleaner		13.26
12000 - Health Occupations		
12010 - Ambulance Driver		17.31
12011 - Breath Alcohol Technician		17.92
12012 - Certified Occupational Therapist Assistant		22.59
12015 - Certified Physical Therapist Assistant		25.26
12020 - Dental Assistant		16.51
12025 - Dental Hygienist		31.13
12030 - EKG Technician		21.92
12035 - Electroneurodiagnostic Technologist		21.92
12040 - Emergency Medical Technician		17.31
12071 - Licensed Practical Nurse I		16.02
12072 - Licensed Practical Nurse II		17.92
12073 - Licensed Practical Nurse III	(see 1)	19.98
12100 - Medical Assistant		13.63
12130 - Medical Laboratory Technician		16.79
12160 - Medical Record Clerk		15.33
12190 - Medical Record Technician		15.75
12195 - Medical Transcriptionist		16.28
12210 - Nuclear Medicine Technologist		30.54
12221 - Nursing Assistant I		10.27
12222 - Nursing Assistant II		11.56
12223 - Nursing Assistant III		12.61
12224 - Nursing Assistant IV		14.16
12235 - Optical Dispenser		16.72
12236 - Optical Technician		15.02

12250 - Pharmacy Technician		15.22
12280 - Phlebotomist		15.39
12305 - Radiologic Technologist		22.35
12311 - Registered Nurse I		24.51
12312 - Registered Nurse II		29.20
12313 - Registered Nurse II, Specialist		29.20
12314 - Registered Nurse III		35.32
12315 - Registered Nurse III, Anesthetist		35.32
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		22.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.76
13012 - Exhibits Specialist II		24.48
13013 - Exhibits Specialist III		29.93
13041 - Illustrator I		20.17
13042 - Illustrator II		24.99
13043 - Illustrator III		30.56
13047 - Librarian		27.38
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		24.96
13058 - Library Technician		15.33
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.38
13071 - Photographer I		13.98
13072 - Photographer II		17.85
13073 - Photographer III		21.52
13074 - Photographer IV		26.56
13075 - Photographer V		32.12
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.83
14044 - Computer Operator IV		22.04
14045 - Computer Operator V		24.40
14071 - Computer Programmer I	(see 1)	19.86
14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		29.32
15070 - Flight Instructor (Pilot)		42.71
15080 - Graphic Artist		23.35
15090 - Technical Instructor		20.97
15095 - Technical Instructor/Course Developer		25.67
15110 - Test Proctor		16.94
15120 - Tutor		16.94
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13

16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.18
19040 - Tool And Die Maker	27.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.13
21030 - Material Coordinator	19.61
21040 - Material Expediter	19.61
21050 - Material Handling Laborer	16.74
21071 - Order Filler	12.00
21080 - Production Line Worker (Food Processing)	17.33
21110 - Shipping Packer	14.79
21130 - Shipping/Receiving Clerk	14.79
21140 - Store Worker I	12.38
21150 - Stock Clerk	17.07
21210 - Tools And Parts Attendant	17.33
21410 - Warehouse Specialist	17.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.12
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	26.12
23023 - Aircraft Mechanic III	27.43
23040 - Aircraft Mechanic Helper	18.67
23050 - Aircraft, Painter	21.67
23060 - Aircraft Servicer	20.22
23080 - Aircraft Worker	21.02
23110 - Appliance Mechanic	20.12
23120 - Bicycle Repairer	17.00
23125 - Cable Splicer	27.41
23130 - Carpenter, Maintenance	19.28
23140 - Carpet Layer	22.59
23160 - Electrician, Maintenance	21.81
23181 - Electronics Technician Maintenance I	22.26
23182 - Electronics Technician Maintenance II	24.10
23183 - Electronics Technician Maintenance III	26.90
23260 - Fabric Worker	19.02
23290 - Fire Alarm System Mechanic	18.56
23310 - Fire Extinguisher Repairer	17.95
23311 - Fuel Distribution System Mechanic	24.93
23312 - Fuel Distribution System Operator	20.52
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.22
23382 - Ground Support Equipment Worker	21.02
23391 - Gunsmith I	17.95
23392 - Gunsmith II	20.15
23393 - Gunsmith III	23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.88
23430 - Heavy Equipment Mechanic	21.17
23440 - Heavy Equipment Operator	20.90
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	20.98
23470 - Laborer	13.44
23510 - Locksmith	19.49

23530 - Machinery Maintenance Mechanic		23.90
23550 - Machinist, Maintenance		22.22
23580 - Maintenance Trades Helper		15.35
23591 - Metrology Technician I		22.82
23592 - Metrology Technician II		23.62
23593 - Metrology Technician III	(see 1)	24.40
23640 - Millwright	(see 1)	27.90
23710 - Office Appliance Repairer	(see 1)	18.88
23760 - Painter, Maintenance	(see 1)	19.70
23790 - Pipefitter, Maintenance	(see 1)	25.62
23810 - Plumber, Maintenance	(see 1)	21.87
23820 - Pneudraulic Systems Mechanic	(see 1)	23.94
23850 - Rigger		22.75
23870 - Scale Mechanic		20.15
23890 - Sheet-Metal Worker, Maintenance		20.73
23910 - Small Engine Mechanic		18.96
23931 - Telecommunications Mechanic I		24.41
23932 - Telecommunications Mechanic II		26.44
23950 - Telephone Lineman		23.52
23960 - Welder, Combination, Maintenance		20.42
23965 - Well Driller		21.76
23970 - Woodcraft Worker		23.94
23980 - Woodworker		17.59
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		11.04
24580 - Child Care Center Clerk		15.48
24610 - Chore Aide		10.38
24620 - Family Readiness And Support Services Coordinator		13.81
24630 - Homemaker		17.36
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.38
25040 - Sewage Plant Operator		19.24
25070 - Stationary Engineer		23.38
25190 - Ventilation Equipment Tender		17.78
25210 - Water Treatment Plant Operator		19.24
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.18
27007 - Baggage Inspector		12.02
27008 - Corrections Officer		24.65
27010 - Court Security Officer		24.65
27030 - Detection Dog Handler		18.00
27040 - Detention Officer		24.65
27070 - Firefighter		24.58
27101 - Guard I		12.02
27102 - Guard II		18.00
27131 - Police Officer I		24.89
27132 - Police Officer II		27.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.78
28042 - Carnival Equipment Repairer		9.79
28043 - Carnival Equpment Worker		8.08
28210 - Gate Attendant/Gate Tender		13.25
28310 - Lifeguard		11.25
28350 - Park Attendant (Aide)		14.82
28510 - Recreation Aide/Health Facility Attendant		10.82
28515 - Recreation Specialist		17.31
28630 - Sports Official		11.80
28690 - Swimming Pool Operator		17.89
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.15
29020 - Hatch Tender		18.15
29030 - Line Handler		18.15

29041 - Stevedore I		17.06
29042 - Stevedore II		18.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.62
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.21
30021 - Archeological Technician I		18.75
30022 - Archeological Technician II		18.73
30023 - Archeological Technician III		22.73
30030 - Cartographic Technician		22.73
30040 - Civil Engineering Technician		21.67
30061 - Drafter/CAD Operator I		16.39
30062 - Drafter/CAD Operator II		18.35
30063 - Drafter/CAD Operator III		20.46
30064 - Drafter/CAD Operator IV		25.17
30081 - Engineering Technician I		15.69
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		20.43
30084 - Engineering Technician IV		25.30
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		35.32
30090 - Environmental Technician		20.71
30210 - Laboratory Technician		19.49
30240 - Mathematical Technician		22.73
30361 - Paralegal/Legal Assistant I		16.56
30362 - Paralegal/Legal Assistant II		20.52
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		30.76
30390 - Photo-Optics Technician		22.73
30461 - Technical Writer I		21.73
30462 - Technical Writer II		26.60
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		23.61
30492 - Unexploded Ordnance (UXO) Technician II		28.56
30493 - Unexploded Ordnance (UXO) Technician III		34.24
30494 - Unexploded (UXO) Safety Escort		23.61
30495 - Unexploded (UXO) Sweep Personnel		23.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.32
30621 - Weather Observer, Senior	(see 2)	22.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		19.04
31043 - Driver Courier		17.51
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		18.95
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		18.95
31362 - Truckdriver, Medium		20.07
31363 - Truckdriver, Heavy		22.08
31364 - Truckdriver, Tractor-Trailer		22.08
99000 - Miscellaneous Occupations		
99030 - Cashier		10.02
99050 - Desk Clerk		11.49
99095 - Embalmer		22.39
99251 - Laboratory Animal Caretaker I		10.52
99252 - Laboratory Animal Caretaker II		11.38
99310 - Mortician		29.07
99410 - Pest Controller		15.64
99510 - Photofinishing Worker		11.98
99710 - Recycling Laborer		18.01
99711 - Recycling Specialist		21.63
99730 - Refuse Collector		16.18

99810 - Sales Clerk	11.34
99820 - School Crossing Guard	10.20
99830 - Survey Party Chief	19.69
99831 - Surveying Aide	11.88
99832 - Surveying Technician	17.59
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2414 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17
01020 - Administrative Assistant		21.54
01040 - Court Reporter		17.63
01051 - Data Entry Operator I		12.40
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		17.80
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		11.98
01112 - General Clerk II		13.97
01113 - General Clerk III		15.41
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.08
01191 - Order Clerk I		13.59

01192 - Order Clerk II	17.02
01261 - Personnel Assistant (Employment) I	15.67
01262 - Personnel Assistant (Employment) II	17.53
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	20.55
01280 - Receptionist	14.31
01290 - Rental Clerk	14.57
01300 - Scheduler, Maintenance	15.84
01311 - Secretary I	15.84
01312 - Secretary II	17.79
01313 - Secretary III	19.84
01320 - Service Order Dispatcher	14.76
01410 - Supply Technician	21.54
01420 - Survey Worker	17.63
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	17.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.14
05010 - Automotive Electrician	23.12
05040 - Automotive Glass Installer	21.61
05070 - Automotive Worker	22.26
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.26
05190 - Motor Vehicle Mechanic	23.03
05220 - Motor Vehicle Mechanic Helper	20.30
05250 - Motor Vehicle Upholstery Worker	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter, Automotive	23.12
05340 - Radiator Repair Specialist	22.26
05370 - Tire Repairer	15.45
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.32
07041 - Cook I	12.59
07042 - Cook II	13.52
07070 - Dishwasher	9.17
07130 - Food Service Worker	9.43
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.59
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.03
11060 - Elevator Operator	11.03
11090 - Gardener	17.15
11122 - Housekeeping Aide	12.52
11150 - Janitor	12.52
11210 - Laborer, Grounds Maintenance	14.99
11240 - Maid or Houseman	9.78
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.26

12000 - Health Occupations

12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	17.92
12012 - Certified Occupational Therapist Assistant	22.59
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	31.13
12030 - EKG Technician	21.92
12035 - Electroneurodiagnostic Technologist	21.92
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	16.02
12072 - Licensed Practical Nurse II	17.92
12073 - Licensed Practical Nurse III	19.98
12100 - Medical Assistant	13.63
12130 - Medical Laboratory Technician	16.79
12160 - Medical Record Clerk	15.33
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.28
12210 - Nuclear Medicine Technologist	30.54
12221 - Nursing Assistant I	10.27
12222 - Nursing Assistant II	11.56
12223 - Nursing Assistant III	12.61
12224 - Nursing Assistant IV	14.16
12235 - Optical Dispenser	16.72
12236 - Optical Technician	15.02
12250 - Pharmacy Technician	15.22
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	22.35
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	29.20
12313 - Registered Nurse II, Specialist	29.20
12314 - Registered Nurse III	35.32
12315 - Registered Nurse III, Anesthetist	35.32
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	22.20

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	19.76
13012 - Exhibits Specialist II	24.48
13013 - Exhibits Specialist III	29.93
13041 - Illustrator I	20.17
13042 - Illustrator II	24.99
13043 - Illustrator III	30.56
13047 - Librarian	27.38
13050 - Library Aide/Clerk	12.27
13054 - Library Information Technology Systems Administrator	24.96
13058 - Library Technician	15.33
13061 - Media Specialist I	17.68
13062 - Media Specialist II	19.76
13063 - Media Specialist III	22.38
13071 - Photographer I	13.98
13072 - Photographer II	17.85
13073 - Photographer III	21.52
13074 - Photographer IV	26.56
13075 - Photographer V	32.12
13110 - Video Teleconference Technician	19.61

14000 - Information Technology Occupations

14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.80
14043 - Computer Operator III	19.83
14044 - Computer Operator IV	22.04
14045 - Computer Operator V	24.40
14071 - Computer Programmer I	19.86

14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		29.32
15070 - Flight Instructor (Pilot)		42.71
15080 - Graphic Artist		23.35
15090 - Technical Instructor		20.97
15095 - Technical Instructor/Course Developer		25.67
15110 - Test Proctor		16.94
15120 - Tutor		16.94
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.18
19040 - Tool And Die Maker		27.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.13
21030 - Material Coordinator		19.61
21040 - Material Expediter		19.61
21050 - Material Handling Laborer		16.74
21071 - Order Filler		12.00
21080 - Production Line Worker (Food Processing)		17.33
21110 - Shipping Packer		14.79
21130 - Shipping/Receiving Clerk		14.79
21140 - Store Worker I		12.38
21150 - Stock Clerk		17.07
21210 - Tools And Parts Attendant		17.33
21410 - Warehouse Specialist		17.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.12
23021 - Aircraft Mechanic I		24.88
23022 - Aircraft Mechanic II		26.12
23023 - Aircraft Mechanic III		27.43
23040 - Aircraft Mechanic Helper		18.67
23050 - Aircraft, Painter		21.67
23060 - Aircraft Servicer		20.22
23080 - Aircraft Worker		21.02
23110 - Appliance Mechanic		20.12
23120 - Bicycle Repairer		17.00
23125 - Cable Splicer		27.41
23130 - Carpenter, Maintenance		19.28
23140 - Carpet Layer		22.59
23160 - Electrician, Maintenance		21.81

23181 - Electronics Technician Maintenance I	22.26
23182 - Electronics Technician Maintenance II	24.10
23183 - Electronics Technician Maintenance III	26.90
23260 - Fabric Worker	19.02
23290 - Fire Alarm System Mechanic	18.56
23310 - Fire Extinguisher Repairer	17.95
23311 - Fuel Distribution System Mechanic	24.93
23312 - Fuel Distribution System Operator	20.52
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.22
23382 - Ground Support Equipment Worker	21.02
23391 - Gunsmith I	17.95
23392 - Gunsmith II	20.15
23393 - Gunsmith III	23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.88
23430 - Heavy Equipment Mechanic	21.17
23440 - Heavy Equipment Operator	20.90
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	20.98
23470 - Laborer	13.44
23510 - Locksmith	19.49
23530 - Machinery Maintenance Mechanic	23.90
23550 - Machinist, Maintenance	22.22
23580 - Maintenance Trades Helper	15.35
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.40
23640 - Millwright	27.90
23710 - Office Appliance Repairer	18.88
23760 - Painter, Maintenance	19.70
23790 - Pipefitter, Maintenance	25.62
23810 - Plumber, Maintenance	21.87
23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	22.75
23870 - Scale Mechanic	20.15
23890 - Sheet-Metal Worker, Maintenance	20.73
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	24.41
23932 - Telecommunications Mechanic II	26.44
23950 - Telephone Lineman	23.52
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	21.76
23970 - Woodcraft Worker	23.94
23980 - Woodworker	17.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	10.38
24620 - Family Readiness And Support Services Coordinator	13.81
24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.38
25040 - Sewage Plant Operator	19.24
25070 - Stationary Engineer	23.38
25190 - Ventilation Equipment Tender	17.78
25210 - Water Treatment Plant Operator	19.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.18

27007 - Baggage Inspector		12.02
27008 - Corrections Officer		24.65
27010 - Court Security Officer		24.65
27030 - Detection Dog Handler		18.00
27040 - Detention Officer		24.65
27070 - Firefighter		24.58
27101 - Guard I		12.02
27102 - Guard II		18.00
27131 - Police Officer I		24.89
27132 - Police Officer II		27.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.78
28042 - Carnival Equipment Repairer		9.79
28043 - Carnival Equpment Worker		8.08
28210 - Gate Attendant/Gate Tender		13.25
28310 - Lifeguard		11.25
28350 - Park Attendant (Aide)		14.82
28510 - Recreation Aide/Health Facility Attendant		10.82
28515 - Recreation Specialist		17.31
28630 - Sports Official		11.80
28690 - Swimming Pool Operator		17.89
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.15
29020 - Hatch Tender		18.15
29030 - Line Handler		18.15
29041 - Stevedore I		17.06
29042 - Stevedore II		18.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.62
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.21
30021 - Archeological Technician I		18.75
30022 - Archeological Technician II		18.73
30023 - Archeological Technician III		22.73
30030 - Cartographic Technician		22.73
30040 - Civil Engineering Technician		21.67
30061 - Drafter/CAD Operator I		16.39
30062 - Drafter/CAD Operator II		18.35
30063 - Drafter/CAD Operator III		20.46
30064 - Drafter/CAD Operator IV		25.17
30081 - Engineering Technician I		15.69
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		20.43
30084 - Engineering Technician IV		25.30
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		35.32
30090 - Environmental Technician		20.71
30210 - Laboratory Technician		19.49
30240 - Mathematical Technician		22.73
30361 - Paralegal/Legal Assistant I		16.56
30362 - Paralegal/Legal Assistant II		20.52
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		30.76
30390 - Photo-Optics Technician		22.73
30461 - Technical Writer I		21.73
30462 - Technical Writer II		26.60
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		23.61
30492 - Unexploded Ordnance (UXO) Technician II		28.56
30493 - Unexploded Ordnance (UXO) Technician III		34.24
30494 - Unexploded (UXO) Safety Escort		23.61
30495 - Unexploded (UXO) Sweep Personnel		23.61
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.32

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		19.04
31043 - Driver Courier		17.51
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		18.95
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		18.95
31362 - Truckdriver, Medium		20.07
31363 - Truckdriver, Heavy		22.08
31364 - Truckdriver, Tractor-Trailer		22.08
99000 - Miscellaneous Occupations		
99030 - Cashier		10.02
99050 - Desk Clerk		11.49
99095 - Embalmer		22.39
99251 - Laboratory Animal Caretaker I		10.52
99252 - Laboratory Animal Caretaker II		11.38
99310 - Mortician		29.07
99410 - Pest Controller		15.64
99510 - Photofinishing Worker		11.98
99710 - Recycling Laborer		18.01
99711 - Recycling Specialist		21.63
99730 - Refuse Collector		16.18
99810 - Sales Clerk		11.34
99820 - School Crossing Guard		10.20
99830 - Survey Party Chief		19.69
99831 - Surveying Aide		11.88
99832 - Surveying Technician		17.59
99840 - Vending Machine Attendant		16.07
99841 - Vending Machine Repairer		18.03
99842 - Vending Machine Repairer Helper		16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2415 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		21.22
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.13
01191 - Order Clerk I		13.18
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		18.96
01280 - Receptionist		13.97
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		14.72
01311 - Secretary I		14.72
01312 - Secretary II		17.05
01313 - Secretary III		18.69
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		21.22
01420 - Survey Worker		15.10
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.52
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50
05250 - Motor Vehicle Upholstery Worker		18.07
05280 - Motor Vehicle Wrecker		18.92
05310 - Painter, Automotive		19.67
05340 - Radiator Repair Specialist		18.92
05370 - Tire Repairer		15.89
05400 - Transmission Repair Specialist		20.33
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.08
07041 - Cook I		10.72

07042 - Cook II	12.08
07070 - Dishwasher	9.28
07130 - Food Service Worker	9.28
07210 - Meat Cutter	14.34
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.78
11060 - Elevator Operator	11.78
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.56
11260 - Pruner	11.52
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	16.87
12012 - Certified Occupational Therapist Assistant	23.89
12015 - Certified Physical Therapist Assistant	23.10
12020 - Dental Assistant	15.34
12025 - Dental Hygienist	33.67
12030 - EKG Technician	22.15
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	18.30
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.13
12195 - Medical Transcriptionist	14.86
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	9.81
12222 - Nursing Assistant II	10.88
12223 - Nursing Assistant III	12.04
12224 - Nursing Assistant IV	13.51
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	25.11
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.71
12313 - Registered Nurse II, Specialist	27.71
12314 - Registered Nurse III	33.52
12315 - Registered Nurse III, Anesthetist	33.52
12316 - Registered Nurse IV	40.18
12317 - Scheduler (Drug and Alcohol Testing)	22.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	28.55

13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.12
14042 - Computer Operator II		16.92
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I		22.13
14072 - Computer Programmer II		27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.12
14160 - Personal Computer Support Technician		22.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		22.54
15090 - Technical Instructor		19.91
15095 - Technical Instructor/Course Developer		24.36
15110 - Test Proctor		16.98
15120 - Tutor		16.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.28
16030 - Counter Attendant		9.28
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.28
16090 - Presser, Hand		9.28
16110 - Presser, Machine, Drycleaning		9.28
16130 - Presser, Machine, Shirts		9.28
16160 - Presser, Machine, Wearing Apparel, Laundry		9.28
16190 - Sewing Machine Operator		12.33
16220 - Tailor		13.09
16250 - Washer, Machine		10.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.02
19040 - Tool And Die Maker		26.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.71
21030 - Material Coordinator		18.96
21040 - Material Expediter		18.96

21050 - Material Handling Laborer	13.50
21071 - Order Filler	13.69
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	16.72
21130 - Shipping/Receiving Clerk	16.72
21140 - Store Worker I	14.39
21150 - Stock Clerk	18.87
21210 - Tools And Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.00
23021 - Aircraft Mechanic I	22.86
23022 - Aircraft Mechanic II	24.00
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.55
23050 - Aircraft, Painter	22.10
23060 - Aircraft Servicer	20.32
23080 - Aircraft Worker	21.27
23110 - Appliance Mechanic	20.40
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	24.13
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	21.36
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.21
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	18.97
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	17.84
23311 - Fuel Distribution System Mechanic	27.55
23312 - Fuel Distribution System Operator	22.57
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	22.86
23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.50
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73
23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	28.82
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09

23890 - Sheet-Metal Worker, Maintenance	23.09
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	12.91
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	22.60
27101 - Guard I	11.28
27102 - Guard II	16.31
27131 - Police Officer I	25.03
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Equpment Worker	9.17
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	16.98
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85
29042 - Stevedore II	21.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.64
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.25
30021 - Archeological Technician I	15.04
30022 - Archeological Technician II	15.03
30023 - Archeological Technician III	20.85
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	21.36
30061 - Drafter/CAD Operator I	18.14
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	22.81

30064 - Drafter/CAD Operator IV		28.07
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.75
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.99
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		23.34
30210 - Laboratory Technician		22.81
30240 - Mathematical Technician		25.32
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		30.33
30364 - Paralegal/Legal Assistant IV		36.70
30390 - Photo-Optics Technician		25.34
30461 - Technical Writer I		25.12
30462 - Technical Writer II		29.25
30463 - Technical Writer III		30.20
30491 - Unexploded Ordnance (UXO) Technician I		23.64
30492 - Unexploded Ordnance (UXO) Technician II		28.60
30493 - Unexploded Ordnance (UXO) Technician III		34.28
30494 - Unexploded (UXO) Safety Escort		23.64
30495 - Unexploded (UXO) Sweep Personnel		23.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer, Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.42
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		8.74
31290 - Shuttle Bus Driver		16.42
31310 - Taxi Driver		10.32
31361 - Truckdriver, Light		16.42
31362 - Truckdriver, Medium		19.05
31363 - Truckdriver, Heavy		23.70
31364 - Truckdriver, Tractor-Trailer		23.70
99000 - Miscellaneous Occupations		
99030 - Cashier		10.67
99050 - Desk Clerk		11.14
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		11.54
99252 - Laboratory Animal Caretaker II		12.33
99310 - Mortician		33.31
99410 - Pest Controller		14.95
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		16.63
99711 - Recycling Specialist		18.60
99730 - Refuse Collector		15.22
99810 - Sales Clerk		12.24
99820 - School Crossing Guard		10.99
99830 - Survey Party Chief		20.27
99831 - Surveying Aide		11.56
99832 - Surveying Technician		17.36
99840 - Vending Machine Attendant		13.42
99841 - Vending Machine Repairer		15.39
99842 - Vending Machine Repairer Helper		13.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2416 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		21.22
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		13.42

01052 - Data Entry Operator II	15.43
01060 - Dispatcher, Motor Vehicle	20.76
01070 - Document Preparation Clerk	13.72
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	13.46
01112 - General Clerk II	14.87
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.13
01191 - Order Clerk I	13.18
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	16.00
01262 - Personnel Assistant (Employment) II	17.89
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	18.96
01280 - Receptionist	13.97
01290 - Rental Clerk	15.48
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	21.22
01420 - Survey Worker	15.10
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.47
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	10.72
07042 - Cook II	12.08
07070 - Dishwasher	9.28
07130 - Food Service Worker	9.28
07210 - Meat Cutter	14.34
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.78

11060 - Elevator Operator	11.78
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.56
11260 - Pruner	11.52
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	16.87
12012 - Certified Occupational Therapist Assistant	23.89
12015 - Certified Physical Therapist Assistant	23.10
12020 - Dental Assistant	15.34
12025 - Dental Hygienist	33.67
12030 - EKG Technician	22.15
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	18.30
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.13
12195 - Medical Transcriptionist	14.86
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	9.81
12222 - Nursing Assistant II	10.88
12223 - Nursing Assistant III	12.04
12224 - Nursing Assistant IV	13.51
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	25.11
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.71
12313 - Registered Nurse II, Specialist	27.71
12314 - Registered Nurse III	33.52
12315 - Registered Nurse III, Anesthetist	33.52
12316 - Registered Nurse IV	40.18
12317 - Scheduler (Drug and Alcohol Testing)	22.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	28.55
13041 - Illustrator I	20.35
13042 - Illustrator II	25.21
13043 - Illustrator III	30.83
13047 - Librarian	29.41
13050 - Library Aide/Clerk	13.28
13054 - Library Information Technology Systems Administrator	22.30
13058 - Library Technician	17.17
13061 - Media Specialist I	16.09
13062 - Media Specialist II	18.01
13063 - Media Specialist III	20.07
13071 - Photographer I	15.90
13072 - Photographer II	18.01
13073 - Photographer III	22.30

13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.12
14042 - Computer Operator II		16.92
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I		22.13
14072 - Computer Programmer II		27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.12
14160 - Personal Computer Support Technician		22.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		22.54
15090 - Technical Instructor		19.91
15095 - Technical Instructor/Course Developer		24.36
15110 - Test Proctor		16.98
15120 - Tutor		16.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.28
16030 - Counter Attendant		9.28
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.28
16090 - Presser, Hand		9.28
16110 - Presser, Machine, Drycleaning		9.28
16130 - Presser, Machine, Shirts		9.28
16160 - Presser, Machine, Wearing Apparel, Laundry		9.28
16190 - Sewing Machine Operator		12.33
16220 - Tailor		13.09
16250 - Washer, Machine		10.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.02
19040 - Tool And Die Maker		26.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.71
21030 - Material Coordinator		18.96
21040 - Material Expediter		18.96
21050 - Material Handling Laborer		13.50
21071 - Order Filler		13.69
21080 - Production Line Worker (Food Processing)		16.71
21110 - Shipping Packer		16.72
21130 - Shipping/Receiving Clerk		16.72
21140 - Store Worker I		14.39
21150 - Stock Clerk		18.87
21210 - Tools And Parts Attendant		16.71
21410 - Warehouse Specialist		16.71
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.00
23021 - Aircraft Mechanic I		22.86
23022 - Aircraft Mechanic II		24.00
23023 - Aircraft Mechanic III		24.93

23040 - Aircraft Mechanic Helper	18.55
23050 - Aircraft, Painter	22.10
23060 - Aircraft Servicer	20.32
23080 - Aircraft Worker	21.27
23110 - Appliance Mechanic	20.40
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	24.13
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	21.36
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.21
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	18.97
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	17.84
23311 - Fuel Distribution System Mechanic	27.55
23312 - Fuel Distribution System Operator	22.57
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	22.86
23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.50
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73
23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	28.82
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	23.09
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services	12.91

Coordinator	
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	22.60
27101 - Guard I	11.28
27102 - Guard II	16.31
27131 - Police Officer I	25.03
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Equpment Worker	9.17
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	16.98
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85
29042 - Stevedore II	21.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.64
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.25
30021 - Archeological Technician I	15.04
30022 - Archeological Technician II	15.03
30023 - Archeological Technician III	20.85
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	21.36
30061 - Drafter/CAD Operator I	18.14
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.75
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	25.99
30085 - Engineering Technician V	31.78
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	23.34
30210 - Laboratory Technician	22.81
30240 - Mathematical Technician	25.32
30361 - Paralegal/Legal Assistant I	18.72
30362 - Paralegal/Legal Assistant II	23.34
30363 - Paralegal/Legal Assistant III	30.33
30364 - Paralegal/Legal Assistant IV	36.70

30390 - Photo-Optics Technician		25.34
30461 - Technical Writer I		25.12
30462 - Technical Writer II		29.25
30463 - Technical Writer III		30.20
30491 - Unexploded Ordnance (UXO) Technician I		23.64
30492 - Unexploded Ordnance (UXO) Technician II		28.60
30493 - Unexploded Ordnance (UXO) Technician III		34.28
30494 - Unexploded (UXO) Safety Escort		23.64
30495 - Unexploded (UXO) Sweep Personnel		23.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer, Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.42
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		8.74
31290 - Shuttle Bus Driver		16.42
31310 - Taxi Driver		10.32
31361 - Truckdriver, Light		16.42
31362 - Truckdriver, Medium		19.05
31363 - Truckdriver, Heavy		23.70
31364 - Truckdriver, Tractor-Trailer		23.70
99000 - Miscellaneous Occupations		
99030 - Cashier		10.67
99050 - Desk Clerk		11.14
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		11.54
99252 - Laboratory Animal Caretaker II		12.33
99310 - Mortician		33.31
99410 - Pest Controller		14.95
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		16.63
99711 - Recycling Specialist		18.60
99730 - Refuse Collector		15.22
99810 - Sales Clerk		12.24
99820 - School Crossing Guard		10.99
99830 - Survey Party Chief		20.27
99831 - Surveying Aide		11.56
99832 - Surveying Technician		17.36
99840 - Vending Machine Attendant		13.42
99841 - Vending Machine Repairer		15.39
99842 - Vending Machine Repairer Helper		13.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2417 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.20
01040 - Court Reporter		17.96
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		17.96
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		13.95
01192 - Order Clerk II		15.22
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		17.57
01263 - Personnel Assistant (Employment) III		19.60
01270 - Production Control Clerk		19.28
01280 - Receptionist		12.90
01290 - Rental Clerk		15.20
01300 - Scheduler, Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		14.36
01410 - Supply Technician		23.84
01420 - Survey Worker		16.70
01531 - Travel Clerk I		12.60
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.25
01611 - Word Processor I		13.01
01612 - Word Processor II		15.20

01613 - Word Processor III	17.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.84
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.71
05070 - Automotive Worker	19.26
05110 - Mobile Equipment Servicer	17.02
05130 - Motor Equipment Metal Mechanic	22.25
05160 - Motor Equipment Metal Worker	18.89
05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.26
05370 - Tire Repairer	13.75
05400 - Transmission Repair Specialist	20.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.50
07041 - Cook I	12.06
07042 - Cook II	13.35
07070 - Dishwasher	8.90
07130 - Food Service Worker	9.69
07210 - Meat Cutter	15.45
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer, Minor	14.89
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.21
11060 - Elevator Operator	11.21
11090 - Gardener	14.80
11122 - Housekeeping Aide	12.54
11150 - Janitor	12.54
11210 - Laborer, Grounds Maintenance	12.01
11240 - Maid or Houseman	10.19
11260 - Pruner	10.89
11270 - Tractor Operator	13.69
11330 - Trail Maintenance Worker	12.01
11360 - Window Cleaner	13.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	22.68
12015 - Certified Physical Therapist Assistant	23.02
12020 - Dental Assistant	16.94
12025 - Dental Hygienist	33.29
12030 - EKG Technician	22.77
12035 - Electroneurodiagnostic Technologist	22.77
12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	16.94
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.13
12100 - Medical Assistant	13.74
12130 - Medical Laboratory Technician	18.19
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	14.87
12195 - Medical Transcriptionist	15.11
12210 - Nuclear Medicine Technologist	30.60

12221 - Nursing Assistant I		10.43
12222 - Nursing Assistant II		11.73
12223 - Nursing Assistant III		12.80
12224 - Nursing Assistant IV		14.37
12235 - Optical Dispenser		16.41
12236 - Optical Technician		15.11
12250 - Pharmacy Technician		16.49
12280 - Phlebotomist		14.37
12305 - Radiologic Technologist		25.02
12311 - Registered Nurse I		23.00
12312 - Registered Nurse II		28.14
12313 - Registered Nurse II, Specialist		28.14
12314 - Registered Nurse III		34.04
12315 - Registered Nurse III, Anesthetist		34.04
12316 - Registered Nurse IV		40.80
12317 - Scheduler (Drug and Alcohol Testing)		22.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.19
13050 - Library Aide/Clerk		11.59
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		18.05
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.02
13063 - Media Specialist III		22.33
13071 - Photographer I		15.60
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		23.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		31.19
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		17.17

15120 - Tutor	17.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.91
16030 - Counter Attendant	8.91
16040 - Dry Cleaner	11.30
16070 - Finisher, Flatwork, Machine	8.91
16090 - Presser, Hand	8.91
16110 - Presser, Machine, Drycleaning	8.91
16130 - Presser, Machine, Shirts	8.91
16160 - Presser, Machine, Wearing Apparel, Laundry	8.91
16190 - Sewing Machine Operator	12.11
16220 - Tailor	12.90
16250 - Washer, Machine	9.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.45
19040 - Tool And Die Maker	22.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.71
21030 - Material Coordinator	19.28
21040 - Material Expediter	19.28
21050 - Material Handling Laborer	12.19
21071 - Order Filler	14.06
21080 - Production Line Worker (Food Processing)	15.71
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	11.84
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	15.71
21410 - Warehouse Specialist	15.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23021 - Aircraft Mechanic I	23.13
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.10
23040 - Aircraft Mechanic Helper	18.34
23050 - Aircraft, Painter	20.90
23060 - Aircraft Servicer	20.26
23080 - Aircraft Worker	20.76
23110 - Appliance Mechanic	22.31
23120 - Bicycle Repairer	13.72
23125 - Cable Splicer	25.23
23130 - Carpenter, Maintenance	19.87
23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	21.76
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	18.27
23290 - Fire Alarm System Mechanic	17.76
23310 - Fire Extinguisher Repairer	17.04
23311 - Fuel Distribution System Mechanic	22.22
23312 - Fuel Distribution System Operator	17.15
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	23.13
23381 - Ground Support Equipment Servicer	20.26
23382 - Ground Support Equipment Worker	20.76
23391 - Gunsmith I	17.04
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.17

23430 - Heavy Equipment Mechanic	22.96
23440 - Heavy Equipment Operator	21.40
23460 - Instrument Mechanic	23.78
23465 - Laboratory/Shelter Mechanic	20.81
23470 - Laborer	11.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	23.30
23550 - Machinist, Maintenance	18.71
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	23.78
23592 - Metrology Technician II	24.77
23593 - Metrology Technician III	25.80
23640 - Millwright	28.80
23710 - Office Appliance Repairer	19.23
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	25.32
23810 - Plumber, Maintenance	22.18
23820 - Pneudraulic Systems Mechanic	21.79
23850 - Rigger	21.79
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	22.33
23910 - Small Engine Mechanic	15.61
23931 - Telecommunications Mechanic I	25.16
23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	20.94
23960 - Welder, Combination, Maintenance	17.01
23965 - Well Driller	21.49
23970 - Woodcraft Worker	21.79
23980 - Woodworker	15.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.99
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	22.99
25190 - Ventilation Equipment Tender	16.63
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.32
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	20.79
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	20.79
27070 - Firefighter	22.50
27101 - Guard I	13.40
27102 - Guard II	16.94
27131 - Police Officer I	24.41
27132 - Police Officer II	27.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.05
28042 - Carnival Equipment Repairer	11.64
28043 - Carnival Equpment Worker	9.01
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	15.71

28630 - Sports Official		12.47
28690 - Swimming Pool Operator		17.08
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.31
29020 - Hatch Tender		20.31
29030 - Line Handler		20.31
29041 - Stevedore I		18.49
29042 - Stevedore II		21.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.70
30022 - Archeological Technician II		18.68
30023 - Archeological Technician III		23.15
30030 - Cartographic Technician		23.15
30040 - Civil Engineering Technician		22.61
30061 - Drafter/CAD Operator I		16.70
30062 - Drafter/CAD Operator II		18.68
30063 - Drafter/CAD Operator III		20.83
30064 - Drafter/CAD Operator IV		25.62
30081 - Engineering Technician I		15.81
30082 - Engineering Technician II		17.74
30083 - Engineering Technician III		19.84
30084 - Engineering Technician IV		24.59
30085 - Engineering Technician V		30.08
30086 - Engineering Technician VI		36.39
30090 - Environmental Technician		19.81
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		17.34
30362 - Paralegal/Legal Assistant II		21.48
30363 - Paralegal/Legal Assistant III		26.28
30364 - Paralegal/Legal Assistant IV		31.80
30390 - Photo-Optics Technician		23.15
30461 - Technical Writer I		22.74
30462 - Technical Writer II		27.82
30463 - Technical Writer III		33.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.83
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		19.70
31043 - Driver Courier		17.01
31260 - Parking and Lot Attendant		10.91
31290 - Shuttle Bus Driver		19.36
31310 - Taxi Driver		10.02
31361 - Truckdriver, Light		19.36
31362 - Truckdriver, Medium		19.70
31363 - Truckdriver, Heavy		21.84
31364 - Truckdriver, Tractor-Trailer		21.84
99000 - Miscellaneous Occupations		
99030 - Cashier		9.78
99050 - Desk Clerk		10.30
99095 - Embalmer		24.51
99251 - Laboratory Animal Caretaker I		10.74
99252 - Laboratory Animal Caretaker II		11.61

99310 - Mortician	24.27
99410 - Pest Controller	16.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	17.75
99711 - Recycling Specialist	21.19
99730 - Refuse Collector	16.03
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	12.65
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	12.45
99841 - Vending Machine Repairer	14.42
99842 - Vending Machine Repairer Helper	12.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2418 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.20
01040 - Court Reporter		17.96
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		17.96
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46

01141 - Messenger Courier	12.68
01191 - Order Clerk I	13.95
01192 - Order Clerk II	15.22
01261 - Personnel Assistant (Employment) I	16.56
01262 - Personnel Assistant (Employment) II	17.57
01263 - Personnel Assistant (Employment) III	19.60
01270 - Production Control Clerk	19.28
01280 - Receptionist	12.90
01290 - Rental Clerk	15.20
01300 - Scheduler, Maintenance	17.20
01311 - Secretary I	17.20
01312 - Secretary II	19.24
01313 - Secretary III	21.46
01320 - Service Order Dispatcher	14.36
01410 - Supply Technician	23.84
01420 - Survey Worker	16.70
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	13.01
01612 - Word Processor II	15.20
01613 - Word Processor III	17.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.84
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.71
05070 - Automotive Worker	19.26
05110 - Mobile Equipment Servicer	17.02
05130 - Motor Equipment Metal Mechanic	22.25
05160 - Motor Equipment Metal Worker	18.89
05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.26
05370 - Tire Repairer	13.75
05400 - Transmission Repair Specialist	20.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.50
07041 - Cook I	12.06
07042 - Cook II	13.35
07070 - Dishwasher	8.90
07130 - Food Service Worker	9.69
07210 - Meat Cutter	15.45
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer, Minor	14.89
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.21
11060 - Elevator Operator	11.21
11090 - Gardener	14.80
11122 - Housekeeping Aide	12.54
11150 - Janitor	12.54
11210 - Laborer, Grounds Maintenance	12.01
11240 - Maid or Houseman	10.19
11260 - Pruner	10.89
11270 - Tractor Operator	13.69

11330 - Trail Maintenance Worker	12.01
11360 - Window Cleaner	13.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	22.68
12015 - Certified Physical Therapist Assistant	23.02
12020 - Dental Assistant	16.94
12025 - Dental Hygienist	33.29
12030 - EKG Technician	22.77
12035 - Electroneurodiagnostic Technologist	22.77
12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	16.94
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.13
12100 - Medical Assistant	13.74
12130 - Medical Laboratory Technician	18.19
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	14.87
12195 - Medical Transcriptionist	15.11
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.73
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.37
12235 - Optical Dispenser	16.41
12236 - Optical Technician	15.11
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	14.37
12305 - Radiologic Technologist	25.02
12311 - Registered Nurse I	23.00
12312 - Registered Nurse II	28.14
12313 - Registered Nurse II, Specialist	28.14
12314 - Registered Nurse III	34.04
12315 - Registered Nurse III, Anesthetist	34.04
12316 - Registered Nurse IV	40.80
12317 - Scheduler (Drug and Alcohol Testing)	22.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.60
13012 - Exhibits Specialist II	24.33
13013 - Exhibits Specialist III	29.76
13041 - Illustrator I	19.78
13042 - Illustrator II	24.52
13043 - Illustrator III	29.99
13047 - Librarian	29.19
13050 - Library Aide/Clerk	11.59
13054 - Library Information Technology Systems Administrator	24.84
13058 - Library Technician	18.05
13061 - Media Specialist I	17.91
13062 - Media Specialist II	20.02
13063 - Media Specialist III	22.33
13071 - Photographer I	15.60
13072 - Photographer II	18.10
13073 - Photographer III	26.06
13074 - Photographer IV	27.75
13075 - Photographer V	33.59
13110 - Video Teleconference Technician	19.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.11
14042 - Computer Operator II	19.14
14043 - Computer Operator III	21.35
14044 - Computer Operator IV	23.71

14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		23.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		31.19
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		17.17
15120 - Tutor		17.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.91
16030 - Counter Attendant		8.91
16040 - Dry Cleaner		11.30
16070 - Finisher, Flatwork, Machine		8.91
16090 - Presser, Hand		8.91
16110 - Presser, Machine, Drycleaning		8.91
16130 - Presser, Machine, Shirts		8.91
16160 - Presser, Machine, Wearing Apparel, Laundry		8.91
16190 - Sewing Machine Operator		12.11
16220 - Tailor		12.90
16250 - Washer, Machine		9.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.45
19040 - Tool And Die Maker		22.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.71
21030 - Material Coordinator		19.28
21040 - Material Expediter		19.28
21050 - Material Handling Laborer		12.19
21071 - Order Filler		14.06
21080 - Production Line Worker (Food Processing)		15.71
21110 - Shipping Packer		14.48
21130 - Shipping/Receiving Clerk		14.48
21140 - Store Worker I		11.84
21150 - Stock Clerk		16.02
21210 - Tools And Parts Attendant		15.71
21410 - Warehouse Specialist		15.71
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.09
23021 - Aircraft Mechanic I		23.13
23022 - Aircraft Mechanic II		24.09
23023 - Aircraft Mechanic III		25.10
23040 - Aircraft Mechanic Helper		18.34
23050 - Aircraft, Painter		20.90
23060 - Aircraft Servicer		20.26
23080 - Aircraft Worker		20.76
23110 - Appliance Mechanic		22.31
23120 - Bicycle Repairer		13.72
23125 - Cable Splicer		25.23
23130 - Carpenter, Maintenance		19.87

23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	21.76
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	18.27
23290 - Fire Alarm System Mechanic	17.76
23310 - Fire Extinguisher Repairer	17.04
23311 - Fuel Distribution System Mechanic	22.22
23312 - Fuel Distribution System Operator	17.15
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	23.13
23381 - Ground Support Equipment Servicer	20.26
23382 - Ground Support Equipment Worker	20.76
23391 - Gunsmith I	17.04
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.17
23430 - Heavy Equipment Mechanic	22.96
23440 - Heavy Equipment Operator	21.40
23460 - Instrument Mechanic	23.78
23465 - Laboratory/Shelter Mechanic	20.81
23470 - Laborer	11.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	23.30
23550 - Machinist, Maintenance	18.71
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	23.78
23592 - Metrology Technician II	24.77
23593 - Metrology Technician III	25.80
23640 - Millwright	28.80
23710 - Office Appliance Repairer	19.23
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	25.32
23810 - Plumber, Maintenance	22.18
23820 - Pneudraulic Systems Mechanic	21.79
23850 - Rigger	21.79
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	22.33
23910 - Small Engine Mechanic	15.61
23931 - Telecommunications Mechanic I	25.16
23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	20.94
23960 - Welder, Combination, Maintenance	17.01
23965 - Well Driller	21.49
23970 - Woodcraft Worker	21.79
23980 - Woodworker	15.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.99
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	22.99
25190 - Ventilation Equipment Tender	16.63
25210 - Water Treatment Plant Operator	18.93

27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.32
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	20.79
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	20.79
27070 - Firefighter	22.50
27101 - Guard I	13.40
27102 - Guard II	16.94
27131 - Police Officer I	24.41
27132 - Police Officer II	27.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.05
28042 - Carnival Equipment Repairer	11.64
28043 - Carnival Equpment Worker	9.01
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	15.71
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.31
29020 - Hatch Tender	20.31
29030 - Line Handler	20.31
29041 - Stevedore I	18.49
29042 - Stevedore II	21.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.70
30022 - Archeological Technician II	18.68
30023 - Archeological Technician III	23.15
30030 - Cartographic Technician	23.15
30040 - Civil Engineering Technician	22.61
30061 - Drafter/CAD Operator I	16.70
30062 - Drafter/CAD Operator II	18.68
30063 - Drafter/CAD Operator III	20.83
30064 - Drafter/CAD Operator IV	25.62
30081 - Engineering Technician I	15.81
30082 - Engineering Technician II	17.74
30083 - Engineering Technician III	19.84
30084 - Engineering Technician IV	24.59
30085 - Engineering Technician V	30.08
30086 - Engineering Technician VI	36.39
30090 - Environmental Technician	19.81
30210 - Laboratory Technician	20.26
30240 - Mathematical Technician	23.15
30361 - Paralegal/Legal Assistant I	17.34
30362 - Paralegal/Legal Assistant II	21.48
30363 - Paralegal/Legal Assistant III	26.28
30364 - Paralegal/Legal Assistant IV	31.80
30390 - Photo-Optics Technician	23.15
30461 - Technical Writer I	22.74
30462 - Technical Writer II	27.82
30463 - Technical Writer III	33.65
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.83
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		19.70
31043 - Driver Courier		17.01
31260 - Parking and Lot Attendant		10.91
31290 - Shuttle Bus Driver		19.36
31310 - Taxi Driver		10.02
31361 - Truckdriver, Light		19.36
31362 - Truckdriver, Medium		19.70
31363 - Truckdriver, Heavy		21.84
31364 - Truckdriver, Tractor-Trailer		21.84
99000 - Miscellaneous Occupations		
99030 - Cashier		9.78
99050 - Desk Clerk		10.30
99095 - Embalmer		24.51
99251 - Laboratory Animal Caretaker I		10.74
99252 - Laboratory Animal Caretaker II		11.61
99310 - Mortician		24.27
99410 - Pest Controller		16.09
99510 - Photofinishing Worker		14.34
99710 - Recycling Laborer		17.75
99711 - Recycling Specialist		21.19
99730 - Refuse Collector		16.03
99810 - Sales Clerk		11.38
99820 - School Crossing Guard		12.88
99830 - Survey Party Chief		21.30
99831 - Surveying Aide		12.65
99832 - Surveying Technician		19.36
99840 - Vending Machine Attendant		12.45
99841 - Vending Machine Repairer		14.42
99842 - Vending Machine Repairer Helper		12.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2419 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		21.19
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		11.01
01052 - Data Entry Operator II		11.73
01060 - Dispatcher, Motor Vehicle		17.40
01070 - Document Preparation Clerk		12.79
01090 - Duplicating Machine Operator		12.79
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.34
01192 - Order Clerk II		15.05
01261 - Personnel Assistant (Employment) I		15.68
01262 - Personnel Assistant (Employment) II		17.54
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		18.81
01280 - Receptionist		12.06
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		16.58
01410 - Supply Technician		21.21
01420 - Survey Worker		17.54
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.96
01612 - Word Processor II		15.68
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.82
05010 - Automotive Electrician		18.81
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal Mechanic		19.53
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		18.33
05220 - Motor Vehicle Mechanic Helper		15.92
05250 - Motor Vehicle Upholstery Worker		17.36
05280 - Motor Vehicle Wrecker		18.07
05310 - Painter, Automotive		18.81
05340 - Radiator Repair Specialist		18.07
05370 - Tire Repairer		15.24
05400 - Transmission Repair Specialist		19.53

07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	11.61
07042 - Cook II	12.54
07070 - Dishwasher	8.83
07130 - Food Service Worker	9.71
07210 - Meat Cutter	13.96
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	14.20
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	16.28
09110 - Furniture Repairer, Minor	18.11
09130 - Upholsterer	20.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.36
11060 - Elevator Operator	12.18
11090 - Gardener	16.30
11122 - Housekeeping Aide	13.55
11150 - Janitor	14.76
11210 - Laborer, Grounds Maintenance	14.25
11240 - Maid or Houseman	9.29
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	15.02
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.02
12015 - Certified Physical Therapist Assistant	21.80
12020 - Dental Assistant	15.29
12025 - Dental Hygienist	30.22
12030 - EKG Technician	21.46
12035 - Electroneurodiagnostic Technologist	21.46
12040 - Emergency Medical Technician	15.02
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	15.98
12160 - Medical Record Clerk	13.42
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	15.28
12210 - Nuclear Medicine Technologist	30.14
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.32
12235 - Optical Dispenser	15.82
12236 - Optical Technician	14.78
12250 - Pharmacy Technician	13.51
12280 - Phlebotomist	13.32
12305 - Radiologic Technologist	23.32
12311 - Registered Nurse I	22.64
12312 - Registered Nurse II	27.68
12313 - Registered Nurse II, Specialist	27.68
12314 - Registered Nurse III	33.49
12315 - Registered Nurse III, Anesthetist	33.49
12316 - Registered Nurse IV	40.14
12317 - Scheduler (Drug and Alcohol Testing)	22.65
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		16.02
13061 - Media Specialist I		17.55
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.89
13071 - Photographer I		15.95
13072 - Photographer II		17.84
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.71
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I		25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		27.59
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		22.43
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.10
15110 - Test Proctor		16.95
15120 - Tutor		16.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.45
19040 - Tool And Die Maker		23.85
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	16.46
21030 - Material Coordinator	21.29
21040 - Material Expediter	21.29
21050 - Material Handling Laborer	17.65
21071 - Order Filler	13.18
21080 - Production Line Worker (Food Processing)	16.46
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	14.85
21150 - Stock Clerk	18.71
21210 - Tools And Parts Attendant	16.46
21410 - Warehouse Specialist	16.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.07
23021 - Aircraft Mechanic I	23.23
23022 - Aircraft Mechanic II	24.07
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft, Painter	23.47
23060 - Aircraft Servicer	20.70
23080 - Aircraft Worker	21.55
23110 - Appliance Mechanic	18.83
23120 - Bicycle Repairer	15.24
23125 - Cable Splicer	25.32
23130 - Carpenter, Maintenance	20.58
23140 - Carpet Layer	20.60
23160 - Electrician, Maintenance	25.95
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	24.82
23260 - Fabric Worker	19.14
23290 - Fire Alarm System Mechanic	20.63
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System Mechanic	24.28
23312 - Fuel Distribution System Operator	20.06
23370 - General Maintenance Worker	17.14
23380 - Ground Support Equipment Mechanic	23.23
23381 - Ground Support Equipment Servicer	20.70
23382 - Ground Support Equipment Worker	21.55
23391 - Gunsmith I	18.05
23392 - Gunsmith II	20.13
23393 - Gunsmith III	21.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.72
23430 - Heavy Equipment Mechanic	20.69
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	22.70
23465 - Laboratory/Shelter Mechanic	21.07
23470 - Laborer	15.39
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	24.82
23550 - Machinist, Maintenance	19.00
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	22.70
23592 - Metrology Technician II	23.52
23593 - Metrology Technician III	24.37
23640 - Millwright	28.07
23710 - Office Appliance Repairer	20.23
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	23.71
23810 - Plumber, Maintenance	21.57

23820 - Pneudraulic Systems Mechanic	21.84
23850 - Rigger	21.84
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker, Maintenance	21.38
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	24.99
23960 - Welder, Combination, Maintenance	18.58
23965 - Well Driller	22.74
23970 - Woodcraft Worker	17.33
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.06
24620 - Family Readiness And Support Services Coordinator	13.67
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	18.39
25210 - Water Treatment Plant Operator	22.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	22.55
27101 - Guard I	13.11
27102 - Guard II	17.82
27131 - Police Officer I	25.19
27132 - Police Officer II	27.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.98
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Equpment Worker	11.15
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	19.14
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.30
29020 - Hatch Tender	23.30
29030 - Line Handler	23.30
29041 - Stevedore I	22.18
29042 - Stevedore II	24.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.12
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.66
30021 - Archeological Technician I	18.39
30022 - Archeological Technician II	20.58
30023 - Archeological Technician III	25.49
30030 - Cartographic Technician	25.49
30040 - Civil Engineering Technician	22.23

30061 - Drafter/CAD Operator I		18.39
30062 - Drafter/CAD Operator II		20.58
30063 - Drafter/CAD Operator III		22.94
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.13
30083 - Engineering Technician III		20.55
30084 - Engineering Technician IV		23.74
30085 - Engineering Technician V		29.04
30086 - Engineering Technician VI		35.13
30090 - Environmental Technician		20.32
30210 - Laboratory Technician		19.48
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		19.22
30362 - Paralegal/Legal Assistant II		23.81
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		37.70
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		24.05
30462 - Technical Writer II		29.40
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		23.15
30492 - Unexploded Ordnance (UXO) Technician II		28.01
30493 - Unexploded Ordnance (UXO) Technician III		33.57
30494 - Unexploded (UXO) Safety Escort		23.15
30495 - Unexploded (UXO) Sweep Personnel		23.15
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.94
30621 - Weather Observer, Senior	(see 2)	23.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.33
31030 - Bus Driver		17.79
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		18.11
31310 - Taxi Driver		11.56
31361 - Truckdriver, Light		18.11
31362 - Truckdriver, Medium		18.43
31363 - Truckdriver, Heavy		19.35
31364 - Truckdriver, Tractor-Trailer		19.35
99000 - Miscellaneous Occupations		
99030 - Cashier		9.87
99050 - Desk Clerk		10.05
99095 - Embalmer		28.53
99251 - Laboratory Animal Caretaker I		10.77
99252 - Laboratory Animal Caretaker II		11.46
99310 - Mortician		34.47
99410 - Pest Controller		16.18
99510 - Photofinishing Worker		13.48
99710 - Recycling Laborer		17.59
99711 - Recycling Specialist		20.18
99730 - Refuse Collector		16.30
99810 - Sales Clerk		12.05
99820 - School Crossing Guard		12.93
99830 - Survey Party Chief		26.04
99831 - Surveying Aide		13.38
99832 - Surveying Technician		20.48
99840 - Vending Machine Attendant		14.77
99841 - Vending Machine Repairer		16.64
99842 - Vending Machine Repairer Helper		14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2420 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		21.19
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		11.01
01052 - Data Entry Operator II		11.73
01060 - Dispatcher, Motor Vehicle		17.40
01070 - Document Preparation Clerk		12.79
01090 - Duplicating Machine Operator		12.79
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.34
01192 - Order Clerk II		15.05
01261 - Personnel Assistant (Employment) I		15.68
01262 - Personnel Assistant (Employment) II		17.54
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		18.81
01280 - Receptionist		12.06
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		16.58

01410 - Supply Technician	21.21
01420 - Survey Worker	17.54
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	13.96
01612 - Word Processor II	15.68
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.82
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	18.33
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	11.61
07042 - Cook II	12.54
07070 - Dishwasher	8.83
07130 - Food Service Worker	9.71
07210 - Meat Cutter	13.96
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	14.20
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	16.28
09110 - Furniture Repairer, Minor	18.11
09130 - Upholsterer	20.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.36
11060 - Elevator Operator	12.18
11090 - Gardener	16.30
11122 - Housekeeping Aide	13.55
11150 - Janitor	14.76
11210 - Laborer, Grounds Maintenance	14.25
11240 - Maid or Houseman	9.29
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	15.02
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.02
12015 - Certified Physical Therapist Assistant	21.80
12020 - Dental Assistant	15.29
12025 - Dental Hygienist	30.22
12030 - EKG Technician	21.46
12035 - Electroneurodiagnostic Technologist	21.46
12040 - Emergency Medical Technician	15.02
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13

12073 - Licensed Practical Nurse III		23.56
12100 - Medical Assistant		12.88
12130 - Medical Laboratory Technician		15.98
12160 - Medical Record Clerk		13.42
12190 - Medical Record Technician		15.02
12195 - Medical Transcriptionist		15.28
12210 - Nuclear Medicine Technologist		30.14
12221 - Nursing Assistant I		9.67
12222 - Nursing Assistant II		10.87
12223 - Nursing Assistant III		11.86
12224 - Nursing Assistant IV		13.32
12235 - Optical Dispenser		15.82
12236 - Optical Technician		14.78
12250 - Pharmacy Technician		13.51
12280 - Phlebotomist		13.32
12305 - Radiologic Technologist		23.32
12311 - Registered Nurse I		22.64
12312 - Registered Nurse II		27.68
12313 - Registered Nurse II, Specialist		27.68
12314 - Registered Nurse III		33.49
12315 - Registered Nurse III, Anesthetist		33.49
12316 - Registered Nurse IV		40.14
12317 - Scheduler (Drug and Alcohol Testing)		22.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		16.02
13061 - Media Specialist I		17.55
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.89
13071 - Photographer I		15.95
13072 - Photographer II		17.84
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.71
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I		25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16

15050 - Computer Based Training Specialist / Instructor	30.08
15060 - Educational Technologist	27.59
15070 - Flight Instructor (Pilot)	42.16
15080 - Graphic Artist	22.43
15090 - Technical Instructor	20.53
15095 - Technical Instructor/Course Developer	25.10
15110 - Test Proctor	16.95
15120 - Tutor	16.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.45
19040 - Tool And Die Maker	23.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.46
21030 - Material Coordinator	21.29
21040 - Material Expediter	21.29
21050 - Material Handling Laborer	17.65
21071 - Order Filler	13.18
21080 - Production Line Worker (Food Processing)	16.46
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	14.85
21150 - Stock Clerk	18.71
21210 - Tools And Parts Attendant	16.46
21410 - Warehouse Specialist	16.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.07
23021 - Aircraft Mechanic I	23.23
23022 - Aircraft Mechanic II	24.07
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft, Painter	23.47
23060 - Aircraft Servicer	20.70
23080 - Aircraft Worker	21.55
23110 - Appliance Mechanic	18.83
23120 - Bicycle Repairer	15.24
23125 - Cable Splicer	25.32
23130 - Carpenter, Maintenance	20.58
23140 - Carpet Layer	20.60
23160 - Electrician, Maintenance	25.95
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	24.82
23260 - Fabric Worker	19.14
23290 - Fire Alarm System Mechanic	20.63
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System Mechanic	24.28
23312 - Fuel Distribution System Operator	20.06
23370 - General Maintenance Worker	17.14
23380 - Ground Support Equipment Mechanic	23.23
23381 - Ground Support Equipment Servicer	20.70
23382 - Ground Support Equipment Worker	21.55

23391 - Gunsmith I	18.05
23392 - Gunsmith II	20.13
23393 - Gunsmith III	21.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.72
23430 - Heavy Equipment Mechanic	20.69
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	22.70
23465 - Laboratory/Shelter Mechanic	21.07
23470 - Laborer	15.39
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	24.82
23550 - Machinist, Maintenance	19.00
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	22.70
23592 - Metrology Technician II	23.52
23593 - Metrology Technician III	24.37
23640 - Millwright	28.07
23710 - Office Appliance Repairer	20.23
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	23.71
23810 - Plumber, Maintenance	21.57
23820 - Pneudraulic Systems Mechanic	21.84
23850 - Rigger	21.84
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker, Maintenance	21.38
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	24.99
23960 - Welder, Combination, Maintenance	18.58
23965 - Well Driller	22.74
23970 - Woodcraft Worker	17.33
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.06
24620 - Family Readiness And Support Services Coordinator	13.67
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	18.39
25210 - Water Treatment Plant Operator	22.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	22.55
27101 - Guard I	13.11
27102 - Guard II	17.82
27131 - Police Officer I	25.19
27132 - Police Officer II	27.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.98

28042 - Carnival Equipment Repairer		13.34
28043 - Carnival Equpment Worker		11.15
28210 - Gate Attendant/Gate Tender		13.81
28310 - Lifeguard		12.03
28350 - Park Attendant (Aide)		15.44
28510 - Recreation Aide/Health Facility Attendant		11.27
28515 - Recreation Specialist		19.14
28630 - Sports Official		12.30
28690 - Swimming Pool Operator		18.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.30
29020 - Hatch Tender		23.30
29030 - Line Handler		23.30
29041 - Stevedore I		22.18
29042 - Stevedore II		24.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	36.43
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.12
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.66
30021 - Archeological Technician I		18.39
30022 - Archeological Technician II		20.58
30023 - Archeological Technician III		25.49
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		22.23
30061 - Drafter/CAD Operator I		18.39
30062 - Drafter/CAD Operator II		20.58
30063 - Drafter/CAD Operator III		22.94
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.13
30083 - Engineering Technician III		20.55
30084 - Engineering Technician IV		23.74
30085 - Engineering Technician V		29.04
30086 - Engineering Technician VI		35.13
30090 - Environmental Technician		20.32
30210 - Laboratory Technician		19.48
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		19.22
30362 - Paralegal/Legal Assistant II		23.81
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		37.70
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		24.05
30462 - Technical Writer II		29.40
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		23.15
30492 - Unexploded Ordnance (UXO) Technician II		28.01
30493 - Unexploded Ordnance (UXO) Technician III		33.57
30494 - Unexploded (UXO) Safety Escort		23.15
30495 - Unexploded (UXO) Sweep Personnel		23.15
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.94
30621 - Weather Observer, Senior	(see 2)	23.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.33
31030 - Bus Driver		17.79
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		18.11
31310 - Taxi Driver		11.56
31361 - Truckdriver, Light		18.11
31362 - Truckdriver, Medium		18.43
31363 - Truckdriver, Heavy		19.35

31364 - Truckdriver, Tractor-Trailer	19.35
99000 - Miscellaneous Occupations	
99030 - Cashier	9.87
99050 - Desk Clerk	10.05
99095 - Embalmer	28.53
99251 - Laboratory Animal Caretaker I	10.77
99252 - Laboratory Animal Caretaker II	11.46
99310 - Mortician	34.47
99410 - Pest Controller	16.18
99510 - Photofinishing Worker	13.48
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	16.30
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.64
99842 - Vending Machine Repairer Helper	14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2421 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.18
01012 - Accounting Clerk II		13.68
01013 - Accounting Clerk III		15.30

01020 - Administrative Assistant	17.12
01040 - Court Reporter	15.24
01051 - Data Entry Operator I	11.09
01052 - Data Entry Operator II	12.11
01060 - Dispatcher, Motor Vehicle	16.86
01070 - Document Preparation Clerk	12.14
01090 - Duplicating Machine Operator	12.15
01111 - General Clerk I	11.30
01112 - General Clerk II	12.34
01113 - General Clerk III	13.85
01120 - Housing Referral Assistant	18.35
01141 - Messenger Courier	10.78
01191 - Order Clerk I	11.00
01192 - Order Clerk II	12.22
01261 - Personnel Assistant (Employment) I	13.10
01262 - Personnel Assistant (Employment) II	14.65
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	21.22
01280 - Receptionist	11.32
01290 - Rental Clerk	12.58
01300 - Scheduler, Maintenance	13.63
01311 - Secretary I	13.63
01312 - Secretary II	15.24
01313 - Secretary III	18.35
01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	17.12
01420 - Survey Worker	15.24
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	12.57
01612 - Word Processor II	13.95
01613 - Word Processor III	15.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.85
05010 - Automotive Electrician	20.78
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.71
05130 - Motor Equipment Metal Mechanic	21.44
05160 - Motor Equipment Metal Worker	19.99
05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	20.78
05340 - Radiator Repair Specialist	20.09
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	21.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	11.69
07042 - Cook II	13.21
07070 - Dishwasher	9.16
07130 - Food Service Worker	9.16
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	19.20

09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.18
11060 - Elevator Operator	11.58
11090 - Gardener	13.72
11122 - Housekeeping Aide	11.53
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	9.26
11260 - Pruner	9.68
11270 - Tractor Operator	13.72
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	12.98
12000 - Health Occupations	
12010 - Ambulance Driver	16.45
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	21.35
12020 - Dental Assistant	13.35
12025 - Dental Hygienist	26.03
12030 - EKG Technician	24.26
12035 - Electroneurodiagnostic Technologist	24.26
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.05
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.77
12100 - Medical Assistant	13.75
12130 - Medical Laboratory Technician	16.45
12160 - Medical Record Clerk	12.76
12190 - Medical Record Technician	14.33
12195 - Medical Transcriptionist	13.79
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.47
12223 - Nursing Assistant III	11.42
12224 - Nursing Assistant IV	12.82
12235 - Optical Dispenser	15.22
12236 - Optical Technician	15.05
12250 - Pharmacy Technician	14.19
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	21.78
12312 - Registered Nurse II	26.65
12313 - Registered Nurse II, Specialist	26.65
12314 - Registered Nurse III	32.24
12315 - Registered Nurse III, Anesthetist	32.24
12316 - Registered Nurse IV	38.63
12317 - Scheduler (Drug and Alcohol Testing)	19.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.23
13012 - Exhibits Specialist II	22.58
13013 - Exhibits Specialist III	27.62
13041 - Illustrator I	18.23
13042 - Illustrator II	22.58
13043 - Illustrator III	27.62
13047 - Librarian	25.01
13050 - Library Aide/Clerk	13.86
13054 - Library Information Technology Systems Administrator	22.58
13058 - Library Technician	16.63
13061 - Media Specialist I	15.82
13062 - Media Specialist II	16.63
13063 - Media Specialist III	18.55

13071 - Photographer I		13.24
13072 - Photographer II		16.58
13073 - Photographer III		20.55
13074 - Photographer IV		22.54
13075 - Photographer V		27.36
13110 - Video Teleconference Technician		16.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.87
14071 - Computer Programmer I		22.07
14072 - Computer Programmer II		27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		24.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.04
15020 - Aircrew Training Devices Instructor (Rated)		33.34
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		30.44
15070 - Flight Instructor (Pilot)		37.76
15080 - Graphic Artist		25.74
15090 - Technical Instructor		21.55
15095 - Technical Instructor/Course Developer		26.36
15110 - Test Proctor		17.39
15120 - Tutor		17.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.87
16030 - Counter Attendant		8.87
16040 - Dry Cleaner		11.25
16070 - Finisher, Flatwork, Machine		8.87
16090 - Presser, Hand		8.87
16110 - Presser, Machine, Drycleaning		8.87
16130 - Presser, Machine, Shirts		8.87
16160 - Presser, Machine, Wearing Apparel, Laundry		8.87
16190 - Sewing Machine Operator		12.05
16220 - Tailor		12.83
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.57
19040 - Tool And Die Maker		24.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		21.22
21040 - Material Expediter		21.22
21050 - Material Handling Laborer		12.20
21071 - Order Filler		11.49
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		13.88
21130 - Shipping/Receiving Clerk		13.88
21140 - Store Worker I		13.07
21150 - Stock Clerk		17.42
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.76

23021 - Aircraft Mechanic I	22.00
23022 - Aircraft Mechanic II	22.76
23023 - Aircraft Mechanic III	23.60
23040 - Aircraft Mechanic Helper	17.89
23050 - Aircraft, Painter	21.32
23060 - Aircraft Servicer	19.26
23080 - Aircraft Worker	20.25
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	16.74
23125 - Cable Splicer	22.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.25
23160 - Electrician, Maintenance	23.93
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.32
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.20
23290 - Fire Alarm System Mechanic	22.00
23310 - Fire Extinguisher Repairer	17.92
23311 - Fuel Distribution System Mechanic	22.09
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	18.53
23380 - Ground Support Equipment Mechanic	22.00
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.25
23391 - Gunsmith I	17.92
23392 - Gunsmith II	20.25
23393 - Gunsmith III	22.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	22.00
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	22.00
23465 - Laboratory/Shelter Mechanic	21.32
23470 - Laborer	13.59
23510 - Locksmith	20.67
23530 - Machinery Maintenance Mechanic	28.00
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	16.94
23591 - Metrology Technician I	22.00
23592 - Metrology Technician II	22.76
23593 - Metrology Technician III	23.60
23640 - Millwright	22.54
23710 - Office Appliance Repairer	21.18
23760 - Painter, Maintenance	21.18
23790 - Pipefitter, Maintenance	23.91
23810 - Plumber, Maintenance	23.17
23820 - Pneudraulic Systems Mechanic	22.00
23850 - Rigger	22.00
23870 - Scale Mechanic	18.61
23890 - Sheet-Metal Worker, Maintenance	24.04
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic I	22.00
23932 - Telecommunications Mechanic II	22.76
23950 - Telephone Lineman	20.14
23960 - Welder, Combination, Maintenance	19.86
23965 - Well Driller	22.00
23970 - Woodcraft Worker	22.00
23980 - Woodworker	17.92
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51

24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	9.23
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	14.58
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	20.53
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	17.16
25210 - Water Treatment Plant Operator	20.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.58
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.10
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	20.62
27070 - Firefighter	18.69
27101 - Guard I	12.56
27102 - Guard II	15.58
27131 - Police Officer I	19.71
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.16
28210 - Gate Attendant/Gate Tender	13.51
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	16.01
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.25
29020 - Hatch Tender	20.25
29030 - Line Handler	20.25
29041 - Stevedore I	19.20
29042 - Stevedore II	22.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.16
30022 - Archeological Technician II	18.20
30023 - Archeological Technician III	22.48
30030 - Cartographic Technician	21.39
30040 - Civil Engineering Technician	22.33
30061 - Drafter/CAD Operator I	15.16
30062 - Drafter/CAD Operator II	17.80
30063 - Drafter/CAD Operator III	19.84
30064 - Drafter/CAD Operator IV	22.48
30081 - Engineering Technician I	13.81
30082 - Engineering Technician II	15.50
30083 - Engineering Technician III	18.47
30084 - Engineering Technician IV	23.08
30085 - Engineering Technician V	26.28
30086 - Engineering Technician VI	31.80
30090 - Environmental Technician	21.98
30210 - Laboratory Technician	22.89
30240 - Mathematical Technician	22.61
30361 - Paralegal/Legal Assistant I	16.14

30362 - Paralegal/Legal Assistant II		19.99
30363 - Paralegal/Legal Assistant III		24.46
30364 - Paralegal/Legal Assistant IV		29.59
30390 - Photo-Optics Technician		21.39
30461 - Technical Writer I		21.01
30462 - Technical Writer II		25.70
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.84
30621 - Weather Observer, Senior	(see 2)	20.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.77
31030 - Bus Driver		14.70
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		9.42
31290 - Shuttle Bus Driver		13.19
31310 - Taxi Driver		12.62
31361 - Truckdriver, Light		13.19
31362 - Truckdriver, Medium		13.64
31363 - Truckdriver, Heavy		18.32
31364 - Truckdriver, Tractor-Trailer		18.32
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94
99050 - Desk Clerk		9.56
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		17.58
99252 - Laboratory Animal Caretaker II		18.92
99310 - Mortician		22.74
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.65
99711 - Recycling Specialist		18.88
99730 - Refuse Collector		14.53
99810 - Sales Clerk		11.22
99820 - School Crossing Guard		14.53
99830 - Survey Party Chief		21.02
99831 - Surveying Aide		11.08
99832 - Surveying Technician		15.19
99840 - Vending Machine Attendant		14.49
99841 - Vending Machine Repairer		19.44
99842 - Vending Machine Repairer Helper		14.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2422
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.18
01012 - Accounting Clerk II		13.68
01013 - Accounting Clerk III		15.30
01020 - Administrative Assistant		17.12
01040 - Court Reporter		15.24
01051 - Data Entry Operator I		11.09
01052 - Data Entry Operator II		12.11
01060 - Dispatcher, Motor Vehicle		16.86
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.15
01111 - General Clerk I		11.30
01112 - General Clerk II		12.34
01113 - General Clerk III		13.85
01120 - Housing Referral Assistant		18.35
01141 - Messenger Courier		10.78
01191 - Order Clerk I		11.00
01192 - Order Clerk II		12.22
01261 - Personnel Assistant (Employment) I		13.10
01262 - Personnel Assistant (Employment) II		14.65
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		21.22
01280 - Receptionist		11.32
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		13.63
01311 - Secretary I		13.63
01312 - Secretary II		15.24
01313 - Secretary III		18.35
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		17.12
01420 - Survey Worker		15.24
01531 - Travel Clerk I		12.60
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.25
01611 - Word Processor I		12.57
01612 - Word Processor II		13.95
01613 - Word Processor III		15.52
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.85
05010 - Automotive Electrician		20.78
05040 - Automotive Glass Installer		20.09
05070 - Automotive Worker		20.09
05110 - Mobile Equipment Servicer		18.71
05130 - Motor Equipment Metal Mechanic		21.44
05160 - Motor Equipment Metal Worker		19.99

05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	20.78
05340 - Radiator Repair Specialist	20.09
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	21.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	11.69
07042 - Cook II	13.21
07070 - Dishwasher	9.16
07130 - Food Service Worker	9.16
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.18
11060 - Elevator Operator	11.58
11090 - Gardener	13.72
11122 - Housekeeping Aide	11.53
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	9.26
11260 - Pruner	9.68
11270 - Tractor Operator	13.72
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	12.98
12000 - Health Occupations	
12010 - Ambulance Driver	16.45
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	21.35
12020 - Dental Assistant	13.35
12025 - Dental Hygienist	26.03
12030 - EKG Technician	24.26
12035 - Electroneurodiagnostic Technologist	24.26
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.05
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.77
12100 - Medical Assistant	13.75
12130 - Medical Laboratory Technician	16.45
12160 - Medical Record Clerk	12.76
12190 - Medical Record Technician	14.33
12195 - Medical Transcriptionist	13.79
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.47
12223 - Nursing Assistant III	11.42
12224 - Nursing Assistant IV	12.82
12235 - Optical Dispenser	15.22
12236 - Optical Technician	15.05
12250 - Pharmacy Technician	14.19
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	24.54

12311 - Registered Nurse I		21.78
12312 - Registered Nurse II		26.65
12313 - Registered Nurse II, Specialist		26.65
12314 - Registered Nurse III		32.24
12315 - Registered Nurse III, Anesthetist		32.24
12316 - Registered Nurse IV		38.63
12317 - Scheduler (Drug and Alcohol Testing)		19.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.23
13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.55
13071 - Photographer I		13.24
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13074 - Photographer IV		22.54
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14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		24.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.04
15020 - Aircrew Training Devices Instructor (Rated)		33.34
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15110 - Test Proctor		17.39
15120 - Tutor		17.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.87
16030 - Counter Attendant		8.87
16040 - Dry Cleaner		11.25
16070 - Finisher, Flatwork, Machine		8.87
16090 - Presser, Hand		8.87
16110 - Presser, Machine, Drycleaning		8.87
16130 - Presser, Machine, Shirts		8.87

16160 - Presser, Machine, Wearing Apparel, Laundry	8.87
16190 - Sewing Machine Operator	12.05
16220 - Tailor	12.83
16250 - Washer, Machine	9.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	24.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	21.22
21040 - Material Expediter	21.22
21050 - Material Handling Laborer	12.20
21071 - Order Filler	11.49
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	13.07
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.76
23021 - Aircraft Mechanic I	22.00
23022 - Aircraft Mechanic II	22.76
23023 - Aircraft Mechanic III	23.60
23040 - Aircraft Mechanic Helper	17.89
23050 - Aircraft, Painter	21.32
23060 - Aircraft Servicer	19.26
23080 - Aircraft Worker	20.25
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	16.74
23125 - Cable Splicer	22.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.25
23160 - Electrician, Maintenance	23.93
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.32
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.20
23290 - Fire Alarm System Mechanic	22.00
23310 - Fire Extinguisher Repairer	17.92
23311 - Fuel Distribution System Mechanic	22.09
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	18.53
23380 - Ground Support Equipment Mechanic	22.00
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.25
23391 - Gunsmith I	17.92
23392 - Gunsmith II	20.25
23393 - Gunsmith III	22.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	22.00
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	22.00
23465 - Laboratory/Shelter Mechanic	21.32
23470 - Laborer	13.59
23510 - Locksmith	20.67
23530 - Machinery Maintenance Mechanic	28.00
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	16.94

23591 - Metrology Technician I	22.00
23592 - Metrology Technician II	22.76
23593 - Metrology Technician III	23.60
23640 - Millwright	22.54
23710 - Office Appliance Repairer	21.18
23760 - Painter, Maintenance	21.18
23790 - Pipefitter, Maintenance	23.91
23810 - Plumber, Maintenance	23.17
23820 - Pneudraulic Systems Mechanic	22.00
23850 - Rigger	22.00
23870 - Scale Mechanic	18.61
23890 - Sheet-Metal Worker, Maintenance	24.04
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic I	22.00
23932 - Telecommunications Mechanic II	22.76
23950 - Telephone Lineman	20.14
23960 - Welder, Combination, Maintenance	19.86
23965 - Well Driller	22.00
23970 - Woodcraft Worker	22.00
23980 - Woodworker	17.92
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	9.23
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	14.58
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	20.53
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	17.16
25210 - Water Treatment Plant Operator	20.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.58
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.10
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	20.62
27070 - Firefighter	18.69
27101 - Guard I	12.56
27102 - Guard II	15.58
27131 - Police Officer I	19.71
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.16
28210 - Gate Attendant/Gate Tender	13.51
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	16.01
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.25
29020 - Hatch Tender	20.25
29030 - Line Handler	20.25
29041 - Stevedore I	19.20
29042 - Stevedore II	22.00
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.16
30022 - Archeological Technician II		18.20
30023 - Archeological Technician III		22.48
30030 - Cartographic Technician		21.39
30040 - Civil Engineering Technician		22.33
30061 - Drafter/CAD Operator I		15.16
30062 - Drafter/CAD Operator II		17.80
30063 - Drafter/CAD Operator III		19.84
30064 - Drafter/CAD Operator IV		22.48
30081 - Engineering Technician I		13.81
30082 - Engineering Technician II		15.50
30083 - Engineering Technician III		18.47
30084 - Engineering Technician IV		23.08
30085 - Engineering Technician V		26.28
30086 - Engineering Technician VI		31.80
30090 - Environmental Technician		21.98
30210 - Laboratory Technician		22.89
30240 - Mathematical Technician		22.61
30361 - Paralegal/Legal Assistant I		16.14
30362 - Paralegal/Legal Assistant II		19.99
30363 - Paralegal/Legal Assistant III		24.46
30364 - Paralegal/Legal Assistant IV		29.59
30390 - Photo-Optics Technician		21.39
30461 - Technical Writer I		21.01
30462 - Technical Writer II		25.70
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.84
30621 - Weather Observer, Senior	(see 2)	20.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.77
31030 - Bus Driver		14.70
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		9.42
31290 - Shuttle Bus Driver		13.19
31310 - Taxi Driver		12.62
31361 - Truckdriver, Light		13.19
31362 - Truckdriver, Medium		13.64
31363 - Truckdriver, Heavy		18.32
31364 - Truckdriver, Tractor-Trailer		18.32
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94
99050 - Desk Clerk		9.56
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		17.58
99252 - Laboratory Animal Caretaker II		18.92
99310 - Mortician		22.74
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.65
99711 - Recycling Specialist		18.88
99730 - Refuse Collector		14.53
99810 - Sales Clerk		11.22
99820 - School Crossing Guard		14.53
99830 - Survey Party Chief		21.02

99831 - Surveying Aide	11.08
99832 - Surveying Technician	15.19
99840 - Vending Machine Attendant	14.49
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	14.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting

"arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2423 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	10.91
01012 - Accounting Clerk II	12.56
01013 - Accounting Clerk III	14.03
01020 - Administrative Assistant	17.70
01040 - Court Reporter	18.49
01051 - Data Entry Operator I	11.47
01052 - Data Entry Operator II	12.52
01060 - Dispatcher, Motor Vehicle	17.05
01070 - Document Preparation Clerk	12.16
01090 - Duplicating Machine Operator	12.16
01111 - General Clerk I	10.42
01112 - General Clerk II	11.37
01113 - General Clerk III	12.76
01120 - Housing Referral Assistant	15.79
01141 - Messenger Courier	11.26
01191 - Order Clerk I	10.45
01192 - Order Clerk II	11.80
01261 - Personnel Assistant (Employment) I	12.96
01262 - Personnel Assistant (Employment) II	14.51
01263 - Personnel Assistant (Employment) III	16.17
01270 - Production Control Clerk	18.77
01280 - Receptionist	10.27
01290 - Rental Clerk	9.84
01300 - Scheduler, Maintenance	12.66
01311 - Secretary I	12.66
01312 - Secretary II	14.16
01313 - Secretary III	15.79
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	17.70
01420 - Survey Worker	11.21
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	11.21
01612 - Word Processor II	12.58
01613 - Word Processor III	14.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.26
05010 - Automotive Electrician	16.60
05040 - Automotive Glass Installer	15.87
05070 - Automotive Worker	15.87
05110 - Mobile Equipment Servicer	14.42
05130 - Motor Equipment Metal Mechanic	17.26
05160 - Motor Equipment Metal Worker	15.87
05190 - Motor Vehicle Mechanic	16.77
05220 - Motor Vehicle Mechanic Helper	14.33
05250 - Motor Vehicle Upholstery Worker	15.13
05280 - Motor Vehicle Wrecker	15.87
05310 - Painter, Automotive	16.60
05340 - Radiator Repair Specialist	15.87
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.06
07041 - Cook I	14.66
07042 - Cook II	16.06
07070 - Dishwasher	11.31
07130 - Food Service Worker	11.31
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	12.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.18
09040 - Furniture Handler	12.00

09080 - Furniture Refinisher 18.18
09090 - Furniture Refinisher Helper 14.06
09110 - Furniture Repairer, Minor 16.30
09130 - Upholsterer 18.18
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 11.17
11060 - Elevator Operator 11.17
11090 - Gardener 14.66
11122 - Housekeeping Aide 11.22
11150 - Janitor 11.22
11210 - Laborer, Grounds Maintenance 12.28
11240 - Maid or Houseman 10.04
11260 - Pruner 11.22
11270 - Tractor Operator 13.88
11330 - Trail Maintenance Worker 12.28
11360 - Window Cleaner 12.40
12000 - Health Occupations
12010 - Ambulance Driver 13.53
12011 - Breath Alcohol Technician 15.71
12012 - Certified Occupational Therapist Assistant 21.21
12015 - Certified Physical Therapist Assistant 20.47
12020 - Dental Assistant 13.21
12025 - Dental Hygienist 27.52
12030 - EKG Technician 21.54
12035 - Electroneurodiagnostic Technologist 21.54
12040 - Emergency Medical Technician 13.53
12071 - Licensed Practical Nurse I 14.04
12072 - Licensed Practical Nurse II 15.71
12073 - Licensed Practical Nurse III 17.52
12100 - Medical Assistant 11.71
12130 - Medical Laboratory Technician 16.13
12160 - Medical Record Clerk 12.69
12190 - Medical Record Technician 14.19
12195 - Medical Transcriptionist 12.82
12210 - Nuclear Medicine Technologist 28.77
12221 - Nursing Assistant I 9.38
12222 - Nursing Assistant II 10.55
12223 - Nursing Assistant III 11.51
12224 - Nursing Assistant IV 12.92
12235 - Optical Dispenser 15.47
12236 - Optical Technician 14.04
12250 - Pharmacy Technician 13.63
12280 - Phlebotomist 12.92
12305 - Radiologic Technologist 22.87
12311 - Registered Nurse I 21.89
12312 - Registered Nurse II 26.78
12313 - Registered Nurse II, Specialist 26.78
12314 - Registered Nurse III 32.40
12315 - Registered Nurse III, Anesthetist 32.40
12316 - Registered Nurse IV 38.83
12317 - Scheduler (Drug and Alcohol Testing) 19.47
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 17.15
13012 - Exhibits Specialist II 21.25
13013 - Exhibits Specialist III 26.00
13041 - Illustrator I 17.15
13042 - Illustrator II 21.25
13043 - Illustrator III 26.00
13047 - Librarian 23.53
13050 - Library Aide/Clerk 11.37
13054 - Library Information Technology Systems Administrator 21.25
13058 - Library Technician 14.80

13061 - Media Specialist I		15.33
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.13
13071 - Photographer I		13.81
13072 - Photographer II		15.45
13073 - Photographer III		19.14
13074 - Photographer IV		22.69
13075 - Photographer V		26.46
13110 - Video Teleconference Technician		16.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		18.72
14043 - Computer Operator III		21.15
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.09
14071 - Computer Programmer I		21.74
14072 - Computer Programmer II		24.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.57
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		22.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.57
15020 - Aircrew Training Devices Instructor (Rated)		30.94
15030 - Air Crew Training Devices Instructor (Pilot)		36.53
15050 - Computer Based Training Specialist / Instructor		25.57
15060 - Educational Technologist		27.48
15070 - Flight Instructor (Pilot)		36.53
15080 - Graphic Artist		19.34
15090 - Technical Instructor		19.32
15095 - Technical Instructor/Course Developer		23.64
15110 - Test Proctor		15.60
15120 - Tutor		15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.98
19040 - Tool And Die Maker		21.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.69
21030 - Material Coordinator		18.77
21040 - Material Expediter		18.77
21050 - Material Handling Laborer		12.13
21071 - Order Filler		12.45
21080 - Production Line Worker (Food Processing)		13.69
21110 - Shipping Packer		13.86
21130 - Shipping/Receiving Clerk		13.86
21140 - Store Worker I		12.08
21150 - Stock Clerk		16.41
21210 - Tools And Parts Attendant		13.69

21410 - Warehouse Specialist 13.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.63
23021 - Aircraft Mechanic I 19.80
23022 - Aircraft Mechanic II 20.63
23023 - Aircraft Mechanic III 21.49
23040 - Aircraft Mechanic Helper 15.72
23050 - Aircraft, Painter 18.91
23060 - Aircraft Servicer 17.36
23080 - Aircraft Worker 18.20
23110 - Appliance Mechanic 18.69
23120 - Bicycle Repairer 13.87
23125 - Cable Splicer 26.73
23130 - Carpenter, Maintenance 19.58
23140 - Carpet Layer 18.58
23160 - Electrician, Maintenance 23.78
23181 - Electronics Technician Maintenance I 21.12
23182 - Electronics Technician Maintenance II 23.33
23183 - Electronics Technician Maintenance III 24.78
23260 - Fabric Worker 16.61
23290 - Fire Alarm System Mechanic 19.17
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 19.64
23312 - Fuel Distribution System Operator 15.77
23370 - General Maintenance Worker 14.33
23380 - Ground Support Equipment Mechanic 19.80
23381 - Ground Support Equipment Servicer 17.36
23382 - Ground Support Equipment Worker 18.20
23391 - Gunsmith I 15.48
23392 - Gunsmith II 17.78
23393 - Gunsmith III 19.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic 18.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 19.18
23430 - Heavy Equipment Mechanic 17.77
23440 - Heavy Equipment Operator 21.57
23460 - Instrument Mechanic 22.10
23465 - Laboratory/Shelter Mechanic 18.92
23470 - Laborer 12.23
23510 - Locksmith 18.18
23530 - Machinery Maintenance Mechanic 20.36
23550 - Machinist, Maintenance 19.47
23580 - Maintenance Trades Helper 14.77
23591 - Metrology Technician I 22.10
23592 - Metrology Technician II 22.94
23593 - Metrology Technician III 23.78
23640 - Millwright 22.14
23710 - Office Appliance Repairer 18.54
23760 - Painter, Maintenance 18.56
23790 - Pipefitter, Maintenance 21.00
23810 - Plumber, Maintenance 20.25
23820 - Pneudraulic Systems Mechanic 19.80
23850 - Rigger 19.80
23870 - Scale Mechanic 17.78
23890 - Sheet-Metal Worker, Maintenance 19.73
23910 - Small Engine Mechanic 17.38
23931 - Telecommunications Mechanic I 25.39
23932 - Telecommunications Mechanic II 26.36
23950 - Telephone Lineman 23.30
23960 - Welder, Combination, Maintenance 17.64
23965 - Well Driller 19.58
23970 - Woodcraft Worker 19.80

23980 - Woodworker	15.48
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.66
24610 - Chore Aide	10.29
24620 - Family Readiness And Support Services Coordinator	11.03
24630 - Homemaker	12.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.95
25040 - Sewage Plant Operator	18.18
25070 - Stationary Engineer	24.95
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	18.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.22
27007 - Baggage Inspector	10.64
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.63
27030 - Detection Dog Handler	11.92
27040 - Detention Officer	18.93
27070 - Firefighter	17.41
27101 - Guard I	10.64
27102 - Guard II	11.92
27131 - Police Officer I	18.22
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.75
28042 - Carnival Equipment Repairer	15.58
28043 - Carnival Equpment Worker	12.01
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.11
29020 - Hatch Tender	17.11
29030 - Line Handler	17.11
29041 - Stevedore I	16.36
29042 - Stevedore II	18.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.51
30022 - Archeological Technician II	18.47
30023 - Archeological Technician III	22.89
30030 - Cartographic Technician	22.89
30040 - Civil Engineering Technician	20.48
30061 - Drafter/CAD Operator I	16.51
30062 - Drafter/CAD Operator II	18.47
30063 - Drafter/CAD Operator III	20.60
30064 - Drafter/CAD Operator IV	25.34
30081 - Engineering Technician I	15.58
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	20.23
30084 - Engineering Technician IV	25.29
30085 - Engineering Technician V	30.93
30086 - Engineering Technician VI	37.42
30090 - Environmental Technician	19.29

30210 - Laboratory Technician		19.26
30240 - Mathematical Technician		22.71
30361 - Paralegal/Legal Assistant I		17.74
30362 - Paralegal/Legal Assistant II		21.96
30363 - Paralegal/Legal Assistant III		26.89
30364 - Paralegal/Legal Assistant IV		32.54
30390 - Photo-Optics Technician		22.89
30461 - Technical Writer I		22.89
30462 - Technical Writer II		28.00
30463 - Technical Writer III		33.03
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.60
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.50
31030 - Bus Driver		13.37
31043 - Driver Courier		11.80
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		12.76
31310 - Taxi Driver		9.17
31361 - Truckdriver, Light		12.76
31362 - Truckdriver, Medium		15.11
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		7.99
99050 - Desk Clerk		10.14
99095 - Embalmer		22.41
99251 - Laboratory Animal Caretaker I		13.20
99252 - Laboratory Animal Caretaker II		13.86
99310 - Mortician		27.93
99410 - Pest Controller		15.46
99510 - Photofinishing Worker		10.96
99710 - Recycling Laborer		13.94
99711 - Recycling Specialist		16.92
99730 - Refuse Collector		12.73
99810 - Sales Clerk		10.31
99820 - School Crossing Guard		11.31
99830 - Survey Party Chief		17.79
99831 - Surveying Aide		11.78
99832 - Surveying Technician		16.17
99840 - Vending Machine Attendant		13.88
99841 - Vending Machine Repairer		16.06
99842 - Vending Machine Repairer Helper		13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2424
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.91
01012 - Accounting Clerk II		12.56
01013 - Accounting Clerk III		14.03
01020 - Administrative Assistant		17.70
01040 - Court Reporter		18.49
01051 - Data Entry Operator I		11.47
01052 - Data Entry Operator II		12.52
01060 - Dispatcher, Motor Vehicle		17.05
01070 - Document Preparation Clerk		12.16
01090 - Duplicating Machine Operator		12.16
01111 - General Clerk I		10.42
01112 - General Clerk II		11.37
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		15.79
01141 - Messenger Courier		11.26
01191 - Order Clerk I		10.45
01192 - Order Clerk II		11.80
01261 - Personnel Assistant (Employment) I		12.96
01262 - Personnel Assistant (Employment) II		14.51
01263 - Personnel Assistant (Employment) III		16.17
01270 - Production Control Clerk		18.77
01280 - Receptionist		10.27
01290 - Rental Clerk		9.84
01300 - Scheduler, Maintenance		12.66
01311 - Secretary I		12.66
01312 - Secretary II		14.16
01313 - Secretary III		15.79
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		17.70
01420 - Survey Worker		11.21
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		11.21
01612 - Word Processor II		12.58
01613 - Word Processor III		14.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.26
05010 - Automotive Electrician		16.60
05040 - Automotive Glass Installer		15.87

05070 - Automotive Worker	15.87
05110 - Mobile Equipment Servicer	14.42
05130 - Motor Equipment Metal Mechanic	17.26
05160 - Motor Equipment Metal Worker	15.87
05190 - Motor Vehicle Mechanic	16.77
05220 - Motor Vehicle Mechanic Helper	14.33
05250 - Motor Vehicle Upholstery Worker	15.13
05280 - Motor Vehicle Wrecker	15.87
05310 - Painter, Automotive	16.60
05340 - Radiator Repair Specialist	15.87
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.06
07041 - Cook I	14.66
07042 - Cook II	16.06
07070 - Dishwasher	11.31
07130 - Food Service Worker	11.31
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	12.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.18
09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	18.18
09090 - Furniture Refinisher Helper	14.06
09110 - Furniture Repairer, Minor	16.30
09130 - Upholsterer	18.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.17
11060 - Elevator Operator	11.17
11090 - Gardener	14.66
11122 - Housekeeping Aide	11.22
11150 - Janitor	11.22
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	10.04
11260 - Pruner	11.22
11270 - Tractor Operator	13.88
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.40
12000 - Health Occupations	
12010 - Ambulance Driver	13.53
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	21.21
12015 - Certified Physical Therapist Assistant	20.47
12020 - Dental Assistant	13.21
12025 - Dental Hygienist	27.52
12030 - EKG Technician	21.54
12035 - Electroneurodiagnostic Technologist	21.54
12040 - Emergency Medical Technician	13.53
12071 - Licensed Practical Nurse I	14.04
12072 - Licensed Practical Nurse II	15.71
12073 - Licensed Practical Nurse III	17.52
12100 - Medical Assistant	11.71
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	12.69
12190 - Medical Record Technician	14.19
12195 - Medical Transcriptionist	12.82
12210 - Nuclear Medicine Technologist	28.77
12221 - Nursing Assistant I	9.38
12222 - Nursing Assistant II	10.55
12223 - Nursing Assistant III	11.51
12224 - Nursing Assistant IV	12.92
12235 - Optical Dispenser	15.47

12236 - Optical Technician		14.04
12250 - Pharmacy Technician		13.63
12280 - Phlebotomist		12.92
12305 - Radiologic Technologist		22.87
12311 - Registered Nurse I		21.89
12312 - Registered Nurse II		26.78
12313 - Registered Nurse II, Specialist		26.78
12314 - Registered Nurse III		32.40
12315 - Registered Nurse III, Anesthetist		32.40
12316 - Registered Nurse IV		38.83
12317 - Scheduler (Drug and Alcohol Testing)		19.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.15
13012 - Exhibits Specialist II		21.25
13013 - Exhibits Specialist III		26.00
13041 - Illustrator I		17.15
13042 - Illustrator II		21.25
13043 - Illustrator III		26.00
13047 - Librarian		23.53
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		21.25
13058 - Library Technician		14.80
13061 - Media Specialist I		15.33
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.13
13071 - Photographer I		13.81
13072 - Photographer II		15.45
13073 - Photographer III		19.14
13074 - Photographer IV		22.69
13075 - Photographer V		26.46
13110 - Video Teleconference Technician		16.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		18.72
14043 - Computer Operator III		21.15
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.09
14071 - Computer Programmer I		21.74
14072 - Computer Programmer II		24.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.57
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		22.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.57
15020 - Aircrew Training Devices Instructor (Rated)		30.94
15030 - Air Crew Training Devices Instructor (Pilot)		36.53
15050 - Computer Based Training Specialist / Instructor		25.57
15060 - Educational Technologist		27.48
15070 - Flight Instructor (Pilot)		36.53
15080 - Graphic Artist		19.34
15090 - Technical Instructor		19.32
15095 - Technical Instructor/Course Developer		23.64
15110 - Test Proctor		15.60
15120 - Tutor		15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56

16070 - Finisher, Flatwork, Machine 9.13
16090 - Presser, Hand 9.13
16110 - Presser, Machine, Drycleaning 9.13
16130 - Presser, Machine, Shirts 9.13
16160 - Presser, Machine, Wearing Apparel, Laundry 9.13
16190 - Sewing Machine Operator 12.37
16220 - Tailor 13.18
16250 - Washer, Machine 9.91
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 17.98
19040 - Tool And Die Maker 21.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.69
21030 - Material Coordinator 18.77
21040 - Material Expediter 18.77
21050 - Material Handling Laborer 12.13
21071 - Order Filler 12.45
21080 - Production Line Worker (Food Processing) 13.69
21110 - Shipping Packer 13.86
21130 - Shipping/Receiving Clerk 13.86
21140 - Store Worker I 12.08
21150 - Stock Clerk 16.41
21210 - Tools And Parts Attendant 13.69
21410 - Warehouse Specialist 13.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.63
23021 - Aircraft Mechanic I 19.80
23022 - Aircraft Mechanic II 20.63
23023 - Aircraft Mechanic III 21.49
23040 - Aircraft Mechanic Helper 15.72
23050 - Aircraft, Painter 18.91
23060 - Aircraft Servicer 17.36
23080 - Aircraft Worker 18.20
23110 - Appliance Mechanic 18.69
23120 - Bicycle Repairer 13.87
23125 - Cable Splicer 26.73
23130 - Carpenter, Maintenance 19.58
23140 - Carpet Layer 18.58
23160 - Electrician, Maintenance 23.78
23181 - Electronics Technician Maintenance I 21.12
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25070 - Stationary Engineer	24.95
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	18.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.22
27007 - Baggage Inspector	10.64
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.63
27030 - Detection Dog Handler	11.92
27040 - Detention Officer	18.93
27070 - Firefighter	17.41
27101 - Guard I	10.64
27102 - Guard II	11.92
27131 - Police Officer I	18.22
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.75
28042 - Carnival Equipment Repairer	15.58
28043 - Carnival Equpment Worker	12.01
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.11
29020 - Hatch Tender	17.11

29030 - Line Handler		17.11
29041 - Stevedore I		16.36
29042 - Stevedore II		18.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.51
30022 - Archeological Technician II		18.47
30023 - Archeological Technician III		22.89
30030 - Cartographic Technician		22.89
30040 - Civil Engineering Technician		20.48
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.47
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		15.58
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.23
30084 - Engineering Technician IV		25.29
30085 - Engineering Technician V		30.93
30086 - Engineering Technician VI		37.42
30090 - Environmental Technician		19.29
30210 - Laboratory Technician		19.26
30240 - Mathematical Technician		22.71
30361 - Paralegal/Legal Assistant I		17.74
30362 - Paralegal/Legal Assistant II		21.96
30363 - Paralegal/Legal Assistant III		26.89
30364 - Paralegal/Legal Assistant IV		32.54
30390 - Photo-Optics Technician		22.89
30461 - Technical Writer I		22.89
30462 - Technical Writer II		28.00
30463 - Technical Writer III		33.03
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.60
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.50
31030 - Bus Driver		13.37
31043 - Driver Courier		11.80
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		12.76
31310 - Taxi Driver		9.17
31361 - Truckdriver, Light		12.76
31362 - Truckdriver, Medium		15.11
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		7.99
99050 - Desk Clerk		10.14
99095 - Embalmer		22.41
99251 - Laboratory Animal Caretaker I		13.20
99252 - Laboratory Animal Caretaker II		13.86
99310 - Mortician		27.93
99410 - Pest Controller		15.46
99510 - Photofinishing Worker		10.96
99710 - Recycling Laborer		13.94
99711 - Recycling Specialist		16.92

99730 - Refuse Collector	12.73
99810 - Sales Clerk	10.31
99820 - School Crossing Guard	11.31
99830 - Survey Party Chief	17.79
99831 - Surveying Aide	11.78
99832 - Surveying Technician	16.17
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	16.06
99842 - Vending Machine Repairer Helper	13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2425 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.73
01013 - Accounting Clerk III		16.35
01020 - Administrative Assistant		20.15
01040 - Court Reporter		22.78
01051 - Data Entry Operator I		11.95
01052 - Data Entry Operator II		13.04
01060 - Dispatcher, Motor Vehicle		17.55
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		11.70
01112 - General Clerk II		12.77
01113 - General Clerk III		14.33
01120 - Housing Referral Assistant		19.41
01141 - Messenger Courier		12.61

01191 - Order Clerk I	12.53
01192 - Order Clerk II	13.67
01261 - Personnel Assistant (Employment) I	15.16
01262 - Personnel Assistant (Employment) II	16.96
01263 - Personnel Assistant (Employment) III	18.92
01270 - Production Control Clerk	19.72
01280 - Receptionist	12.17
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	14.56
01311 - Secretary I	14.56
01312 - Secretary II	16.28
01313 - Secretary III	19.41
01320 - Service Order Dispatcher	15.68
01410 - Supply Technician	20.15
01420 - Survey Worker	14.69
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	13.17
01612 - Word Processor II	14.79
01613 - Word Processor III	16.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.15
05010 - Automotive Electrician	18.56
05040 - Automotive Glass Installer	17.96
05070 - Automotive Worker	17.96
05110 - Mobile Equipment Servicer	16.78
05130 - Motor Equipment Metal Mechanic	21.00
05160 - Motor Equipment Metal Worker	19.75
05190 - Motor Vehicle Mechanic	18.61
05220 - Motor Vehicle Mechanic Helper	16.19
05250 - Motor Vehicle Upholstery Worker	19.09
05280 - Motor Vehicle Wrecker	20.36
05310 - Painter, Automotive	18.56
05340 - Radiator Repair Specialist	19.75
05370 - Tire Repairer	15.44
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.70
07041 - Cook I	10.66
07042 - Cook II	12.17
07070 - Dishwasher	8.45
07130 - Food Service Worker	9.32
07210 - Meat Cutter	15.70
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.45
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	19.45
09090 - Furniture Refinisher Helper	16.96
09110 - Furniture Repairer, Minor	18.18
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	11.21
11090 - Gardener	13.69
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer, Grounds Maintenance	11.05
11240 - Maid or Houseman	9.20
11260 - Pruner	12.00
11270 - Tractor Operator	12.96
11330 - Trail Maintenance Worker	11.05

11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	12.35
12011 - Breath Alcohol Technician	17.01
12012 - Certified Occupational Therapist Assistant	24.70
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	15.26
12025 - Dental Hygienist	27.11
12030 - EKG Technician	24.04
12035 - Electroneurodiagnostic Technologist	24.04
12040 - Emergency Medical Technician	12.35
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.01
12073 - Licensed Practical Nurse III	18.97
12100 - Medical Assistant	13.67
12130 - Medical Laboratory Technician	18.21
12160 - Medical Record Clerk	14.36
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	15.46
12210 - Nuclear Medicine Technologist	30.07
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.80
12223 - Nursing Assistant III	12.88
12224 - Nursing Assistant IV	14.45
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.44
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	14.45
12305 - Radiologic Technologist	23.83
12311 - Registered Nurse I	21.83
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	32.30
12315 - Registered Nurse III, Anesthetist	32.30
12316 - Registered Nurse IV	38.71
12317 - Scheduler (Drug and Alcohol Testing)	21.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.52
13012 - Exhibits Specialist II	24.20
13013 - Exhibits Specialist III	29.60
13041 - Illustrator I	19.52
13042 - Illustrator II	24.20
13043 - Illustrator III	29.60
13047 - Librarian	26.79
13050 - Library Aide/Clerk	10.69
13054 - Library Information Technology Systems Administrator	24.20
13058 - Library Technician	16.32
13061 - Media Specialist I	17.46
13062 - Media Specialist II	19.52
13063 - Media Specialist III	21.78
13071 - Photographer I	13.95
13072 - Photographer II	17.39
13073 - Photographer III	22.08
13074 - Photographer IV	23.71
13075 - Photographer V	28.67
13110 - Video Teleconference Technician	19.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.66
14042 - Computer Operator II	17.52
14043 - Computer Operator III	19.70
14044 - Computer Operator IV	21.88
14045 - Computer Operator V	24.21

14071 - Computer Programmer I		19.94
14072 - Computer Programmer II		26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		27.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.97
15020 - Aircrew Training Devices Instructor (Rated)		32.04
15030 - Air Crew Training Devices Instructor (Pilot)		38.40
15050 - Computer Based Training Specialist / Instructor		26.57
15060 - Educational Technologist		26.78
15070 - Flight Instructor (Pilot)		38.40
15080 - Graphic Artist		21.19
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		25.62
15110 - Test Proctor		16.91
15120 - Tutor		16.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.85
19040 - Tool And Die Maker		25.12
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.45
21030 - Material Coordinator		19.72
21040 - Material Expediter		19.72
21050 - Material Handling Laborer		17.63
21071 - Order Filler		12.60
21080 - Production Line Worker (Food Processing)		17.45
21110 - Shipping Packer		15.18
21130 - Shipping/Receiving Clerk		15.18
21140 - Store Worker I		13.62
21150 - Stock Clerk		17.86
21210 - Tools And Parts Attendant		17.45
21410 - Warehouse Specialist		17.45
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.33
23021 - Aircraft Mechanic I		25.28
23022 - Aircraft Mechanic II		26.33
23023 - Aircraft Mechanic III		27.42
23040 - Aircraft Mechanic Helper		20.78
23050 - Aircraft, Painter		23.74
23060 - Aircraft Servicer		22.24
23080 - Aircraft Worker		23.02
23110 - Appliance Mechanic		18.68
23120 - Bicycle Repairer		15.44
23125 - Cable Splicer		24.57
23130 - Carpenter, Maintenance		21.82
23140 - Carpet Layer		22.14

23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.83
23183 - Electronics Technician Maintenance III	27.04
23260 - Fabric Worker	20.63
23290 - Fire Alarm System Mechanic	23.61
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	24.57
23312 - Fuel Distribution System Operator	21.38
23370 - General Maintenance Worker	18.11
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	22.24
23382 - Ground Support Equipment Worker	23.02
23391 - Gunsmith I	19.90
23392 - Gunsmith II	22.42
23393 - Gunsmith III	24.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.61
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	25.96
23460 - Instrument Mechanic	23.61
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	18.30
23510 - Locksmith	22.83
23530 - Machinery Maintenance Mechanic	24.12
23550 - Machinist, Maintenance	20.55
23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	23.61
23592 - Metrology Technician II	24.47
23593 - Metrology Technician III	25.28
23640 - Millwright	30.10
23710 - Office Appliance Repairer	21.65
23760 - Painter, Maintenance	22.17
23790 - Pipefitter, Maintenance	28.90
23810 - Plumber, Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	23.61
23850 - Rigger	23.61
23870 - Scale Mechanic	21.85
23890 - Sheet-Metal Worker, Maintenance	26.68
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	23.78
23932 - Telecommunications Mechanic II	24.65
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.49
23965 - Well Driller	23.11
23970 - Woodcraft Worker	23.61
23980 - Woodworker	18.42
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	10.22
24620 - Family Readiness And Support Services Coordinator	14.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	22.16
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	

27004 - Alarm Monitor	18.97
27007 - Baggage Inspector	11.26
27008 - Corrections Officer	17.58
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.58
27070 - Firefighter	17.89
27101 - Guard I	11.26
27102 - Guard II	15.52
27131 - Police Officer I	21.66
27132 - Police Officer II	23.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.59
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equpment Worker	10.08
28210 - Gate Attendant/Gate Tender	13.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.15
28510 - Recreation Aide/Health Facility Attendant	11.06
28515 - Recreation Specialist	18.21
28630 - Sports Official	12.07
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	19.73
29042 - Stevedore II	23.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
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30082 - Engineering Technician II	18.58
30083 - Engineering Technician III	20.79
30084 - Engineering Technician IV	25.75
30085 - Engineering Technician V	31.50
30086 - Engineering Technician VI	38.12
30090 - Environmental Technician	16.39
30210 - Laboratory Technician	20.58
30240 - Mathematical Technician	23.77
30361 - Paralegal/Legal Assistant I	16.25
30362 - Paralegal/Legal Assistant II	20.14
30363 - Paralegal/Legal Assistant III	24.64
30364 - Paralegal/Legal Assistant IV	29.75
30390 - Photo-Optics Technician	23.77
30461 - Technical Writer I	22.52
30462 - Technical Writer II	27.53
30463 - Technical Writer III	33.32
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.40
30621 - Weather Observer, Senior	(see 2)	23.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.26
31030 - Bus Driver		17.49
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		14.73
31310 - Taxi Driver		9.56
31361 - Truckdriver, Light		14.73
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		19.35
31364 - Truckdriver, Tractor-Trailer		19.35
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		9.87
99095 - Embalmer		28.49
99251 - Laboratory Animal Caretaker I		9.41
99252 - Laboratory Animal Caretaker II		10.17
99310 - Mortician		28.49
99410 - Pest Controller		16.02
99510 - Photofinishing Worker		13.77
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		19.10
99730 - Refuse Collector		14.40
99810 - Sales Clerk		12.75
99820 - School Crossing Guard		10.21
99830 - Survey Party Chief		20.06
99831 - Surveying Aide		13.62
99832 - Surveying Technician		19.59
99840 - Vending Machine Attendant		14.99
99841 - Vending Machine Repairer		16.62
99842 - Vending Machine Repairer Helper		14.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2426 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.73
01013 - Accounting Clerk III		16.35
01020 - Administrative Assistant		20.15
01040 - Court Reporter		22.78
01051 - Data Entry Operator I		11.95
01052 - Data Entry Operator II		13.04
01060 - Dispatcher, Motor Vehicle		17.55
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		11.70
01112 - General Clerk II		12.77
01113 - General Clerk III		14.33
01120 - Housing Referral Assistant		19.41
01141 - Messenger Courier		12.61
01191 - Order Clerk I		12.53
01192 - Order Clerk II		13.67
01261 - Personnel Assistant (Employment) I		15.16
01262 - Personnel Assistant (Employment) II		16.96
01263 - Personnel Assistant (Employment) III		18.92
01270 - Production Control Clerk		19.72
01280 - Receptionist		12.17
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		14.56
01311 - Secretary I		14.56
01312 - Secretary II		16.28
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		15.68
01410 - Supply Technician		20.15
01420 - Survey Worker		14.69
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		14.14
01533 - Travel Clerk III		15.31
01611 - Word Processor I		13.17
01612 - Word Processor II		14.79
01613 - Word Processor III		16.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.15
05010 - Automotive Electrician		18.56
05040 - Automotive Glass Installer		17.96
05070 - Automotive Worker		17.96
05110 - Mobile Equipment Servicer		16.78
05130 - Motor Equipment Metal Mechanic		21.00
05160 - Motor Equipment Metal Worker		19.75
05190 - Motor Vehicle Mechanic		18.61
05220 - Motor Vehicle Mechanic Helper		16.19
05250 - Motor Vehicle Upholstery Worker		19.09
05280 - Motor Vehicle Wrecker		20.36
05310 - Painter, Automotive		18.56
05340 - Radiator Repair Specialist		19.75
05370 - Tire Repairer		15.44
05400 - Transmission Repair Specialist		19.15
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.70
07041 - Cook I		10.66
07042 - Cook II		12.17

07070 - Dishwasher	8.45
07130 - Food Service Worker	9.32
07210 - Meat Cutter	15.70
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.45
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	19.45
09090 - Furniture Refinisher Helper	16.96
09110 - Furniture Repairer, Minor	18.18
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	11.21
11090 - Gardener	13.69
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer, Grounds Maintenance	11.05
11240 - Maid or Houseman	9.20
11260 - Pruner	12.00
11270 - Tractor Operator	12.96
11330 - Trail Maintenance Worker	11.05
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	12.35
12011 - Breath Alcohol Technician	17.01
12012 - Certified Occupational Therapist Assistant	24.70
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	15.26
12025 - Dental Hygienist	27.11
12030 - EKG Technician	24.04
12035 - Electroneurodiagnostic Technologist	24.04
12040 - Emergency Medical Technician	12.35
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.01
12073 - Licensed Practical Nurse III	18.97
12100 - Medical Assistant	13.67
12130 - Medical Laboratory Technician	18.21
12160 - Medical Record Clerk	14.36
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	15.46
12210 - Nuclear Medicine Technologist	30.07
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.80
12223 - Nursing Assistant III	12.88
12224 - Nursing Assistant IV	14.45
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.44
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	14.45
12305 - Radiologic Technologist	23.83
12311 - Registered Nurse I	21.83
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	32.30
12315 - Registered Nurse III, Anesthetist	32.30
12316 - Registered Nurse IV	38.71
12317 - Scheduler (Drug and Alcohol Testing)	21.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.52
13012 - Exhibits Specialist II	24.20
13013 - Exhibits Specialist III	29.60
13041 - Illustrator I	19.52

13042 - Illustrator II		24.20
13043 - Illustrator III		29.60
13047 - Librarian		26.79
13050 - Library Aide/Clerk		10.69
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		16.32
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.52
13063 - Media Specialist III		21.78
13071 - Photographer I		13.95
13072 - Photographer II		17.39
13073 - Photographer III		22.08
13074 - Photographer IV		23.71
13075 - Photographer V		28.67
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.52
14043 - Computer Operator III		19.70
14044 - Computer Operator IV		21.88
14045 - Computer Operator V		24.21
14071 - Computer Programmer I		19.94
14072 - Computer Programmer II		26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		27.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.97
15020 - Aircrew Training Devices Instructor (Rated)		32.04
15030 - Air Crew Training Devices Instructor (Pilot)		38.40
15050 - Computer Based Training Specialist / Instructor		26.57
15060 - Educational Technologist		26.78
15070 - Flight Instructor (Pilot)		38.40
15080 - Graphic Artist		21.19
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		25.62
15110 - Test Proctor		16.91
15120 - Tutor		16.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.85
19040 - Tool And Die Maker		25.12
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.45
21030 - Material Coordinator		19.72
21040 - Material Expediter		19.72
21050 - Material Handling Laborer		17.63

21071 - Order Filler	12.60
21080 - Production Line Worker (Food Processing)	17.45
21110 - Shipping Packer	15.18
21130 - Shipping/Receiving Clerk	15.18
21140 - Store Worker I	13.62
21150 - Stock Clerk	17.86
21210 - Tools And Parts Attendant	17.45
21410 - Warehouse Specialist	17.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.33
23021 - Aircraft Mechanic I	25.28
23022 - Aircraft Mechanic II	26.33
23023 - Aircraft Mechanic III	27.42
23040 - Aircraft Mechanic Helper	20.78
23050 - Aircraft, Painter	23.74
23060 - Aircraft Servicer	22.24
23080 - Aircraft Worker	23.02
23110 - Appliance Mechanic	18.68
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	24.57
23130 - Carpenter, Maintenance	21.82
23140 - Carpet Layer	22.14
23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.83
23183 - Electronics Technician Maintenance III	27.04
23260 - Fabric Worker	20.63
23290 - Fire Alarm System Mechanic	23.61
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	24.57
23312 - Fuel Distribution System Operator	21.38
23370 - General Maintenance Worker	18.11
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	22.24
23382 - Ground Support Equipment Worker	23.02
23391 - Gunsmith I	19.90
23392 - Gunsmith II	22.42
23393 - Gunsmith III	24.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.61
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	25.96
23460 - Instrument Mechanic	23.61
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	18.30
23510 - Locksmith	22.83
23530 - Machinery Maintenance Mechanic	24.12
23550 - Machinist, Maintenance	20.55
23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	23.61
23592 - Metrology Technician II	24.47
23593 - Metrology Technician III	25.28
23640 - Millwright	30.10
23710 - Office Appliance Repairer	21.65
23760 - Painter, Maintenance	22.17
23790 - Pipefitter, Maintenance	28.90
23810 - Plumber, Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	23.61
23850 - Rigger	23.61
23870 - Scale Mechanic	21.85
23890 - Sheet-Metal Worker, Maintenance	26.68

23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	23.78
23932 - Telecommunications Mechanic II	24.65
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.49
23965 - Well Driller	23.11
23970 - Woodcraft Worker	23.61
23980 - Woodworker	18.42
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	10.22
24620 - Family Readiness And Support Services Coordinator	14.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	22.16
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.97
27007 - Baggage Inspector	11.26
27008 - Corrections Officer	17.58
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.58
27070 - Firefighter	17.89
27101 - Guard I	11.26
27102 - Guard II	15.52
27131 - Police Officer I	21.66
27132 - Police Officer II	23.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.59
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equpment Worker	10.08
28210 - Gate Attendant/Gate Tender	13.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.15
28510 - Recreation Aide/Health Facility Attendant	11.06
28515 - Recreation Specialist	18.21
28630 - Sports Official	12.07
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	19.73
29042 - Stevedore II	23.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.84
30022 - Archeological Technician II	18.93
30023 - Archeological Technician III	23.77
30030 - Cartographic Technician	23.77
30040 - Civil Engineering Technician	21.97
30061 - Drafter/CAD Operator I	15.91
30062 - Drafter/CAD Operator II	17.88
30063 - Drafter/CAD Operator III	21.40
30064 - Drafter/CAD Operator IV	26.33

30081 - Engineering Technician I		16.55
30082 - Engineering Technician II		18.58
30083 - Engineering Technician III		20.79
30084 - Engineering Technician IV		25.75
30085 - Engineering Technician V		31.50
30086 - Engineering Technician VI		38.12
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31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.26
31030 - Bus Driver		17.49
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		14.73
31310 - Taxi Driver		9.56
31361 - Truckdriver, Light		14.73
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		19.35
31364 - Truckdriver, Tractor-Trailer		19.35
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		9.87
99095 - Embalmer		28.49
99251 - Laboratory Animal Caretaker I		9.41
99252 - Laboratory Animal Caretaker II		10.17
99310 - Mortician		28.49
99410 - Pest Controller		16.02
99510 - Photofinishing Worker		13.77
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		19.10
99730 - Refuse Collector		14.40
99810 - Sales Clerk		12.75
99820 - School Crossing Guard		10.21
99830 - Survey Party Chief		20.06
99831 - Surveying Aide		13.62
99832 - Surveying Technician		19.59
99840 - Vending Machine Attendant		14.99
99841 - Vending Machine Repairer		16.62
99842 - Vending Machine Repairer Helper		14.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2431 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.04
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01040 - Court Reporter		18.46
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		12.76
01060 - Dispatcher, Motor Vehicle		17.05
01070 - Document Preparation Clerk		13.46
01090 - Duplicating Machine Operator		13.46
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		18.77
01141 - Messenger Courier		10.67
01191 - Order Clerk I		12.71
01192 - Order Clerk II		14.08
01261 - Personnel Assistant (Employment) I		14.35
01262 - Personnel Assistant (Employment) II		16.05
01263 - Personnel Assistant (Employment) III		17.90
01270 - Production Control Clerk		20.96
01280 - Receptionist		12.74
01290 - Rental Clerk		14.04
01300 - Scheduler, Maintenance		14.04
01311 - Secretary I		14.04
01312 - Secretary II		16.20
01313 - Secretary III		18.77

01320 - Service Order Dispatcher	15.05
01410 - Supply Technician	22.58
01420 - Survey Worker	17.05
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.14
01533 - Travel Clerk III	13.77
01611 - Word Processor I	12.54
01612 - Word Processor II	14.07
01613 - Word Processor III	15.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.14
05010 - Automotive Electrician	17.24
05040 - Automotive Glass Installer	16.31
05070 - Automotive Worker	14.84
05110 - Mobile Equipment Servicer	13.22
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	14.84
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.63
05250 - Motor Vehicle Upholstery Worker	14.03
05280 - Motor Vehicle Wrecker	14.84
05310 - Painter, Automotive	15.67
05340 - Radiator Repair Specialist	14.84
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	8.70
07042 - Cook II	10.01
07070 - Dishwasher	8.18
07130 - Food Service Worker	8.20
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.57
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.06
11060 - Elevator Operator	10.81
11090 - Gardener	12.86
11122 - Housekeeping Aide	10.47
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.42
11260 - Pruner	10.20
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.42
12000 - Health Occupations	
12010 - Ambulance Driver	13.70
12011 - Breath Alcohol Technician	17.35
12012 - Certified Occupational Therapist Assistant	25.26
12015 - Certified Physical Therapist Assistant	22.10
12020 - Dental Assistant	14.41
12025 - Dental Hygienist	29.89
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.70
12071 - Licensed Practical Nurse I	15.51

12072 - Licensed Practical Nurse II		17.35
12073 - Licensed Practical Nurse III		19.35
12100 - Medical Assistant		12.33
12130 - Medical Laboratory Technician		16.14
12160 - Medical Record Clerk		13.88
12190 - Medical Record Technician		15.53
12195 - Medical Transcriptionist		12.04
12210 - Nuclear Medicine Technologist		34.29
12221 - Nursing Assistant I		9.70
12222 - Nursing Assistant II		10.91
12223 - Nursing Assistant III		11.91
12224 - Nursing Assistant IV		13.36
12235 - Optical Dispenser		14.41
12236 - Optical Technician		11.84
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		13.36
12305 - Radiologic Technologist		22.09
12311 - Registered Nurse I		27.48
12312 - Registered Nurse II		30.22
12313 - Registered Nurse II, Specialist		30.22
12314 - Registered Nurse III		36.56
12315 - Registered Nurse III, Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		21.50
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		20.37
13050 - Library Aide/Clerk		10.85
13054 - Library Information Technology Systems Administrator		18.40
13058 - Library Technician		12.31
13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.56
13071 - Photographer I		13.27
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		20.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20

15030 - Air Crew Training Devices Instructor (Pilot)	39.82
15050 - Computer Based Training Specialist / Instructor	29.92
15060 - Educational Technologist	22.71
15070 - Flight Instructor (Pilot)	39.82
15080 - Graphic Artist	20.81
15090 - Technical Instructor	17.74
15095 - Technical Instructor/Course Developer	21.70
15110 - Test Proctor	15.76
15120 - Tutor	15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.47
16030 - Counter Attendant	8.47
16040 - Dry Cleaner	10.79
16070 - Finisher, Flatwork, Machine	8.47
16090 - Presser, Hand	8.47
16110 - Presser, Machine, Drycleaning	8.47
16130 - Presser, Machine, Shirts	8.47
16160 - Presser, Machine, Wearing Apparel, Laundry	8.47
16190 - Sewing Machine Operator	11.56
16220 - Tailor	12.34
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.79
19040 - Tool And Die Maker	24.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.25
21030 - Material Coordinator	22.82
21040 - Material Expediter	22.82
21050 - Material Handling Laborer	11.10
21071 - Order Filler	12.77
21080 - Production Line Worker (Food Processing)	15.25
21110 - Shipping Packer	13.76
21130 - Shipping/Receiving Clerk	13.76
21140 - Store Worker I	13.94
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	15.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.37
23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.37
23023 - Aircraft Mechanic III	25.40
23040 - Aircraft Mechanic Helper	16.96
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	19.19
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	16.59
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	24.43
23130 - Carpenter, Maintenance	18.10
23140 - Carpet Layer	17.15
23160 - Electrician, Maintenance	18.93
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	24.54
23183 - Electronics Technician Maintenance III	25.71
23260 - Fabric Worker	17.12
23290 - Fire Alarm System Mechanic	18.63
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	22.99
23381 - Ground Support Equipment Servicer	18.78

23382 - Ground Support Equipment Worker	19.89
23391 - Gunsmith I	16.13
23392 - Gunsmith II	17.98
23393 - Gunsmith III	19.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.92
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.98
23430 - Heavy Equipment Mechanic	18.92
23440 - Heavy Equipment Operator	18.50
23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	18.93
23470 - Laborer	11.10
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	18.92
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	20.03
23710 - Office Appliance Repairer	19.09
23760 - Painter, Maintenance	17.94
23790 - Pipefitter, Maintenance	19.97
23810 - Plumber, Maintenance	19.20
23820 - Pneudraulic Systems Mechanic	19.84
23850 - Rigger	19.84
23870 - Scale Mechanic	17.98
23890 - Sheet-Metal Worker, Maintenance	22.11
23910 - Small Engine Mechanic	17.04
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	22.90
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	19.71
23970 - Woodcraft Worker	19.84
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.73
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.73
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	16.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	12.57
27008 - Corrections Officer	15.39
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	15.39
27070 - Firefighter	24.14
27101 - Guard I	12.57
27102 - Guard II	15.03
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		10.57
28042 - Carnival Equipment Repairer		11.39
28043 - Carnival Equpment Worker		8.28
28210 - Gate Attendant/Gate Tender		13.14
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.51
28510 - Recreation Aide/Health Facility Attendant		10.73
28515 - Recreation Specialist		17.93
28630 - Sports Official		11.71
28690 - Swimming Pool Operator		16.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.94
29020 - Hatch Tender		20.94
29030 - Line Handler		20.94
29041 - Stevedore I		19.94
29042 - Stevedore II		22.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		24.03
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		21.77
30210 - Laboratory Technician		19.34
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30390 - Photo-Optics Technician		25.22
30461 - Technical Writer I		18.40
30462 - Technical Writer II		22.51
30463 - Technical Writer III		27.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer, Senior	(see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		14.66
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		9.68
31290 - Shuttle Bus Driver		14.03
31310 - Taxi Driver		10.60
31361 - Truckdriver, Light		14.03
31362 - Truckdriver, Medium		15.85

31363 - Truckdriver, Heavy	19.47
31364 - Truckdriver, Tractor-Trailer	19.47
99000 - Miscellaneous Occupations	
99030 - Cashier	8.66
99050 - Desk Clerk	8.70
99095 - Embalmer	25.43
99251 - Laboratory Animal Caretaker I	10.69
99252 - Laboratory Animal Caretaker II	11.36
99310 - Mortician	25.43
99410 - Pest Controller	13.65
99510 - Photofinishing Worker	12.45
99710 - Recycling Laborer	15.53
99711 - Recycling Specialist	17.42
99730 - Refuse Collector	14.64
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	10.88
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	12.16
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2432 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.04
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		18.28

01020 - Administrative Assistant	22.58
01040 - Court Reporter	18.46
01051 - Data Entry Operator I	11.69
01052 - Data Entry Operator II	12.76
01060 - Dispatcher, Motor Vehicle	17.05
01070 - Document Preparation Clerk	13.46
01090 - Duplicating Machine Operator	13.46
01111 - General Clerk I	13.10
01112 - General Clerk II	14.30
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	18.77
01141 - Messenger Courier	10.67
01191 - Order Clerk I	12.71
01192 - Order Clerk II	14.08
01261 - Personnel Assistant (Employment) I	14.35
01262 - Personnel Assistant (Employment) II	16.05
01263 - Personnel Assistant (Employment) III	17.90
01270 - Production Control Clerk	20.96
01280 - Receptionist	12.74
01290 - Rental Clerk	14.04
01300 - Scheduler, Maintenance	14.04
01311 - Secretary I	14.04
01312 - Secretary II	16.20
01313 - Secretary III	18.77
01320 - Service Order Dispatcher	15.05
01410 - Supply Technician	22.58
01420 - Survey Worker	17.05
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.14
01533 - Travel Clerk III	13.77
01611 - Word Processor I	12.54
01612 - Word Processor II	14.07
01613 - Word Processor III	15.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.14
05010 - Automotive Electrician	17.24
05040 - Automotive Glass Installer	16.31
05070 - Automotive Worker	14.84
05110 - Mobile Equipment Servicer	13.22
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	14.84
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.63
05250 - Motor Vehicle Upholstery Worker	14.03
05280 - Motor Vehicle Wrecker	14.84
05310 - Painter, Automotive	15.67
05340 - Radiator Repair Specialist	14.84
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	8.70
07042 - Cook II	10.01
07070 - Dishwasher	8.18
07130 - Food Service Worker	8.20
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.57
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer, Minor	13.35

09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.06
11060 - Elevator Operator	10.81
11090 - Gardener	12.86
11122 - Housekeeping Aide	10.47
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.42
11260 - Pruner	10.20
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.42
12000 - Health Occupations	
12010 - Ambulance Driver	13.70
12011 - Breath Alcohol Technician	17.35
12012 - Certified Occupational Therapist Assistant	25.26
12015 - Certified Physical Therapist Assistant	22.10
12020 - Dental Assistant	14.41
12025 - Dental Hygienist	29.89
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.70
12071 - Licensed Practical Nurse I	15.51
12072 - Licensed Practical Nurse II	17.35
12073 - Licensed Practical Nurse III	19.35
12100 - Medical Assistant	12.33
12130 - Medical Laboratory Technician	16.14
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	12.04
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	10.91
12223 - Nursing Assistant III	11.91
12224 - Nursing Assistant IV	13.36
12235 - Optical Dispenser	14.41
12236 - Optical Technician	11.84
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.36
12305 - Radiologic Technologist	22.09
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II, Specialist	30.22
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III, Anesthetist	36.56
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	21.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	20.67
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	20.86
13042 - Illustrator II	25.12
13043 - Illustrator III	30.74
13047 - Librarian	20.37
13050 - Library Aide/Clerk	10.85
13054 - Library Information Technology Systems Administrator	18.40
13058 - Library Technician	12.31
13061 - Media Specialist I	13.27
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.56

13071 - Photographer I		13.27
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		20.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		39.82
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		22.71
15070 - Flight Instructor (Pilot)		39.82
15080 - Graphic Artist		20.81
15090 - Technical Instructor		17.74
15095 - Technical Instructor/Course Developer		21.70
15110 - Test Proctor		15.76
15120 - Tutor		15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.47
16030 - Counter Attendant		8.47
16040 - Dry Cleaner		10.79
16070 - Finisher, Flatwork, Machine		8.47
16090 - Presser, Hand		8.47
16110 - Presser, Machine, Drycleaning		8.47
16130 - Presser, Machine, Shirts		8.47
16160 - Presser, Machine, Wearing Apparel, Laundry		8.47
16190 - Sewing Machine Operator		11.56
16220 - Tailor		12.34
16250 - Washer, Machine		9.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.79
19040 - Tool And Die Maker		24.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.25
21030 - Material Coordinator		22.82
21040 - Material Expediter		22.82
21050 - Material Handling Laborer		11.10
21071 - Order Filler		12.77
21080 - Production Line Worker (Food Processing)		15.25
21110 - Shipping Packer		13.76
21130 - Shipping/Receiving Clerk		13.76
21140 - Store Worker I		13.94
21150 - Stock Clerk		16.90
21210 - Tools And Parts Attendant		15.25
21410 - Warehouse Specialist		15.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.37

23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.37
23023 - Aircraft Mechanic III	25.40
23040 - Aircraft Mechanic Helper	16.96
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	19.19
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	16.59
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	24.43
23130 - Carpenter, Maintenance	18.10
23140 - Carpet Layer	17.15
23160 - Electrician, Maintenance	18.93
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	24.54
23183 - Electronics Technician Maintenance III	25.71
23260 - Fabric Worker	17.12
23290 - Fire Alarm System Mechanic	18.63
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	22.99
23381 - Ground Support Equipment Servicer	18.78
23382 - Ground Support Equipment Worker	19.89
23391 - Gunsmith I	16.13
23392 - Gunsmith II	17.98
23393 - Gunsmith III	19.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.92
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.98
23430 - Heavy Equipment Mechanic	18.92
23440 - Heavy Equipment Operator	18.50
23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	18.93
23470 - Laborer	11.10
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	18.92
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	20.03
23710 - Office Appliance Repairer	19.09
23760 - Painter, Maintenance	17.94
23790 - Pipefitter, Maintenance	19.97
23810 - Plumber, Maintenance	19.20
23820 - Pneudraulic Systems Mechanic	19.84
23850 - Rigger	19.84
23870 - Scale Mechanic	17.98
23890 - Sheet-Metal Worker, Maintenance	22.11
23910 - Small Engine Mechanic	17.04
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	22.90
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	19.71
23970 - Woodcraft Worker	19.84
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.73

24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.73
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	16.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	12.57
27008 - Corrections Officer	15.39
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	15.39
27070 - Firefighter	24.14
27101 - Guard I	12.57
27102 - Guard II	15.03
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.57
28042 - Carnival Equipment Repairer	11.39
28043 - Carnival Equpment Worker	8.28
28210 - Gate Attendant/Gate Tender	13.14
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.51
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	17.93
28630 - Sports Official	11.71
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.94
29020 - Hatch Tender	20.94
29030 - Line Handler	20.94
29041 - Stevedore I	19.94
29042 - Stevedore II	22.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	20.36
30023 - Archeological Technician III	25.22
30030 - Cartographic Technician	25.22
30040 - Civil Engineering Technician	24.03
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	20.36
30063 - Drafter/CAD Operator III	22.71
30064 - Drafter/CAD Operator IV	26.48
30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	36.26
30086 - Engineering Technician VI	43.86
30090 - Environmental Technician	21.77
30210 - Laboratory Technician	19.34
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	18.67

30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30390 - Photo-Optics Technician		25.22
30461 - Technical Writer I		18.40
30462 - Technical Writer II		22.51
30463 - Technical Writer III		27.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer, Senior	(see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		14.66
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		9.68
31290 - Shuttle Bus Driver		14.03
31310 - Taxi Driver		10.60
31361 - Truckdriver, Light		14.03
31362 - Truckdriver, Medium		15.85
31363 - Truckdriver, Heavy		19.47
31364 - Truckdriver, Tractor-Trailer		19.47
99000 - Miscellaneous Occupations		
99030 - Cashier		8.66
99050 - Desk Clerk		8.70
99095 - Embalmer		25.43
99251 - Laboratory Animal Caretaker I		10.69
99252 - Laboratory Animal Caretaker II		11.36
99310 - Mortician		25.43
99410 - Pest Controller		13.65
99510 - Photofinishing Worker		12.45
99710 - Recycling Laborer		15.53
99711 - Recycling Specialist		17.42
99730 - Refuse Collector		14.64
99810 - Sales Clerk		11.59
99820 - School Crossing Guard		10.88
99830 - Survey Party Chief		23.62
99831 - Surveying Aide		13.28
99832 - Surveying Technician		20.91
99840 - Vending Machine Attendant		12.16
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		11.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2433
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.04
01040 - Court Reporter		19.66
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.86
01060 - Dispatcher, Motor Vehicle		17.99
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		11.08
01112 - General Clerk II		12.83
01113 - General Clerk III		16.83
01120 - Housing Referral Assistant		15.78
01141 - Messenger Courier		11.72
01191 - Order Clerk I		11.83
01192 - Order Clerk II		13.79
01261 - Personnel Assistant (Employment) I		13.16
01262 - Personnel Assistant (Employment) II		14.43
01263 - Personnel Assistant (Employment) III		17.57
01270 - Production Control Clerk		18.65
01280 - Receptionist		11.23
01290 - Rental Clerk		13.33
01300 - Scheduler, Maintenance		12.39
01311 - Secretary I		12.39
01312 - Secretary II		13.86
01313 - Secretary III		15.78
01320 - Service Order Dispatcher		14.95
01410 - Supply Technician		19.04
01420 - Survey Worker		13.71
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		13.14
01533 - Travel Clerk III		13.77
01611 - Word Processor I		11.77
01612 - Word Processor II		13.35
01613 - Word Processor III		14.97
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.15
05010 - Automotive Electrician		18.19
05040 - Automotive Glass Installer		17.24

05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	16.08
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter, Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.11
07041 - Cook I	9.79
07042 - Cook II	11.11
07070 - Dishwasher	8.05
07130 - Food Service Worker	7.83
07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	8.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.50
11060 - Elevator Operator	9.38
11090 - Gardener	12.57
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.48
11260 - Pruner	10.07
11270 - Tractor Operator	12.41
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	10.05
12000 - Health Occupations	
12010 - Ambulance Driver	13.51
12011 - Breath Alcohol Technician	15.83
12012 - Certified Occupational Therapist Assistant	19.42
12015 - Certified Physical Therapist Assistant	21.72
12020 - Dental Assistant	13.38
12025 - Dental Hygienist	31.40
12030 - EKG Technician	18.82
12035 - Electroneurodiagnostic Technologist	18.82
12040 - Emergency Medical Technician	13.51
12071 - Licensed Practical Nurse I	14.15
12072 - Licensed Practical Nurse II	15.83
12073 - Licensed Practical Nurse III	17.66
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	14.15
12160 - Medical Record Clerk	12.54
12190 - Medical Record Technician	14.03
12195 - Medical Transcriptionist	14.83
12210 - Nuclear Medicine Technologist	29.46
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.53
12223 - Nursing Assistant III	12.59
12224 - Nursing Assistant IV	14.12
12235 - Optical Dispenser	14.54

12236 - Optical Technician		13.51
12250 - Pharmacy Technician		13.40
12280 - Phlebotomist		13.60
12305 - Radiologic Technologist		21.91
12311 - Registered Nurse I		20.03
12312 - Registered Nurse II		24.51
12313 - Registered Nurse II, Specialist		24.51
12314 - Registered Nurse III		29.66
12315 - Registered Nurse III, Anesthetist		29.66
12316 - Registered Nurse IV		35.55
12317 - Scheduler (Drug and Alcohol Testing)		19.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.68
13050 - Library Aide/Clerk		8.51
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I		22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		28.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14
15060 - Educational Technologist		23.62
15070 - Flight Instructor (Pilot)		40.79
15080 - Graphic Artist		19.06
15090 - Technical Instructor		18.16
15095 - Technical Instructor/Course Developer		22.74
15110 - Test Proctor		14.65
15120 - Tutor		14.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.47
16030 - Counter Attendant		8.47
16040 - Dry Cleaner		10.79

16070 - Finisher, Flatwork, Machine	8.47
16090 - Presser, Hand	8.47
16110 - Presser, Machine, Drycleaning	8.47
16130 - Presser, Machine, Shirts	8.47
16160 - Presser, Machine, Wearing Apparel, Laundry	8.47
16190 - Sewing Machine Operator	11.56
16220 - Tailor	12.34
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.19
19040 - Tool And Die Maker	22.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.47
21030 - Material Coordinator	18.65
21040 - Material Expediter	18.65
21050 - Material Handling Laborer	10.84
21071 - Order Filler	11.20
21080 - Production Line Worker (Food Processing)	13.47
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.19
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	13.47
21410 - Warehouse Specialist	13.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.96
23021 - Aircraft Mechanic I	19.95
23022 - Aircraft Mechanic II	20.96
23023 - Aircraft Mechanic III	22.00
23040 - Aircraft Mechanic Helper	14.56
23050 - Aircraft, Painter	18.74
23060 - Aircraft Servicer	16.75
23080 - Aircraft Worker	17.96
23110 - Appliance Mechanic	17.65
23120 - Bicycle Repairer	13.29
23125 - Cable Splicer	19.25
23130 - Carpenter, Maintenance	16.54
23140 - Carpet Layer	17.23
23160 - Electrician, Maintenance	21.97
23181 - Electronics Technician Maintenance I	20.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	15.13
23311 - Fuel Distribution System Mechanic	19.30
23312 - Fuel Distribution System Operator	15.69
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment Mechanic	19.95
23381 - Ground Support Equipment Servicer	16.75
23382 - Ground Support Equipment Worker	17.96
23391 - Gunsmith I	15.36
23392 - Gunsmith II	17.13
23393 - Gunsmith III	18.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.95
23430 - Heavy Equipment Mechanic	19.75
23440 - Heavy Equipment Operator	17.41
23460 - Instrument Mechanic	18.90
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	10.84

23510 - Locksmith	18.02
23530 - Machinery Maintenance Mechanic	18.52
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.06
23591 - Metrology Technician I	18.90
23592 - Metrology Technician II	19.72
23593 - Metrology Technician III	20.72
23640 - Millwright	24.46
23710 - Office Appliance Repairer	19.68
23760 - Painter, Maintenance	16.48
23790 - Pipefitter, Maintenance	18.93
23810 - Plumber, Maintenance	18.07
23820 - Pneudraulic Systems Mechanic	18.90
23850 - Rigger	20.95
23870 - Scale Mechanic	17.13
23890 - Sheet-Metal Worker, Maintenance	17.41
23910 - Small Engine Mechanic	15.67
23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	17.41
23965 - Well Driller	17.41
23970 - Woodcraft Worker	18.90
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	8.34
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.84
25040 - Sewage Plant Operator	16.54
25070 - Stationary Engineer	20.84
25190 - Ventilation Equipment Tender	14.77
25210 - Water Treatment Plant Operator	16.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	11.40
27008 - Corrections Officer	12.86
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	12.86
27070 - Firefighter	19.43
27101 - Guard I	11.40
27102 - Guard II	13.80
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.88
28042 - Carnival Equipment Repairer	12.87
28043 - Carnival Equpment Worker	8.97
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.48
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.44
28515 - Recreation Specialist	17.14
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.55
29020 - Hatch Tender	17.55

29030 - Line Handler		17.55
29041 - Stevedore I		16.72
29042 - Stevedore II		18.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		23.31
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		19.54
30210 - Laboratory Technician		23.28
30240 - Mathematical Technician		25.85
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		21.08
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		31.22
30390 - Photo-Optics Technician		25.85
30461 - Technical Writer I		21.14
30462 - Technical Writer II		25.86
30463 - Technical Writer III		31.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.70
31030 - Bus Driver		13.09
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.14
31290 - Shuttle Bus Driver		12.58
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.58
31362 - Truckdriver, Medium		13.35
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.02
99050 - Desk Clerk		10.22
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.55
99252 - Laboratory Animal Caretaker II		10.15
99310 - Mortician		22.74
99410 - Pest Controller		14.80
99510 - Photofinishing Worker		10.02
99710 - Recycling Laborer		12.34
99711 - Recycling Specialist		14.05

99730 - Refuse Collector	11.84
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	9.01
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2434 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.04
01040 - Court Reporter		19.66
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.86
01060 - Dispatcher, Motor Vehicle		17.99
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		11.08
01112 - General Clerk II		12.83
01113 - General Clerk III		16.83
01120 - Housing Referral Assistant		15.78
01141 - Messenger Courier		11.72
01191 - Order Clerk I		11.83
01192 - Order Clerk II		13.79
01261 - Personnel Assistant (Employment) I		13.16
01262 - Personnel Assistant (Employment) II		14.43
01263 - Personnel Assistant (Employment) III		17.57
01270 - Production Control Clerk		18.65
01280 - Receptionist		11.23
01290 - Rental Clerk		13.33
01300 - Scheduler, Maintenance		12.39
01311 - Secretary I		12.39
01312 - Secretary II		13.86
01313 - Secretary III		15.78
01320 - Service Order Dispatcher		14.95

01410 - Supply Technician	19.04
01420 - Survey Worker	13.71
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.14
01533 - Travel Clerk III	13.77
01611 - Word Processor I	11.77
01612 - Word Processor II	13.35
01613 - Word Processor III	14.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.15
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	16.08
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter, Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.11
07041 - Cook I	9.79
07042 - Cook II	11.11
07070 - Dishwasher	8.05
07130 - Food Service Worker	7.83
07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	8.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.50
11060 - Elevator Operator	9.38
11090 - Gardener	12.57
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.48
11260 - Pruner	10.07
11270 - Tractor Operator	12.41
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	10.05
12000 - Health Occupations	
12010 - Ambulance Driver	13.51
12011 - Breath Alcohol Technician	15.83
12012 - Certified Occupational Therapist Assistant	19.42
12015 - Certified Physical Therapist Assistant	21.72
12020 - Dental Assistant	13.38
12025 - Dental Hygienist	31.40
12030 - EKG Technician	18.82
12035 - Electroneurodiagnostic Technologist	18.82
12040 - Emergency Medical Technician	13.51
12071 - Licensed Practical Nurse I	14.15
12072 - Licensed Practical Nurse II	15.83

12073 - Licensed Practical Nurse III		17.66
12100 - Medical Assistant		13.05
12130 - Medical Laboratory Technician		14.15
12160 - Medical Record Clerk		12.54
12190 - Medical Record Technician		14.03
12195 - Medical Transcriptionist		14.83
12210 - Nuclear Medicine Technologist		29.46
12221 - Nursing Assistant I		10.26
12222 - Nursing Assistant II		11.53
12223 - Nursing Assistant III		12.59
12224 - Nursing Assistant IV		14.12
12235 - Optical Dispenser		14.54
12236 - Optical Technician		13.51
12250 - Pharmacy Technician		13.40
12280 - Phlebotomist		13.60
12305 - Radiologic Technologist		21.91
12311 - Registered Nurse I		20.03
12312 - Registered Nurse II		24.51
12313 - Registered Nurse II, Specialist		24.51
12314 - Registered Nurse III		29.66
12315 - Registered Nurse III, Anesthetist		29.66
12316 - Registered Nurse IV		35.55
12317 - Scheduler (Drug and Alcohol Testing)		19.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.68
13050 - Library Aide/Clerk		8.51
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I		22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		28.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79

15050 - Computer Based Training Specialist / Instructor	28.14
15060 - Educational Technologist	23.62
15070 - Flight Instructor (Pilot)	40.79
15080 - Graphic Artist	19.06
15090 - Technical Instructor	18.16
15095 - Technical Instructor/Course Developer	22.74
15110 - Test Proctor	14.65
15120 - Tutor	14.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.47
16030 - Counter Attendant	8.47
16040 - Dry Cleaner	10.79
16070 - Finisher, Flatwork, Machine	8.47
16090 - Presser, Hand	8.47
16110 - Presser, Machine, Drycleaning	8.47
16130 - Presser, Machine, Shirts	8.47
16160 - Presser, Machine, Wearing Apparel, Laundry	8.47
16190 - Sewing Machine Operator	11.56
16220 - Tailor	12.34
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.19
19040 - Tool And Die Maker	22.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.47
21030 - Material Coordinator	18.65
21040 - Material Expediter	18.65
21050 - Material Handling Laborer	10.84
21071 - Order Filler	11.20
21080 - Production Line Worker (Food Processing)	13.47
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.19
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	13.47
21410 - Warehouse Specialist	13.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.96
23021 - Aircraft Mechanic I	19.95
23022 - Aircraft Mechanic II	20.96
23023 - Aircraft Mechanic III	22.00
23040 - Aircraft Mechanic Helper	14.56
23050 - Aircraft, Painter	18.74
23060 - Aircraft Servicer	16.75
23080 - Aircraft Worker	17.96
23110 - Appliance Mechanic	17.65
23120 - Bicycle Repairer	13.29
23125 - Cable Splicer	19.25
23130 - Carpenter, Maintenance	16.54
23140 - Carpet Layer	17.23
23160 - Electrician, Maintenance	21.97
23181 - Electronics Technician Maintenance I	20.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	15.13
23311 - Fuel Distribution System Mechanic	19.30
23312 - Fuel Distribution System Operator	15.69
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment Mechanic	19.95
23381 - Ground Support Equipment Servicer	16.75
23382 - Ground Support Equipment Worker	17.96

23391 - Gunsmith I	15.36
23392 - Gunsmith II	17.13
23393 - Gunsmith III	18.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.95
23430 - Heavy Equipment Mechanic	19.75
23440 - Heavy Equipment Operator	17.41
23460 - Instrument Mechanic	18.90
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	10.84
23510 - Locksmith	18.02
23530 - Machinery Maintenance Mechanic	18.52
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.06
23591 - Metrology Technician I	18.90
23592 - Metrology Technician II	19.72
23593 - Metrology Technician III	20.72
23640 - Millwright	24.46
23710 - Office Appliance Repairer	19.68
23760 - Painter, Maintenance	16.48
23790 - Pipefitter, Maintenance	18.93
23810 - Plumber, Maintenance	18.07
23820 - Pneudraulic Systems Mechanic	18.90
23850 - Rigger	20.95
23870 - Scale Mechanic	17.13
23890 - Sheet-Metal Worker, Maintenance	17.41
23910 - Small Engine Mechanic	15.67
23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	17.41
23965 - Well Driller	17.41
23970 - Woodcraft Worker	18.90
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	8.34
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.84
25040 - Sewage Plant Operator	16.54
25070 - Stationary Engineer	20.84
25190 - Ventilation Equipment Tender	14.77
25210 - Water Treatment Plant Operator	16.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	11.40
27008 - Corrections Officer	12.86
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	12.86
27070 - Firefighter	19.43
27101 - Guard I	11.40
27102 - Guard II	13.80
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.88

28042 - Carnival Equipment Repairer		12.87
28043 - Carnival Equpment Worker		8.97
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.48
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.44
28515 - Recreation Specialist		17.14
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		15.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.55
29020 - Hatch Tender		17.55
29030 - Line Handler		17.55
29041 - Stevedore I		16.72
29042 - Stevedore II		18.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		23.31
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		19.54
30210 - Laboratory Technician		23.28
30240 - Mathematical Technician		25.85
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		21.08
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		31.22
30390 - Photo-Optics Technician		25.85
30461 - Technical Writer I		21.14
30462 - Technical Writer II		25.86
30463 - Technical Writer III		31.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.70
31030 - Bus Driver		13.09
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.14
31290 - Shuttle Bus Driver		12.58
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.58
31362 - Truckdriver, Medium		13.35
31363 - Truckdriver, Heavy		18.54

31364 - Truckdriver, Tractor-Trailer	18.54
99000 - Miscellaneous Occupations	
99030 - Cashier	8.02
99050 - Desk Clerk	10.22
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.55
99252 - Laboratory Animal Caretaker II	10.15
99310 - Mortician	22.74
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	10.02
99710 - Recycling Laborer	12.34
99711 - Recycling Specialist	14.05
99730 - Refuse Collector	11.84
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	9.01
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2439 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.08
01040 - Court Reporter		15.69

01051 - Data Entry Operator I	12.11
01052 - Data Entry Operator II	13.29
01060 - Dispatcher, Motor Vehicle	18.24
01070 - Document Preparation Clerk	12.36
01090 - Duplicating Machine Operator	12.36
01111 - General Clerk I	11.84
01112 - General Clerk II	12.92
01113 - General Clerk III	14.50
01120 - Housing Referral Assistant	17.50
01141 - Messenger Courier	12.76
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.14
01261 - Personnel Assistant (Employment) I	14.55
01262 - Personnel Assistant (Employment) II	15.93
01263 - Personnel Assistant (Employment) III	17.76
01270 - Production Control Clerk	18.40
01280 - Receptionist	12.12
01290 - Rental Clerk	12.87
01300 - Scheduler, Maintenance	14.03
01311 - Secretary I	14.03
01312 - Secretary II	15.69
01313 - Secretary III	17.50
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	19.08
01420 - Survey Worker	14.05
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.86
01611 - Word Processor I	12.90
01612 - Word Processor II	14.48
01613 - Word Processor III	16.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	12.48
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.30
07042 - Cook II	12.78
07070 - Dishwasher	9.03
07130 - Food Service Worker	9.63
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.14
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.14
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.27
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	9.64
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	17.13
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.40
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	15.32
12072 - Licensed Practical Nurse II	17.13
12073 - Licensed Practical Nurse III	19.11
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	16.86
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	37.66
12221 - Nursing Assistant I	9.88
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.12
12224 - Nursing Assistant IV	13.60
12235 - Optical Dispenser	15.26
12236 - Optical Technician	15.32
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	21.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	16.92
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27

13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I		19.56
14072 - Computer Programmer II		24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.85
14160 - Personal Computer Support Technician		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.54
15095 - Technical Instructor/Course Developer		24.26
15110 - Test Proctor		15.60
15120 - Tutor		15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.78
16030 - Counter Attendant		9.78
16040 - Dry Cleaner		12.53
16070 - Finisher, Flatwork, Machine		9.78
16090 - Presser, Hand		9.78
16110 - Presser, Machine, Drycleaning		9.78
16130 - Presser, Machine, Shirts		9.78
16160 - Presser, Machine, Wearing Apparel, Laundry		9.78
16190 - Sewing Machine Operator		13.46
16220 - Tailor		14.40
16250 - Washer, Machine		10.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.85
19040 - Tool And Die Maker		22.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.04
21030 - Material Coordinator		18.40
21040 - Material Expediter		18.40
21050 - Material Handling Laborer		12.69
21071 - Order Filler		12.26
21080 - Production Line Worker (Food Processing)		15.04
21110 - Shipping Packer		13.44
21130 - Shipping/Receiving Clerk		13.44
21140 - Store Worker I		12.60
21150 - Stock Clerk		16.34
21210 - Tools And Parts Attendant		15.04
21410 - Warehouse Specialist		15.04
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.90
23021 - Aircraft Mechanic I		21.81
23022 - Aircraft Mechanic II		22.90

23023 - Aircraft Mechanic III	24.05
23040 - Aircraft Mechanic Helper	15.62
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.91
23080 - Aircraft Worker	19.54
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	23.14
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	18.14
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	17.02
23311 - Fuel Distribution System Mechanic	21.04
23312 - Fuel Distribution System Operator	16.66
23370 - General Maintenance Worker	16.48
23380 - Ground Support Equipment Mechanic	21.81
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.54
23391 - Gunsmith I	17.02
23392 - Gunsmith II	19.26
23393 - Gunsmith III	21.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.77
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.79
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	21.50
23465 - Laboratory/Shelter Mechanic	20.37
23470 - Laborer	11.52
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	18.10
23580 - Maintenance Trades Helper	12.48
23591 - Metrology Technician I	21.50
23592 - Metrology Technician II	22.60
23593 - Metrology Technician III	23.73
23640 - Millwright	21.50
23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	15.28
23790 - Pipefitter, Maintenance	27.76
23810 - Plumber, Maintenance	25.86
23820 - Pneudraulic Systems Mechanic	21.50
23850 - Rigger	21.50
23870 - Scale Mechanic	19.26
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	18.85
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	21.50
23960 - Welder, Combination, Maintenance	15.19
23965 - Well Driller	19.84
23970 - Woodcraft Worker	21.50
23980 - Woodworker	17.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.18

24620 - Family Readiness And Support Services Coordinator	13.92
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	23.42
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	23.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	11.19
27008 - Corrections Officer	21.67
27010 - Court Security Officer	21.67
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	21.67
27070 - Firefighter	22.48
27101 - Guard I	11.19
27102 - Guard II	15.86
27131 - Police Officer I	24.72
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Equpment Worker	11.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.87
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.11
29020 - Hatch Tender	21.11
29030 - Line Handler	21.11
29041 - Stevedore I	19.99
29042 - Stevedore II	22.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	23.84
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	22.57
30210 - Laboratory Technician	20.32
30240 - Mathematical Technician	22.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05

30364 - Paralegal/Legal Assistant IV		35.16
30390 - Photo-Optics Technician		22.57
30461 - Technical Writer I		18.44
30462 - Technical Writer II		22.56
30463 - Technical Writer III		27.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer, Senior	(see 2)	22.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.12
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.14
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.67
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		16.83
31363 - Truckdriver, Heavy		16.74
31364 - Truckdriver, Tractor-Trailer		16.74
99000 - Miscellaneous Occupations		
99030 - Cashier		10.25
99050 - Desk Clerk		11.24
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.32
99252 - Laboratory Animal Caretaker II		12.11
99310 - Mortician		22.74
99410 - Pest Controller		19.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.61
99711 - Recycling Specialist		17.02
99730 - Refuse Collector		15.73
99810 - Sales Clerk		13.05
99820 - School Crossing Guard		12.41
99830 - Survey Party Chief		23.75
99831 - Surveying Aide		14.92
99832 - Surveying Technician		20.31
99840 - Vending Machine Attendant		17.57
99841 - Vending Machine Repairer		21.27
99842 - Vending Machine Repairer Helper		17.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2440 Revision No.: 16

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

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01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.08
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.76
01270 - Production Control Clerk		18.40
01280 - Receptionist		12.12
01290 - Rental Clerk		12.87
01300 - Scheduler, Maintenance		14.03
01311 - Secretary I		14.03
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		19.08
01420 - Survey Worker		14.05
01531 - Travel Clerk I		13.58
01532 - Travel Clerk II		14.74
01533 - Travel Clerk III		15.86
01611 - Word Processor I		12.90
01612 - Word Processor II		14.48
01613 - Word Processor III		16.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.79
05010 - Automotive Electrician		17.35
05040 - Automotive Glass Installer		16.16
05070 - Automotive Worker		16.54
05110 - Mobile Equipment Servicer		14.57
05130 - Motor Equipment Metal Mechanic		18.14
05160 - Motor Equipment Metal Worker		16.54
05190 - Motor Vehicle Mechanic		18.14
05220 - Motor Vehicle Mechanic Helper		13.73
05250 - Motor Vehicle Upholstery Worker		15.72
05280 - Motor Vehicle Wrecker		16.54

05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	12.48
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.30
07042 - Cook II	12.78
07070 - Dishwasher	9.03
07130 - Food Service Worker	9.63
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.14
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.27
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	9.64
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	17.13
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.40
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	15.32
12072 - Licensed Practical Nurse II	17.13
12073 - Licensed Practical Nurse III	19.11
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	16.86
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	37.66
12221 - Nursing Assistant I	9.88
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.12
12224 - Nursing Assistant IV	13.60
12235 - Optical Dispenser	15.26
12236 - Optical Technician	15.32
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01

12315 - Registered Nurse III, Anesthetist		34.01
12316 - Registered Nurse IV		40.76
12317 - Scheduler (Drug and Alcohol Testing)		21.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		16.92
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I		19.56
14072 - Computer Programmer II		24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.85
14160 - Personal Computer Support Technician		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.54
15095 - Technical Instructor/Course Developer		24.26
15110 - Test Proctor		15.60
15120 - Tutor		15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.78
16030 - Counter Attendant		9.78
16040 - Dry Cleaner		12.53
16070 - Finisher, Flatwork, Machine		9.78
16090 - Presser, Hand		9.78
16110 - Presser, Machine, Drycleaning		9.78
16130 - Presser, Machine, Shirts		9.78
16160 - Presser, Machine, Wearing Apparel, Laundry		9.78
16190 - Sewing Machine Operator		13.46
16220 - Tailor		14.40
16250 - Washer, Machine		10.60

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.85
19040 - Tool And Die Maker	22.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.04
21030 - Material Coordinator	18.40
21040 - Material Expediter	18.40
21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.26
21080 - Production Line Worker (Food Processing)	15.04
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.60
21150 - Stock Clerk	16.34
21210 - Tools And Parts Attendant	15.04
21410 - Warehouse Specialist	15.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.90
23021 - Aircraft Mechanic I	21.81
23022 - Aircraft Mechanic II	22.90
23023 - Aircraft Mechanic III	24.05
23040 - Aircraft Mechanic Helper	15.62
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.91
23080 - Aircraft Worker	19.54
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	23.14
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	18.14
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	17.02
23311 - Fuel Distribution System Mechanic	21.04
23312 - Fuel Distribution System Operator	16.66
23370 - General Maintenance Worker	16.48
23380 - Ground Support Equipment Mechanic	21.81
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.54
23391 - Gunsmith I	17.02
23392 - Gunsmith II	19.26
23393 - Gunsmith III	21.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.77
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.79
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	21.50
23465 - Laboratory/Shelter Mechanic	20.37
23470 - Laborer	11.52
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	18.10
23580 - Maintenance Trades Helper	12.48
23591 - Metrology Technician I	21.50
23592 - Metrology Technician II	22.60
23593 - Metrology Technician III	23.73
23640 - Millwright	21.50

23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	15.28
23790 - Pipefitter, Maintenance	27.76
23810 - Plumber, Maintenance	25.86
23820 - Pneudraulic Systems Mechanic	21.50
23850 - Rigger	21.50
23870 - Scale Mechanic	19.26
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	18.85
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	21.50
23960 - Welder, Combination, Maintenance	15.19
23965 - Well Driller	19.84
23970 - Woodcraft Worker	21.50
23980 - Woodworker	17.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.18
24620 - Family Readiness And Support Services Coordinator	13.92
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	23.42
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	23.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	11.19
27008 - Corrections Officer	21.67
27010 - Court Security Officer	21.67
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	21.67
27070 - Firefighter	22.48
27101 - Guard I	11.19
27102 - Guard II	15.86
27131 - Police Officer I	24.72
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Equpment Worker	11.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.87
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.11
29020 - Hatch Tender	21.11
29030 - Line Handler	21.11
29041 - Stevedore I	19.99
29042 - Stevedore II	22.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.29

30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.57
30030 - Cartographic Technician		22.57
30040 - Civil Engineering Technician		23.84
30061 - Drafter/CAD Operator I		16.29
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.32
30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		19.99
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.65
30090 - Environmental Technician		22.57
30210 - Laboratory Technician		20.32
30240 - Mathematical Technician		22.57
30361 - Paralegal/Legal Assistant I		19.17
30362 - Paralegal/Legal Assistant II		23.75
30363 - Paralegal/Legal Assistant III		29.05
30364 - Paralegal/Legal Assistant IV		35.16
30390 - Photo-Optics Technician		22.57
30461 - Technical Writer I		18.44
30462 - Technical Writer II		22.56
30463 - Technical Writer III		27.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer, Senior	(see 2)	22.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.12
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.14
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.67
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		16.83
31363 - Truckdriver, Heavy		16.74
31364 - Truckdriver, Tractor-Trailer		16.74
99000 - Miscellaneous Occupations		
99030 - Cashier		10.25
99050 - Desk Clerk		11.24
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.32
99252 - Laboratory Animal Caretaker II		12.11
99310 - Mortician		22.74
99410 - Pest Controller		19.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.61
99711 - Recycling Specialist		17.02
99730 - Refuse Collector		15.73
99810 - Sales Clerk		13.05
99820 - School Crossing Guard		12.41
99830 - Survey Party Chief		23.75
99831 - Surveying Aide		14.92
99832 - Surveying Technician		20.31
99840 - Vending Machine Attendant		17.57
99841 - Vending Machine Repairer		21.27

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2441 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		21.67
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		12.67
01112 - General Clerk II		13.82
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		14.12
01191 - Order Clerk I		13.02
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		15.71
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		20.55
01280 - Receptionist		14.41
01290 - Rental Clerk		15.98

01300 - Scheduler, Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	22.62
01420 - Survey Worker	19.88
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	15.76
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter, Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	12.86
07042 - Cook II	14.31
07070 - Dishwasher	9.16
07130 - Food Service Worker	10.57
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	11.77
11090 - Gardener	15.07
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	11.47
11260 - Pruner	10.96
11270 - Tractor Operator	14.58
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	22.53
12015 - Certified Physical Therapist Assistant	21.98
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	36.69

12030 - EKG Technician		29.65
12035 - Electroneurodiagnostic Technologist		29.65
12040 - Emergency Medical Technician		19.04
12071 - Licensed Practical Nurse I		18.73
12072 - Licensed Practical Nurse II		20.94
12073 - Licensed Practical Nurse III		23.38
12100 - Medical Assistant		15.18
12130 - Medical Laboratory Technician		18.73
12160 - Medical Record Clerk		14.32
12190 - Medical Record Technician		16.02
12195 - Medical Transcriptionist		18.16
12210 - Nuclear Medicine Technologist		38.09
12221 - Nursing Assistant I		9.41
12222 - Nursing Assistant II		10.57
12223 - Nursing Assistant III		11.53
12224 - Nursing Assistant IV		12.95
12235 - Optical Dispenser		17.51
12236 - Optical Technician		15.09
12250 - Pharmacy Technician		15.54
12280 - Phlebotomist		12.95
12305 - Radiologic Technologist		30.05
12311 - Registered Nurse I		29.04
12312 - Registered Nurse II		35.53
12313 - Registered Nurse II, Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III, Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		24.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.35
13042 - Illustrator II		22.74
13043 - Illustrator III		27.81
13047 - Librarian		26.14
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		23.60
13058 - Library Technician		15.52
13061 - Media Specialist I		17.04
13062 - Media Specialist II		19.06
13063 - Media Specialist III		21.24
13071 - Photographer I		15.13
13072 - Photographer II		16.92
13073 - Photographer III		20.96
13074 - Photographer IV		25.64
13075 - Photographer V		31.02
13110 - Video Teleconference Technician		17.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61

14160 - Personal Computer Support Technician	23.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.55
15020 - Aircrew Training Devices Instructor (Rated)	34.31
15030 - Air Crew Training Devices Instructor (Pilot)	41.12
15050 - Computer Based Training Specialist / Instructor	28.55
15060 - Educational Technologist	31.63
15070 - Flight Instructor (Pilot)	41.12
15080 - Graphic Artist	20.77
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.95
15110 - Test Proctor	17.79
15120 - Tutor	17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.40
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.20
16220 - Tailor	13.99
16250 - Washer, Machine	10.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.45
19040 - Tool And Die Maker	24.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.89
21030 - Material Coordinator	19.68
21040 - Material Expediter	19.68
21050 - Material Handling Laborer	13.22
21071 - Order Filler	13.60
21080 - Production Line Worker (Food Processing)	14.89
21110 - Shipping Packer	14.37
21130 - Shipping/Receiving Clerk	14.37
21140 - Store Worker I	12.70
21150 - Stock Clerk	16.70
21210 - Tools And Parts Attendant	14.89
21410 - Warehouse Specialist	14.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.81
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.81
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	19.37
23050 - Aircraft, Painter	22.61
23060 - Aircraft Servicer	22.12
23080 - Aircraft Worker	23.27
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	20.28
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	21.48
23182 - Electronics Technician Maintenance II	24.43
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System Mechanic	24.72

23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.27
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.45
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	23.70
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	30.95
23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	24.74
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	25.97
23932 - Telecommunications Mechanic II	27.38
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	23.01
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.09
25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	26.09
25190 - Ventilation Equipment Tender	19.07
25210 - Water Treatment Plant Operator	22.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	23.68
27010 - Court Security Officer	25.47
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	23.68
27070 - Firefighter	26.29
27101 - Guard I	12.19

27102 - Guard II		16.79
27131 - Police Officer I		27.63
27132 - Police Officer II		30.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.83
28042 - Carnival Equipment Repairer		12.56
28043 - Carnival Equpment Worker		9.64
28210 - Gate Attendant/Gate Tender		16.16
28310 - Lifeguard		12.65
28350 - Park Attendant (Aide)		18.07
28510 - Recreation Aide/Health Facility Attendant		12.93
28515 - Recreation Specialist		19.28
28630 - Sports Official		14.40
28690 - Swimming Pool Operator		19.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.47
29020 - Hatch Tender		23.47
29030 - Line Handler		23.47
29041 - Stevedore I		22.04
29042 - Stevedore II		24.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.00
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.63
30021 - Archeological Technician I		16.73
30022 - Archeological Technician II		18.72
30023 - Archeological Technician III		23.18
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		25.26
30061 - Drafter/CAD Operator I		16.73
30062 - Drafter/CAD Operator II		18.72
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.68
30081 - Engineering Technician I		16.14
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.29
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.76
30086 - Engineering Technician VI		37.19
30090 - Environmental Technician		22.18
30210 - Laboratory Technician		19.18
30240 - Mathematical Technician		22.35
30361 - Paralegal/Legal Assistant I		17.68
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.13
30364 - Paralegal/Legal Assistant IV		32.84
30390 - Photo-Optics Technician		23.18
30461 - Technical Writer I		21.89
30462 - Technical Writer II		27.71
30463 - Technical Writer III		32.40
30491 - Unexploded Ordnance (UXO) Technician I		23.97
30492 - Unexploded Ordnance (UXO) Technician II		29.00
30493 - Unexploded Ordnance (UXO) Technician III		34.76
30494 - Unexploded (UXO) Safety Escort		23.97
30495 - Unexploded (UXO) Sweep Personnel		23.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.68
31030 - Bus Driver		17.89
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.48

31290 - Shuttle Bus Driver	15.36
31310 - Taxi Driver	11.15
31361 - Truckdriver, Light	15.29
31362 - Truckdriver, Medium	18.77
31363 - Truckdriver, Heavy	20.76
31364 - Truckdriver, Tractor-Trailer	20.76
99000 - Miscellaneous Occupations	
99030 - Cashier	12.12
99050 - Desk Clerk	11.50
99095 - Embalmer	27.05
99251 - Laboratory Animal Caretaker I	11.19
99252 - Laboratory Animal Caretaker II	12.01
99310 - Mortician	27.05
99410 - Pest Controller	15.69
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	17.66
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.04
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	16.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2442 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89

01012 - Accounting Clerk II	15.62
01013 - Accounting Clerk III	19.91
01020 - Administrative Assistant	21.67
01040 - Court Reporter	19.88
01051 - Data Entry Operator I	13.02
01052 - Data Entry Operator II	14.28
01060 - Dispatcher, Motor Vehicle	19.88
01070 - Document Preparation Clerk	13.75
01090 - Duplicating Machine Operator	13.75
01111 - General Clerk I	12.67
01112 - General Clerk II	13.82
01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	14.12
01191 - Order Clerk I	13.02
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	15.71
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	20.55
01280 - Receptionist	14.41
01290 - Rental Clerk	15.98
01300 - Scheduler, Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	22.62
01420 - Survey Worker	19.88
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	15.76
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter, Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	12.86
07042 - Cook II	14.31
07070 - Dishwasher	9.16
07130 - Food Service Worker	10.57
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85

09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	11.77
11090 - Gardener	15.07
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	11.47
11260 - Pruner	10.96
11270 - Tractor Operator	14.58
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	22.53
12015 - Certified Physical Therapist Assistant	21.98
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	36.69
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.38
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	14.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	9.41
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.53
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	17.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	12.95
12305 - Radiologic Technologist	30.05
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	24.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	26.14
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	23.60
13058 - Library Technician	15.52
13061 - Media Specialist I	17.04

13062 - Media Specialist II		19.06
13063 - Media Specialist III		21.24
13071 - Photographer I		15.13
13072 - Photographer II		16.92
13073 - Photographer III		20.96
13074 - Photographer IV		25.64
13075 - Photographer V		31.02
13110 - Video Teleconference Technician		17.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		20.77
15090 - Technical Instructor		20.39
15095 - Technical Instructor/Course Developer		24.95
15110 - Test Proctor		17.79
15120 - Tutor		17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		12.40
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		13.20
16220 - Tailor		13.99
16250 - Washer, Machine		10.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.45
19040 - Tool And Die Maker		24.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.89
21030 - Material Coordinator		19.68
21040 - Material Expediter		19.68
21050 - Material Handling Laborer		13.22
21071 - Order Filler		13.60
21080 - Production Line Worker (Food Processing)		14.89
21110 - Shipping Packer		14.37
21130 - Shipping/Receiving Clerk		14.37
21140 - Store Worker I		12.70
21150 - Stock Clerk		16.70
21210 - Tools And Parts Attendant		14.89
21410 - Warehouse Specialist		14.89

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.81
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.81
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	19.37
23050 - Aircraft, Painter	22.61
23060 - Aircraft Servicer	22.12
23080 - Aircraft Worker	23.27
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	20.28
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	21.48
23182 - Electronics Technician Maintenance II	24.43
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System Mechanic	24.72
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.27
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.45
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	23.70
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	30.95
23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	24.74
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	25.97
23932 - Telecommunications Mechanic II	27.38
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	23.01
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.60

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.09
25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	26.09
25190 - Ventilation Equipment Tender	19.07
25210 - Water Treatment Plant Operator	22.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	23.68
27010 - Court Security Officer	25.47
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	23.68
27070 - Firefighter	26.29
27101 - Guard I	12.19
27102 - Guard II	16.79
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.83
28042 - Carnival Equipment Repairer	12.56
28043 - Carnival Equpment Worker	9.64
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	19.28
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.47
29020 - Hatch Tender	23.47
29030 - Line Handler	23.47
29041 - Stevedore I	22.04
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.63
30021 - Archeological Technician I	16.73
30022 - Archeological Technician II	18.72
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	25.26
30061 - Drafter/CAD Operator I	16.73
30062 - Drafter/CAD Operator II	18.72
30063 - Drafter/CAD Operator III	20.86
30064 - Drafter/CAD Operator IV	25.68
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	22.18
30210 - Laboratory Technician	19.18

30240 - Mathematical Technician		22.35
30361 - Paralegal/Legal Assistant I		17.68
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.13
30364 - Paralegal/Legal Assistant IV		32.84
30390 - Photo-Optics Technician		23.18
30461 - Technical Writer I		21.89
30462 - Technical Writer II		27.71
30463 - Technical Writer III		32.40
30491 - Unexploded Ordnance (UXO) Technician I		23.97
30492 - Unexploded Ordnance (UXO) Technician II		29.00
30493 - Unexploded Ordnance (UXO) Technician III		34.76
30494 - Unexploded (UXO) Safety Escort		23.97
30495 - Unexploded (UXO) Sweep Personnel		23.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.68
31030 - Bus Driver		17.89
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.48
31290 - Shuttle Bus Driver		15.36
31310 - Taxi Driver		11.15
31361 - Truckdriver, Light		15.29
31362 - Truckdriver, Medium		18.77
31363 - Truckdriver, Heavy		20.76
31364 - Truckdriver, Tractor-Trailer		20.76
99000 - Miscellaneous Occupations		
99030 - Cashier		12.12
99050 - Desk Clerk		11.50
99095 - Embalmer		27.05
99251 - Laboratory Animal Caretaker I		11.19
99252 - Laboratory Animal Caretaker II		12.01
99310 - Mortician		27.05
99410 - Pest Controller		15.69
99510 - Photofinishing Worker		14.81
99710 - Recycling Laborer		19.39
99711 - Recycling Specialist		22.73
99730 - Refuse Collector		17.66
99810 - Sales Clerk		13.43
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		26.05
99831 - Surveying Aide		15.36
99832 - Surveying Technician		21.04
99840 - Vending Machine Attendant		16.64
99841 - Vending Machine Repairer		19.64
99842 - Vending Machine Repairer Helper		16.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2447
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		21.90
01040 - Court Reporter		22.23
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		13.24
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		13.74
01090 - Duplicating Machine Operator		13.91
01111 - General Clerk I		11.55
01112 - General Clerk II		12.62
01113 - General Clerk III		14.16
01120 - Housing Referral Assistant		19.71
01141 - Messenger Courier		11.60
01191 - Order Clerk I		12.19
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		16.27
01262 - Personnel Assistant (Employment) II		18.20
01263 - Personnel Assistant (Employment) III		20.29
01270 - Production Control Clerk		19.92
01280 - Receptionist		12.17

01290 - Rental Clerk	12.94
01300 - Scheduler, Maintenance	15.61
01311 - Secretary I	15.61
01312 - Secretary II	17.68
01313 - Secretary III	19.71
01320 - Service Order Dispatcher	16.83
01410 - Supply Technician	21.90
01420 - Survey Worker	14.90
01531 - Travel Clerk I	12.01
01532 - Travel Clerk II	12.88
01533 - Travel Clerk III	13.80
01611 - Word Processor I	14.25
01612 - Word Processor II	15.84
01613 - Word Processor III	17.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	17.37
05070 - Automotive Worker	17.37
05110 - Mobile Equipment Servicer	15.88
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	17.37
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	16.62
05280 - Motor Vehicle Wrecker	17.37
05310 - Painter, Automotive	18.12
05340 - Radiator Repair Specialist	17.37
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	11.49
07042 - Cook II	12.85
07070 - Dishwasher	8.54
07130 - Food Service Worker	9.61
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.88
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.88
09090 - Furniture Refinisher Helper	15.75
09110 - Furniture Repairer, Minor	17.31
09130 - Upholsterer	19.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.05
11060 - Elevator Operator	11.05
11090 - Gardener	14.73
11122 - Housekeeping Aide	12.29
11150 - Janitor	12.29
11210 - Laborer, Grounds Maintenance	12.18
11240 - Maid or Houseman	9.52
11260 - Pruner	11.32
11270 - Tractor Operator	13.89
11330 - Trail Maintenance Worker	12.18
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	13.73
12011 - Breath Alcohol Technician	17.37
12012 - Certified Occupational Therapist Assistant	21.31
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	15.04

12025 - Dental Hygienist		27.49
12030 - EKG Technician		22.45
12035 - Electroneurodiagnostic Technologist		22.45
12040 - Emergency Medical Technician		13.73
12071 - Licensed Practical Nurse I		15.53
12072 - Licensed Practical Nurse II		17.37
12073 - Licensed Practical Nurse III		19.38
12100 - Medical Assistant		13.30
12130 - Medical Laboratory Technician		15.26
12160 - Medical Record Clerk		13.99
12190 - Medical Record Technician		14.00
12195 - Medical Transcriptionist		14.74
12210 - Nuclear Medicine Technologist		29.16
12221 - Nursing Assistant I		10.02
12222 - Nursing Assistant II		11.26
12223 - Nursing Assistant III		12.29
12224 - Nursing Assistant IV		13.79
12235 - Optical Dispenser		18.11
12236 - Optical Technician		15.63
12250 - Pharmacy Technician		13.18
12280 - Phlebotomist		13.79
12305 - Radiologic Technologist		24.57
12311 - Registered Nurse I		22.75
12312 - Registered Nurse II		27.84
12313 - Registered Nurse II, Specialist		27.84
12314 - Registered Nurse III		33.68
12315 - Registered Nurse III, Anesthetist		33.68
12316 - Registered Nurse IV		40.36
12317 - Scheduler (Drug and Alcohol Testing)		20.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.05
13012 - Exhibits Specialist II		23.61
13013 - Exhibits Specialist III		28.89
13041 - Illustrator I		18.66
13042 - Illustrator II		23.13
13043 - Illustrator III		28.30
13047 - Librarian		25.61
13050 - Library Aide/Clerk		10.60
13054 - Library Information Technology Systems Administrator		23.13
13058 - Library Technician		14.66
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.82
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I		21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	16.25
14160 - Personal Computer Support Technician	22.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.57
15020 - Aircrew Training Devices Instructor (Rated)	34.57
15030 - Air Crew Training Devices Instructor (Pilot)	41.43
15050 - Computer Based Training Specialist / Instructor	28.57
15060 - Educational Technologist	27.95
15070 - Flight Instructor (Pilot)	41.43
15080 - Graphic Artist	20.05
15090 - Technical Instructor	23.54
15095 - Technical Instructor/Course Developer	28.80
15110 - Test Proctor	19.00
15120 - Tutor	19.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.39
16030 - Counter Attendant	9.39
16040 - Dry Cleaner	12.07
16070 - Finisher, Flatwork, Machine	9.39
16090 - Presser, Hand	9.39
16110 - Presser, Machine, Drycleaning	9.39
16130 - Presser, Machine, Shirts	9.39
16160 - Presser, Machine, Wearing Apparel, Laundry	9.39
16190 - Sewing Machine Operator	12.84
16220 - Tailor	13.56
16250 - Washer, Machine	10.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.47
19040 - Tool And Die Maker	21.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.01
21030 - Material Coordinator	20.74
21040 - Material Expediter	20.74
21050 - Material Handling Laborer	15.53
21071 - Order Filler	11.42
21080 - Production Line Worker (Food Processing)	15.01
21110 - Shipping Packer	13.40
21130 - Shipping/Receiving Clerk	13.40
21140 - Store Worker I	12.78
21150 - Stock Clerk	15.99
21210 - Tools And Parts Attendant	15.01
21410 - Warehouse Specialist	15.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.26
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	24.38
23040 - Aircraft Mechanic Helper	18.02
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	19.81
23080 - Aircraft Worker	20.71
23110 - Appliance Mechanic	21.05
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	28.34
23130 - Carpenter, Maintenance	19.67
23140 - Carpet Layer	17.11
23160 - Electrician, Maintenance	23.72
23181 - Electronics Technician Maintenance I	20.65
23182 - Electronics Technician Maintenance II	22.01
23183 - Electronics Technician Maintenance III	26.64
23260 - Fabric Worker	18.94
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	17.88

23311 - Fuel Distribution System Mechanic	23.48
23312 - Fuel Distribution System Operator	19.02
23370 - General Maintenance Worker	17.30
23380 - Ground Support Equipment Mechanic	22.26
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.71
23391 - Gunsmith I	17.88
23392 - Gunsmith II	19.99
23393 - Gunsmith III	22.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.24
23430 - Heavy Equipment Mechanic	22.88
23440 - Heavy Equipment Operator	21.41
23460 - Instrument Mechanic	21.92
23465 - Laboratory/Shelter Mechanic	21.05
23470 - Laborer	14.89
23510 - Locksmith	18.32
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	20.59
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	21.92
23592 - Metrology Technician II	22.95
23593 - Metrology Technician III	24.00
23640 - Millwright	24.50
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	20.88
23790 - Pipefitter, Maintenance	23.41
23810 - Plumber, Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	22.07
23850 - Rigger	22.07
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	18.10
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	27.98
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	19.46
23965 - Well Driller	22.07
23970 - Woodcraft Worker	22.07
23980 - Woodworker	16.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	17.23
24630 - Homemaker	16.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	19.78
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	19.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.47
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	22.18
27010 - Court Security Officer	22.18
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	22.18
27070 - Firefighter	20.45

27101 - Guard I		12.52
27102 - Guard II		16.29
27131 - Police Officer I		26.75
27132 - Police Officer II		29.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.50
28042 - Carnival Equipment Repairer		11.56
28043 - Carnival Equpment Worker		8.96
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.03
28350 - Park Attendant (Aide)		15.57
28510 - Recreation Aide/Health Facility Attendant		11.37
28515 - Recreation Specialist		13.83
28630 - Sports Official		11.65
28690 - Swimming Pool Operator		18.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.86
29020 - Hatch Tender		18.86
29030 - Line Handler		18.86
29041 - Stevedore I		17.87
29042 - Stevedore II		19.86
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.75
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		23.05
30030 - Cartographic Technician		23.05
30040 - Civil Engineering Technician		22.90
30061 - Drafter/CAD Operator I		16.63
30062 - Drafter/CAD Operator II		18.82
30063 - Drafter/CAD Operator III		20.75
30064 - Drafter/CAD Operator IV		25.52
30081 - Engineering Technician I		14.87
30082 - Engineering Technician II		16.68
30083 - Engineering Technician III		18.66
30084 - Engineering Technician IV		23.17
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		24.75
30210 - Laboratory Technician		21.22
30240 - Mathematical Technician		23.05
30361 - Paralegal/Legal Assistant I		17.56
30362 - Paralegal/Legal Assistant II		23.32
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30390 - Photo-Optics Technician		23.05
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.85
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	23.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.83
31030 - Bus Driver		15.21
31043 - Driver Courier		14.56

31260 - Parking and Lot Attendant	9.56
31290 - Shuttle Bus Driver	15.49
31310 - Taxi Driver	9.90
31361 - Truckdriver, Light	15.49
31362 - Truckdriver, Medium	18.05
31363 - Truckdriver, Heavy	20.41
31364 - Truckdriver, Tractor-Trailer	20.41
99000 - Miscellaneous Occupations	
99030 - Cashier	8.64
99050 - Desk Clerk	10.46
99095 - Embalmer	27.90
99251 - Laboratory Animal Caretaker I	10.41
99252 - Laboratory Animal Caretaker II	11.04
99310 - Mortician	29.93
99410 - Pest Controller	14.50
99510 - Photofinishing Worker	10.53
99710 - Recycling Laborer	13.41
99711 - Recycling Specialist	15.28
99730 - Refuse Collector	12.45
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	10.31
99830 - Survey Party Chief	20.86
99831 - Surveying Aide	14.29
99832 - Surveying Technician	18.40
99840 - Vending Machine Attendant	13.35
99841 - Vending Machine Repairer	15.35
99842 - Vending Machine Repairer Helper	13.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2448 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.64

01013 - Accounting Clerk III	18.60
01020 - Administrative Assistant	21.90
01040 - Court Reporter	22.23
01051 - Data Entry Operator I	12.14
01052 - Data Entry Operator II	13.24
01060 - Dispatcher, Motor Vehicle	18.09
01070 - Document Preparation Clerk	13.74
01090 - Duplicating Machine Operator	13.91
01111 - General Clerk I	11.55
01112 - General Clerk II	12.62
01113 - General Clerk III	14.16
01120 - Housing Referral Assistant	19.71
01141 - Messenger Courier	11.60
01191 - Order Clerk I	12.19
01192 - Order Clerk II	14.87
01261 - Personnel Assistant (Employment) I	16.27
01262 - Personnel Assistant (Employment) II	18.20
01263 - Personnel Assistant (Employment) III	20.29
01270 - Production Control Clerk	19.92
01280 - Receptionist	12.17
01290 - Rental Clerk	12.94
01300 - Scheduler, Maintenance	15.61
01311 - Secretary I	15.61
01312 - Secretary II	17.68
01313 - Secretary III	19.71
01320 - Service Order Dispatcher	16.83
01410 - Supply Technician	21.90
01420 - Survey Worker	14.90
01531 - Travel Clerk I	12.01
01532 - Travel Clerk II	12.88
01533 - Travel Clerk III	13.80
01611 - Word Processor I	14.25
01612 - Word Processor II	15.84
01613 - Word Processor III	17.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	17.37
05070 - Automotive Worker	17.37
05110 - Mobile Equipment Servicer	15.88
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	17.37
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	16.62
05280 - Motor Vehicle Wrecker	17.37
05310 - Painter, Automotive	18.12
05340 - Radiator Repair Specialist	17.37
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	11.49
07042 - Cook II	12.85
07070 - Dishwasher	8.54
07130 - Food Service Worker	9.61
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.88
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.88
09090 - Furniture Refinisher Helper	15.75

09110 - Furniture Repairer, Minor	17.31
09130 - Upholsterer	19.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.05
11060 - Elevator Operator	11.05
11090 - Gardener	14.73
11122 - Housekeeping Aide	12.29
11150 - Janitor	12.29
11210 - Laborer, Grounds Maintenance	12.18
11240 - Maid or Houseman	9.52
11260 - Pruner	11.32
11270 - Tractor Operator	13.89
11330 - Trail Maintenance Worker	12.18
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	13.73
12011 - Breath Alcohol Technician	17.37
12012 - Certified Occupational Therapist Assistant	21.31
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	15.04
12025 - Dental Hygienist	27.49
12030 - EKG Technician	22.45
12035 - Electroneurodiagnostic Technologist	22.45
12040 - Emergency Medical Technician	13.73
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.37
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	13.30
12130 - Medical Laboratory Technician	15.26
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	14.00
12195 - Medical Transcriptionist	14.74
12210 - Nuclear Medicine Technologist	29.16
12221 - Nursing Assistant I	10.02
12222 - Nursing Assistant II	11.26
12223 - Nursing Assistant III	12.29
12224 - Nursing Assistant IV	13.79
12235 - Optical Dispenser	18.11
12236 - Optical Technician	15.63
12250 - Pharmacy Technician	13.18
12280 - Phlebotomist	13.79
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	22.75
12312 - Registered Nurse II	27.84
12313 - Registered Nurse II, Specialist	27.84
12314 - Registered Nurse III	33.68
12315 - Registered Nurse III, Anesthetist	33.68
12316 - Registered Nurse IV	40.36
12317 - Scheduler (Drug and Alcohol Testing)	20.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.05
13012 - Exhibits Specialist II	23.61
13013 - Exhibits Specialist III	28.89
13041 - Illustrator I	18.66
13042 - Illustrator II	23.13
13043 - Illustrator III	28.30
13047 - Librarian	25.61
13050 - Library Aide/Clerk	10.60
13054 - Library Information Technology Systems Administrator	23.13
13058 - Library Technician	14.66
13061 - Media Specialist I	16.68
13062 - Media Specialist II	18.66

13063 - Media Specialist III		20.82
13071 - Photographer I		17.17
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13074 - Photographer IV		28.98
13075 - Photographer V		35.06
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14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
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14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.57
15020 - Aircrew Training Devices Instructor (Rated)		34.57
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.57
15060 - Educational Technologist		27.95
15070 - Flight Instructor (Pilot)		41.43
15080 - Graphic Artist		20.05
15090 - Technical Instructor		23.54
15095 - Technical Instructor/Course Developer		28.80
15110 - Test Proctor		19.00
15120 - Tutor		19.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.39
16030 - Counter Attendant		9.39
16040 - Dry Cleaner		12.07
16070 - Finisher, Flatwork, Machine		9.39
16090 - Presser, Hand		9.39
16110 - Presser, Machine, Drycleaning		9.39
16130 - Presser, Machine, Shirts		9.39
16160 - Presser, Machine, Wearing Apparel, Laundry		9.39
16190 - Sewing Machine Operator		12.84
16220 - Tailor		13.56
16250 - Washer, Machine		10.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.47
19040 - Tool And Die Maker		21.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.01
21030 - Material Coordinator		20.74
21040 - Material Expediter		20.74
21050 - Material Handling Laborer		15.53
21071 - Order Filler		11.42
21080 - Production Line Worker (Food Processing)		15.01
21110 - Shipping Packer		13.40
21130 - Shipping/Receiving Clerk		13.40
21140 - Store Worker I		12.78
21150 - Stock Clerk		15.99
21210 - Tools And Parts Attendant		15.01
21410 - Warehouse Specialist		15.01
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.26
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	24.38
23040 - Aircraft Mechanic Helper	18.02
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	19.81
23080 - Aircraft Worker	20.71
23110 - Appliance Mechanic	21.05
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	28.34
23130 - Carpenter, Maintenance	19.67
23140 - Carpet Layer	17.11
23160 - Electrician, Maintenance	23.72
23181 - Electronics Technician Maintenance I	20.65
23182 - Electronics Technician Maintenance II	22.01
23183 - Electronics Technician Maintenance III	26.64
23260 - Fabric Worker	18.94
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	17.88
23311 - Fuel Distribution System Mechanic	23.48
23312 - Fuel Distribution System Operator	19.02
23370 - General Maintenance Worker	17.30
23380 - Ground Support Equipment Mechanic	22.26
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.71
23391 - Gunsmith I	17.88
23392 - Gunsmith II	19.99
23393 - Gunsmith III	22.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.24
23430 - Heavy Equipment Mechanic	22.88
23440 - Heavy Equipment Operator	21.41
23460 - Instrument Mechanic	21.92
23465 - Laboratory/Shelter Mechanic	21.05
23470 - Laborer	14.89
23510 - Locksmith	18.32
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	20.59
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	21.92
23592 - Metrology Technician II	22.95
23593 - Metrology Technician III	24.00
23640 - Millwright	24.50
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	20.88
23790 - Pipefitter, Maintenance	23.41
23810 - Plumber, Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	22.07
23850 - Rigger	22.07
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	18.10
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	27.98
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	19.46
23965 - Well Driller	22.07
23970 - Woodcraft Worker	22.07
23980 - Woodworker	16.54
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	17.23
24630 - Homemaker	16.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	19.78
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	19.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.47
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	22.18
27010 - Court Security Officer	22.18
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	22.18
27070 - Firefighter	20.45
27101 - Guard I	12.52
27102 - Guard II	16.29
27131 - Police Officer I	26.75
27132 - Police Officer II	29.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.50
28042 - Carnival Equipment Repairer	11.56
28043 - Carnival Equpment Worker	8.96
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.03
28350 - Park Attendant (Aide)	15.57
28510 - Recreation Aide/Health Facility Attendant	11.37
28515 - Recreation Specialist	13.83
28630 - Sports Official	11.65
28690 - Swimming Pool Operator	18.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.86
29020 - Hatch Tender	18.86
29030 - Line Handler	18.86
29041 - Stevedore I	17.87
29042 - Stevedore II	19.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.75
30022 - Archeological Technician II	19.39
30023 - Archeological Technician III	23.05
30030 - Cartographic Technician	23.05
30040 - Civil Engineering Technician	22.90
30061 - Drafter/CAD Operator I	16.63
30062 - Drafter/CAD Operator II	18.82
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.52
30081 - Engineering Technician I	14.87
30082 - Engineering Technician II	16.68
30083 - Engineering Technician III	18.66
30084 - Engineering Technician IV	23.17
30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	24.75
30210 - Laboratory Technician	21.22
30240 - Mathematical Technician	23.05

30361 - Paralegal/Legal Assistant I		17.56
30362 - Paralegal/Legal Assistant II		23.32
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30390 - Photo-Optics Technician		23.05
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.85
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	23.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.83
31030 - Bus Driver		15.21
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		9.56
31290 - Shuttle Bus Driver		15.49
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		15.49
31362 - Truckdriver, Medium		18.05
31363 - Truckdriver, Heavy		20.41
31364 - Truckdriver, Tractor-Trailer		20.41
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		10.46
99095 - Embalmer		27.90
99251 - Laboratory Animal Caretaker I		10.41
99252 - Laboratory Animal Caretaker II		11.04
99310 - Mortician		29.93
99410 - Pest Controller		14.50
99510 - Photofinishing Worker		10.53
99710 - Recycling Laborer		13.41
99711 - Recycling Specialist		15.28
99730 - Refuse Collector		12.45
99810 - Sales Clerk		12.47
99820 - School Crossing Guard		10.31
99830 - Survey Party Chief		20.86
99831 - Surveying Aide		14.29
99832 - Surveying Technician		18.40
99840 - Vending Machine Attendant		13.35
99841 - Vending Machine Repairer		15.35
99842 - Vending Machine Repairer Helper		13.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2449
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton, Philadelphia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		21.74
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		15.68
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		22.74
01280 - Receptionist		14.72
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.52
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11
01320 - Service Order Dispatcher		16.76
01410 - Supply Technician		27.02
01420 - Survey Worker		17.92
01531 - Travel Clerk I		13.42
01532 - Travel Clerk II		14.10
01533 - Travel Clerk III		15.03
01611 - Word Processor I		15.91
01612 - Word Processor II		17.86
01613 - Word Processor III		19.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.83
05010 - Automotive Electrician		22.03
05040 - Automotive Glass Installer		20.34

05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	17.30
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	34.99
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62

12236 - Optical Technician		16.60
12250 - Pharmacy Technician		15.13
12280 - Phlebotomist		14.49
12305 - Radiologic Technologist		28.02
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		32.76
12313 - Registered Nurse II, Specialist		32.76
12314 - Registered Nurse III		39.32
12315 - Registered Nurse III, Anesthetist		39.32
12316 - Registered Nurse IV		47.11
12317 - Scheduler (Drug and Alcohol Testing)		23.50
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.74
13012 - Exhibits Specialist II		28.77
13013 - Exhibits Specialist III		35.16
13041 - Illustrator I		22.94
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		31.00
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		17.62
13061 - Media Specialist I		18.35
13062 - Media Specialist II		20.52
13063 - Media Specialist III		22.88
13071 - Photographer I		17.96
13072 - Photographer II		19.97
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		22.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		12.76

16070 - Finisher, Flatwork, Machine 9.77
16090 - Presser, Hand 9.77
16110 - Presser, Machine, Drycleaning 9.77
16130 - Presser, Machine, Shirts 9.77
16160 - Presser, Machine, Wearing Apparel, Laundry 9.77
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.52
16250 - Washer, Machine 10.80
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.24
19040 - Tool And Die Maker 24.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 20.91
21040 - Material Expediter 20.91
21050 - Material Handling Laborer 13.92
21071 - Order Filler 13.88
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 16.93
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.75
23021 - Aircraft Mechanic I 25.74
23022 - Aircraft Mechanic II 26.75
23023 - Aircraft Mechanic III 28.12
23040 - Aircraft Mechanic Helper 20.97
23050 - Aircraft, Painter 21.66
23060 - Aircraft Servicer 22.92
23080 - Aircraft Worker 23.95
23110 - Appliance Mechanic 21.01
23120 - Bicycle Repairer 15.11
23125 - Cable Splicer 34.08
23130 - Carpenter, Maintenance 24.40
23140 - Carpet Layer 22.57
23160 - Electrician, Maintenance 29.02
23181 - Electronics Technician Maintenance I 25.72
23182 - Electronics Technician Maintenance II 27.03
23183 - Electronics Technician Maintenance III 27.92
23260 - Fabric Worker 21.87
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23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 24.33
23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 24.64
23470 - Laborer 15.83

23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	21.24
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.56
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.53
23970 - Woodcraft Worker	25.51
23980 - Woodworker	19.14
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	14.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.73
25040 - Sewage Plant Operator	22.47
25070 - Stationary Engineer	22.73
25190 - Ventilation Equipment Tender	18.74
25210 - Water Treatment Plant Operator	22.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.81
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30

29030 - Line Handler		24.30
29041 - Stevedore I		23.38
29042 - Stevedore II		25.20
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.98
30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		28.18
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		26.15
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		18.23
30082 - Engineering Technician II		20.47
30083 - Engineering Technician III		23.23
30084 - Engineering Technician IV		28.83
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		42.58
30090 - Environmental Technician		21.49
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.18
30361 - Paralegal/Legal Assistant I		19.08
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.64
30390 - Photo-Optics Technician		28.18
30461 - Technical Writer I		21.76
30462 - Technical Writer II		26.62
30463 - Technical Writer III		34.22
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	25.36
30621 - Weather Observer, Senior	(see 3)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		19.16
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.54
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		33.77
99251 - Laboratory Animal Caretaker I		11.48
99252 - Laboratory Animal Caretaker II		12.25
99310 - Mortician		34.20
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.72
99711 - Recycling Specialist		21.14

99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	11.48
99830 - Survey Party Chief	20.60
99831 - Surveying Aide	12.23
99832 - Surveying Technician	18.07
99840 - Vending Machine Attendant	14.45
99841 - Vending Machine Repairer	16.98
99842 - Vending Machine Repairer Helper	14.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2450 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton, Philadelphia

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		21.74
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66

01111 - General Clerk I	13.45
01112 - General Clerk II	14.68
01113 - General Clerk III	16.48
01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	12.91
01191 - Order Clerk I	14.81
01192 - Order Clerk II	15.68
01261 - Personnel Assistant (Employment) I	16.56
01262 - Personnel Assistant (Employment) II	18.52
01263 - Personnel Assistant (Employment) III	20.64
01270 - Production Control Clerk	22.74
01280 - Receptionist	14.72
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.52
01311 - Secretary I	19.12
01312 - Secretary II	21.84
01313 - Secretary III	24.11
01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.02
01420 - Survey Worker	17.92
01531 - Travel Clerk I	13.42
01532 - Travel Clerk II	14.10
01533 - Travel Clerk III	15.03
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	22.03
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	17.30
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81

11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	34.99
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	28.02
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.74
13012 - Exhibits Specialist II	28.77
13013 - Exhibits Specialist III	35.16
13041 - Illustrator I	22.94
13042 - Illustrator II	30.61
13043 - Illustrator III	37.43
13047 - Librarian	31.00
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	27.98
13058 - Library Technician	17.62
13061 - Media Specialist I	18.35
13062 - Media Specialist II	20.52
13063 - Media Specialist III	22.88
13071 - Photographer I	17.96
13072 - Photographer II	19.97
13073 - Photographer III	25.04
13074 - Photographer IV	30.62
13075 - Photographer V	37.06
13110 - Video Teleconference Technician	22.29
14000 - Information Technology Occupations	

14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		12.76
16070 - Finisher, Flatwork, Machine		9.77
16090 - Presser, Hand		9.77
16110 - Presser, Machine, Drycleaning		9.77
16130 - Presser, Machine, Shirts		9.77
16160 - Presser, Machine, Wearing Apparel, Laundry		9.77
16190 - Sewing Machine Operator		13.65
16220 - Tailor		14.52
16250 - Washer, Machine		10.80
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.24
19040 - Tool And Die Maker		24.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		20.91
21040 - Material Expediter		20.91
21050 - Material Handling Laborer		13.92
21071 - Order Filler		13.88
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45
21140 - Store Worker I		16.93
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		19.21
21410 - Warehouse Specialist		19.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.75
23021 - Aircraft Mechanic I		25.74
23022 - Aircraft Mechanic II		26.75
23023 - Aircraft Mechanic III		28.12
23040 - Aircraft Mechanic Helper		20.97
23050 - Aircraft, Painter		21.66
23060 - Aircraft Servicer		22.92
23080 - Aircraft Worker		23.95

23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	34.08
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.03
23183 - Electronics Technician Maintenance III	27.92
23260 - Fabric Worker	21.87
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	22.72
23311 - Fuel Distribution System Mechanic	26.86
23312 - Fuel Distribution System Operator	23.17
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	22.92
23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	22.07
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.64
23470 - Laborer	15.83
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	21.24
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
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23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.56
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
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23970 - Woodcraft Worker	25.51
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24000 - Personal Needs Occupations	
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24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	14.06
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25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.73

25040 - Sewage Plant Operator	22.47
25070 - Stationary Engineer	22.73
25190 - Ventilation Equipment Tender	18.74
25210 - Water Treatment Plant Operator	22.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.81
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	26.15
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21
30081 - Engineering Technician I	18.23
30082 - Engineering Technician II	20.47
30083 - Engineering Technician III	23.23
30084 - Engineering Technician IV	28.83
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	21.49
30210 - Laboratory Technician	25.35
30240 - Mathematical Technician	28.18
30361 - Paralegal/Legal Assistant I	19.08
30362 - Paralegal/Legal Assistant II	23.64
30363 - Paralegal/Legal Assistant III	28.92
30364 - Paralegal/Legal Assistant IV	34.64
30390 - Photo-Optics Technician	28.18
30461 - Technical Writer I	21.76
30462 - Technical Writer II	26.62
30463 - Technical Writer III	34.22

30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	25.36
30621 - Weather Observer, Senior	(see 3)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		19.16
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.54
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		33.77
99251 - Laboratory Animal Caretaker I		11.48
99252 - Laboratory Animal Caretaker II		12.25
99310 - Mortician		34.20
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.72
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.57
99810 - Sales Clerk		12.43
99820 - School Crossing Guard		11.48
99830 - Survey Party Chief		20.60
99831 - Surveying Aide		12.23
99832 - Surveying Technician		18.07
99840 - Vending Machine Attendant		14.45
99841 - Vending Machine Repairer		16.98
99842 - Vending Machine Repairer Helper		14.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2451
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		21.11
01040 - Court Reporter		17.78
01051 - Data Entry Operator I		12.17
01052 - Data Entry Operator II		13.81
01060 - Dispatcher, Motor Vehicle		17.44
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		11.61
01112 - General Clerk II		14.59
01113 - General Clerk III		16.37
01120 - Housing Referral Assistant		18.54
01141 - Messenger Courier		10.42
01191 - Order Clerk I		13.17
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		16.18
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.18
01270 - Production Control Clerk		20.18
01280 - Receptionist		11.91
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		15.48
01311 - Secretary I		15.48
01312 - Secretary II		17.32
01313 - Secretary III		19.31
01320 - Service Order Dispatcher		17.00
01410 - Supply Technician		21.43
01420 - Survey Worker		15.04
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.52
01611 - Word Processor I		12.90
01612 - Word Processor II		15.53
01613 - Word Processor III		17.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.95

05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	17.10
05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.10
07042 - Cook II	12.33
07070 - Dishwasher	9.05
07130 - Food Service Worker	8.63
07210 - Meat Cutter	13.70
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.22
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.47
09130 - Upholsterer	16.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.28
11060 - Elevator Operator	11.02
11090 - Gardener	14.44
11122 - Housekeeping Aide	12.96
11150 - Janitor	13.61
11210 - Laborer, Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	20.79
12015 - Certified Physical Therapist Assistant	18.88
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	23.01
12030 - EKG Technician	22.90
12035 - Electroneurodiagnostic Technologist	22.90
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	12.39
12130 - Medical Laboratory Technician	16.83
12160 - Medical Record Clerk	14.13
12190 - Medical Record Technician	16.42
12195 - Medical Transcriptionist	14.26
12210 - Nuclear Medicine Technologist	24.86
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.79
12223 - Nursing Assistant III	12.87

12224 - Nursing Assistant IV		14.44
12235 - Optical Dispenser		13.89
12236 - Optical Technician		12.53
12250 - Pharmacy Technician		12.39
12280 - Phlebotomist		14.44
12305 - Radiologic Technologist		23.00
12311 - Registered Nurse I		23.50
12312 - Registered Nurse II		28.75
12313 - Registered Nurse II, Specialist		28.75
12314 - Registered Nurse III		34.78
12315 - Registered Nurse III, Anesthetist		34.78
12316 - Registered Nurse IV		41.68
12317 - Scheduler (Drug and Alcohol Testing)		21.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		10.34
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.36
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.13
13075 - Photographer V		30.38
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.29
15020 - Aircrew Training Devices Instructor (Rated)		31.81
15030 - Air Crew Training Devices Instructor (Pilot)		37.86
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		37.66
15080 - Graphic Artist		20.56
15090 - Technical Instructor		19.41
15095 - Technical Instructor/Course Developer		23.74
15110 - Test Proctor		16.96
15120 - Tutor		16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.28

16030 - Counter Attendant	9.28
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.28
16090 - Presser, Hand	9.28
16110 - Presser, Machine, Drycleaning	9.28
16130 - Presser, Machine, Shirts	9.28
16160 - Presser, Machine, Wearing Apparel, Laundry	9.28
16190 - Sewing Machine Operator	12.33
16220 - Tailor	13.09
16250 - Washer, Machine	10.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.05
19040 - Tool And Die Maker	22.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.10
21030 - Material Coordinator	19.96
21040 - Material Expediter	19.96
21050 - Material Handling Laborer	18.10
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	16.10
21110 - Shipping Packer	13.72
21130 - Shipping/Receiving Clerk	13.72
21140 - Store Worker I	13.55
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	16.10
21410 - Warehouse Specialist	16.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.47
23021 - Aircraft Mechanic I	22.54
23022 - Aircraft Mechanic II	23.47
23023 - Aircraft Mechanic III	24.59
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft, Painter	22.09
23060 - Aircraft Servicer	19.78
23080 - Aircraft Worker	20.91
23110 - Appliance Mechanic	19.92
23120 - Bicycle Repairer	13.96
23125 - Cable Splicer	26.97
23130 - Carpenter, Maintenance	20.21
23140 - Carpet Layer	17.94
23160 - Electrician, Maintenance	24.24
23181 - Electronics Technician Maintenance I	21.91
23182 - Electronics Technician Maintenance II	23.12
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	19.30
23290 - Fire Alarm System Mechanic	21.02
23310 - Fire Extinguisher Repairer	18.17
23311 - Fuel Distribution System Mechanic	22.44
23312 - Fuel Distribution System Operator	18.49
23370 - General Maintenance Worker	17.81
23380 - Ground Support Equipment Mechanic	22.54
23381 - Ground Support Equipment Servicer	19.78
23382 - Ground Support Equipment Worker	20.91
23391 - Gunsmith I	18.17
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.69
23430 - Heavy Equipment Mechanic	20.39
23440 - Heavy Equipment Operator	22.45
23460 - Instrument Mechanic	23.17

23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	14.78
23510 - Locksmith	18.41
23530 - Machinery Maintenance Mechanic	21.00
23550 - Machinist, Maintenance	20.25
23580 - Maintenance Trades Helper	16.43
23591 - Metrology Technician I	23.17
23592 - Metrology Technician II	24.11
23593 - Metrology Technician III	25.19
23640 - Millwright	25.25
23710 - Office Appliance Repairer	19.71
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	27.98
23810 - Plumber, Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	22.54
23850 - Rigger	22.54
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	25.78
23910 - Small Engine Mechanic	17.11
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.32
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	18.79
23965 - Well Driller	20.23
23970 - Woodcraft Worker	22.54
23980 - Woodworker	15.90
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	10.15
24620 - Family Readiness And Support Services Coordinator	12.25
24630 - Homemaker	13.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.99
25040 - Sewage Plant Operator	20.44
25070 - Stationary Engineer	24.99
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant Operator	20.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.65
27007 - Baggage Inspector	10.28
27008 - Corrections Officer	21.65
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	21.65
27070 - Firefighter	22.94
27101 - Guard I	10.28
27102 - Guard II	14.84
27131 - Police Officer I	24.82
27132 - Police Officer II	26.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.03
28042 - Carnival Equipment Repairer	10.42
28043 - Carnival Equpment Worker	8.54
28210 - Gate Attendant/Gate Tender	13.83
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	16.79
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		21.51
29020 - Hatch Tender		21.51
29030 - Line Handler		21.51
29041 - Stevedore I		20.33
29042 - Stevedore II		22.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.95
30022 - Archeological Technician II		18.28
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		21.90
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		21.50
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		19.93
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		33.56
30390 - Photo-Optics Technician		26.70
30461 - Technical Writer I		21.84
30462 - Technical Writer II		25.69
30463 - Technical Writer III		28.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer, Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.71
31030 - Bus Driver		18.40
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		14.65
31310 - Taxi Driver		10.92
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		17.07
31363 - Truckdriver, Heavy		18.69
31364 - Truckdriver, Tractor-Trailer		18.69
99000 - Miscellaneous Occupations		
99030 - Cashier		8.57
99050 - Desk Clerk		10.19
99095 - Embalmer		23.36
99251 - Laboratory Animal Caretaker I		12.22
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		27.76
99410 - Pest Controller		17.04
99510 - Photofinishing Worker		13.23

99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	10.25
99830 - Survey Party Chief	18.85
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2452 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		21.11
01040 - Court Reporter		17.78
01051 - Data Entry Operator I		12.17
01052 - Data Entry Operator II		13.81
01060 - Dispatcher, Motor Vehicle		17.44
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		11.61
01112 - General Clerk II		14.59
01113 - General Clerk III		16.37
01120 - Housing Referral Assistant		18.54

01141 - Messenger Courier	10.42
01191 - Order Clerk I	13.17
01192 - Order Clerk II	15.74
01261 - Personnel Assistant (Employment) I	16.18
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.18
01270 - Production Control Clerk	20.18
01280 - Receptionist	11.91
01290 - Rental Clerk	15.53
01300 - Scheduler, Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	17.00
01410 - Supply Technician	21.43
01420 - Survey Worker	15.04
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	12.90
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.95
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	17.10
05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.10
07042 - Cook II	12.33
07070 - Dishwasher	9.05
07130 - Food Service Worker	8.63
07210 - Meat Cutter	13.70
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.22
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.47
09130 - Upholsterer	16.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.28
11060 - Elevator Operator	11.02
11090 - Gardener	14.44
11122 - Housekeeping Aide	12.96
11150 - Janitor	13.61
11210 - Laborer, Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.53

11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	20.79
12015 - Certified Physical Therapist Assistant	18.88
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	23.01
12030 - EKG Technician	22.90
12035 - Electroneurodiagnostic Technologist	22.90
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	12.39
12130 - Medical Laboratory Technician	16.83
12160 - Medical Record Clerk	14.13
12190 - Medical Record Technician	16.42
12195 - Medical Transcriptionist	14.26
12210 - Nuclear Medicine Technologist	24.86
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.79
12223 - Nursing Assistant III	12.87
12224 - Nursing Assistant IV	14.44
12235 - Optical Dispenser	13.89
12236 - Optical Technician	12.53
12250 - Pharmacy Technician	12.39
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	23.00
12311 - Registered Nurse I	23.50
12312 - Registered Nurse II	28.75
12313 - Registered Nurse II, Specialist	28.75
12314 - Registered Nurse III	34.78
12315 - Registered Nurse III, Anesthetist	34.78
12316 - Registered Nurse IV	41.68
12317 - Scheduler (Drug and Alcohol Testing)	21.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	26.32
13047 - Librarian	24.59
13050 - Library Aide/Clerk	10.34
13054 - Library Information Technology Systems Administrator	20.34
13058 - Library Technician	16.06
13061 - Media Specialist I	16.02
13062 - Media Specialist II	17.92
13063 - Media Specialist III	19.99
13071 - Photographer I	14.36
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	25.13
13075 - Photographer V	30.38
13110 - Video Teleconference Technician	16.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.79
14043 - Computer Operator III	19.84
14044 - Computer Operator IV	22.05

14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.29
15020 - Aircrew Training Devices Instructor (Rated)		31.81
15030 - Air Crew Training Devices Instructor (Pilot)		37.86
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		37.66
15080 - Graphic Artist		20.56
15090 - Technical Instructor		19.41
15095 - Technical Instructor/Course Developer		23.74
15110 - Test Proctor		16.96
15120 - Tutor		16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.28
16030 - Counter Attendant		9.28
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.28
16090 - Presser, Hand		9.28
16110 - Presser, Machine, Drycleaning		9.28
16130 - Presser, Machine, Shirts		9.28
16160 - Presser, Machine, Wearing Apparel, Laundry		9.28
16190 - Sewing Machine Operator		12.33
16220 - Tailor		13.09
16250 - Washer, Machine		10.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.05
19040 - Tool And Die Maker		22.76
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.10
21030 - Material Coordinator		19.96
21040 - Material Expediter		19.96
21050 - Material Handling Laborer		18.10
21071 - Order Filler		13.89
21080 - Production Line Worker (Food Processing)		16.10
21110 - Shipping Packer		13.72
21130 - Shipping/Receiving Clerk		13.72
21140 - Store Worker I		13.55
21150 - Stock Clerk		17.17
21210 - Tools And Parts Attendant		16.10
21410 - Warehouse Specialist		16.10
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.47
23021 - Aircraft Mechanic I		22.54
23022 - Aircraft Mechanic II		23.47
23023 - Aircraft Mechanic III		24.59
23040 - Aircraft Mechanic Helper		17.82
23050 - Aircraft, Painter		22.09
23060 - Aircraft Servicer		19.78
23080 - Aircraft Worker		20.91
23110 - Appliance Mechanic		19.92
23120 - Bicycle Repairer		13.96
23125 - Cable Splicer		26.97
23130 - Carpenter, Maintenance		20.21

23140 - Carpet Layer	17.94
23160 - Electrician, Maintenance	24.24
23181 - Electronics Technician Maintenance I	21.91
23182 - Electronics Technician Maintenance II	23.12
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	19.30
23290 - Fire Alarm System Mechanic	21.02
23310 - Fire Extinguisher Repairer	18.17
23311 - Fuel Distribution System Mechanic	22.44
23312 - Fuel Distribution System Operator	18.49
23370 - General Maintenance Worker	17.81
23380 - Ground Support Equipment Mechanic	22.54
23381 - Ground Support Equipment Servicer	19.78
23382 - Ground Support Equipment Worker	20.91
23391 - Gunsmith I	18.17
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.69
23430 - Heavy Equipment Mechanic	20.39
23440 - Heavy Equipment Operator	22.45
23460 - Instrument Mechanic	23.17
23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	14.78
23510 - Locksmith	18.41
23530 - Machinery Maintenance Mechanic	21.00
23550 - Machinist, Maintenance	20.25
23580 - Maintenance Trades Helper	16.43
23591 - Metrology Technician I	23.17
23592 - Metrology Technician II	24.11
23593 - Metrology Technician III	25.19
23640 - Millwright	25.25
23710 - Office Appliance Repairer	19.71
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	27.98
23810 - Plumber, Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	22.54
23850 - Rigger	22.54
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	25.78
23910 - Small Engine Mechanic	17.11
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.32
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	18.79
23965 - Well Driller	20.23
23970 - Woodcraft Worker	22.54
23980 - Woodworker	15.90
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	10.15
24620 - Family Readiness And Support Services Coordinator	12.25
24630 - Homemaker	13.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.99
25040 - Sewage Plant Operator	20.44
25070 - Stationary Engineer	24.99
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant Operator	20.44

27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.65
27007 - Baggage Inspector	10.28
27008 - Corrections Officer	21.65
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	21.65
27070 - Firefighter	22.94
27101 - Guard I	10.28
27102 - Guard II	14.84
27131 - Police Officer I	24.82
27132 - Police Officer II	26.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.03
28042 - Carnival Equipment Repairer	10.42
28043 - Carnival Equpment Worker	8.54
28210 - Gate Attendant/Gate Tender	13.83
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	16.79
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.51
29020 - Hatch Tender	21.51
29030 - Line Handler	21.51
29041 - Stevedore I	20.33
29042 - Stevedore II	22.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.95
30022 - Archeological Technician II	18.28
30023 - Archeological Technician III	24.87
30030 - Cartographic Technician	25.30
30040 - Civil Engineering Technician	21.90
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.41
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	24.78
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30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer, Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.71
31030 - Bus Driver		18.40
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		14.65
31310 - Taxi Driver		10.92
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		17.07
31363 - Truckdriver, Heavy		18.69
31364 - Truckdriver, Tractor-Trailer		18.69
99000 - Miscellaneous Occupations		
99030 - Cashier		8.57
99050 - Desk Clerk		10.19
99095 - Embalmer		23.36
99251 - Laboratory Animal Caretaker I		12.22
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		27.76
99410 - Pest Controller		17.04
99510 - Photofinishing Worker		13.23
99710 - Recycling Laborer		18.05
99711 - Recycling Specialist		20.80
99730 - Refuse Collector		16.68
99810 - Sales Clerk		12.12
99820 - School Crossing Guard		10.25
99830 - Survey Party Chief		18.85
99831 - Surveying Aide		11.23
99832 - Surveying Technician		17.13
99840 - Vending Machine Attendant		14.01
99841 - Vending Machine Repairer		16.78
99842 - Vending Machine Repairer Helper		14.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2453 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.80
01012 - Accounting Clerk II		14.37
01013 - Accounting Clerk III		16.08
01020 - Administrative Assistant		17.62
01040 - Court Reporter		16.46
01051 - Data Entry Operator I		11.33
01052 - Data Entry Operator II		12.36
01060 - Dispatcher, Motor Vehicle		15.07
01070 - Document Preparation Clerk		10.94
01090 - Duplicating Machine Operator		10.94
01111 - General Clerk I		11.13
01112 - General Clerk II		12.14
01113 - General Clerk III		14.73
01120 - Housing Referral Assistant		16.55
01141 - Messenger Courier		11.32
01191 - Order Clerk I		12.80
01192 - Order Clerk II		14.89
01261 - Personnel Assistant (Employment) I		13.54
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.68
01280 - Receptionist		11.38
01290 - Rental Clerk		11.29
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.55
01320 - Service Order Dispatcher		13.69
01410 - Supply Technician		17.62
01420 - Survey Worker		14.03
01531 - Travel Clerk I		13.42
01532 - Travel Clerk II		14.10
01533 - Travel Clerk III		15.03
01611 - Word Processor I		12.04
01612 - Word Processor II		13.52
01613 - Word Processor III		15.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		15.45
05010 - Automotive Electrician		15.62
05040 - Automotive Glass Installer		15.04
05070 - Automotive Worker		15.04
05110 - Mobile Equipment Servicer		14.04
05130 - Motor Equipment Metal Mechanic		16.10
05160 - Motor Equipment Metal Worker		15.04
05190 - Motor Vehicle Mechanic		16.10
05220 - Motor Vehicle Mechanic Helper		13.52
05250 - Motor Vehicle Upholstery Worker		14.53
05280 - Motor Vehicle Wrecker		15.04
05310 - Painter, Automotive		15.62
05340 - Radiator Repair Specialist		15.05
05370 - Tire Repairer		12.17
05400 - Transmission Repair Specialist		16.10
07000 - Food Preparation And Service Occupations		

07010 - Baker	12.19
07041 - Cook I	11.14
07042 - Cook II	12.01
07070 - Dishwasher	8.22
07130 - Food Service Worker	9.52
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	8.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.15
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	16.71
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	15.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	12.98
11122 - Housekeeping Aide	11.08
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	11.75
11240 - Maid or Houseman	9.26
11260 - Pruner	11.15
11270 - Tractor Operator	12.93
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	12.54
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	17.13
12015 - Certified Physical Therapist Assistant	18.21
12020 - Dental Assistant	14.15
12025 - Dental Hygienist	24.42
12030 - EKG Technician	21.48
12035 - Electroneurodiagnostic Technologist	21.48
12040 - Emergency Medical Technician	12.54
12071 - Licensed Practical Nurse I	15.02
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.73
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	16.16
12160 - Medical Record Clerk	12.61
12190 - Medical Record Technician	15.64
12195 - Medical Transcriptionist	14.10
12210 - Nuclear Medicine Technologist	32.26
12221 - Nursing Assistant I	10.51
12222 - Nursing Assistant II	11.82
12223 - Nursing Assistant III	12.89
12224 - Nursing Assistant IV	14.47
12235 - Optical Dispenser	13.12
12236 - Optical Technician	12.80
12250 - Pharmacy Technician	12.97
12280 - Phlebotomist	14.47
12305 - Radiologic Technologist	22.38
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.78
12315 - Registered Nurse III, Anesthetist	33.78
12316 - Registered Nurse IV	40.49
12317 - Scheduler (Drug and Alcohol Testing)	20.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.28

13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		18.28
13042 - Illustrator II		22.65
13043 - Illustrator III		27.71
13047 - Librarian		25.08
13050 - Library Aide/Clerk		11.60
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		14.34
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.10
13063 - Media Specialist III		17.94
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.63
14043 - Computer Operator III		18.63
14044 - Computer Operator IV		20.60
14045 - Computer Operator V		22.86
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		20.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		39.66
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		26.98
15070 - Flight Instructor (Pilot)		39.66
15080 - Graphic Artist		18.05
15090 - Technical Instructor		17.56
15095 - Technical Instructor/Course Developer		23.63
15110 - Test Proctor		13.88
15120 - Tutor		13.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		12.76
16070 - Finisher, Flatwork, Machine		9.77
16090 - Presser, Hand		9.77
16110 - Presser, Machine, Drycleaning		9.77
16130 - Presser, Machine, Shirts		9.77
16160 - Presser, Machine, Wearing Apparel, Laundry		9.77
16190 - Sewing Machine Operator		13.65
16220 - Tailor		14.52
16250 - Washer, Machine		10.80
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.33
19040 - Tool And Die Maker		19.48
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.79

21030 - Material Coordinator	18.68
21040 - Material Expediter	18.68
21050 - Material Handling Laborer	13.24
21071 - Order Filler	10.70
21080 - Production Line Worker (Food Processing)	14.79
21110 - Shipping Packer	13.38
21130 - Shipping/Receiving Clerk	13.38
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.37
21210 - Tools And Parts Attendant	14.79
21410 - Warehouse Specialist	14.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.90
23021 - Aircraft Mechanic I	20.31
23022 - Aircraft Mechanic II	20.90
23023 - Aircraft Mechanic III	21.59
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft, Painter	19.61
23060 - Aircraft Servicer	18.16
23080 - Aircraft Worker	18.83
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	12.38
23125 - Cable Splicer	29.00
23130 - Carpenter, Maintenance	18.27
23140 - Carpet Layer	17.62
23160 - Electrician, Maintenance	24.78
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.72
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.11
23310 - Fire Extinguisher Repairer	17.46
23311 - Fuel Distribution System Mechanic	20.53
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	16.11
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.16
23382 - Ground Support Equipment Worker	18.83
23391 - Gunsmith I	17.46
23392 - Gunsmith II	18.90
23393 - Gunsmith III	20.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.92
23430 - Heavy Equipment Mechanic	20.59
23440 - Heavy Equipment Operator	22.44
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	19.72
23470 - Laborer	13.24
23510 - Locksmith	19.72
23530 - Machinery Maintenance Mechanic	21.24
23550 - Machinist, Maintenance	17.86
23580 - Maintenance Trades Helper	15.48
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	22.89
23593 - Metrology Technician III	24.04
23640 - Millwright	21.21
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	23.02
23820 - Pneudraulic Systems Mechanic	20.53

23850 - Rigger	20.53
23870 - Scale Mechanic	18.90
23890 - Sheet-Metal Worker, Maintenance	23.02
23910 - Small Engine Mechanic	15.75
23931 - Telecommunications Mechanic I	22.40
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	15.46
23965 - Well Driller	18.94
23970 - Woodcraft Worker	20.53
23980 - Woodworker	14.00
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	12.08
24610 - Chore Aide	9.93
24620 - Family Readiness And Support Services Coordinator	12.07
24630 - Homemaker	12.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.10
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	23.10
25190 - Ventilation Equipment Tender	19.31
25210 - Water Treatment Plant Operator	19.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.07
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	21.00
27010 - Court Security Officer	20.72
27030 - Detection Dog Handler	15.71
27040 - Detention Officer	21.00
27070 - Firefighter	21.25
27101 - Guard I	11.94
27102 - Guard II	15.71
27131 - Police Officer I	20.72
27132 - Police Officer II	22.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	9.82
28043 - Carnival Equpment Worker	8.39
28210 - Gate Attendant/Gate Tender	14.21
28310 - Lifeguard	12.18
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	11.52
28515 - Recreation Specialist	15.13
28630 - Sports Official	12.66
28690 - Swimming Pool Operator	16.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.81
29020 - Hatch Tender	19.81
29030 - Line Handler	19.81
29041 - Stevedore I	18.79
29042 - Stevedore II	20.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	15.89
30022 - Archeological Technician II	17.78
30023 - Archeological Technician III	21.06
30030 - Cartographic Technician	21.06
30040 - Civil Engineering Technician	21.29
30061 - Drafter/CAD Operator I	15.89

30062 - Drafter/CAD Operator II		17.78
30063 - Drafter/CAD Operator III		19.83
30064 - Drafter/CAD Operator IV		24.40
30081 - Engineering Technician I		13.60
30082 - Engineering Technician II		15.27
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.37
30085 - Engineering Technician V		26.44
30086 - Engineering Technician VI		33.34
30090 - Environmental Technician		25.15
30210 - Laboratory Technician		18.21
30240 - Mathematical Technician		23.41
30361 - Paralegal/Legal Assistant I		16.93
30362 - Paralegal/Legal Assistant II		20.97
30363 - Paralegal/Legal Assistant III		25.65
30364 - Paralegal/Legal Assistant IV		31.04
30390 - Photo-Optics Technician		22.37
30461 - Technical Writer I		20.92
30462 - Technical Writer II		25.58
30463 - Technical Writer III		30.97
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.83
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.41
31030 - Bus Driver		15.95
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		10.55
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		10.55
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.19
31363 - Truckdriver, Heavy		18.20
31364 - Truckdriver, Tractor-Trailer		18.20
99000 - Miscellaneous Occupations		
99030 - Cashier		8.54
99050 - Desk Clerk		9.93
99095 - Embalmer		25.63
99251 - Laboratory Animal Caretaker I		10.85
99252 - Laboratory Animal Caretaker II		11.39
99310 - Mortician		25.63
99410 - Pest Controller		15.56
99510 - Photofinishing Worker		13.40
99710 - Recycling Laborer		13.57
99711 - Recycling Specialist		14.84
99730 - Refuse Collector		12.89
99810 - Sales Clerk		11.65
99820 - School Crossing Guard		9.12
99830 - Survey Party Chief		17.16
99831 - Surveying Aide		11.46
99832 - Surveying Technician		15.60
99840 - Vending Machine Attendant		13.78
99841 - Vending Machine Repairer		15.04
99842 - Vending Machine Repairer Helper		13.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2454 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.80
01012 - Accounting Clerk II		14.37
01013 - Accounting Clerk III		16.08
01020 - Administrative Assistant		17.62
01040 - Court Reporter		16.46
01051 - Data Entry Operator I		11.33
01052 - Data Entry Operator II		12.36
01060 - Dispatcher, Motor Vehicle		15.07
01070 - Document Preparation Clerk		10.94
01090 - Duplicating Machine Operator		10.94
01111 - General Clerk I		11.13
01112 - General Clerk II		12.14
01113 - General Clerk III		14.73
01120 - Housing Referral Assistant		16.55
01141 - Messenger Courier		11.32
01191 - Order Clerk I		12.80
01192 - Order Clerk II		14.89
01261 - Personnel Assistant (Employment) I		13.54
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.68
01280 - Receptionist		11.38
01290 - Rental Clerk		11.29
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.55
01320 - Service Order Dispatcher		13.69
01410 - Supply Technician		17.62

01420 - Survey Worker	14.03
01531 - Travel Clerk I	13.42
01532 - Travel Clerk II	14.10
01533 - Travel Clerk III	15.03
01611 - Word Processor I	12.04
01612 - Word Processor II	13.52
01613 - Word Processor III	15.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.45
05010 - Automotive Electrician	15.62
05040 - Automotive Glass Installer	15.04
05070 - Automotive Worker	15.04
05110 - Mobile Equipment Servicer	14.04
05130 - Motor Equipment Metal Mechanic	16.10
05160 - Motor Equipment Metal Worker	15.04
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	13.52
05250 - Motor Vehicle Upholstery Worker	14.53
05280 - Motor Vehicle Wrecker	15.04
05310 - Painter, Automotive	15.62
05340 - Radiator Repair Specialist	15.05
05370 - Tire Repairer	12.17
05400 - Transmission Repair Specialist	16.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.19
07041 - Cook I	11.14
07042 - Cook II	12.01
07070 - Dishwasher	8.22
07130 - Food Service Worker	9.52
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	8.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.15
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	16.71
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	15.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	12.98
11122 - Housekeeping Aide	11.08
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	11.75
11240 - Maid or Houseman	9.26
11260 - Pruner	11.15
11270 - Tractor Operator	12.93
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	12.54
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	17.13
12015 - Certified Physical Therapist Assistant	18.21
12020 - Dental Assistant	14.15
12025 - Dental Hygienist	24.42
12030 - EKG Technician	21.48
12035 - Electroneurodiagnostic Technologist	21.48
12040 - Emergency Medical Technician	12.54
12071 - Licensed Practical Nurse I	15.02
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.73

12100 - Medical Assistant		13.43
12130 - Medical Laboratory Technician		16.16
12160 - Medical Record Clerk		12.61
12190 - Medical Record Technician		15.64
12195 - Medical Transcriptionist		14.10
12210 - Nuclear Medicine Technologist		32.26
12221 - Nursing Assistant I		10.51
12222 - Nursing Assistant II		11.82
12223 - Nursing Assistant III		12.89
12224 - Nursing Assistant IV		14.47
12235 - Optical Dispenser		13.12
12236 - Optical Technician		12.80
12250 - Pharmacy Technician		12.97
12280 - Phlebotomist		14.47
12305 - Radiologic Technologist		22.38
12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III, Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		20.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.28
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		18.28
13042 - Illustrator II		22.65
13043 - Illustrator III		27.71
13047 - Librarian		25.08
13050 - Library Aide/Clerk		11.60
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		14.34
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.10
13063 - Media Specialist III		17.94
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.63
14043 - Computer Operator III		18.63
14044 - Computer Operator IV		20.60
14045 - Computer Operator V		22.86
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		20.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		39.66
15050 - Computer Based Training Specialist / Instructor		29.61

15060 - Educational Technologist	26.98
15070 - Flight Instructor (Pilot)	39.66
15080 - Graphic Artist	18.05
15090 - Technical Instructor	17.56
15095 - Technical Instructor/Course Developer	23.63
15110 - Test Proctor	13.88
15120 - Tutor	13.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.77
16030 - Counter Attendant	9.77
16040 - Dry Cleaner	12.76
16070 - Finisher, Flatwork, Machine	9.77
16090 - Presser, Hand	9.77
16110 - Presser, Machine, Drycleaning	9.77
16130 - Presser, Machine, Shirts	9.77
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	13.65
16220 - Tailor	14.52
16250 - Washer, Machine	10.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.33
19040 - Tool And Die Maker	19.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.79
21030 - Material Coordinator	18.68
21040 - Material Expediter	18.68
21050 - Material Handling Laborer	13.24
21071 - Order Filler	10.70
21080 - Production Line Worker (Food Processing)	14.79
21110 - Shipping Packer	13.38
21130 - Shipping/Receiving Clerk	13.38
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.37
21210 - Tools And Parts Attendant	14.79
21410 - Warehouse Specialist	14.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.90
23021 - Aircraft Mechanic I	20.31
23022 - Aircraft Mechanic II	20.90
23023 - Aircraft Mechanic III	21.59
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft, Painter	19.61
23060 - Aircraft Servicer	18.16
23080 - Aircraft Worker	18.83
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	12.38
23125 - Cable Splicer	29.00
23130 - Carpenter, Maintenance	18.27
23140 - Carpet Layer	17.62
23160 - Electrician, Maintenance	24.78
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.72
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.11
23310 - Fire Extinguisher Repairer	17.46
23311 - Fuel Distribution System Mechanic	20.53
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	16.11
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.16
23382 - Ground Support Equipment Worker	18.83
23391 - Gunsmith I	17.46

23392 - Gunsmith II	18.90
23393 - Gunsmith III	20.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.92
23430 - Heavy Equipment Mechanic	20.59
23440 - Heavy Equipment Operator	22.44
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	19.72
23470 - Laborer	13.24
23510 - Locksmith	19.72
23530 - Machinery Maintenance Mechanic	21.24
23550 - Machinist, Maintenance	17.86
23580 - Maintenance Trades Helper	15.48
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	22.89
23593 - Metrology Technician III	24.04
23640 - Millwright	21.21
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	23.02
23820 - Pneudraulic Systems Mechanic	20.53
23850 - Rigger	20.53
23870 - Scale Mechanic	18.90
23890 - Sheet-Metal Worker, Maintenance	23.02
23910 - Small Engine Mechanic	15.75
23931 - Telecommunications Mechanic I	22.40
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	15.46
23965 - Well Driller	18.94
23970 - Woodcraft Worker	20.53
23980 - Woodworker	14.00
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	12.08
24610 - Chore Aide	9.93
24620 - Family Readiness And Support Services Coordinator	12.07
24630 - Homemaker	12.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.10
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	23.10
25190 - Ventilation Equipment Tender	19.31
25210 - Water Treatment Plant Operator	19.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.07
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	21.00
27010 - Court Security Officer	20.72
27030 - Detection Dog Handler	15.71
27040 - Detention Officer	21.00
27070 - Firefighter	21.25
27101 - Guard I	11.94
27102 - Guard II	15.71
27131 - Police Officer I	20.72
27132 - Police Officer II	22.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	9.82

28043 - Carnival Equpment Worker		8.39
28210 - Gate Attendant/Gate Tender		14.21
28310 - Lifeguard		12.18
28350 - Park Attendant (Aide)		15.90
28510 - Recreation Aide/Health Facility Attendant		11.52
28515 - Recreation Specialist		15.13
28630 - Sports Official		12.66
28690 - Swimming Pool Operator		16.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.81
29020 - Hatch Tender		19.81
29030 - Line Handler		19.81
29041 - Stevedore I		18.79
29042 - Stevedore II		20.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		15.89
30022 - Archeological Technician II		17.78
30023 - Archeological Technician III		21.06
30030 - Cartographic Technician		21.06
30040 - Civil Engineering Technician		21.29
30061 - Drafter/CAD Operator I		15.89
30062 - Drafter/CAD Operator II		17.78
30063 - Drafter/CAD Operator III		19.83
30064 - Drafter/CAD Operator IV		24.40
30081 - Engineering Technician I		13.60
30082 - Engineering Technician II		15.27
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.37
30085 - Engineering Technician V		26.44
30086 - Engineering Technician VI		33.34
30090 - Environmental Technician		25.15
30210 - Laboratory Technician		18.21
30240 - Mathematical Technician		23.41
30361 - Paralegal/Legal Assistant I		16.93
30362 - Paralegal/Legal Assistant II		20.97
30363 - Paralegal/Legal Assistant III		25.65
30364 - Paralegal/Legal Assistant IV		31.04
30390 - Photo-Optics Technician		22.37
30461 - Technical Writer I		20.92
30462 - Technical Writer II		25.58
30463 - Technical Writer III		30.97
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.83
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.41
31030 - Bus Driver		15.95
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		10.55
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		10.55
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.19
31363 - Truckdriver, Heavy		18.20
31364 - Truckdriver, Tractor-Trailer		18.20

99000 - Miscellaneous Occupations	
99030 - Cashier	8.54
99050 - Desk Clerk	9.93
99095 - Embalmer	25.63
99251 - Laboratory Animal Caretaker I	10.85
99252 - Laboratory Animal Caretaker II	11.39
99310 - Mortician	25.63
99410 - Pest Controller	15.56
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	13.57
99711 - Recycling Specialist	14.84
99730 - Refuse Collector	12.89
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	9.12
99830 - Survey Party Chief	17.16
99831 - Surveying Aide	11.46
99832 - Surveying Technician	15.60
99840 - Vending Machine Attendant	13.78
99841 - Vending Machine Repairer	15.04
99842 - Vending Machine Repairer Helper	13.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2455 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.67
01012 - Accounting Clerk II		15.34
01013 - Accounting Clerk III		17.16
01020 - Administrative Assistant		21.55

01040 - Court Reporter	17.62
01051 - Data Entry Operator I	11.40
01052 - Data Entry Operator II	12.65
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	13.07
01090 - Duplicating Machine Operator	13.07
01111 - General Clerk I	12.66
01112 - General Clerk II	14.68
01113 - General Clerk III	16.47
01120 - Housing Referral Assistant	20.66
01141 - Messenger Courier	10.55
01191 - Order Clerk I	11.40
01192 - Order Clerk II	14.84
01261 - Personnel Assistant (Employment) I	15.29
01262 - Personnel Assistant (Employment) II	17.62
01263 - Personnel Assistant (Employment) III	18.39
01270 - Production Control Clerk	21.16
01280 - Receptionist	13.07
01290 - Rental Clerk	15.62
01300 - Scheduler, Maintenance	15.89
01311 - Secretary I	16.56
01312 - Secretary II	18.52
01313 - Secretary III	20.66
01320 - Service Order Dispatcher	14.55
01410 - Supply Technician	21.55
01420 - Survey Worker	17.16
01531 - Travel Clerk I	12.01
01532 - Travel Clerk II	12.88
01533 - Travel Clerk III	13.80
01611 - Word Processor I	13.07
01612 - Word Processor II	15.62
01613 - Word Processor III	17.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.92
05010 - Automotive Electrician	17.89
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.68
05130 - Motor Equipment Metal Mechanic	18.81
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.32
05220 - Motor Vehicle Mechanic Helper	16.42
05250 - Motor Vehicle Upholstery Worker	16.42
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	17.89
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.53
07041 - Cook I	11.72
07042 - Cook II	13.11
07070 - Dishwasher	8.89
07130 - Food Service Worker	9.23
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	9.47
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.27
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.85
09130 - Upholsterer	17.27

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	10.50
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.55
11150 - Janitor	10.50
11210 - Laborer, Grounds Maintenance	12.25
11240 - Maid or Houseman	8.97
11260 - Pruner	11.39
11270 - Tractor Operator	13.98
11330 - Trail Maintenance Worker	12.25
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	13.02
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	19.82
12015 - Certified Physical Therapist Assistant	18.94
12020 - Dental Assistant	12.75
12025 - Dental Hygienist	26.80
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	13.02
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.50
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	16.64
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.74
12210 - Nuclear Medicine Technologist	31.92
12221 - Nursing Assistant I	9.95
12222 - Nursing Assistant II	11.19
12223 - Nursing Assistant III	12.21
12224 - Nursing Assistant IV	13.70
12235 - Optical Dispenser	13.04
12236 - Optical Technician	13.64
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	25.47
12311 - Registered Nurse I	23.70
12312 - Registered Nurse II	28.99
12313 - Registered Nurse II, Specialist	28.99
12314 - Registered Nurse III	35.07
12315 - Registered Nurse III, Anesthetist	35.07
12316 - Registered Nurse IV	42.03
12317 - Scheduler (Drug and Alcohol Testing)	21.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.85
13012 - Exhibits Specialist II	23.36
13013 - Exhibits Specialist III	28.57
13041 - Illustrator I	18.85
13042 - Illustrator II	23.36
13043 - Illustrator III	28.57
13047 - Librarian	25.86
13050 - Library Aide/Clerk	10.26
13054 - Library Information Technology Systems Administrator	23.36
13058 - Library Technician	15.58
13061 - Media Specialist I	16.85
13062 - Media Specialist II	18.85
13063 - Media Specialist III	21.02
13071 - Photographer I	14.38

13072 - Photographer II		16.07
13073 - Photographer III		17.47
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		16.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.14
14044 - Computer Operator IV		21.23
14045 - Computer Operator V		23.67
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		21.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.73
15020 - Aircrew Training Devices Instructor (Rated)		32.34
15030 - Air Crew Training Devices Instructor (Pilot)		38.76
15050 - Computer Based Training Specialist / Instructor		26.73
15060 - Educational Technologist		27.44
15070 - Flight Instructor (Pilot)		38.76
15080 - Graphic Artist		20.04
15090 - Technical Instructor		18.68
15095 - Technical Instructor/Course Developer		22.85
15110 - Test Proctor		16.16
15120 - Tutor		16.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.39
16030 - Counter Attendant		9.39
16040 - Dry Cleaner		12.07
16070 - Finisher, Flatwork, Machine		9.39
16090 - Presser, Hand		9.39
16110 - Presser, Machine, Drycleaning		9.39
16130 - Presser, Machine, Shirts		9.39
16160 - Presser, Machine, Wearing Apparel, Laundry		9.39
16190 - Sewing Machine Operator		12.84
16220 - Tailor		13.56
16250 - Washer, Machine		10.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.26
19040 - Tool And Die Maker		20.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.23
21030 - Material Coordinator		21.16
21040 - Material Expediter		21.16
21050 - Material Handling Laborer		13.69
21071 - Order Filler		14.10
21080 - Production Line Worker (Food Processing)		15.23
21110 - Shipping Packer		15.54
21130 - Shipping/Receiving Clerk		15.54
21140 - Store Worker I		12.55
21150 - Stock Clerk		15.71
21210 - Tools And Parts Attendant		15.23
21410 - Warehouse Specialist		15.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.26
23021 - Aircraft Mechanic I		22.25

23022 - Aircraft Mechanic II	24.26
23023 - Aircraft Mechanic III	25.37
23040 - Aircraft Mechanic Helper	16.94
23050 - Aircraft, Painter	21.19
23060 - Aircraft Servicer	19.07
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	16.51
23120 - Bicycle Repairer	13.29
23125 - Cable Splicer	28.86
23130 - Carpenter, Maintenance	19.72
23140 - Carpet Layer	14.87
23160 - Electrician, Maintenance	21.70
23181 - Electronics Technician Maintenance I	21.08
23182 - Electronics Technician Maintenance II	22.20
23183 - Electronics Technician Maintenance III	23.28
23260 - Fabric Worker	18.69
23290 - Fire Alarm System Mechanic	20.23
23310 - Fire Extinguisher Repairer	17.17
23311 - Fuel Distribution System Mechanic	21.20
23312 - Fuel Distribution System Operator	17.17
23370 - General Maintenance Worker	18.17
23380 - Ground Support Equipment Mechanic	22.25
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.12
23391 - Gunsmith I	17.17
23392 - Gunsmith II	19.20
23393 - Gunsmith III	21.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.12
23430 - Heavy Equipment Mechanic	19.96
23440 - Heavy Equipment Operator	19.91
23460 - Instrument Mechanic	21.20
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	13.50
23510 - Locksmith	20.21
23530 - Machinery Maintenance Mechanic	23.31
23550 - Machinist, Maintenance	20.08
23580 - Maintenance Trades Helper	16.15
23591 - Metrology Technician I	21.20
23592 - Metrology Technician II	22.21
23593 - Metrology Technician III	23.22
23640 - Millwright	21.20
23710 - Office Appliance Repairer	21.79
23760 - Painter, Maintenance	17.27
23790 - Pipefitter, Maintenance	21.51
23810 - Plumber, Maintenance	19.79
23820 - Pneudraulic Systems Mechanic	21.20
23850 - Rigger	21.20
23870 - Scale Mechanic	19.20
23890 - Sheet-Metal Worker, Maintenance	20.79
23910 - Small Engine Mechanic	18.23
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	26.78
23960 - Welder, Combination, Maintenance	19.96
23965 - Well Driller	20.23
23970 - Woodcraft Worker	21.20
23980 - Woodworker	16.79
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.08
24580 - Child Care Center Clerk	13.81

24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	13.77
24630 - Homemaker	15.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.90
25040 - Sewage Plant Operator	21.25
25070 - Stationary Engineer	21.90
25190 - Ventilation Equipment Tender	16.21
25210 - Water Treatment Plant Operator	21.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	10.78
27008 - Corrections Officer	23.51
27010 - Court Security Officer	23.51
27030 - Detection Dog Handler	12.06
27040 - Detention Officer	23.51
27070 - Firefighter	20.82
27101 - Guard I	10.74
27102 - Guard II	12.06
27131 - Police Officer I	26.33
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equpment Worker	9.41
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.90
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.22
29020 - Hatch Tender	18.22
29030 - Line Handler	18.22
29041 - Stevedore I	17.27
29042 - Stevedore II	19.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.78
30022 - Archeological Technician II	19.91
30023 - Archeological Technician III	25.33
30030 - Cartographic Technician	27.18
30040 - Civil Engineering Technician	24.90
30061 - Drafter/CAD Operator I	19.61
30062 - Drafter/CAD Operator II	21.93
30063 - Drafter/CAD Operator III	24.46
30064 - Drafter/CAD Operator IV	30.09
30081 - Engineering Technician I	16.63
30082 - Engineering Technician II	18.68
30083 - Engineering Technician III	20.76
30084 - Engineering Technician IV	25.91
30085 - Engineering Technician V	33.77
30086 - Engineering Technician VI	39.86
30090 - Environmental Technician	26.50
30210 - Laboratory Technician	18.51
30240 - Mathematical Technician	27.18
30361 - Paralegal/Legal Assistant I	19.18
30362 - Paralegal/Legal Assistant II	23.77

30363 - Paralegal/Legal Assistant III		29.08
30364 - Paralegal/Legal Assistant IV		35.18
30390 - Photo-Optics Technician		27.18
30461 - Technical Writer I		22.76
30462 - Technical Writer II		27.84
30463 - Technical Writer III		33.68
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.46
30621 - Weather Observer, Senior	(see 2)	27.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.26
31030 - Bus Driver		15.40
31043 - Driver Courier		13.67
31260 - Parking and Lot Attendant		9.86
31290 - Shuttle Bus Driver		14.53
31310 - Taxi Driver		11.09
31361 - Truckdriver, Light		14.53
31362 - Truckdriver, Medium		15.68
31363 - Truckdriver, Heavy		18.87
31364 - Truckdriver, Tractor-Trailer		18.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.99
99050 - Desk Clerk		11.08
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		13.48
99252 - Laboratory Animal Caretaker II		14.16
99310 - Mortician		29.78
99410 - Pest Controller		17.46
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.43
99711 - Recycling Specialist		16.47
99730 - Refuse Collector		13.41
99810 - Sales Clerk		11.61
99820 - School Crossing Guard		11.71
99830 - Survey Party Chief		19.39
99831 - Surveying Aide		12.63
99832 - Surveying Technician		17.30
99840 - Vending Machine Attendant		15.83
99841 - Vending Machine Repairer		18.18
99842 - Vending Machine Repairer Helper		15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2456
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.67
01012 - Accounting Clerk II		15.34
01013 - Accounting Clerk III		17.16
01020 - Administrative Assistant		21.55
01040 - Court Reporter		17.62
01051 - Data Entry Operator I		11.40
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.07
01090 - Duplicating Machine Operator		13.07
01111 - General Clerk I		12.66
01112 - General Clerk II		14.68
01113 - General Clerk III		16.47
01120 - Housing Referral Assistant		20.66
01141 - Messenger Courier		10.55
01191 - Order Clerk I		11.40
01192 - Order Clerk II		14.84
01261 - Personnel Assistant (Employment) I		15.29
01262 - Personnel Assistant (Employment) II		17.62
01263 - Personnel Assistant (Employment) III		18.39
01270 - Production Control Clerk		21.16
01280 - Receptionist		13.07
01290 - Rental Clerk		15.62
01300 - Scheduler, Maintenance		15.89
01311 - Secretary I		16.56
01312 - Secretary II		18.52
01313 - Secretary III		20.66
01320 - Service Order Dispatcher		14.55
01410 - Supply Technician		21.55
01420 - Survey Worker		17.16
01531 - Travel Clerk I		12.01
01532 - Travel Clerk II		12.88
01533 - Travel Clerk III		13.80
01611 - Word Processor I		13.07
01612 - Word Processor II		15.62
01613 - Word Processor III		17.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.92
05010 - Automotive Electrician		17.89
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.17
05110 - Mobile Equipment Servicer		15.68
05130 - Motor Equipment Metal Mechanic		18.81
05160 - Motor Equipment Metal Worker		17.17
05190 - Motor Vehicle Mechanic		18.32
05220 - Motor Vehicle Mechanic Helper		16.42
05250 - Motor Vehicle Upholstery Worker		16.42

05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	17.89
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.53
07041 - Cook I	11.72
07042 - Cook II	13.11
07070 - Dishwasher	8.89
07130 - Food Service Worker	9.23
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	9.47
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.27
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.85
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	10.50
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.55
11150 - Janitor	10.50
11210 - Laborer, Grounds Maintenance	12.25
11240 - Maid or Houseman	8.97
11260 - Pruner	11.39
11270 - Tractor Operator	13.98
11330 - Trail Maintenance Worker	12.25
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	13.02
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	19.82
12015 - Certified Physical Therapist Assistant	18.94
12020 - Dental Assistant	12.75
12025 - Dental Hygienist	26.80
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	13.02
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.50
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	16.64
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.74
12210 - Nuclear Medicine Technologist	31.92
12221 - Nursing Assistant I	9.95
12222 - Nursing Assistant II	11.19
12223 - Nursing Assistant III	12.21
12224 - Nursing Assistant IV	13.70
12235 - Optical Dispenser	13.04
12236 - Optical Technician	13.64
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	25.47
12311 - Registered Nurse I	23.70
12312 - Registered Nurse II	28.99
12313 - Registered Nurse II, Specialist	28.99

12314 - Registered Nurse III		35.07
12315 - Registered Nurse III, Anesthetist		35.07
12316 - Registered Nurse IV		42.03
12317 - Scheduler (Drug and Alcohol Testing)		21.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.85
13012 - Exhibits Specialist II		23.36
13013 - Exhibits Specialist III		28.57
13041 - Illustrator I		18.85
13042 - Illustrator II		23.36
13043 - Illustrator III		28.57
13047 - Librarian		25.86
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		23.36
13058 - Library Technician		15.58
13061 - Media Specialist I		16.85
13062 - Media Specialist II		18.85
13063 - Media Specialist III		21.02
13071 - Photographer I		14.38
13072 - Photographer II		16.07
13073 - Photographer III		17.47
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		16.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.14
14044 - Computer Operator IV		21.23
14045 - Computer Operator V		23.67
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		21.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.73
15020 - Aircrew Training Devices Instructor (Rated)		32.34
15030 - Air Crew Training Devices Instructor (Pilot)		38.76
15050 - Computer Based Training Specialist / Instructor		26.73
15060 - Educational Technologist		27.44
15070 - Flight Instructor (Pilot)		38.76
15080 - Graphic Artist		20.04
15090 - Technical Instructor		18.68
15095 - Technical Instructor/Course Developer		22.85
15110 - Test Proctor		16.16
15120 - Tutor		16.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.39
16030 - Counter Attendant		9.39
16040 - Dry Cleaner		12.07
16070 - Finisher, Flatwork, Machine		9.39
16090 - Presser, Hand		9.39
16110 - Presser, Machine, Drycleaning		9.39
16130 - Presser, Machine, Shirts		9.39
16160 - Presser, Machine, Wearing Apparel, Laundry		9.39
16190 - Sewing Machine Operator		12.84
16220 - Tailor		13.56

16250 - Washer, Machine	10.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.26
19040 - Tool And Die Maker	20.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.23
21030 - Material Coordinator	21.16
21040 - Material Expediter	21.16
21050 - Material Handling Laborer	13.69
21071 - Order Filler	14.10
21080 - Production Line Worker (Food Processing)	15.23
21110 - Shipping Packer	15.54
21130 - Shipping/Receiving Clerk	15.54
21140 - Store Worker I	12.55
21150 - Stock Clerk	15.71
21210 - Tools And Parts Attendant	15.23
21410 - Warehouse Specialist	15.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.26
23021 - Aircraft Mechanic I	22.25
23022 - Aircraft Mechanic II	24.26
23023 - Aircraft Mechanic III	25.37
23040 - Aircraft Mechanic Helper	16.94
23050 - Aircraft, Painter	21.19
23060 - Aircraft Servicer	19.07
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	16.51
23120 - Bicycle Repairer	13.29
23125 - Cable Splicer	28.86
23130 - Carpenter, Maintenance	19.72
23140 - Carpet Layer	14.87
23160 - Electrician, Maintenance	21.70
23181 - Electronics Technician Maintenance I	21.08
23182 - Electronics Technician Maintenance II	22.20
23183 - Electronics Technician Maintenance III	23.28
23260 - Fabric Worker	18.69
23290 - Fire Alarm System Mechanic	20.23
23310 - Fire Extinguisher Repairer	17.17
23311 - Fuel Distribution System Mechanic	21.20
23312 - Fuel Distribution System Operator	17.17
23370 - General Maintenance Worker	18.17
23380 - Ground Support Equipment Mechanic	22.25
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.12
23391 - Gunsmith I	17.17
23392 - Gunsmith II	19.20
23393 - Gunsmith III	21.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.12
23430 - Heavy Equipment Mechanic	19.96
23440 - Heavy Equipment Operator	19.91
23460 - Instrument Mechanic	21.20
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	13.50
23510 - Locksmith	20.21
23530 - Machinery Maintenance Mechanic	23.31
23550 - Machinist, Maintenance	20.08
23580 - Maintenance Trades Helper	16.15
23591 - Metrology Technician I	21.20
23592 - Metrology Technician II	22.21
23593 - Metrology Technician III	23.22

23640 - Millwright	21.20
23710 - Office Appliance Repairer	21.79
23760 - Painter, Maintenance	17.27
23790 - Pipefitter, Maintenance	21.51
23810 - Plumber, Maintenance	19.79
23820 - Pneudraulic Systems Mechanic	21.20
23850 - Rigger	21.20
23870 - Scale Mechanic	19.20
23890 - Sheet-Metal Worker, Maintenance	20.79
23910 - Small Engine Mechanic	18.23
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	26.78
23960 - Welder, Combination, Maintenance	19.96
23965 - Well Driller	20.23
23970 - Woodcraft Worker	21.20
23980 - Woodworker	16.79
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.08
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	13.77
24630 - Homemaker	15.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.90
25040 - Sewage Plant Operator	21.25
25070 - Stationary Engineer	21.90
25190 - Ventilation Equipment Tender	16.21
25210 - Water Treatment Plant Operator	21.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	10.78
27008 - Corrections Officer	23.51
27010 - Court Security Officer	23.51
27030 - Detection Dog Handler	12.06
27040 - Detention Officer	23.51
27070 - Firefighter	20.82
27101 - Guard I	10.74
27102 - Guard II	12.06
27131 - Police Officer I	26.33
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equpment Worker	9.41
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.90
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.22
29020 - Hatch Tender	18.22
29030 - Line Handler	18.22
29041 - Stevedore I	17.27
29042 - Stevedore II	19.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		17.78
30022 - Archeological Technician II		19.91
30023 - Archeological Technician III		25.33
30030 - Cartographic Technician		27.18
30040 - Civil Engineering Technician		24.90
30061 - Drafter/CAD Operator I		19.61
30062 - Drafter/CAD Operator II		21.93
30063 - Drafter/CAD Operator III		24.46
30064 - Drafter/CAD Operator IV		30.09
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.68
30083 - Engineering Technician III		20.76
30084 - Engineering Technician IV		25.91
30085 - Engineering Technician V		33.77
30086 - Engineering Technician VI		39.86
30090 - Environmental Technician		26.50
30210 - Laboratory Technician		18.51
30240 - Mathematical Technician		27.18
30361 - Paralegal/Legal Assistant I		19.18
30362 - Paralegal/Legal Assistant II		23.77
30363 - Paralegal/Legal Assistant III		29.08
30364 - Paralegal/Legal Assistant IV		35.18
30390 - Photo-Optics Technician		27.18
30461 - Technical Writer I		22.76
30462 - Technical Writer II		27.84
30463 - Technical Writer III		33.68
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.46
30621 - Weather Observer, Senior	(see 2)	27.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.26
31030 - Bus Driver		15.40
31043 - Driver Courier		13.67
31260 - Parking and Lot Attendant		9.86
31290 - Shuttle Bus Driver		14.53
31310 - Taxi Driver		11.09
31361 - Truckdriver, Light		14.53
31362 - Truckdriver, Medium		15.68
31363 - Truckdriver, Heavy		18.87
31364 - Truckdriver, Tractor-Trailer		18.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.99
99050 - Desk Clerk		11.08
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		13.48
99252 - Laboratory Animal Caretaker II		14.16
99310 - Mortician		29.78
99410 - Pest Controller		17.46
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.43
99711 - Recycling Specialist		16.47
99730 - Refuse Collector		13.41
99810 - Sales Clerk		11.61
99820 - School Crossing Guard		11.71
99830 - Survey Party Chief		19.39
99831 - Surveying Aide		12.63
99832 - Surveying Technician		17.30
99840 - Vending Machine Attendant		15.83

99841 - Vending Machine Repairer	18.18
99842 - Vending Machine Repairer Helper	15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2461
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Puerto Rico

Area: Puerto Rico Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01040 - Court Reporter		13.69
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01280 - Receptionist		7.99
01290 - Rental Clerk		8.04
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34

01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.32
01420 - Survey Worker	9.33
01531 - Travel Clerk I	11.37
01532 - Travel Clerk II	12.51
01533 - Travel Clerk III	13.79
01611 - Word Processor I	9.84
01612 - Word Processor II	11.05
01613 - Word Processor III	12.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter, Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.02
07041 - Cook I	7.31
07042 - Cook II	8.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	8.20
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.98
11060 - Elevator Operator	7.79
11090 - Gardener	7.79
11122 - Housekeeping Aide	7.79
11150 - Janitor	7.79
11210 - Laborer, Grounds Maintenance	7.67
11240 - Maid or Houseman	7.25
11260 - Pruner	9.75
11270 - Tractor Operator	9.15
11330 - Trail Maintenance Worker	7.67
11360 - Window Cleaner	8.30
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.07
12012 - Certified Occupational Therapist Assistant	12.56
12015 - Certified Physical Therapist Assistant	9.05
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	16.11
12030 - EKG Technician	11.22
12035 - Electroneurodiagnostic Technologist	11.22
12040 - Emergency Medical Technician	10.93

12071 - Licensed Practical Nurse I		9.07
12072 - Licensed Practical Nurse II		10.14
12073 - Licensed Practical Nurse III		11.93
12100 - Medical Assistant		11.83
12130 - Medical Laboratory Technician		10.75
12160 - Medical Record Clerk		10.61
12190 - Medical Record Technician		14.10
12195 - Medical Transcriptionist		10.82
12210 - Nuclear Medicine Technologist		16.93
12221 - Nursing Assistant I		7.86
12222 - Nursing Assistant II		8.84
12223 - Nursing Assistant III		9.64
12224 - Nursing Assistant IV		10.82
12235 - Optical Dispenser		10.16
12236 - Optical Technician		10.16
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		10.82
12305 - Radiologic Technologist		11.81
12311 - Registered Nurse I		13.59
12312 - Registered Nurse II		16.62
12313 - Registered Nurse II, Specialist		16.62
12314 - Registered Nurse III		20.11
12315 - Registered Nurse III, Anesthetist		20.11
12316 - Registered Nurse IV		24.10
12317 - Scheduler (Drug and Alcohol Testing)		12.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		12.32
13012 - Exhibits Specialist II		14.97
13013 - Exhibits Specialist III		18.31
13041 - Illustrator I		13.55
13042 - Illustrator II		15.85
13043 - Illustrator III		19.07
13047 - Librarian		16.59
13050 - Library Aide/Clerk		9.78
13054 - Library Information Technology Systems Administrator		13.61
13058 - Library Technician		10.27
13061 - Media Specialist I		10.97
13062 - Media Specialist II		12.28
13063 - Media Specialist III		13.69
13071 - Photographer I		13.83
13072 - Photographer II		15.67
13073 - Photographer III		17.78
13074 - Photographer IV		23.75
13075 - Photographer V		27.73
13110 - Video Teleconference Technician		11.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		10.09
14042 - Computer Operator II		11.29
14043 - Computer Operator III		13.95
14044 - Computer Operator IV		18.82
14045 - Computer Operator V		20.84
14071 - Computer Programmer I		16.35
14072 - Computer Programmer II		20.85
14073 - Computer Programmer III		24.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		23.61
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		10.09
14160 - Personal Computer Support Technician		19.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61

15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	24.52
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	16.96
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.81
16030 - Counter Attendant	8.81
16040 - Dry Cleaner	9.70
16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	10.01
16220 - Tailor	10.29
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.81
21071 - Order Filler	8.26
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.05
21150 - Stock Clerk	10.92
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23080 - Aircraft Worker	23.04
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33

23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	7.25
24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	8.47
27007 - Baggage Inspector	7.62
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	8.52
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	7.62
27102 - Guard II	8.52
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		8.15
28042 - Carnival Equipment Repairer		8.57
28043 - Carnival Equpment Worker		7.63
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		10.54
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		8.86
28515 - Recreation Specialist		13.00
28630 - Sports Official		11.10
28690 - Swimming Pool Operator		12.07
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		13.18
29020 - Hatch Tender		13.18
29030 - Line Handler		13.18
29041 - Stevedore I		11.23
29042 - Stevedore II		13.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		12.51
30022 - Archeological Technician II		12.83
30023 - Archeological Technician III		17.33
30030 - Cartographic Technician		17.33
30040 - Civil Engineering Technician		14.98
30061 - Drafter/CAD Operator I		12.51
30062 - Drafter/CAD Operator II		14.09
30063 - Drafter/CAD Operator III		15.60
30064 - Drafter/CAD Operator IV		19.20
30081 - Engineering Technician I		13.01
30082 - Engineering Technician II		14.62
30083 - Engineering Technician III		16.34
30084 - Engineering Technician IV		20.24
30085 - Engineering Technician V		24.76
30086 - Engineering Technician VI		30.37
30090 - Environmental Technician		14.81
30210 - Laboratory Technician		15.91
30240 - Mathematical Technician		17.33
30361 - Paralegal/Legal Assistant I		13.40
30362 - Paralegal/Legal Assistant II		16.60
30363 - Paralegal/Legal Assistant III		20.31
30364 - Paralegal/Legal Assistant IV		24.57
30390 - Photo-Optics Technician		18.24
30461 - Technical Writer I		17.95
30462 - Technical Writer II		21.69
30463 - Technical Writer III		25.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	15.60
30621 - Weather Observer, Senior	(see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		7.72
31030 - Bus Driver		10.47
31043 - Driver Courier		7.44
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		8.04
31310 - Taxi Driver		9.08
31361 - Truckdriver, Light		8.04

31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99030 - Cashier	7.25
99050 - Desk Clerk	7.68
99095 - Embalmer	21.06
99251 - Laboratory Animal Caretaker I	8.45
99252 - Laboratory Animal Caretaker II	8.37
99310 - Mortician	21.06
99410 - Pest Controller	10.20
99510 - Photofinishing Worker	10.85
99710 - Recycling Laborer	8.72
99711 - Recycling Specialist	10.40
99730 - Refuse Collector	7.88
99810 - Sales Clerk	8.09
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	11.06
99831 - Surveying Aide	9.24
99832 - Surveying Technician	10.06
99840 - Vending Machine Attendant	9.21
99841 - Vending Machine Repairer	10.22
99842 - Vending Machine Repairer Helper	10.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2462

State: Puerto Rico

Area: Puerto Rico Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01040 - Court Reporter		13.69
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01280 - Receptionist		7.99
01290 - Rental Clerk		8.04
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.32
01420 - Survey Worker		9.33
01531 - Travel Clerk I		11.37
01532 - Travel Clerk II		12.51
01533 - Travel Clerk III		13.79
01611 - Word Processor I		9.84
01612 - Word Processor II		11.05
01613 - Word Processor III		12.36
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87

05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.02
07041 - Cook I	7.31
07042 - Cook II	8.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	8.20
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.98
11060 - Elevator Operator	7.79
11090 - Gardener	7.79
11122 - Housekeeping Aide	7.79
11150 - Janitor	7.79
11210 - Laborer, Grounds Maintenance	7.67
11240 - Maid or Houseman	7.25
11260 - Pruner	9.75
11270 - Tractor Operator	9.15
11330 - Trail Maintenance Worker	7.67
11360 - Window Cleaner	8.30
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.07
12012 - Certified Occupational Therapist Assistant	12.56
12015 - Certified Physical Therapist Assistant	9.05
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	16.11
12030 - EKG Technician	11.22
12035 - Electroneurodiagnostic Technologist	11.22
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.07
12072 - Licensed Practical Nurse II	10.14
12073 - Licensed Practical Nurse III	11.93
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	10.75
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	16.93
12221 - Nursing Assistant I	7.86
12222 - Nursing Assistant II	8.84
12223 - Nursing Assistant III	9.64
12224 - Nursing Assistant IV	10.82
12235 - Optical Dispenser	10.16
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	10.82
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	13.59
12312 - Registered Nurse II	16.62
12313 - Registered Nurse II, Specialist	16.62
12314 - Registered Nurse III	20.11
12315 - Registered Nurse III, Anesthetist	20.11
12316 - Registered Nurse IV	24.10

12317 - Scheduler (Drug and Alcohol Testing)		12.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		12.32
13012 - Exhibits Specialist II		14.97
13013 - Exhibits Specialist III		18.31
13041 - Illustrator I		13.55
13042 - Illustrator II		15.85
13043 - Illustrator III		19.07
13047 - Librarian		16.59
13050 - Library Aide/Clerk		9.78
13054 - Library Information Technology Systems Administrator		13.61
13058 - Library Technician		10.27
13061 - Media Specialist I		10.97
13062 - Media Specialist II	(see 1)	12.28
13063 - Media Specialist III		13.69
13071 - Photographer I		13.83
13072 - Photographer II		15.67
13073 - Photographer III		17.78
13074 - Photographer IV		23.75
13075 - Photographer V		27.73
13110 - Video Teleconference Technician		11.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		10.09
14042 - Computer Operator II		11.29
14043 - Computer Operator III		13.95
14044 - Computer Operator IV		18.82
14045 - Computer Operator V		20.84
14071 - Computer Programmer I		16.35
14072 - Computer Programmer II		20.85
14073 - Computer Programmer III		24.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		23.61
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		10.09
14160 - Personal Computer Support Technician		19.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61
15020 - Aircrew Training Devices Instructor (Rated)		28.56
15030 - Air Crew Training Devices Instructor (Pilot)		34.23
15050 - Computer Based Training Specialist / Instructor		24.52
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		34.23
15080 - Graphic Artist		16.96
15090 - Technical Instructor		14.07
15095 - Technical Instructor/Course Developer		19.06
15110 - Test Proctor		11.36
15120 - Tutor		11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		9.70
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		10.01
16220 - Tailor		10.29
16250 - Washer, Machine		9.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		11.73

19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.81
21071 - Order Filler	8.26
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.05
21150 - Stock Clerk	10.92
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23080 - Aircraft Worker	23.04
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45

23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	7.25
24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	8.47
27007 - Baggage Inspector	7.62
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	8.52
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	7.62
27102 - Guard II	8.52
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Equpment Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	13.00
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	12.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	12.51
30022 - Archeological Technician II	12.83
30023 - Archeological Technician III	17.33

30030 - Cartographic Technician		17.33
30040 - Civil Engineering Technician		14.98
30061 - Drafter/CAD Operator I		12.51
30062 - Drafter/CAD Operator II		14.09
30063 - Drafter/CAD Operator III		15.60
30064 - Drafter/CAD Operator IV		19.20
30081 - Engineering Technician I		13.01
30082 - Engineering Technician II		14.62
30083 - Engineering Technician III		16.34
30084 - Engineering Technician IV		20.24
30085 - Engineering Technician V		24.76
30086 - Engineering Technician VI		30.37
30090 - Environmental Technician		14.81
30210 - Laboratory Technician		15.91
30240 - Mathematical Technician		17.33
30361 - Paralegal/Legal Assistant I		13.40
30362 - Paralegal/Legal Assistant II		16.60
30363 - Paralegal/Legal Assistant III		20.31
30364 - Paralegal/Legal Assistant IV		24.57
30390 - Photo-Optics Technician		18.24
30461 - Technical Writer I		17.95
30462 - Technical Writer II		21.69
30463 - Technical Writer III		25.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	15.60
30621 - Weather Observer, Senior	(see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		7.72
31030 - Bus Driver		10.47
31043 - Driver Courier		7.44
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		8.04
31310 - Taxi Driver		9.08
31361 - Truckdriver, Light		8.04
31362 - Truckdriver, Medium		9.96
31363 - Truckdriver, Heavy		10.57
31364 - Truckdriver, Tractor-Trailer		10.57
99000 - Miscellaneous Occupations		
99030 - Cashier		7.25
99050 - Desk Clerk		7.68
99095 - Embalmer		21.06
99251 - Laboratory Animal Caretaker I		8.45
99252 - Laboratory Animal Caretaker II		8.37
99310 - Mortician		21.06
99410 - Pest Controller		10.20
99510 - Photofinishing Worker		10.85
99710 - Recycling Laborer		8.72
99711 - Recycling Specialist		10.40
99730 - Refuse Collector		7.88
99810 - Sales Clerk		8.09
99820 - School Crossing Guard		13.81
99830 - Survey Party Chief		11.06
99831 - Surveying Aide		9.24
99832 - Surveying Technician		10.06
99840 - Vending Machine Attendant		9.21
99841 - Vending Machine Repairer		10.22
99842 - Vending Machine Repairer Helper		10.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2467 Revision No.: 14 Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.42
01040 - Court Reporter		17.78
01051 - Data Entry Operator I		13.25
01052 - Data Entry Operator II		14.29
01060 - Dispatcher, Motor Vehicle		17.78
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28
01111 - General Clerk I		12.91
01112 - General Clerk II		14.08
01113 - General Clerk III		15.81
01120 - Housing Referral Assistant		20.18
01141 - Messenger Courier		13.97
01191 - Order Clerk I		13.09
01192 - Order Clerk II		14.70
01261 - Personnel Assistant (Employment) I		15.89
01262 - Personnel Assistant (Employment) II		17.78
01263 - Personnel Assistant (Employment) III		19.83
01270 - Production Control Clerk		19.90
01280 - Receptionist		14.29
01290 - Rental Clerk		12.87

01300 - Scheduler, Maintenance	16.18
01311 - Secretary I	17.57
01312 - Secretary II	19.65
01313 - Secretary III	21.91
01320 - Service Order Dispatcher	16.21
01410 - Supply Technician	21.42
01420 - Survey Worker	16.83
01531 - Travel Clerk I	12.63
01532 - Travel Clerk II	13.40
01533 - Travel Clerk III	14.05
01611 - Word Processor I	14.29
01612 - Word Processor II	15.89
01613 - Word Processor III	17.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.87
05010 - Automotive Electrician	17.44
05040 - Automotive Glass Installer	16.71
05070 - Automotive Worker	16.71
05110 - Mobile Equipment Servicer	15.44
05130 - Motor Equipment Metal Mechanic	18.17
05160 - Motor Equipment Metal Worker	16.71
05190 - Motor Vehicle Mechanic	18.17
05220 - Motor Vehicle Mechanic Helper	14.53
05250 - Motor Vehicle Upholstery Worker	15.98
05280 - Motor Vehicle Wrecker	16.71
05310 - Painter, Automotive	18.06
05340 - Radiator Repair Specialist	16.71
05370 - Tire Repairer	14.71
05400 - Transmission Repair Specialist	18.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.04
07042 - Cook II	15.33
07070 - Dishwasher	9.25
07130 - Food Service Worker	10.28
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.10
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.10
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	12.50
11090 - Gardener	14.98
11122 - Housekeeping Aide	13.22
11150 - Janitor	13.22
11210 - Laborer, Grounds Maintenance	13.35
11240 - Maid or Houseman	12.25
11260 - Pruner	12.40
11270 - Tractor Operator	14.93
11330 - Trail Maintenance Worker	13.35
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.02
12011 - Breath Alcohol Technician	21.55
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	22.89
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76

12030 - EKG Technician		25.96
12035 - Electroneurodiagnostic Technologist		25.96
12040 - Emergency Medical Technician		17.02
12071 - Licensed Practical Nurse I		20.03
12072 - Licensed Practical Nurse II		21.55
12073 - Licensed Practical Nurse III		25.00
12100 - Medical Assistant		14.57
12130 - Medical Laboratory Technician		21.91
12160 - Medical Record Clerk		15.63
12190 - Medical Record Technician		17.48
12195 - Medical Transcriptionist		17.27
12210 - Nuclear Medicine Technologist		36.47
12221 - Nursing Assistant I		11.26
12222 - Nursing Assistant II		12.65
12223 - Nursing Assistant III		13.81
12224 - Nursing Assistant IV		15.50
12235 - Optical Dispenser		21.00
12236 - Optical Technician		17.96
12250 - Pharmacy Technician		14.52
12280 - Phlebotomist		15.50
12305 - Radiologic Technologist		29.51
12311 - Registered Nurse I		25.17
12312 - Registered Nurse II		30.79
12313 - Registered Nurse II, Specialist		30.79
12314 - Registered Nurse III		37.25
12315 - Registered Nurse III, Anesthetist		37.25
12316 - Registered Nurse IV		44.64
12317 - Scheduler (Drug and Alcohol Testing)		21.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.26
13012 - Exhibits Specialist II		26.35
13013 - Exhibits Specialist III		32.23
13041 - Illustrator I		17.77
13042 - Illustrator II		24.89
13043 - Illustrator III		27.69
13047 - Librarian		27.56
13050 - Library Aide/Clerk		11.84
13054 - Library Information Technology Systems Administrator		24.88
13058 - Library Technician		15.85
13061 - Media Specialist I		17.95
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.40
13071 - Photographer I		17.00
13072 - Photographer II		19.06
13073 - Photographer III		25.15
13074 - Photographer IV		28.80
13075 - Photographer V		34.51
13110 - Video Teleconference Technician		18.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.80
14044 - Computer Operator IV		22.01
14045 - Computer Operator V		24.36
14071 - Computer Programmer I		25.43
14072 - Computer Programmer II		
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87

14160 - Personal Computer Support Technician	22.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.56
15020 - Aircrew Training Devices Instructor (Rated)	34.55
15030 - Air Crew Training Devices Instructor (Pilot)	41.42
15050 - Computer Based Training Specialist / Instructor	28.56
15060 - Educational Technologist	28.32
15070 - Flight Instructor (Pilot)	41.42
15080 - Graphic Artist	33.41
15090 - Technical Instructor	22.50
15095 - Technical Instructor/Course Developer	26.03
15110 - Test Proctor	18.15
15120 - Tutor	18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.91
16030 - Counter Attendant	9.91
16040 - Dry Cleaner	12.63
16070 - Finisher, Flatwork, Machine	9.91
16090 - Presser, Hand	9.91
16110 - Presser, Machine, Drycleaning	9.91
16130 - Presser, Machine, Shirts	9.91
16160 - Presser, Machine, Wearing Apparel, Laundry	9.91
16190 - Sewing Machine Operator	13.31
16220 - Tailor	13.84
16250 - Washer, Machine	10.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.10
19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	20.58
21040 - Material Expediter	20.58
21050 - Material Handling Laborer	13.76
21071 - Order Filler	11.34
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	14.06
21130 - Shipping/Receiving Clerk	14.06
21140 - Store Worker I	12.17
21150 - Stock Clerk	15.88
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.89
23040 - Aircraft Mechanic Helper	18.06
23050 - Aircraft, Painter	20.81
23060 - Aircraft Servicer	18.88
23080 - Aircraft Worker	19.86
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	14.56
23125 - Cable Splicer	27.04
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	19.93
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.20
23182 - Electronics Technician Maintenance II	25.46
23183 - Electronics Technician Maintenance III	26.50
23260 - Fabric Worker	17.25
23290 - Fire Alarm System Mechanic	20.84
23310 - Fire Extinguisher Repairer	19.39
23311 - Fuel Distribution System Mechanic	23.40

23312 - Fuel Distribution System Operator	19.80
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	18.88
23382 - Ground Support Equipment Worker	19.86
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.02
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.86
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	22.02
23470 - Laborer	13.55
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.38
23580 - Maintenance Trades Helper	16.23
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	23.78
23593 - Metrology Technician III	24.70
23640 - Millwright	24.85
23710 - Office Appliance Repairer	19.04
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.67
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	26.26
23960 - Welder, Combination, Maintenance	20.32
23965 - Well Driller	22.78
23970 - Woodcraft Worker	23.87
23980 - Woodworker	16.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.00
24610 - Chore Aide	10.79
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.12
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.12
25190 - Ventilation Equipment Tender	18.78
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.86
27010 - Court Security Officer	23.19
27030 - Detection Dog Handler	16.33
27040 - Detention Officer	22.30
27070 - Firefighter	23.24
27101 - Guard I	12.39

27102 - Guard II		16.33
27131 - Police Officer I		24.77
27132 - Police Officer II		27.52
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.25
28042 - Carnival Equipment Repairer		12.87
28043 - Carnival Equpment Worker		10.31
28210 - Gate Attendant/Gate Tender		13.49
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		15.09
28510 - Recreation Aide/Health Facility Attendant		11.02
28515 - Recreation Specialist		16.81
28630 - Sports Official		12.03
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.94
29020 - Hatch Tender		24.94
29030 - Line Handler		24.94
29041 - Stevedore I		22.34
29042 - Stevedore II		26.63
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.21
30022 - Archeological Technician II		20.03
30023 - Archeological Technician III		25.07
30030 - Cartographic Technician		25.14
30040 - Civil Engineering Technician		23.95
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		20.29
30063 - Drafter/CAD Operator III		22.63
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.20
30084 - Engineering Technician IV		26.17
30085 - Engineering Technician V		32.01
30086 - Engineering Technician VI		38.73
30090 - Environmental Technician		20.09
30210 - Laboratory Technician		24.71
30240 - Mathematical Technician		25.14
30361 - Paralegal/Legal Assistant I		18.10
30362 - Paralegal/Legal Assistant II		22.43
30363 - Paralegal/Legal Assistant III		27.44
30364 - Paralegal/Legal Assistant IV		33.19
30390 - Photo-Optics Technician		25.14
30461 - Technical Writer I		23.77
30462 - Technical Writer II		29.08
30463 - Technical Writer III		35.18
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.63
30621 - Weather Observer, Senior	(see 2)	25.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		15.86
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		13.21

31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	11.82
31361 - Truckdriver, Light	14.91
31362 - Truckdriver, Medium	16.79
31363 - Truckdriver, Heavy	19.61
31364 - Truckdriver, Tractor-Trailer	19.82
99000 - Miscellaneous Occupations	
99030 - Cashier	9.60
99050 - Desk Clerk	10.58
99095 - Embalmer	28.29
99251 - Laboratory Animal Caretaker I	11.98
99252 - Laboratory Animal Caretaker II	12.59
99310 - Mortician	28.29
99410 - Pest Controller	14.76
99510 - Photofinishing Worker	11.06
99710 - Recycling Laborer	16.61
99711 - Recycling Specialist	20.22
99730 - Refuse Collector	16.86
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	14.35
99830 - Survey Party Chief	18.04
99831 - Surveying Aide	14.11
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	12.58
99841 - Vending Machine Repairer	14.42
99842 - Vending Machine Repairer Helper	12.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2468 Revision No.: 15 Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.29
01012 - Accounting Clerk II	15.90
01013 - Accounting Clerk III	17.78
01020 - Administrative Assistant	21.42
01040 - Court Reporter	17.78
01051 - Data Entry Operator I	13.25
01052 - Data Entry Operator II	14.29
01060 - Dispatcher, Motor Vehicle	17.78
01070 - Document Preparation Clerk	14.28
01090 - Duplicating Machine Operator	14.28
01111 - General Clerk I	12.91
01112 - General Clerk II	14.08
01113 - General Clerk III	15.81
01120 - Housing Referral Assistant	20.18
01141 - Messenger Courier	13.97
01191 - Order Clerk I	13.09
01192 - Order Clerk II	14.70
01261 - Personnel Assistant (Employment) I	15.89
01262 - Personnel Assistant (Employment) II	17.78
01263 - Personnel Assistant (Employment) III	19.83
01270 - Production Control Clerk	19.90
01280 - Receptionist	14.29
01290 - Rental Clerk	12.87
01300 - Scheduler, Maintenance	16.18
01311 - Secretary I	17.57
01312 - Secretary II	19.65
01313 - Secretary III	21.91
01320 - Service Order Dispatcher	16.21
01410 - Supply Technician	21.42
01420 - Survey Worker	16.83
01531 - Travel Clerk I	12.63
01532 - Travel Clerk II	13.40
01533 - Travel Clerk III	14.05
01611 - Word Processor I	14.29
01612 - Word Processor II	15.89
01613 - Word Processor III	17.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.87
05010 - Automotive Electrician	17.44
05040 - Automotive Glass Installer	16.71
05070 - Automotive Worker	16.71
05110 - Mobile Equipment Servicer	15.44
05130 - Motor Equipment Metal Mechanic	18.17
05160 - Motor Equipment Metal Worker	16.71
05190 - Motor Vehicle Mechanic	18.17
05220 - Motor Vehicle Mechanic Helper	14.53
05250 - Motor Vehicle Upholstery Worker	15.98
05280 - Motor Vehicle Wrecker	16.71
05310 - Painter, Automotive	18.06
05340 - Radiator Repair Specialist	16.71
05370 - Tire Repairer	14.71
05400 - Transmission Repair Specialist	18.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.04
07042 - Cook II	15.33
07070 - Dishwasher	9.25
07130 - Food Service Worker	10.28
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.10

09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.10
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	12.50
11090 - Gardener	14.98
11122 - Housekeeping Aide	13.22
11150 - Janitor	13.22
11210 - Laborer, Grounds Maintenance	13.35
11240 - Maid or Houseman	12.25
11260 - Pruner	12.40
11270 - Tractor Operator	14.93
11330 - Trail Maintenance Worker	13.35
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.02
12011 - Breath Alcohol Technician	21.55
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	22.89
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76
12030 - EKG Technician	25.96
12035 - Electroneurodiagnostic Technologist	25.96
12040 - Emergency Medical Technician	17.02
12071 - Licensed Practical Nurse I	20.03
12072 - Licensed Practical Nurse II	21.55
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	21.91
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.47
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.50
12235 - Optical Dispenser	21.00
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	15.50
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	25.17
12312 - Registered Nurse II	30.79
12313 - Registered Nurse II, Specialist	30.79
12314 - Registered Nurse III	37.25
12315 - Registered Nurse III, Anesthetist	37.25
12316 - Registered Nurse IV	44.64
12317 - Scheduler (Drug and Alcohol Testing)	21.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.26
13012 - Exhibits Specialist II	26.35
13013 - Exhibits Specialist III	32.23
13041 - Illustrator I	17.77
13042 - Illustrator II	24.89
13043 - Illustrator III	27.69
13047 - Librarian	27.56
13050 - Library Aide/Clerk	11.84
13054 - Library Information Technology Systems Administrator	24.88

13058 - Library Technician		15.85
13061 - Media Specialist I		17.95
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.40
13071 - Photographer I		17.00
13072 - Photographer II		19.06
13073 - Photographer III		25.15
13074 - Photographer IV		28.80
13075 - Photographer V		34.51
13110 - Video Teleconference Technician		18.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.80
14044 - Computer Operator IV		22.01
14045 - Computer Operator V		24.36
14071 - Computer Programmer I		25.43
14072 - Computer Programmer II		
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		22.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.56
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		41.42
15050 - Computer Based Training Specialist / Instructor		28.56
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		41.42
15080 - Graphic Artist		33.41
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		18.15
15120 - Tutor		18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.91
16030 - Counter Attendant		9.91
16040 - Dry Cleaner		12.63
16070 - Finisher, Flatwork, Machine		9.91
16090 - Presser, Hand		9.91
16110 - Presser, Machine, Drycleaning		9.91
16130 - Presser, Machine, Shirts		9.91
16160 - Presser, Machine, Wearing Apparel, Laundry		9.91
16190 - Sewing Machine Operator		13.31
16220 - Tailor		13.84
16250 - Washer, Machine		10.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.10
19040 - Tool And Die Maker		22.18
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.30
21030 - Material Coordinator		20.58
21040 - Material Expediter		20.58
21050 - Material Handling Laborer		13.76
21071 - Order Filler		11.34
21080 - Production Line Worker (Food Processing)		15.30
21110 - Shipping Packer		14.06
21130 - Shipping/Receiving Clerk		14.06
21140 - Store Worker I		12.17
21150 - Stock Clerk		15.88

21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.89
23040 - Aircraft Mechanic Helper	18.06
23050 - Aircraft, Painter	20.81
23060 - Aircraft Servicer	18.88
23080 - Aircraft Worker	19.86
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	14.56
23125 - Cable Splicer	27.04
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	19.93
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.20
23182 - Electronics Technician Maintenance II	25.46
23183 - Electronics Technician Maintenance III	26.50
23260 - Fabric Worker	17.25
23290 - Fire Alarm System Mechanic	20.84
23310 - Fire Extinguisher Repairer	19.39
23311 - Fuel Distribution System Mechanic	23.40
23312 - Fuel Distribution System Operator	19.80
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	18.88
23382 - Ground Support Equipment Worker	19.86
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.02
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.86
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	22.02
23470 - Laborer	13.55
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.38
23580 - Maintenance Trades Helper	16.23
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	23.78
23593 - Metrology Technician III	24.70
23640 - Millwright	24.85
23710 - Office Appliance Repairer	19.04
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.67
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	26.26
23960 - Welder, Combination, Maintenance	20.32
23965 - Well Driller	22.78

23970 - Woodcraft Worker	23.87
23980 - Woodworker	16.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.00
24610 - Chore Aide	10.79
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.12
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.12
25190 - Ventilation Equipment Tender	18.78
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.86
27010 - Court Security Officer	23.19
27030 - Detection Dog Handler	16.33
27040 - Detention Officer	22.30
27070 - Firefighter	23.24
27101 - Guard I	12.39
27102 - Guard II	16.33
27131 - Police Officer I	24.77
27132 - Police Officer II	27.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25
28042 - Carnival Equipment Repairer	12.87
28043 - Carnival Equpment Worker	10.31
28210 - Gate Attendant/Gate Tender	13.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.09
28510 - Recreation Aide/Health Facility Attendant	11.02
28515 - Recreation Specialist	16.81
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	19.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.94
29020 - Hatch Tender	24.94
29030 - Line Handler	24.94
29041 - Stevedore I	22.34
29042 - Stevedore II	26.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.21
30022 - Archeological Technician II	20.03
30023 - Archeological Technician III	25.07
30030 - Cartographic Technician	25.14
30040 - Civil Engineering Technician	23.95
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	20.29
30063 - Drafter/CAD Operator III	22.63
30064 - Drafter/CAD Operator IV	27.75
30081 - Engineering Technician I	16.82
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	21.20
30084 - Engineering Technician IV	26.17
30085 - Engineering Technician V	32.01
30086 - Engineering Technician VI	38.73

30090 - Environmental Technician		20.09
30210 - Laboratory Technician		24.71
30240 - Mathematical Technician		25.14
30361 - Paralegal/Legal Assistant I		18.10
30362 - Paralegal/Legal Assistant II		22.43
30363 - Paralegal/Legal Assistant III		27.44
30364 - Paralegal/Legal Assistant IV		33.19
30390 - Photo-Optics Technician		25.14
30461 - Technical Writer I		23.77
30462 - Technical Writer II		29.08
30463 - Technical Writer III		35.18
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.63
30621 - Weather Observer, Senior	(see 2)	25.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		15.86
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		13.21
31290 - Shuttle Bus Driver		14.92
31310 - Taxi Driver		11.82
31361 - Truckdriver, Light		14.91
31362 - Truckdriver, Medium		16.79
31363 - Truckdriver, Heavy		19.61
31364 - Truckdriver, Tractor-Trailer		19.82
99000 - Miscellaneous Occupations		
99030 - Cashier		9.60
99050 - Desk Clerk		10.58
99095 - Embalmer		28.29
99251 - Laboratory Animal Caretaker I		11.98
99252 - Laboratory Animal Caretaker II		12.59
99310 - Mortician		28.29
99410 - Pest Controller		14.76
99510 - Photofinishing Worker		11.06
99710 - Recycling Laborer		16.61
99711 - Recycling Specialist		20.22
99730 - Refuse Collector		16.86
99810 - Sales Clerk		12.20
99820 - School Crossing Guard		14.35
99830 - Survey Party Chief		18.04
99831 - Surveying Aide		14.11
99832 - Surveying Technician		17.40
99840 - Vending Machine Attendant		12.58
99841 - Vending Machine Repairer		14.42
99842 - Vending Machine Repairer Helper		12.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2473
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown, Williamsburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.74
01012 - Accounting Clerk II		13.17
01013 - Accounting Clerk III		14.73
01020 - Administrative Assistant		22.08
01040 - Court Reporter		17.83
01051 - Data Entry Operator I		11.61
01052 - Data Entry Operator II		13.05
01060 - Dispatcher, Motor Vehicle		17.93
01070 - Document Preparation Clerk		13.04
01090 - Duplicating Machine Operator		13.04
01111 - General Clerk I		11.74
01112 - General Clerk II		12.81
01113 - General Clerk III		14.38
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		10.72
01191 - Order Clerk I		11.21
01192 - Order Clerk II		13.06
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		17.75
01263 - Personnel Assistant (Employment) III		19.80
01270 - Production Control Clerk		21.00
01280 - Receptionist		11.99
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		15.94
01311 - Secretary I		15.94
01312 - Secretary II		17.83
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		15.37
01410 - Supply Technician		22.08
01420 - Survey Worker		15.19
01531 - Travel Clerk I		12.41
01532 - Travel Clerk II		12.41
01533 - Travel Clerk III		13.27
01611 - Word Processor I		12.82
01612 - Word Processor II		14.38
01613 - Word Processor III		16.09

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.93
05010 - Automotive Electrician	17.81
05040 - Automotive Glass Installer	16.96
05070 - Automotive Worker	18.35
05110 - Mobile Equipment Servicer	15.27
05130 - Motor Equipment Metal Mechanic	20.18
05160 - Motor Equipment Metal Worker	18.35
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.35
05310 - Painter, Automotive	17.81
05340 - Radiator Repair Specialist	18.35
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.92
07041 - Cook I	8.79
07042 - Cook II	10.12
07070 - Dishwasher	7.75
07130 - Food Service Worker	8.14
07210 - Meat Cutter	12.95
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	15.92
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.43
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.40
11060 - Elevator Operator	9.40
11090 - Gardener	13.00
11122 - Housekeeping Aide	9.54
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.51
11240 - Maid or Houseman	8.86
11260 - Pruner	9.66
11270 - Tractor Operator	12.16
11330 - Trail Maintenance Worker	10.51
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	16.81
12012 - Certified Occupational Therapist Assistant	23.34
12015 - Certified Physical Therapist Assistant	22.47
12020 - Dental Assistant	16.37
12025 - Dental Hygienist	25.78
12030 - EKG Technician	23.47
12035 - Electroneurodiagnostic Technologist	23.47
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.03
12072 - Licensed Practical Nurse II	16.81
12073 - Licensed Practical Nurse III	18.75
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.31
12160 - Medical Record Clerk	13.18
12190 - Medical Record Technician	13.98
12195 - Medical Transcriptionist	15.56
12210 - Nuclear Medicine Technologist	29.33
12221 - Nursing Assistant I	8.98

12222 - Nursing Assistant II		10.10
12223 - Nursing Assistant III		11.72
12224 - Nursing Assistant IV		13.15
12235 - Optical Dispenser		15.64
12236 - Optical Technician		16.41
12250 - Pharmacy Technician		13.15
12280 - Phlebotomist		13.30
12305 - Radiologic Technologist		23.12
12311 - Registered Nurse I		25.36
12312 - Registered Nurse II		31.01
12313 - Registered Nurse II, Specialist		31.01
12314 - Registered Nurse III		37.52
12315 - Registered Nurse III, Anesthetist		37.52
12316 - Registered Nurse IV		44.98
12317 - Scheduler (Drug and Alcohol Testing)		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		20.58
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.09
13042 - Illustrator II		20.58
13043 - Illustrator III		25.92
13047 - Librarian		23.47
13050 - Library Aide/Clerk		10.89
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		13.37
13061 - Media Specialist I		15.38
13062 - Media Specialist II		17.20
13063 - Media Specialist III		19.18
13071 - Photographer I		14.27
13072 - Photographer II		15.96
13073 - Photographer III		19.94
13074 - Photographer IV		24.16
13075 - Photographer V		29.24
13110 - Video Teleconference Technician		14.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.72
14043 - Computer Operator III		18.10
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.94
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		22.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		28.28
15070 - Flight Instructor (Pilot)		42.92
15080 - Graphic Artist		19.13
15090 - Technical Instructor		18.87
15095 - Technical Instructor/Course Developer		23.09
15110 - Test Proctor		15.23
15120 - Tutor		15.23

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.80
16030 - Counter Attendant	8.80
16040 - Dry Cleaner	10.61
16070 - Finisher, Flatwork, Machine	8.80
16090 - Presser, Hand	8.80
16110 - Presser, Machine, Drycleaning	8.80
16130 - Presser, Machine, Shirts	8.80
16160 - Presser, Machine, Wearing Apparel, Laundry	8.80
16190 - Sewing Machine Operator	11.19
16220 - Tailor	11.73
16250 - Washer, Machine	9.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.89
19040 - Tool And Die Maker	19.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.55
21030 - Material Coordinator	21.00
21040 - Material Expediter	21.00
21050 - Material Handling Laborer	11.60
21071 - Order Filler	10.97
21080 - Production Line Worker (Food Processing)	16.55
21110 - Shipping Packer	14.70
21130 - Shipping/Receiving Clerk	14.70
21140 - Store Worker I	11.68
21150 - Stock Clerk	15.03
21210 - Tools And Parts Attendant	16.55
21410 - Warehouse Specialist	16.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.34
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	25.09
23040 - Aircraft Mechanic Helper	16.81
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	18.92
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	15.75
23120 - Bicycle Repairer	11.58
23125 - Cable Splicer	24.72
23130 - Carpenter, Maintenance	16.55
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.10
23181 - Electronics Technician Maintenance I	21.79
23182 - Electronics Technician Maintenance II	23.04
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	16.86
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.84
23311 - Fuel Distribution System Mechanic	19.91
23312 - Fuel Distribution System Operator	15.84
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	18.92
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.84
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.27
23430 - Heavy Equipment Mechanic	20.15

23440 - Heavy Equipment Operator	16.81
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.90
23470 - Laborer	11.59
23510 - Locksmith	16.15
23530 - Machinery Maintenance Mechanic	23.55
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	12.46
23591 - Metrology Technician I	19.54
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	23.55
23640 - Millwright	22.10
23710 - Office Appliance Repairer	18.43
23760 - Painter, Maintenance	15.25
23790 - Pipefitter, Maintenance	17.55
23810 - Plumber, Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	16.38
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	16.08
23910 - Small Engine Mechanic	14.68
23931 - Telecommunications Mechanic I	22.03
23932 - Telecommunications Mechanic II	23.06
23950 - Telephone Lineman	19.23
23960 - Welder, Combination, Maintenance	16.56
23965 - Well Driller	20.43
23970 - Woodcraft Worker	19.91
23980 - Woodworker	12.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.39
24580 - Child Care Center Clerk	11.27
24610 - Chore Aide	9.59
24620 - Family Readiness And Support Services Coordinator	11.17
24630 - Homemaker	11.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	17.22
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	17.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.88
27007 - Baggage Inspector	11.87
27008 - Corrections Officer	15.07
27010 - Court Security Officer	15.07
27030 - Detection Dog Handler	13.81
27040 - Detention Officer	15.07
27070 - Firefighter	14.46
27101 - Guard I	11.87
27102 - Guard II	13.81
27131 - Police Officer I	16.36
27132 - Police Officer II	18.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.49
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.53
28210 - Gate Attendant/Gate Tender	13.85
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	15.49
28510 - Recreation Aide/Health Facility Attendant	11.31
28515 - Recreation Specialist	16.21
28630 - Sports Official	12.34

28690 - Swimming Pool Operator		14.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.56
29020 - Hatch Tender		21.56
29030 - Line Handler		21.56
29041 - Stevedore I		18.76
29042 - Stevedore II		22.80
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.40
30022 - Archeological Technician II		18.63
30023 - Archeological Technician III		23.07
30030 - Cartographic Technician		26.11
30040 - Civil Engineering Technician		20.35
30061 - Drafter/CAD Operator I		17.40
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		15.46
30082 - Engineering Technician II		17.35
30083 - Engineering Technician III		19.41
30084 - Engineering Technician IV		24.05
30085 - Engineering Technician V		29.42
30086 - Engineering Technician VI		35.59
30090 - Environmental Technician		23.27
30210 - Laboratory Technician		21.96
30240 - Mathematical Technician		22.69
30361 - Paralegal/Legal Assistant I		17.18
30362 - Paralegal/Legal Assistant II		20.30
30363 - Paralegal/Legal Assistant III		24.83
30364 - Paralegal/Legal Assistant IV		30.05
30390 - Photo-Optics Technician		22.69
30461 - Technical Writer I		20.14
30462 - Technical Writer II		25.75
30463 - Technical Writer III		31.16
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.60
30621 - Weather Observer, Senior	(see 3)	20.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.49
31030 - Bus Driver		12.98
31043 - Driver Courier		13.08
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		12.71
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.98
31362 - Truckdriver, Medium		14.75
31363 - Truckdriver, Heavy		17.20
31364 - Truckdriver, Tractor-Trailer		17.20
99000 - Miscellaneous Occupations		
99030 - Cashier		8.61
99050 - Desk Clerk		10.30
99095 - Embalmer		25.80
99251 - Laboratory Animal Caretaker I		9.88
99252 - Laboratory Animal Caretaker II		11.15
99310 - Mortician		29.43

99410 - Pest Controller	15.69
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.91
99711 - Recycling Specialist	16.09
99730 - Refuse Collector	12.78
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	10.35
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	14.01
99832 - Surveying Technician	16.80
99840 - Vending Machine Attendant	11.23
99841 - Vending Machine Repairer	13.88
99842 - Vending Machine Repairer Helper	11.50

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2474 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown, Williamsburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.74
01012 - Accounting Clerk II		13.17
01013 - Accounting Clerk III		14.73
01020 - Administrative Assistant		22.08
01040 - Court Reporter		17.83
01051 - Data Entry Operator I		11.61
01052 - Data Entry Operator II		13.05
01060 - Dispatcher, Motor Vehicle		17.93

01070 - Document Preparation Clerk	13.04
01090 - Duplicating Machine Operator	13.04
01111 - General Clerk I	11.74
01112 - General Clerk II	12.81
01113 - General Clerk III	14.38
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	10.72
01191 - Order Clerk I	11.21
01192 - Order Clerk II	13.06
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.75
01263 - Personnel Assistant (Employment) III	19.80
01270 - Production Control Clerk	21.00
01280 - Receptionist	11.99
01290 - Rental Clerk	14.69
01300 - Scheduler, Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.83
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	15.37
01410 - Supply Technician	22.08
01420 - Survey Worker	15.19
01531 - Travel Clerk I	12.41
01532 - Travel Clerk II	12.41
01533 - Travel Clerk III	13.27
01611 - Word Processor I	12.82
01612 - Word Processor II	14.38
01613 - Word Processor III	16.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.93
05010 - Automotive Electrician	17.81
05040 - Automotive Glass Installer	16.96
05070 - Automotive Worker	18.35
05110 - Mobile Equipment Servicer	15.27
05130 - Motor Equipment Metal Mechanic	20.18
05160 - Motor Equipment Metal Worker	18.35
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.35
05310 - Painter, Automotive	17.81
05340 - Radiator Repair Specialist	18.35
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.92
07041 - Cook I	8.79
07042 - Cook II	10.12
07070 - Dishwasher	7.75
07130 - Food Service Worker	8.14
07210 - Meat Cutter	12.95
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	15.92
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.43
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.40
11060 - Elevator Operator	9.40
11090 - Gardener	13.00

11122 - Housekeeping Aide	9.54
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.51
11240 - Maid or Houseman	8.86
11260 - Pruner	9.66
11270 - Tractor Operator	12.16
11330 - Trail Maintenance Worker	10.51
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	16.81
12012 - Certified Occupational Therapist Assistant	23.34
12015 - Certified Physical Therapist Assistant	22.47
12020 - Dental Assistant	16.37
12025 - Dental Hygienist	25.78
12030 - EKG Technician	23.47
12035 - Electroneurodiagnostic Technologist	23.47
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.03
12072 - Licensed Practical Nurse II	16.81
12073 - Licensed Practical Nurse III	18.75
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.31
12160 - Medical Record Clerk	13.18
12190 - Medical Record Technician	13.98
12195 - Medical Transcriptionist	15.56
12210 - Nuclear Medicine Technologist	29.33
12221 - Nursing Assistant I	8.98
12222 - Nursing Assistant II	10.10
12223 - Nursing Assistant III	11.72
12224 - Nursing Assistant IV	13.15
12235 - Optical Dispenser	15.64
12236 - Optical Technician	16.41
12250 - Pharmacy Technician	13.15
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	23.12
12311 - Registered Nurse I	25.36
12312 - Registered Nurse II	31.01
12313 - Registered Nurse II, Specialist	31.01
12314 - Registered Nurse III	37.52
12315 - Registered Nurse III, Anesthetist	37.52
12316 - Registered Nurse IV	44.98
12317 - Scheduler (Drug and Alcohol Testing)	20.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.09
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13054 - Library Information Technology Systems Administrator	21.18
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13063 - Media Specialist III	19.18
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13073 - Photographer III	19.94
13074 - Photographer IV	24.16
13075 - Photographer V	29.24

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14000 - Information Technology Occupations		
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14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
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14160 - Personal Computer Support Technician		22.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
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15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		28.28
15070 - Flight Instructor (Pilot)		42.92
15080 - Graphic Artist		19.13
15090 - Technical Instructor		18.87
15095 - Technical Instructor/Course Developer		23.09
15110 - Test Proctor		15.23
15120 - Tutor		15.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.80
16030 - Counter Attendant		8.80
16040 - Dry Cleaner		10.61
16070 - Finisher, Flatwork, Machine		8.80
16090 - Presser, Hand		8.80
16110 - Presser, Machine, Drycleaning		8.80
16130 - Presser, Machine, Shirts		8.80
16160 - Presser, Machine, Wearing Apparel, Laundry		8.80
16190 - Sewing Machine Operator		11.19
16220 - Tailor		11.73
16250 - Washer, Machine		9.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.89
19040 - Tool And Die Maker		19.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.55
21030 - Material Coordinator		21.00
21040 - Material Expediter		21.00
21050 - Material Handling Laborer		11.60
21071 - Order Filler		10.97
21080 - Production Line Worker (Food Processing)		16.55
21110 - Shipping Packer		14.70
21130 - Shipping/Receiving Clerk		14.70
21140 - Store Worker I		11.68
21150 - Stock Clerk		15.03
21210 - Tools And Parts Attendant		16.55
21410 - Warehouse Specialist		16.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.48
23021 - Aircraft Mechanic I		22.34
23022 - Aircraft Mechanic II		23.48
23023 - Aircraft Mechanic III		25.09
23040 - Aircraft Mechanic Helper		16.81
23050 - Aircraft, Painter		21.21

23060 - Aircraft Servicer	18.92
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	15.75
23120 - Bicycle Repairer	11.58
23125 - Cable Splicer	24.72
23130 - Carpenter, Maintenance	16.55
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.10
23181 - Electronics Technician Maintenance I	21.79
23182 - Electronics Technician Maintenance II	23.04
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	16.86
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.84
23311 - Fuel Distribution System Mechanic	19.91
23312 - Fuel Distribution System Operator	15.84
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	18.92
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.84
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.27
23430 - Heavy Equipment Mechanic	20.15
23440 - Heavy Equipment Operator	16.81
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.90
23470 - Laborer	11.59
23510 - Locksmith	16.15
23530 - Machinery Maintenance Mechanic	23.55
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	12.46
23591 - Metrology Technician I	19.54
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	23.55
23640 - Millwright	22.10
23710 - Office Appliance Repairer	18.43
23760 - Painter, Maintenance	15.25
23790 - Pipefitter, Maintenance	17.55
23810 - Plumber, Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	16.38
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	16.08
23910 - Small Engine Mechanic	14.68
23931 - Telecommunications Mechanic I	22.03
23932 - Telecommunications Mechanic II	23.06
23950 - Telephone Lineman	19.23
23960 - Welder, Combination, Maintenance	16.56
23965 - Well Driller	20.43
23970 - Woodcraft Worker	19.91
23980 - Woodworker	12.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.39
24580 - Child Care Center Clerk	11.27
24610 - Chore Aide	9.59
24620 - Family Readiness And Support Services Coordinator	11.17
24630 - Homemaker	11.61

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	17.22
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	17.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.88
27007 - Baggage Inspector	11.87
27008 - Corrections Officer	15.07
27010 - Court Security Officer	15.07
27030 - Detection Dog Handler	13.81
27040 - Detention Officer	15.07
27070 - Firefighter	14.46
27101 - Guard I	11.87
27102 - Guard II	13.81
27131 - Police Officer I	16.36
27132 - Police Officer II	18.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.49
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.53
28210 - Gate Attendant/Gate Tender	13.85
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	15.49
28510 - Recreation Aide/Health Facility Attendant	11.31
28515 - Recreation Specialist	16.21
28630 - Sports Official	12.34
28690 - Swimming Pool Operator	14.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.56
29020 - Hatch Tender	21.56
29030 - Line Handler	21.56
29041 - Stevedore I	18.76
29042 - Stevedore II	22.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.40
30022 - Archeological Technician II	18.63
30023 - Archeological Technician III	23.07
30030 - Cartographic Technician	26.11
30040 - Civil Engineering Technician	20.35
30061 - Drafter/CAD Operator I	17.40
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.60
30064 - Drafter/CAD Operator IV	25.34
30081 - Engineering Technician I	15.46
30082 - Engineering Technician II	17.35
30083 - Engineering Technician III	19.41
30084 - Engineering Technician IV	24.05
30085 - Engineering Technician V	29.42
30086 - Engineering Technician VI	35.59
30090 - Environmental Technician	23.27
30210 - Laboratory Technician	21.96
30240 - Mathematical Technician	22.69
30361 - Paralegal/Legal Assistant I	17.18
30362 - Paralegal/Legal Assistant II	20.30
30363 - Paralegal/Legal Assistant III	24.83
30364 - Paralegal/Legal Assistant IV	30.05
30390 - Photo-Optics Technician	22.69
30461 - Technical Writer I	20.14

30462 - Technical Writer II		25.75
30463 - Technical Writer III		31.16
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.60
30621 - Weather Observer, Senior	(see 3)	20.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.49
31030 - Bus Driver		12.98
31043 - Driver Courier		13.08
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		12.71
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.98
31362 - Truckdriver, Medium		14.75
31363 - Truckdriver, Heavy		17.20
31364 - Truckdriver, Tractor-Trailer		17.20
99000 - Miscellaneous Occupations		
99030 - Cashier		8.61
99050 - Desk Clerk		10.30
99095 - Embalmer		25.80
99251 - Laboratory Animal Caretaker I		9.88
99252 - Laboratory Animal Caretaker II		11.15
99310 - Mortician		29.43
99410 - Pest Controller		15.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.91
99711 - Recycling Specialist		16.09
99730 - Refuse Collector		12.78
99810 - Sales Clerk		13.31
99820 - School Crossing Guard		10.35
99830 - Survey Party Chief		18.48
99831 - Surveying Aide		14.01
99832 - Surveying Technician		16.80
99840 - Vending Machine Attendant		11.23
99841 - Vending Machine Repairer		13.88
99842 - Vending Machine Repairer Helper		11.50

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2475
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.97
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.13
01020 - Administrative Assistant		19.27
01040 - Court Reporter		18.56
01051 - Data Entry Operator I		11.78
01052 - Data Entry Operator II		12.86
01060 - Dispatcher, Motor Vehicle		16.45
01070 - Document Preparation Clerk		11.91
01090 - Duplicating Machine Operator		11.91
01111 - General Clerk I		11.43
01112 - General Clerk II		12.47
01113 - General Clerk III		13.99
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		9.70
01191 - Order Clerk I		12.60
01192 - Order Clerk II		13.75
01261 - Personnel Assistant (Employment) I		14.26
01262 - Personnel Assistant (Employment) II		15.95
01263 - Personnel Assistant (Employment) III		17.79
01270 - Production Control Clerk		19.20
01280 - Receptionist		11.95
01290 - Rental Clerk		12.31
01300 - Scheduler, Maintenance		13.77
01311 - Secretary I		13.77
01312 - Secretary II		15.52
01313 - Secretary III		17.34
01320 - Service Order Dispatcher		14.41
01410 - Supply Technician		19.27
01420 - Survey Worker		13.30
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.66
01611 - Word Processor I		12.12
01612 - Word Processor II		13.61
01613 - Word Processor III		15.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.38
05010 - Automotive Electrician		17.93
05040 - Automotive Glass Installer		16.86

05070 - Automotive Worker	16.86
05110 - Mobile Equipment Servicer	14.64
05130 - Motor Equipment Metal Mechanic	18.98
05160 - Motor Equipment Metal Worker	16.86
05190 - Motor Vehicle Mechanic	18.50
05220 - Motor Vehicle Mechanic Helper	13.60
05250 - Motor Vehicle Upholstery Worker	15.74
05280 - Motor Vehicle Wrecker	16.86
05310 - Painter, Automotive	17.93
05340 - Radiator Repair Specialist	16.86
05370 - Tire Repairer	11.28
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.22
07041 - Cook I	8.84
07042 - Cook II	10.16
07070 - Dishwasher	8.25
07130 - Food Service Worker	10.43
07210 - Meat Cutter	12.72
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.60
09040 - Furniture Handler	9.30
09080 - Furniture Refinisher	14.61
09090 - Furniture Refinisher Helper	11.01
09110 - Furniture Repairer, Minor	12.83
09130 - Upholsterer	14.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34
11060 - Elevator Operator	9.34
11090 - Gardener	12.56
11122 - Housekeeping Aide	9.34
11150 - Janitor	9.34
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.10
11260 - Pruner	9.66
11270 - Tractor Operator	11.67
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	9.57
12000 - Health Occupations	
12010 - Ambulance Driver	15.44
12011 - Breath Alcohol Technician	15.44
12012 - Certified Occupational Therapist Assistant	23.79
12015 - Certified Physical Therapist Assistant	24.26
12020 - Dental Assistant	15.21
12025 - Dental Hygienist	25.23
12030 - EKG Technician	21.28
12035 - Electroneurodiagnostic Technologist	21.28
12040 - Emergency Medical Technician	15.44
12071 - Licensed Practical Nurse I	14.76
12072 - Licensed Practical Nurse II	16.51
12073 - Licensed Practical Nurse III	18.41
12100 - Medical Assistant	13.66
12130 - Medical Laboratory Technician	15.50
12160 - Medical Record Clerk	13.76
12190 - Medical Record Technician	15.39
12195 - Medical Transcriptionist	14.97
12210 - Nuclear Medicine Technologist	28.15
12221 - Nursing Assistant I	9.78
12222 - Nursing Assistant II	10.99
12223 - Nursing Assistant III	12.00
12224 - Nursing Assistant IV	13.47
12235 - Optical Dispenser	15.87

12236 - Optical Technician		13.49
12250 - Pharmacy Technician		12.84
12280 - Phlebotomist		13.47
12305 - Radiologic Technologist		22.94
12311 - Registered Nurse I		22.77
12312 - Registered Nurse II		27.85
12313 - Registered Nurse II, Specialist		27.85
12314 - Registered Nurse III		33.69
12315 - Registered Nurse III, Anesthetist		33.69
12316 - Registered Nurse IV		40.38
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.29
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		26.21
13041 - Illustrator I		18.30
13042 - Illustrator II		22.69
13043 - Illustrator III		27.74
13047 - Librarian		25.23
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		22.78
13058 - Library Technician		16.20
13061 - Media Specialist I		16.45
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.50
13071 - Photographer I		14.46
13072 - Photographer II		16.19
13073 - Photographer III		20.04
13074 - Photographer IV		24.51
13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.61
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		19.00
15090 - Technical Instructor		18.43
15095 - Technical Instructor/Course Developer		22.54
15110 - Test Proctor		14.87
15120 - Tutor		14.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80

16070 - Finisher, Flatwork, Machine	8.76
16090 - Presser, Hand	8.76
16110 - Presser, Machine, Drycleaning	8.76
16130 - Presser, Machine, Shirts	8.76
16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.72
19040 - Tool And Die Maker	22.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.04
21030 - Material Coordinator	19.20
21040 - Material Expediter	19.20
21050 - Material Handling Laborer	11.05
21071 - Order Filler	11.87
21080 - Production Line Worker (Food Processing)	14.04
21110 - Shipping Packer	12.83
21130 - Shipping/Receiving Clerk	12.83
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	14.04
21410 - Warehouse Specialist	14.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.93
23021 - Aircraft Mechanic I	25.43
23022 - Aircraft Mechanic II	26.93
23023 - Aircraft Mechanic III	28.34
23040 - Aircraft Mechanic Helper	18.17
23050 - Aircraft, Painter	23.35
23060 - Aircraft Servicer	21.08
23080 - Aircraft Worker	22.58
23110 - Appliance Mechanic	17.44
23120 - Bicycle Repairer	11.30
23125 - Cable Splicer	20.87
23130 - Carpenter, Maintenance	17.62
23140 - Carpet Layer	16.99
23160 - Electrician, Maintenance	17.57
23181 - Electronics Technician Maintenance I	20.78
23182 - Electronics Technician Maintenance II	22.22
23183 - Electronics Technician Maintenance III	23.39
23260 - Fabric Worker	15.85
23290 - Fire Alarm System Mechanic	18.11
23310 - Fire Extinguisher Repairer	14.77
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	18.00
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	23.93
23381 - Ground Support Equipment Servicer	19.83
23382 - Ground Support Equipment Worker	21.25
23391 - Gunsmith I	14.77
23392 - Gunsmith II	16.99
23393 - Gunsmith III	19.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.99
23430 - Heavy Equipment Mechanic	21.80
23440 - Heavy Equipment Operator	16.63
23460 - Instrument Mechanic	18.18
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	11.05

23510 - Locksmith	16.86
23530 - Machinery Maintenance Mechanic	20.90
23550 - Machinist, Maintenance	16.63
23580 - Maintenance Trades Helper	11.91
23591 - Metrology Technician I	18.18
23592 - Metrology Technician II	19.24
23593 - Metrology Technician III	20.24
23640 - Millwright	23.53
23710 - Office Appliance Repairer	18.05
23760 - Painter, Maintenance	16.22
23790 - Pipefitter, Maintenance	17.78
23810 - Plumber, Maintenance	16.79
23820 - Pneudraulic Systems Mechanic	19.13
23850 - Rigger	18.67
23870 - Scale Mechanic	16.99
23890 - Sheet-Metal Worker, Maintenance	15.65
23910 - Small Engine Mechanic	13.52
23931 - Telecommunications Mechanic I	21.01
23932 - Telecommunications Mechanic II	22.25
23950 - Telephone Lineman	19.44
23960 - Welder, Combination, Maintenance	16.40
23965 - Well Driller	19.13
23970 - Woodcraft Worker	19.13
23980 - Woodworker	14.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.40
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	12.53
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	13.68
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.72
27007 - Baggage Inspector	11.59
27008 - Corrections Officer	16.17
27010 - Court Security Officer	17.36
27030 - Detection Dog Handler	14.05
27040 - Detention Officer	16.17
27070 - Firefighter	17.97
27101 - Guard I	11.59
27102 - Guard II	14.05
27131 - Police Officer I	19.90
27132 - Police Officer II	22.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.42
28042 - Carnival Equipment Repairer	10.15
28043 - Carnival Equpment Worker	8.19
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	15.59
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	14.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.29
29020 - Hatch Tender	17.29

29030 - Line Handler		17.71
29041 - Stevedore I		16.12
29042 - Stevedore II		18.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.95
30022 - Archeological Technician II		18.58
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.84
30040 - Civil Engineering Technician		22.61
30061 - Drafter/CAD Operator I		16.95
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		14.83
30082 - Engineering Technician II		16.64
30083 - Engineering Technician III		18.61
30084 - Engineering Technician IV		23.07
30085 - Engineering Technician V		28.22
30086 - Engineering Technician VI		34.14
30090 - Environmental Technician		21.04
30210 - Laboratory Technician		22.16
30240 - Mathematical Technician		23.81
30361 - Paralegal/Legal Assistant I		16.56
30362 - Paralegal/Legal Assistant II		20.51
30363 - Paralegal/Legal Assistant III		24.33
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		25.12
30461 - Technical Writer I		20.74
30462 - Technical Writer II		25.37
30463 - Technical Writer III		30.69
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer, Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.85
31030 - Bus Driver		14.43
31043 - Driver Courier		13.19
31260 - Parking and Lot Attendant		10.14
31290 - Shuttle Bus Driver		14.12
31310 - Taxi Driver		11.15
31361 - Truckdriver, Light		14.12
31362 - Truckdriver, Medium		15.17
31363 - Truckdriver, Heavy		17.99
31364 - Truckdriver, Tractor-Trailer		17.99
99000 - Miscellaneous Occupations		
99030 - Cashier		8.01
99050 - Desk Clerk		9.97
99095 - Embalmer		21.32
99251 - Laboratory Animal Caretaker I		9.71
99252 - Laboratory Animal Caretaker II		10.49
99310 - Mortician		21.75
99410 - Pest Controller		14.53
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.86
99711 - Recycling Specialist		16.25

99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	10.16
99830 - Survey Party Chief	17.53
99831 - Surveying Aide	11.77
99832 - Surveying Technician	16.13
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2476 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.97
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.13
01020 - Administrative Assistant		19.27
01040 - Court Reporter		18.56
01051 - Data Entry Operator I		11.78
01052 - Data Entry Operator II		12.86
01060 - Dispatcher, Motor Vehicle		16.45
01070 - Document Preparation Clerk		11.91
01090 - Duplicating Machine Operator		11.91
01111 - General Clerk I		11.43
01112 - General Clerk II		12.47
01113 - General Clerk III		13.99
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		9.70
01191 - Order Clerk I		12.60
01192 - Order Clerk II		13.75
01261 - Personnel Assistant (Employment) I		14.26
01262 - Personnel Assistant (Employment) II		15.95
01263 - Personnel Assistant (Employment) III		17.79
01270 - Production Control Clerk		19.20
01280 - Receptionist		11.95
01290 - Rental Clerk		12.31
01300 - Scheduler, Maintenance		13.77
01311 - Secretary I		13.77
01312 - Secretary II		15.52
01313 - Secretary III		17.34
01320 - Service Order Dispatcher		14.41
01410 - Supply Technician		19.27
01420 - Survey Worker		13.30

01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	12.12
01612 - Word Processor II	13.61
01613 - Word Processor III	15.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.38
05010 - Automotive Electrician	17.93
05040 - Automotive Glass Installer	16.86
05070 - Automotive Worker	16.86
05110 - Mobile Equipment Servicer	14.64
05130 - Motor Equipment Metal Mechanic	18.98
05160 - Motor Equipment Metal Worker	16.86
05190 - Motor Vehicle Mechanic	18.50
05220 - Motor Vehicle Mechanic Helper	13.60
05250 - Motor Vehicle Upholstery Worker	15.74
05280 - Motor Vehicle Wrecker	16.86
05310 - Painter, Automotive	17.93
05340 - Radiator Repair Specialist	16.86
05370 - Tire Repairer	11.28
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.22
07041 - Cook I	8.84
07042 - Cook II	10.16
07070 - Dishwasher	8.25
07130 - Food Service Worker	10.43
07210 - Meat Cutter	12.72
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.60
09040 - Furniture Handler	9.30
09080 - Furniture Refinisher	14.61
09090 - Furniture Refinisher Helper	11.01
09110 - Furniture Repairer, Minor	12.83
09130 - Upholsterer	14.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34
11060 - Elevator Operator	9.34
11090 - Gardener	12.56
11122 - Housekeeping Aide	9.34
11150 - Janitor	9.34
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.10
11260 - Pruner	9.66
11270 - Tractor Operator	11.67
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	9.57
12000 - Health Occupations	
12010 - Ambulance Driver	15.44
12011 - Breath Alcohol Technician	15.44
12012 - Certified Occupational Therapist Assistant	23.79
12015 - Certified Physical Therapist Assistant	24.26
12020 - Dental Assistant	15.21
12025 - Dental Hygienist	25.23
12030 - EKG Technician	21.28
12035 - Electroneurodiagnostic Technologist	21.28
12040 - Emergency Medical Technician	15.44
12071 - Licensed Practical Nurse I	14.76
12072 - Licensed Practical Nurse II	16.51
12073 - Licensed Practical Nurse III	18.41
12100 - Medical Assistant	13.66

12130 - Medical Laboratory Technician		15.50
12160 - Medical Record Clerk		13.76
12190 - Medical Record Technician		15.39
12195 - Medical Transcriptionist		14.97
12210 - Nuclear Medicine Technologist		28.15
12221 - Nursing Assistant I		9.78
12222 - Nursing Assistant II		10.99
12223 - Nursing Assistant III		12.00
12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		15.87
12236 - Optical Technician		13.49
12250 - Pharmacy Technician		12.84
12280 - Phlebotomist		13.47
12305 - Radiologic Technologist		22.94
12311 - Registered Nurse I		22.77
12312 - Registered Nurse II		27.85
12313 - Registered Nurse II, Specialist		27.85
12314 - Registered Nurse III		33.69
12315 - Registered Nurse III, Anesthetist		33.69
12316 - Registered Nurse IV		40.38
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.29
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		26.21
13041 - Illustrator I		18.30
13042 - Illustrator II		22.69
13043 - Illustrator III		27.74
13047 - Librarian		25.23
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		22.78
13058 - Library Technician		16.20
13061 - Media Specialist I		16.45
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.50
13071 - Photographer I		14.46
13072 - Photographer II		16.19
13073 - Photographer III		20.04
13074 - Photographer IV		24.51
13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.61
15060 - Educational Technologist		30.46

15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	19.00
15090 - Technical Instructor	18.43
15095 - Technical Instructor/Course Developer	22.54
15110 - Test Proctor	14.87
15120 - Tutor	14.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.76
16030 - Counter Attendant	8.76
16040 - Dry Cleaner	10.80
16070 - Finisher, Flatwork, Machine	8.76
16090 - Presser, Hand	8.76
16110 - Presser, Machine, Drycleaning	8.76
16130 - Presser, Machine, Shirts	8.76
16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.72
19040 - Tool And Die Maker	22.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.04
21030 - Material Coordinator	19.20
21040 - Material Expediter	19.20
21050 - Material Handling Laborer	11.05
21071 - Order Filler	11.87
21080 - Production Line Worker (Food Processing)	14.04
21110 - Shipping Packer	12.83
21130 - Shipping/Receiving Clerk	12.83
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	14.04
21410 - Warehouse Specialist	14.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.93
23021 - Aircraft Mechanic I	25.43
23022 - Aircraft Mechanic II	26.93
23023 - Aircraft Mechanic III	28.34
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23890 - Sheet-Metal Worker, Maintenance	15.65
23910 - Small Engine Mechanic	13.52
23931 - Telecommunications Mechanic I	21.01
23932 - Telecommunications Mechanic II	22.25
23950 - Telephone Lineman	19.44
23960 - Welder, Combination, Maintenance	16.40
23965 - Well Driller	19.13
23970 - Woodcraft Worker	19.13
23980 - Woodworker	14.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.40
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	12.53
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	13.68
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.72
27007 - Baggage Inspector	11.59
27008 - Corrections Officer	16.17
27010 - Court Security Officer	17.36
27030 - Detection Dog Handler	14.05
27040 - Detention Officer	16.17
27070 - Firefighter	17.97
27101 - Guard I	11.59
27102 - Guard II	14.05
27131 - Police Officer I	19.90
27132 - Police Officer II	22.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.42
28042 - Carnival Equipment Repairer	10.15
28043 - Carnival Equpment Worker	8.19

28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		15.59
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		14.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.29
29020 - Hatch Tender		17.29
29030 - Line Handler		17.71
29041 - Stevedore I		16.12
29042 - Stevedore II		18.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.95
30022 - Archeological Technician II		18.58
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.84
30040 - Civil Engineering Technician		22.61
30061 - Drafter/CAD Operator I		16.95
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		14.83
30082 - Engineering Technician II		16.64
30083 - Engineering Technician III		18.61
30084 - Engineering Technician IV		23.07
30085 - Engineering Technician V		28.22
30086 - Engineering Technician VI		34.14
30090 - Environmental Technician		21.04
30210 - Laboratory Technician		22.16
30240 - Mathematical Technician		23.81
30361 - Paralegal/Legal Assistant I		16.56
30362 - Paralegal/Legal Assistant II		20.51
30363 - Paralegal/Legal Assistant III		24.33
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		25.12
30461 - Technical Writer I		20.74
30462 - Technical Writer II		25.37
30463 - Technical Writer III		30.69
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer, Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.85
31030 - Bus Driver		14.43
31043 - Driver Courier		13.19
31260 - Parking and Lot Attendant		10.14
31290 - Shuttle Bus Driver		14.12
31310 - Taxi Driver		11.15
31361 - Truckdriver, Light		14.12
31362 - Truckdriver, Medium		15.17
31363 - Truckdriver, Heavy		17.99
31364 - Truckdriver, Tractor-Trailer		17.99
99000 - Miscellaneous Occupations		

99030 - Cashier	8.01
99050 - Desk Clerk	9.97
99095 - Embalmer	21.32
99251 - Laboratory Animal Caretaker I	9.71
99252 - Laboratory Animal Caretaker II	10.49
99310 - Mortician	21.75
99410 - Pest Controller	14.53
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.86
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	10.16
99830 - Survey Party Chief	17.53
99831 - Surveying Aide	11.77
99832 - Surveying Technician	16.13
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2477 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.08
01012 - Accounting Clerk II		13.57
01013 - Accounting Clerk III		15.18
01020 - Administrative Assistant		18.49
01040 - Court Reporter		14.19
01051 - Data Entry Operator I		11.44
01052 - Data Entry Operator II		12.48
01060 - Dispatcher, Motor Vehicle		16.03

01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	10.27
01112 - General Clerk II	11.21
01113 - General Clerk III	12.58
01120 - Housing Referral Assistant	15.83
01141 - Messenger Courier	10.42
01191 - Order Clerk I	12.65
01192 - Order Clerk II	13.84
01261 - Personnel Assistant (Employment) I	14.00
01262 - Personnel Assistant (Employment) II	15.65
01263 - Personnel Assistant (Employment) III	17.46
01270 - Production Control Clerk	21.31
01280 - Receptionist	10.15
01290 - Rental Clerk	12.36
01300 - Scheduler, Maintenance	12.69
01311 - Secretary I	12.69
01312 - Secretary II	14.19
01313 - Secretary III	15.83
01320 - Service Order Dispatcher	14.32
01410 - Supply Technician	18.49
01420 - Survey Worker	12.09
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	11.31
01612 - Word Processor II	12.69
01613 - Word Processor III	14.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.42
05010 - Automotive Electrician	14.72
05040 - Automotive Glass Installer	13.36
05070 - Automotive Worker	13.36
05110 - Mobile Equipment Servicer	11.57
05130 - Motor Equipment Metal Mechanic	15.03
05160 - Motor Equipment Metal Worker	13.36
05190 - Motor Vehicle Mechanic	15.03
05220 - Motor Vehicle Mechanic Helper	10.82
05250 - Motor Vehicle Upholstery Worker	13.16
05280 - Motor Vehicle Wrecker	13.36
05310 - Painter, Automotive	13.91
05340 - Radiator Repair Specialist	13.36
05370 - Tire Repairer	7.51
05400 - Transmission Repair Specialist	15.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.93
07041 - Cook I	10.18
07042 - Cook II	11.72
07070 - Dishwasher	7.65
07130 - Food Service Worker	8.99
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.17
09040 - Furniture Handler	9.63
09080 - Furniture Refinisher	15.13
09090 - Furniture Refinisher Helper	11.44
09110 - Furniture Repairer, Minor	13.27
09130 - Upholsterer	15.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.89
11090 - Gardener	12.60

11122 - Housekeeping Aide	8.66
11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.74
11260 - Pruner	8.84
11270 - Tractor Operator	11.64
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	10.95
12000 - Health Occupations	
12010 - Ambulance Driver	15.35
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	23.84
12015 - Certified Physical Therapist Assistant	26.22
12020 - Dental Assistant	13.76
12025 - Dental Hygienist	32.84
12030 - EKG Technician	21.33
12035 - Electroneurodiagnostic Technologist	21.33
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	14.11
12072 - Licensed Practical Nurse II	15.78
12073 - Licensed Practical Nurse III	17.60
12100 - Medical Assistant	12.07
12130 - Medical Laboratory Technician	16.17
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	16.13
12195 - Medical Transcriptionist	15.12
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.15
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.23
12224 - Nursing Assistant IV	12.60
12235 - Optical Dispenser	17.62
12236 - Optical Technician	13.95
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	23.84
12311 - Registered Nurse I	22.68
12312 - Registered Nurse II	27.75
12313 - Registered Nurse II, Specialist	27.75
12314 - Registered Nurse III	33.57
12315 - Registered Nurse III, Anesthetist	33.57
12316 - Registered Nurse IV	40.23
12317 - Scheduler (Drug and Alcohol Testing)	19.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.61
13012 - Exhibits Specialist II	20.58
13013 - Exhibits Specialist III	24.97
13041 - Illustrator I	16.61
13042 - Illustrator II	20.58
13043 - Illustrator III	24.97
13047 - Librarian	22.62
13050 - Library Aide/Clerk	11.91
13054 - Library Information Technology Systems Administrator	20.44
13058 - Library Technician	14.81
13061 - Media Specialist I	14.73
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.38
13071 - Photographer I	15.07
13072 - Photographer II	16.86
13073 - Photographer III	20.90
13074 - Photographer IV	24.97
13075 - Photographer V	31.30

13110 - Video Teleconference Technician		14.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		18.35
14072 - Computer Programmer II		22.75
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.68
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.75
14160 - Personal Computer Support Technician		21.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.29
15020 - Aircrew Training Devices Instructor (Rated)		32.09
15030 - Air Crew Training Devices Instructor (Pilot)		35.49
15050 - Computer Based Training Specialist / Instructor		25.29
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		35.49
15080 - Graphic Artist		22.64
15090 - Technical Instructor		20.85
15095 - Technical Instructor/Course Developer		25.55
15110 - Test Proctor		16.81
15120 - Tutor		16.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.93
19040 - Tool And Die Maker		19.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.38
21030 - Material Coordinator		18.08
21040 - Material Expediter		18.08
21050 - Material Handling Laborer		10.85
21071 - Order Filler		9.87
21080 - Production Line Worker (Food Processing)		13.38
21110 - Shipping Packer		12.94
21130 - Shipping/Receiving Clerk		12.94
21140 - Store Worker I		10.57
21150 - Stock Clerk		14.26
21210 - Tools And Parts Attendant		13.38
21410 - Warehouse Specialist		13.38
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		19.16
23021 - Aircraft Mechanic I		18.09
23022 - Aircraft Mechanic II		19.16
23023 - Aircraft Mechanic III		20.16
23040 - Aircraft Mechanic Helper		12.92
23050 - Aircraft, Painter		17.17

23060 - Aircraft Servicer	14.99
23080 - Aircraft Worker	16.06
23110 - Appliance Mechanic	14.18
23120 - Bicycle Repairer	8.68
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	14.83
23140 - Carpet Layer	16.07
23160 - Electrician, Maintenance	17.93
23181 - Electronics Technician Maintenance I	19.70
23182 - Electronics Technician Maintenance II	20.97
23183 - Electronics Technician Maintenance III	22.07
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	18.09
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	18.09
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	17.28
23380 - Ground Support Equipment Mechanic	18.09
23381 - Ground Support Equipment Servicer	14.99
23382 - Ground Support Equipment Worker	16.06
23391 - Gunsmith I	13.97
23392 - Gunsmith II	16.07
23393 - Gunsmith III	18.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	20.99
23440 - Heavy Equipment Operator	14.80
23460 - Instrument Mechanic	18.09
23465 - Laboratory/Shelter Mechanic	17.11
23470 - Laborer	10.85
23510 - Locksmith	17.11
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	16.71
23580 - Maintenance Trades Helper	11.36
23591 - Metrology Technician I	18.09
23592 - Metrology Technician II	19.15
23593 - Metrology Technician III	20.16
23640 - Millwright	19.69
23710 - Office Appliance Repairer	14.49
23760 - Painter, Maintenance	13.15
23790 - Pipefitter, Maintenance	19.70
23810 - Plumber, Maintenance	17.83
23820 - Pneudraulic Systems Mechanic	18.09
23850 - Rigger	18.09
23870 - Scale Mechanic	16.07
23890 - Sheet-Metal Worker, Maintenance	14.60
23910 - Small Engine Mechanic	16.07
23931 - Telecommunications Mechanic I	21.63
23932 - Telecommunications Mechanic II	22.91
23950 - Telephone Lineman	20.05
23960 - Welder, Combination, Maintenance	14.89
23965 - Well Driller	18.09
23970 - Woodcraft Worker	18.09
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.48
24580 - Child Care Center Clerk	9.97
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	12.43
24630 - Homemaker	11.08

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.27
25040 - Sewage Plant Operator	17.45
25070 - Stationary Engineer	21.27
25190 - Ventilation Equipment Tender	14.32
25210 - Water Treatment Plant Operator	17.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	14.21
27010 - Court Security Officer	14.21
27030 - Detection Dog Handler	14.40
27040 - Detention Officer	14.21
27070 - Firefighter	14.21
27101 - Guard I	10.85
27102 - Guard II	14.40
27131 - Police Officer I	16.80
27132 - Police Officer II	18.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.23
28042 - Carnival Equipment Repairer	7.25
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.00
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.07
29020 - Hatch Tender	16.07
29030 - Line Handler	16.07
29041 - Stevedore I	15.00
29042 - Stevedore II	17.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.94
30022 - Archeological Technician II	17.94
30023 - Archeological Technician III	23.52
30030 - Cartographic Technician	24.99
30040 - Civil Engineering Technician	23.15
30061 - Drafter/CAD Operator I	16.71
30062 - Drafter/CAD Operator II	20.16
30063 - Drafter/CAD Operator III	22.49
30064 - Drafter/CAD Operator IV	27.66
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.02
30083 - Engineering Technician III	20.16
30084 - Engineering Technician IV	24.99
30085 - Engineering Technician V	30.19
30086 - Engineering Technician VI	36.98
30090 - Environmental Technician	24.99
30210 - Laboratory Technician	21.86
30240 - Mathematical Technician	24.99
30361 - Paralegal/Legal Assistant I	17.27
30362 - Paralegal/Legal Assistant II	21.10
30363 - Paralegal/Legal Assistant III	25.92
30364 - Paralegal/Legal Assistant IV	28.96
30390 - Photo-Optics Technician	24.68
30461 - Technical Writer I	24.68

30462 - Technical Writer II		30.19
30463 - Technical Writer III		36.53
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	24.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.81
31030 - Bus Driver		13.83
31043 - Driver Courier		12.86
31260 - Parking and Lot Attendant		9.76
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		12.13
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		15.69
31363 - Truckdriver, Heavy		18.02
31364 - Truckdriver, Tractor-Trailer		18.02
99000 - Miscellaneous Occupations		
99030 - Cashier		9.91
99050 - Desk Clerk		9.56
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		12.69
99252 - Laboratory Animal Caretaker II		16.75
99310 - Mortician		23.74
99410 - Pest Controller		15.21
99510 - Photofinishing Worker		12.34
99710 - Recycling Laborer		10.63
99711 - Recycling Specialist		12.88
99730 - Refuse Collector		9.61
99810 - Sales Clerk		11.38
99820 - School Crossing Guard		10.96
99830 - Survey Party Chief		16.93
99831 - Surveying Aide		10.46
99832 - Surveying Technician		15.78
99840 - Vending Machine Attendant		15.51
99841 - Vending Machine Repairer		19.27
99842 - Vending Machine Repairer Helper		15.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2478 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.08
01012 - Accounting Clerk II		13.57
01013 - Accounting Clerk III		15.18
01020 - Administrative Assistant		18.49
01040 - Court Reporter		14.19
01051 - Data Entry Operator I		11.44
01052 - Data Entry Operator II		12.48
01060 - Dispatcher, Motor Vehicle		16.03
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		10.27
01112 - General Clerk II		11.21
01113 - General Clerk III		12.58
01120 - Housing Referral Assistant		15.83
01141 - Messenger Courier		10.42
01191 - Order Clerk I		12.65
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		15.65
01263 - Personnel Assistant (Employment) III		17.46
01270 - Production Control Clerk		21.31
01280 - Receptionist		10.15
01290 - Rental Clerk		12.36
01300 - Scheduler, Maintenance		12.69
01311 - Secretary I		12.69
01312 - Secretary II		14.19
01313 - Secretary III		15.83
01320 - Service Order Dispatcher		14.32
01410 - Supply Technician		18.49
01420 - Survey Worker		12.09
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.66
01611 - Word Processor I		11.31
01612 - Word Processor II		12.69
01613 - Word Processor III		14.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.42
05010 - Automotive Electrician		14.72
05040 - Automotive Glass Installer		13.36
05070 - Automotive Worker		13.36
05110 - Mobile Equipment Servicer		11.57
05130 - Motor Equipment Metal Mechanic		15.03
05160 - Motor Equipment Metal Worker		13.36
05190 - Motor Vehicle Mechanic		15.03
05220 - Motor Vehicle Mechanic Helper		10.82
05250 - Motor Vehicle Upholstery Worker		13.16
05280 - Motor Vehicle Wrecker		13.36
05310 - Painter, Automotive		13.91
05340 - Radiator Repair Specialist		13.36
05370 - Tire Repairer		7.51
05400 - Transmission Repair Specialist		15.03

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.93
07041 - Cook I	10.18
07042 - Cook II	11.72
07070 - Dishwasher	7.65
07130 - Food Service Worker	8.99
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.17
09040 - Furniture Handler	9.63
09080 - Furniture Refinisher	15.13
09090 - Furniture Refinisher Helper	11.44
09110 - Furniture Repairer, Minor	13.27
09130 - Upholsterer	15.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.89
11090 - Gardener	12.60
11122 - Housekeeping Aide	8.66
11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.74
11260 - Pruner	8.84
11270 - Tractor Operator	11.64
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	10.95
12000 - Health Occupations	
12010 - Ambulance Driver	15.35
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	23.84
12015 - Certified Physical Therapist Assistant	26.22
12020 - Dental Assistant	13.76
12025 - Dental Hygienist	32.84
12030 - EKG Technician	21.33
12035 - Electroneurodiagnostic Technologist	21.33
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	14.11
12072 - Licensed Practical Nurse II	15.78
12073 - Licensed Practical Nurse III	17.60
12100 - Medical Assistant	12.07
12130 - Medical Laboratory Technician	16.17
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	16.13
12195 - Medical Transcriptionist	15.12
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.15
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.23
12224 - Nursing Assistant IV	12.60
12235 - Optical Dispenser	17.62
12236 - Optical Technician	13.95
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	23.84
12311 - Registered Nurse I	22.68
12312 - Registered Nurse II	27.75
12313 - Registered Nurse II, Specialist	27.75
12314 - Registered Nurse III	33.57
12315 - Registered Nurse III, Anesthetist	33.57
12316 - Registered Nurse IV	40.23
12317 - Scheduler (Drug and Alcohol Testing)	19.56
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		16.61
13012 - Exhibits Specialist II		20.58
13013 - Exhibits Specialist III		24.97
13041 - Illustrator I		16.61
13042 - Illustrator II		20.58
13043 - Illustrator III		24.97
13047 - Librarian		22.62
13050 - Library Aide/Clerk		11.91
13054 - Library Information Technology Systems Administrator		20.44
13058 - Library Technician		14.81
13061 - Media Specialist I		14.73
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.38
13071 - Photographer I		15.07
13072 - Photographer II		16.86
13073 - Photographer III		20.90
13074 - Photographer IV		24.97
13075 - Photographer V		31.30
13110 - Video Teleconference Technician		14.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		18.35
14072 - Computer Programmer II		22.75
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.68
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.75
14160 - Personal Computer Support Technician		21.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.29
15020 - Aircrew Training Devices Instructor (Rated)		32.09
15030 - Air Crew Training Devices Instructor (Pilot)		35.49
15050 - Computer Based Training Specialist / Instructor		25.29
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		35.49
15080 - Graphic Artist		22.64
15090 - Technical Instructor		20.85
15095 - Technical Instructor/Course Developer		25.55
15110 - Test Proctor		16.81
15120 - Tutor		16.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.93
19040 - Tool And Die Maker		19.27
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	13.38
21030 - Material Coordinator	18.08
21040 - Material Expediter	18.08
21050 - Material Handling Laborer	10.85
21071 - Order Filler	9.87
21080 - Production Line Worker (Food Processing)	13.38
21110 - Shipping Packer	12.94
21130 - Shipping/Receiving Clerk	12.94
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	13.38
21410 - Warehouse Specialist	13.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.16
23021 - Aircraft Mechanic I	18.09
23022 - Aircraft Mechanic II	19.16
23023 - Aircraft Mechanic III	20.16
23040 - Aircraft Mechanic Helper	12.92
23050 - Aircraft, Painter	17.17
23060 - Aircraft Servicer	14.99
23080 - Aircraft Worker	16.06
23110 - Appliance Mechanic	14.18
23120 - Bicycle Repairer	8.68
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	14.83
23140 - Carpet Layer	16.07
23160 - Electrician, Maintenance	17.93
23181 - Electronics Technician Maintenance I	19.70
23182 - Electronics Technician Maintenance II	20.97
23183 - Electronics Technician Maintenance III	22.07
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	18.09
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	18.09
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	17.28
23380 - Ground Support Equipment Mechanic	18.09
23381 - Ground Support Equipment Servicer	14.99
23382 - Ground Support Equipment Worker	16.06
23391 - Gunsmith I	13.97
23392 - Gunsmith II	16.07
23393 - Gunsmith III	18.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	20.99
23440 - Heavy Equipment Operator	14.80
23460 - Instrument Mechanic	18.09
23465 - Laboratory/Shelter Mechanic	17.11
23470 - Laborer	10.85
23510 - Locksmith	17.11
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	16.71
23580 - Maintenance Trades Helper	11.36
23591 - Metrology Technician I	18.09
23592 - Metrology Technician II	19.15
23593 - Metrology Technician III	20.16
23640 - Millwright	19.69
23710 - Office Appliance Repairer	14.49
23760 - Painter, Maintenance	13.15
23790 - Pipefitter, Maintenance	19.70
23810 - Plumber, Maintenance	17.83

23820 - Pneudraulic Systems Mechanic	18.09
23850 - Rigger	18.09
23870 - Scale Mechanic	16.07
23890 - Sheet-Metal Worker, Maintenance	14.60
23910 - Small Engine Mechanic	16.07
23931 - Telecommunications Mechanic I	21.63
23932 - Telecommunications Mechanic II	22.91
23950 - Telephone Lineman	20.05
23960 - Welder, Combination, Maintenance	14.89
23965 - Well Driller	18.09
23970 - Woodcraft Worker	18.09
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.48
24580 - Child Care Center Clerk	9.97
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	12.43
24630 - Homemaker	11.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.27
25040 - Sewage Plant Operator	17.45
25070 - Stationary Engineer	21.27
25190 - Ventilation Equipment Tender	14.32
25210 - Water Treatment Plant Operator	17.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	14.21
27010 - Court Security Officer	14.21
27030 - Detection Dog Handler	14.40
27040 - Detention Officer	14.21
27070 - Firefighter	14.21
27101 - Guard I	10.85
27102 - Guard II	14.40
27131 - Police Officer I	16.80
27132 - Police Officer II	18.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.23
28042 - Carnival Equipment Repairer	7.25
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.00
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.07
29020 - Hatch Tender	16.07
29030 - Line Handler	16.07
29041 - Stevedore I	15.00
29042 - Stevedore II	17.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
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31310 - Taxi Driver		12.13
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		15.69
31363 - Truckdriver, Heavy		18.02
31364 - Truckdriver, Tractor-Trailer		18.02
99000 - Miscellaneous Occupations		
99030 - Cashier		9.91
99050 - Desk Clerk		9.56
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		12.69
99252 - Laboratory Animal Caretaker II		16.75
99310 - Mortician		23.74
99410 - Pest Controller		15.21
99510 - Photofinishing Worker		12.34
99710 - Recycling Laborer		10.63
99711 - Recycling Specialist		12.88
99730 - Refuse Collector		9.61
99810 - Sales Clerk		11.38
99820 - School Crossing Guard		10.96
99830 - Survey Party Chief		16.93
99831 - Surveying Aide		10.46
99832 - Surveying Technician		15.78
99840 - Vending Machine Attendant		15.51
99841 - Vending Machine Repairer		19.27
99842 - Vending Machine Repairer Helper		15.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2479 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Oconee, Pickens, Spartanburg, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.84
01012 - Accounting Clerk II		14.41
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		21.26
01040 - Court Reporter		18.89
01051 - Data Entry Operator I		11.90
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		12.45
01112 - General Clerk II		13.58
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		18.67
01141 - Messenger Courier		10.76
01191 - Order Clerk I		13.55
01192 - Order Clerk II		15.36
01261 - Personnel Assistant (Employment) I		15.00
01262 - Personnel Assistant (Employment) II		18.46
01263 - Personnel Assistant (Employment) III		19.90
01270 - Production Control Clerk		19.90
01280 - Receptionist		12.65
01290 - Rental Clerk		14.34
01300 - Scheduler, Maintenance		14.97
01311 - Secretary I		14.97
01312 - Secretary II		16.74
01313 - Secretary III		18.67
01320 - Service Order Dispatcher		15.40
01410 - Supply Technician		21.26

01420 - Survey Worker	17.81
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	13.20
01612 - Word Processor II	14.34
01613 - Word Processor III	16.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.12
05010 - Automotive Electrician	15.51
05040 - Automotive Glass Installer	16.09
05070 - Automotive Worker	14.59
05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	16.42
05160 - Motor Equipment Metal Worker	14.59
05190 - Motor Vehicle Mechanic	16.42
05220 - Motor Vehicle Mechanic Helper	11.75
05250 - Motor Vehicle Upholstery Worker	13.63
05280 - Motor Vehicle Wrecker	14.59
05310 - Painter, Automotive	15.51
05340 - Radiator Repair Specialist	14.59
05370 - Tire Repairer	11.57
05400 - Transmission Repair Specialist	16.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.56
07041 - Cook I	9.50
07042 - Cook II	10.96
07070 - Dishwasher	8.07
07130 - Food Service Worker	8.57
07210 - Meat Cutter	12.94
07260 - Waiter/Waitress	8.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	10.69
09080 - Furniture Refinisher	16.82
09090 - Furniture Refinisher Helper	12.71
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	8.69
11090 - Gardener	13.51
11122 - Housekeeping Aide	8.69
11150 - Janitor	8.69
11210 - Laborer, Grounds Maintenance	10.74
11240 - Maid or Houseman	8.65
11260 - Pruner	9.70
11270 - Tractor Operator	12.77
11330 - Trail Maintenance Worker	10.74
11360 - Window Cleaner	9.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	21.60
12020 - Dental Assistant	14.42
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.29
12035 - Electroneurodiagnostic Technologist	23.29
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	15.42
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23

12100 - Medical Assistant		13.85
12130 - Medical Laboratory Technician		16.26
12160 - Medical Record Clerk		12.58
12190 - Medical Record Technician		14.08
12195 - Medical Transcriptionist		14.81
12210 - Nuclear Medicine Technologist		34.18
12221 - Nursing Assistant I		9.68
12222 - Nursing Assistant II		10.89
12223 - Nursing Assistant III		11.88
12224 - Nursing Assistant IV		13.33
12235 - Optical Dispenser		14.15
12236 - Optical Technician		14.26
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.33
12305 - Radiologic Technologist		22.90
12311 - Registered Nurse I		25.94
12312 - Registered Nurse II		28.51
12313 - Registered Nurse II, Specialist		28.51
12314 - Registered Nurse III		34.49
12315 - Registered Nurse III, Anesthetist		34.49
12316 - Registered Nurse IV		41.33
12317 - Scheduler (Drug and Alcohol Testing)		20.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.72
13012 - Exhibits Specialist II		21.83
13013 - Exhibits Specialist III		27.86
13041 - Illustrator I		18.72
13042 - Illustrator II		21.83
13043 - Illustrator III		28.27
13047 - Librarian		25.61
13050 - Library Aide/Clerk		10.64
13054 - Library Information Technology Systems Administrator		23.12
13058 - Library Technician		13.34
13061 - Media Specialist I		16.16
13062 - Media Specialist II		18.06
13063 - Media Specialist III		20.15
13071 - Photographer I		16.27
13072 - Photographer II		18.20
13073 - Photographer III		22.00
13074 - Photographer IV		26.91
13075 - Photographer V		32.35
13110 - Video Teleconference Technician		15.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I		20.71
14072 - Computer Programmer II		25.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.10
14160 - Personal Computer Support Technician		22.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10

15060 - Educational Technologist	29.29
15070 - Flight Instructor (Pilot)	40.74
15080 - Graphic Artist	20.53
15090 - Technical Instructor	21.14
15095 - Technical Instructor/Course Developer	25.86
15110 - Test Proctor	17.05
15120 - Tutor	17.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.76
16030 - Counter Attendant	8.76
16040 - Dry Cleaner	10.80
16070 - Finisher, Flatwork, Machine	8.76
16090 - Presser, Hand	8.76
16110 - Presser, Machine, Drycleaning	8.76
16130 - Presser, Machine, Shirts	8.76
16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.63
19040 - Tool And Die Maker	21.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.75
21030 - Material Coordinator	19.18
21040 - Material Expediter	19.18
21050 - Material Handling Laborer	13.16
21071 - Order Filler	12.76
21080 - Production Line Worker (Food Processing)	14.75
21110 - Shipping Packer	13.84
21130 - Shipping/Receiving Clerk	13.84
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	14.75
21410 - Warehouse Specialist	14.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.01
23021 - Aircraft Mechanic I	21.73
23022 - Aircraft Mechanic II	23.01
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	15.72
23050 - Aircraft, Painter	20.17
23060 - Aircraft Servicer	18.21
23080 - Aircraft Worker	19.52
23110 - Appliance Mechanic	16.21
23120 - Bicycle Repairer	10.52
23125 - Cable Splicer	23.39
23130 - Carpenter, Maintenance	15.24
23140 - Carpet Layer	16.36
23160 - Electrician, Maintenance	18.33
23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.22
23183 - Electronics Technician Maintenance III	24.54
23260 - Fabric Worker	16.16
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	13.98
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	17.52
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	21.73
23381 - Ground Support Equipment Servicer	18.21
23382 - Ground Support Equipment Worker	19.52
23391 - Gunsmith I	13.98

23392 - Gunsmith II	16.08
23393 - Gunsmith III	18.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.78
23430 - Heavy Equipment Mechanic	18.76
23440 - Heavy Equipment Operator	16.38
23460 - Instrument Mechanic	18.10
23465 - Laboratory/Shelter Mechanic	17.13
23470 - Laborer	12.74
23510 - Locksmith	17.13
23530 - Machinery Maintenance Mechanic	20.59
23550 - Machinist, Maintenance	22.13
23580 - Maintenance Trades Helper	11.77
23591 - Metrology Technician I	18.10
23592 - Metrology Technician II	19.17
23593 - Metrology Technician III	20.97
23640 - Millwright	21.07
23710 - Office Appliance Repairer	19.18
23760 - Painter, Maintenance	14.32
23790 - Pipefitter, Maintenance	17.53
23810 - Plumber, Maintenance	16.87
23820 - Pneudraulic Systems Mechanic	18.10
23850 - Rigger	18.10
23870 - Scale Mechanic	16.06
23890 - Sheet-Metal Worker, Maintenance	16.26
23910 - Small Engine Mechanic	14.78
23931 - Telecommunications Mechanic I	22.42
23932 - Telecommunications Mechanic II	23.74
23950 - Telephone Lineman	18.05
23960 - Welder, Combination, Maintenance	19.57
23965 - Well Driller	18.10
23970 - Woodcraft Worker	18.10
23980 - Woodworker	12.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	8.91
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.24
25040 - Sewage Plant Operator	19.26
25070 - Stationary Engineer	21.24
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.36
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	15.64
27010 - Court Security Officer	16.48
27030 - Detection Dog Handler	13.99
27040 - Detention Officer	15.64
27070 - Firefighter	16.19
27101 - Guard I	11.53
27102 - Guard II	13.99
27131 - Police Officer I	17.59
27132 - Police Officer II	19.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.97
28042 - Carnival Equipment Repairer	9.65

28043 - Carnival Equpment Worker		8.72
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.43
28515 - Recreation Specialist		16.86
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		13.59
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.11
29020 - Hatch Tender		17.11
29030 - Line Handler		17.11
29041 - Stevedore I		15.97
29042 - Stevedore II		18.23
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.71
30022 - Archeological Technician II		19.82
30023 - Archeological Technician III		23.24
30030 - Cartographic Technician		23.24
30040 - Civil Engineering Technician		23.24
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.82
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		25.73
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.44
30083 - Engineering Technician III		21.58
30084 - Engineering Technician IV		26.40
30085 - Engineering Technician V		32.31
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		21.49
30210 - Laboratory Technician		20.73
30240 - Mathematical Technician		23.24
30361 - Paralegal/Legal Assistant I		17.74
30362 - Paralegal/Legal Assistant II		21.98
30363 - Paralegal/Legal Assistant III		26.89
30364 - Paralegal/Legal Assistant IV		32.53
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		21.45
30462 - Technical Writer II		25.39
30463 - Technical Writer III		29.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.39
31030 - Bus Driver		11.57
31043 - Driver Courier		13.66
31260 - Parking and Lot Attendant		8.72
31290 - Shuttle Bus Driver		15.03
31310 - Taxi Driver		10.05
31361 - Truckdriver, Light		15.03
31362 - Truckdriver, Medium		16.70
31363 - Truckdriver, Heavy		19.23
31364 - Truckdriver, Tractor-Trailer		19.23

99000 - Miscellaneous Occupations	
99030 - Cashier	8.51
99050 - Desk Clerk	9.64
99095 - Embalmer	26.17
99251 - Laboratory Animal Caretaker I	11.21
99252 - Laboratory Animal Caretaker II	12.31
99310 - Mortician	26.17
99410 - Pest Controller	13.93
99510 - Photofinishing Worker	13.01
99710 - Recycling Laborer	11.98
99711 - Recycling Specialist	14.25
99730 - Refuse Collector	10.83
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	11.78
99830 - Survey Party Chief	19.39
99831 - Surveying Aide	12.85
99832 - Surveying Technician	17.62
99840 - Vending Machine Attendant	11.74
99841 - Vending Machine Repairer	14.56
99842 - Vending Machine Repairer Helper	11.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2480 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Laurens, Oconee, Pickens, Spartanburg, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.84
01012 - Accounting Clerk II		14.41
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		21.26
01040 - Court Reporter		18.89
01051 - Data Entry Operator I		11.90
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		18.84

01070 - Document Preparation Clerk	13.63
01090 - Duplicating Machine Operator	13.63
01111 - General Clerk I	12.45
01112 - General Clerk II	13.58
01113 - General Clerk III	15.25
01120 - Housing Referral Assistant	18.67
01141 - Messenger Courier	10.76
01191 - Order Clerk I	13.55
01192 - Order Clerk II	15.36
01261 - Personnel Assistant (Employment) I	15.00
01262 - Personnel Assistant (Employment) II	18.46
01263 - Personnel Assistant (Employment) III	19.90
01270 - Production Control Clerk	19.90
01280 - Receptionist	12.65
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	14.97
01311 - Secretary I	14.97
01312 - Secretary II	16.74
01313 - Secretary III	18.67
01320 - Service Order Dispatcher	15.40
01410 - Supply Technician	21.26
01420 - Survey Worker	17.81
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	13.20
01612 - Word Processor II	14.34
01613 - Word Processor III	16.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.12
05010 - Automotive Electrician	15.51
05040 - Automotive Glass Installer	16.09
05070 - Automotive Worker	14.59
05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	16.42
05160 - Motor Equipment Metal Worker	14.59
05190 - Motor Vehicle Mechanic	16.42
05220 - Motor Vehicle Mechanic Helper	11.75
05250 - Motor Vehicle Upholstery Worker	13.63
05280 - Motor Vehicle Wrecker	14.59
05310 - Painter, Automotive	15.51
05340 - Radiator Repair Specialist	14.59
05370 - Tire Repairer	11.57
05400 - Transmission Repair Specialist	16.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.56
07041 - Cook I	9.50
07042 - Cook II	10.96
07070 - Dishwasher	8.07
07130 - Food Service Worker	8.57
07210 - Meat Cutter	12.94
07260 - Waiter/Waitress	8.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	10.69
09080 - Furniture Refinisher	16.82
09090 - Furniture Refinisher Helper	12.71
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	8.69
11090 - Gardener	13.51

11122 - Housekeeping Aide	8.69
11150 - Janitor	8.69
11210 - Laborer, Grounds Maintenance	10.74
11240 - Maid or Houseman	8.65
11260 - Pruner	9.70
11270 - Tractor Operator	12.77
11330 - Trail Maintenance Worker	10.74
11360 - Window Cleaner	9.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	21.60
12020 - Dental Assistant	14.42
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.29
12035 - Electroneurodiagnostic Technologist	23.29
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	15.42
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	16.26
12160 - Medical Record Clerk	12.58
12190 - Medical Record Technician	14.08
12195 - Medical Transcriptionist	14.81
12210 - Nuclear Medicine Technologist	34.18
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.89
12223 - Nursing Assistant III	11.88
12224 - Nursing Assistant IV	13.33
12235 - Optical Dispenser	14.15
12236 - Optical Technician	14.26
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.33
12305 - Radiologic Technologist	22.90
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	28.51
12313 - Registered Nurse II, Specialist	28.51
12314 - Registered Nurse III	34.49
12315 - Registered Nurse III, Anesthetist	34.49
12316 - Registered Nurse IV	41.33
12317 - Scheduler (Drug and Alcohol Testing)	20.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.72
13012 - Exhibits Specialist II	21.83
13013 - Exhibits Specialist III	27.86
13041 - Illustrator I	18.72
13042 - Illustrator II	21.83
13043 - Illustrator III	28.27
13047 - Librarian	25.61
13050 - Library Aide/Clerk	10.64
13054 - Library Information Technology Systems Administrator	23.12
13058 - Library Technician	13.34
13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.27
13072 - Photographer II	18.20
13073 - Photographer III	22.00
13074 - Photographer IV	26.91
13075 - Photographer V	32.35

13110 - Video Teleconference Technician		15.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I		20.71
14072 - Computer Programmer II		25.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.10
14160 - Personal Computer Support Technician		22.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10
15060 - Educational Technologist		29.29
15070 - Flight Instructor (Pilot)		40.74
15080 - Graphic Artist		20.53
15090 - Technical Instructor		21.14
15095 - Technical Instructor/Course Developer		25.86
15110 - Test Proctor		17.05
15120 - Tutor		17.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.63
19040 - Tool And Die Maker		21.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.75
21030 - Material Coordinator		19.18
21040 - Material Expediter		19.18
21050 - Material Handling Laborer		13.16
21071 - Order Filler		12.76
21080 - Production Line Worker (Food Processing)		14.75
21110 - Shipping Packer		13.84
21130 - Shipping/Receiving Clerk		13.84
21140 - Store Worker I		10.57
21150 - Stock Clerk		14.26
21210 - Tools And Parts Attendant		14.75
21410 - Warehouse Specialist		14.75
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.01
23021 - Aircraft Mechanic I		21.73
23022 - Aircraft Mechanic II		23.01
23023 - Aircraft Mechanic III		24.21
23040 - Aircraft Mechanic Helper		15.72
23050 - Aircraft, Painter		20.17

23060 - Aircraft Servicer	18.21
23080 - Aircraft Worker	19.52
23110 - Appliance Mechanic	16.21
23120 - Bicycle Repairer	10.52
23125 - Cable Splicer	23.39
23130 - Carpenter, Maintenance	15.24
23140 - Carpet Layer	16.36
23160 - Electrician, Maintenance	18.33
23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.22
23183 - Electronics Technician Maintenance III	24.54
23260 - Fabric Worker	16.16
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	13.98
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	17.52
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	21.73
23381 - Ground Support Equipment Servicer	18.21
23382 - Ground Support Equipment Worker	19.52
23391 - Gunsmith I	13.98
23392 - Gunsmith II	16.08
23393 - Gunsmith III	18.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.78
23430 - Heavy Equipment Mechanic	18.76
23440 - Heavy Equipment Operator	16.38
23460 - Instrument Mechanic	18.10
23465 - Laboratory/Shelter Mechanic	17.13
23470 - Laborer	12.74
23510 - Locksmith	17.13
23530 - Machinery Maintenance Mechanic	20.59
23550 - Machinist, Maintenance	22.13
23580 - Maintenance Trades Helper	11.77
23591 - Metrology Technician I	18.10
23592 - Metrology Technician II	19.17
23593 - Metrology Technician III	20.97
23640 - Millwright	21.07
23710 - Office Appliance Repairer	19.18
23760 - Painter, Maintenance	14.32
23790 - Pipefitter, Maintenance	17.53
23810 - Plumber, Maintenance	16.87
23820 - Pneudraulic Systems Mechanic	18.10
23850 - Rigger	18.10
23870 - Scale Mechanic	16.06
23890 - Sheet-Metal Worker, Maintenance	16.26
23910 - Small Engine Mechanic	14.78
23931 - Telecommunications Mechanic I	22.42
23932 - Telecommunications Mechanic II	23.74
23950 - Telephone Lineman	18.05
23960 - Welder, Combination, Maintenance	19.57
23965 - Well Driller	18.10
23970 - Woodcraft Worker	18.10
23980 - Woodworker	12.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	8.91
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	16.03

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.24
25040 - Sewage Plant Operator	19.26
25070 - Stationary Engineer	21.24
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.36
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	15.64
27010 - Court Security Officer	16.48
27030 - Detection Dog Handler	13.99
27040 - Detention Officer	15.64
27070 - Firefighter	16.19
27101 - Guard I	11.53
27102 - Guard II	13.99
27131 - Police Officer I	17.59
27132 - Police Officer II	19.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.97
28042 - Carnival Equipment Repairer	9.65
28043 - Carnival Equpment Worker	8.72
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	16.86
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	13.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.11
29020 - Hatch Tender	17.11
29030 - Line Handler	17.11
29041 - Stevedore I	15.97
29042 - Stevedore II	18.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.82
30023 - Archeological Technician III	23.24
30030 - Cartographic Technician	23.24
30040 - Civil Engineering Technician	23.24
30061 - Drafter/CAD Operator I	17.71
30062 - Drafter/CAD Operator II	19.82
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	25.73
30081 - Engineering Technician I	16.38
30082 - Engineering Technician II	18.44
30083 - Engineering Technician III	21.58
30084 - Engineering Technician IV	26.40
30085 - Engineering Technician V	32.31
30086 - Engineering Technician VI	39.07
30090 - Environmental Technician	21.49
30210 - Laboratory Technician	20.73
30240 - Mathematical Technician	23.24
30361 - Paralegal/Legal Assistant I	17.74
30362 - Paralegal/Legal Assistant II	21.98
30363 - Paralegal/Legal Assistant III	26.89
30364 - Paralegal/Legal Assistant IV	32.53
30390 - Photo-Optics Technician	23.24
30461 - Technical Writer I	21.45

30462 - Technical Writer II		25.39
30463 - Technical Writer III		29.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.39
31030 - Bus Driver		11.57
31043 - Driver Courier		13.66
31260 - Parking and Lot Attendant		8.72
31290 - Shuttle Bus Driver		15.03
31310 - Taxi Driver		10.05
31361 - Truckdriver, Light		15.03
31362 - Truckdriver, Medium		16.70
31363 - Truckdriver, Heavy		19.23
31364 - Truckdriver, Tractor-Trailer		19.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.51
99050 - Desk Clerk		9.64
99095 - Embalmer		26.17
99251 - Laboratory Animal Caretaker I		11.21
99252 - Laboratory Animal Caretaker II		12.31
99310 - Mortician		26.17
99410 - Pest Controller		13.93
99510 - Photofinishing Worker		13.01
99710 - Recycling Laborer		11.98
99711 - Recycling Specialist		14.25
99730 - Refuse Collector		10.83
99810 - Sales Clerk		11.26
99820 - School Crossing Guard		11.78
99830 - Survey Party Chief		19.39
99831 - Surveying Aide		12.85
99832 - Surveying Technician		17.62
99840 - Vending Machine Attendant		11.74
99841 - Vending Machine Repairer		14.56
99842 - Vending Machine Repairer Helper		11.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2485

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.72
01012 - Accounting Clerk II		12.04
01013 - Accounting Clerk III		13.95
01020 - Administrative Assistant		17.58
01040 - Court Reporter		15.49
01051 - Data Entry Operator I		10.58
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.95
01070 - Document Preparation Clerk		11.05
01090 - Duplicating Machine Operator		11.05
01111 - General Clerk I		10.01
01112 - General Clerk II		10.97
01113 - General Clerk III		12.50
01120 - Housing Referral Assistant		15.88
01141 - Messenger Courier		9.33
01191 - Order Clerk I		10.95
01192 - Order Clerk II		11.95
01261 - Personnel Assistant (Employment) I		12.06
01262 - Personnel Assistant (Employment) II		13.63
01263 - Personnel Assistant (Employment) III		16.11
01270 - Production Control Clerk		16.37
01280 - Receptionist		10.46
01290 - Rental Clerk		9.49
01300 - Scheduler, Maintenance		11.27
01311 - Secretary I		11.27
01312 - Secretary II		12.61
01313 - Secretary III		15.88
01320 - Service Order Dispatcher		13.03
01410 - Supply Technician		17.58
01420 - Survey Worker		11.88
01531 - Travel Clerk I		11.24
01532 - Travel Clerk II		11.92
01533 - Travel Clerk III		12.61
01611 - Word Processor I		10.04
01612 - Word Processor II		11.27
01613 - Word Processor III		13.24
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.15
05010 - Automotive Electrician		16.37
05040 - Automotive Glass Installer		15.61
05070 - Automotive Worker		15.61
05110 - Mobile Equipment Servicer		14.01
05130 - Motor Equipment Metal Mechanic		17.15
05160 - Motor Equipment Metal Worker		15.61
05190 - Motor Vehicle Mechanic		17.15
05220 - Motor Vehicle Mechanic Helper		13.22

05250 - Motor Vehicle Upholstery Worker	14.81
05280 - Motor Vehicle Wrecker	15.61
05310 - Painter, Automotive	16.37
05340 - Radiator Repair Specialist	15.61
05370 - Tire Repairer	10.75
05400 - Transmission Repair Specialist	17.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.62
07042 - Cook II	12.09
07070 - Dishwasher	7.97
07130 - Food Service Worker	8.50
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.67
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	16.67
09090 - Furniture Refinisher Helper	13.46
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.95
11090 - Gardener	12.76
11122 - Housekeeping Aide	9.95
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	10.53
11240 - Maid or Houseman	8.73
11260 - Pruner	9.63
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	10.28
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	18.49
12015 - Certified Physical Therapist Assistant	18.49
12020 - Dental Assistant	14.39
12025 - Dental Hygienist	26.57
12030 - EKG Technician	22.80
12035 - Electroneurodiagnostic Technologist	22.80
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	12.55
12072 - Licensed Practical Nurse II	14.04
12073 - Licensed Practical Nurse III	15.66
12100 - Medical Assistant	12.17
12130 - Medical Laboratory Technician	15.57
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.05
12195 - Medical Transcriptionist	13.46
12210 - Nuclear Medicine Technologist	29.62
12221 - Nursing Assistant I	9.42
12222 - Nursing Assistant II	10.59
12223 - Nursing Assistant III	11.56
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	13.13
12236 - Optical Technician	12.32
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	12.97
12305 - Radiologic Technologist	21.72
12311 - Registered Nurse I	18.46
12312 - Registered Nurse II	22.58

12313 - Registered Nurse II, Specialist		22.58
12314 - Registered Nurse III		27.32
12315 - Registered Nurse III, Anesthetist		27.32
12316 - Registered Nurse IV		32.75
12317 - Scheduler (Drug and Alcohol Testing)		18.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		13.72
13012 - Exhibits Specialist II		17.00
13013 - Exhibits Specialist III		20.78
13041 - Illustrator I		13.72
13042 - Illustrator II		17.00
13043 - Illustrator III		20.78
13047 - Librarian		18.82
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		17.00
13058 - Library Technician		12.29
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.54
13075 - Photographer V		26.05
13110 - Video Teleconference Technician		12.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.60
14042 - Computer Operator II		12.97
14043 - Computer Operator III		15.41
14044 - Computer Operator IV		16.16
14045 - Computer Operator V		20.32
14071 - Computer Programmer I		18.89
14072 - Computer Programmer II		23.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.60
14160 - Personal Computer Support Technician		24.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		33.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		23.68
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		17.93
15090 - Technical Instructor		16.89
15095 - Technical Instructor/Course Developer		18.95
15110 - Test Proctor		12.50
15120 - Tutor		12.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.45
16030 - Counter Attendant		8.45
16040 - Dry Cleaner		10.20
16070 - Finisher, Flatwork, Machine		8.45
16090 - Presser, Hand		8.45
16110 - Presser, Machine, Drycleaning		8.45
16130 - Presser, Machine, Shirts		8.45
16160 - Presser, Machine, Wearing Apparel, Laundry		8.45
16190 - Sewing Machine Operator		10.84

16220 - Tailor	11.40
16250 - Washer, Machine	8.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.94
19040 - Tool And Die Maker	20.17
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.15
21030 - Material Coordinator	16.37
21040 - Material Expediter	16.37
21050 - Material Handling Laborer	10.35
21071 - Order Filler	9.75
21080 - Production Line Worker (Food Processing)	13.15
21110 - Shipping Packer	12.96
21130 - Shipping/Receiving Clerk	12.96
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.18
21210 - Tools And Parts Attendant	13.15
21410 - Warehouse Specialist	13.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.83
23021 - Aircraft Mechanic I	22.12
23022 - Aircraft Mechanic II	24.83
23023 - Aircraft Mechanic III	25.95
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	18.34
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.00
23110 - Appliance Mechanic	16.66
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	24.56
23130 - Carpenter, Maintenance	14.66
23140 - Carpet Layer	15.68
23160 - Electrician, Maintenance	19.87
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	20.83
23183 - Electronics Technician Maintenance III	22.04
23260 - Fabric Worker	14.82
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	14.44
23311 - Fuel Distribution System Mechanic	23.27
23312 - Fuel Distribution System Operator	18.18
23370 - General Maintenance Worker	13.91
23380 - Ground Support Equipment Mechanic	22.12
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.00
23391 - Gunsmith I	14.44
23392 - Gunsmith II	16.44
23393 - Gunsmith III	18.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	19.20
23440 - Heavy Equipment Operator	16.55
23460 - Instrument Mechanic	18.48
23465 - Laboratory/Shelter Mechanic	17.47
23470 - Laborer	10.35
23510 - Locksmith	16.79
23530 - Machinery Maintenance Mechanic	18.37
23550 - Machinist, Maintenance	16.18
23580 - Maintenance Trades Helper	13.25
23591 - Metrology Technician I	18.48
23592 - Metrology Technician II	19.45

23593 - Metrology Technician III	20.41
23640 - Millwright	18.38
23710 - Office Appliance Repairer	17.41
23760 - Painter, Maintenance	15.55
23790 - Pipefitter, Maintenance	19.22
23810 - Plumber, Maintenance	17.71
23820 - Pneudraulic Systems Mechanic	18.48
23850 - Rigger	18.48
23870 - Scale Mechanic	16.44
23890 - Sheet-Metal Worker, Maintenance	16.50
23910 - Small Engine Mechanic	15.68
23931 - Telecommunications Mechanic I	23.72
23932 - Telecommunications Mechanic II	24.97
23950 - Telephone Lineman	20.10
23960 - Welder, Combination, Maintenance	14.11
23965 - Well Driller	17.64
23970 - Woodcraft Worker	18.48
23980 - Woodworker	14.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.39
24610 - Chore Aide	9.18
24620 - Family Readiness And Support Services Coordinator	10.94
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.51
25040 - Sewage Plant Operator	16.57
25070 - Stationary Engineer	17.51
25190 - Ventilation Equipment Tender	12.75
25210 - Water Treatment Plant Operator	16.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.15
27007 - Baggage Inspector	10.70
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.50
27030 - Detection Dog Handler	14.45
27040 - Detention Officer	14.99
27070 - Firefighter	17.46
27101 - Guard I	10.70
27102 - Guard II	13.38
27131 - Police Officer I	18.61
27132 - Police Officer II	20.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.27
28042 - Carnival Equipment Repairer	10.96
28043 - Carnival Equpment Worker	8.49
28210 - Gate Attendant/Gate Tender	14.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.75
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	16.08
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.38
29020 - Hatch Tender	17.38
29030 - Line Handler	17.38
29041 - Stevedore I	16.04
29042 - Stevedore II	18.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.57
30022 - Archeological Technician II		16.30
30023 - Archeological Technician III		20.20
30030 - Cartographic Technician		20.01
30040 - Civil Engineering Technician		19.14
30061 - Drafter/CAD Operator I		14.57
30062 - Drafter/CAD Operator II		16.30
30063 - Drafter/CAD Operator III		18.18
30064 - Drafter/CAD Operator IV		22.36
30081 - Engineering Technician I		12.70
30082 - Engineering Technician II		14.26
30083 - Engineering Technician III		16.28
30084 - Engineering Technician IV		19.77
30085 - Engineering Technician V		24.17
30086 - Engineering Technician VI		29.25
30090 - Environmental Technician		18.90
30210 - Laboratory Technician		17.39
30240 - Mathematical Technician		20.20
30361 - Paralegal/Legal Assistant I		15.62
30362 - Paralegal/Legal Assistant II		19.36
30363 - Paralegal/Legal Assistant III		23.69
30364 - Paralegal/Legal Assistant IV		28.66
30390 - Photo-Optics Technician		20.20
30461 - Technical Writer I		21.02
30462 - Technical Writer II		25.71
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.18
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.44
31030 - Bus Driver		12.64
31043 - Driver Courier		11.71
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		13.61
31310 - Taxi Driver		11.67
31361 - Truckdriver, Light		13.61
31362 - Truckdriver, Medium		14.53
31363 - Truckdriver, Heavy		16.07
31364 - Truckdriver, Tractor-Trailer		16.07
99000 - Miscellaneous Occupations		
99030 - Cashier		8.46
99050 - Desk Clerk		8.84
99095 - Embalmer		24.34
99251 - Laboratory Animal Caretaker I		13.13
99252 - Laboratory Animal Caretaker II		14.07
99310 - Mortician		24.34
99410 - Pest Controller		16.54
99510 - Photofinishing Worker		12.10
99710 - Recycling Laborer		13.04
99711 - Recycling Specialist		15.23
99730 - Refuse Collector		11.92
99810 - Sales Clerk		10.93
99820 - School Crossing Guard		11.33
99830 - Survey Party Chief		17.26
99831 - Surveying Aide		11.11
99832 - Surveying Technician		14.45

99840 - Vending Machine Attendant	14.12
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer Helper	12.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2486 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.72
01012 - Accounting Clerk II		12.04
01013 - Accounting Clerk III		13.95
01020 - Administrative Assistant		17.58
01040 - Court Reporter		15.49

01051 - Data Entry Operator I	10.58
01052 - Data Entry Operator II	11.99
01060 - Dispatcher, Motor Vehicle	13.95
01070 - Document Preparation Clerk	11.05
01090 - Duplicating Machine Operator	11.05
01111 - General Clerk I	10.01
01112 - General Clerk II	10.97
01113 - General Clerk III	12.50
01120 - Housing Referral Assistant	15.88
01141 - Messenger Courier	9.33
01191 - Order Clerk I	10.95
01192 - Order Clerk II	11.95
01261 - Personnel Assistant (Employment) I	12.06
01262 - Personnel Assistant (Employment) II	13.63
01263 - Personnel Assistant (Employment) III	16.11
01270 - Production Control Clerk	16.37
01280 - Receptionist	10.46
01290 - Rental Clerk	9.49
01300 - Scheduler, Maintenance	11.27
01311 - Secretary I	11.27
01312 - Secretary II	12.61
01313 - Secretary III	15.88
01320 - Service Order Dispatcher	13.03
01410 - Supply Technician	17.58
01420 - Survey Worker	11.88
01531 - Travel Clerk I	11.24
01532 - Travel Clerk II	11.92
01533 - Travel Clerk III	12.61
01611 - Word Processor I	10.04
01612 - Word Processor II	11.27
01613 - Word Processor III	13.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.15
05010 - Automotive Electrician	16.37
05040 - Automotive Glass Installer	15.61
05070 - Automotive Worker	15.61
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.15
05160 - Motor Equipment Metal Worker	15.61
05190 - Motor Vehicle Mechanic	17.15
05220 - Motor Vehicle Mechanic Helper	13.22
05250 - Motor Vehicle Upholstery Worker	14.81
05280 - Motor Vehicle Wrecker	15.61
05310 - Painter, Automotive	16.37
05340 - Radiator Repair Specialist	15.61
05370 - Tire Repairer	10.75
05400 - Transmission Repair Specialist	17.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.62
07042 - Cook II	12.09
07070 - Dishwasher	7.97
07130 - Food Service Worker	8.50
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.67
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	16.67
09090 - Furniture Refinisher Helper	13.46
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.95
11090 - Gardener	12.76
11122 - Housekeeping Aide	9.95
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	10.53
11240 - Maid or Houseman	8.73
11260 - Pruner	9.63
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	10.28
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	18.49
12015 - Certified Physical Therapist Assistant	18.49
12020 - Dental Assistant	14.39
12025 - Dental Hygienist	26.57
12030 - EKG Technician	22.80
12035 - Electroneurodiagnostic Technologist	22.80
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	12.55
12072 - Licensed Practical Nurse II	14.04
12073 - Licensed Practical Nurse III	15.66
12100 - Medical Assistant	12.17
12130 - Medical Laboratory Technician	15.57
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.05
12195 - Medical Transcriptionist	13.46
12210 - Nuclear Medicine Technologist	29.62
12221 - Nursing Assistant I	9.42
12222 - Nursing Assistant II	10.59
12223 - Nursing Assistant III	11.56
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	13.13
12236 - Optical Technician	12.32
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	12.97
12305 - Radiologic Technologist	21.72
12311 - Registered Nurse I	18.46
12312 - Registered Nurse II	22.58
12313 - Registered Nurse II, Specialist	22.58
12314 - Registered Nurse III	27.32
12315 - Registered Nurse III, Anesthetist	27.32
12316 - Registered Nurse IV	32.75
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.72
13012 - Exhibits Specialist II	17.00
13013 - Exhibits Specialist III	20.78
13041 - Illustrator I	13.72
13042 - Illustrator II	17.00
13043 - Illustrator III	20.78
13047 - Librarian	18.82
13050 - Library Aide/Clerk	10.92
13054 - Library Information Technology Systems Administrator	17.00
13058 - Library Technician	12.29
13061 - Media Specialist I	13.02
13062 - Media Specialist II	14.56
13063 - Media Specialist III	16.24
13071 - Photographer I	12.70
13072 - Photographer II	14.21

13073 - Photographer III		17.60
13074 - Photographer IV		21.54
13075 - Photographer V		26.05
13110 - Video Teleconference Technician		12.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.60
14042 - Computer Operator II		12.97
14043 - Computer Operator III		15.41
14044 - Computer Operator IV		16.16
14045 - Computer Operator V		20.32
14071 - Computer Programmer I		18.89
14072 - Computer Programmer II		23.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.60
14160 - Personal Computer Support Technician		24.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		33.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		23.68
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		17.93
15090 - Technical Instructor		16.89
15095 - Technical Instructor/Course Developer		18.95
15110 - Test Proctor		12.50
15120 - Tutor		12.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.45
16030 - Counter Attendant		8.45
16040 - Dry Cleaner		10.20
16070 - Finisher, Flatwork, Machine		8.45
16090 - Presser, Hand		8.45
16110 - Presser, Machine, Drycleaning		8.45
16130 - Presser, Machine, Shirts		8.45
16160 - Presser, Machine, Wearing Apparel, Laundry		8.45
16190 - Sewing Machine Operator		10.84
16220 - Tailor		11.40
16250 - Washer, Machine		8.96
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.94
19040 - Tool And Die Maker		20.17
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.15
21030 - Material Coordinator		16.37
21040 - Material Expediter		16.37
21050 - Material Handling Laborer		10.35
21071 - Order Filler		9.75
21080 - Production Line Worker (Food Processing)		13.15
21110 - Shipping Packer		12.96
21130 - Shipping/Receiving Clerk		12.96
21140 - Store Worker I		10.81
21150 - Stock Clerk		14.18
21210 - Tools And Parts Attendant		13.15
21410 - Warehouse Specialist		13.15
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.83
23021 - Aircraft Mechanic I		22.12
23022 - Aircraft Mechanic II		24.83

23023 - Aircraft Mechanic III	25.95
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	18.34
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.00
23110 - Appliance Mechanic	16.66
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	24.56
23130 - Carpenter, Maintenance	14.66
23140 - Carpet Layer	15.68
23160 - Electrician, Maintenance	19.87
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	20.83
23183 - Electronics Technician Maintenance III	22.04
23260 - Fabric Worker	14.82
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	14.44
23311 - Fuel Distribution System Mechanic	23.27
23312 - Fuel Distribution System Operator	18.18
23370 - General Maintenance Worker	13.91
23380 - Ground Support Equipment Mechanic	22.12
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.00
23391 - Gunsmith I	14.44
23392 - Gunsmith II	16.44
23393 - Gunsmith III	18.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	19.20
23440 - Heavy Equipment Operator	16.55
23460 - Instrument Mechanic	18.48
23465 - Laboratory/Shelter Mechanic	17.47
23470 - Laborer	10.35
23510 - Locksmith	16.79
23530 - Machinery Maintenance Mechanic	18.37
23550 - Machinist, Maintenance	16.18
23580 - Maintenance Trades Helper	13.25
23591 - Metrology Technician I	18.48
23592 - Metrology Technician II	19.45
23593 - Metrology Technician III	20.41
23640 - Millwright	18.38
23710 - Office Appliance Repairer	17.41
23760 - Painter, Maintenance	15.55
23790 - Pipefitter, Maintenance	19.22
23810 - Plumber, Maintenance	17.71
23820 - Pneudraulic Systems Mechanic	18.48
23850 - Rigger	18.48
23870 - Scale Mechanic	16.44
23890 - Sheet-Metal Worker, Maintenance	16.50
23910 - Small Engine Mechanic	15.68
23931 - Telecommunications Mechanic I	23.72
23932 - Telecommunications Mechanic II	24.97
23950 - Telephone Lineman	20.10
23960 - Welder, Combination, Maintenance	14.11
23965 - Well Driller	17.64
23970 - Woodcraft Worker	18.48
23980 - Woodworker	14.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.39
24610 - Chore Aide	9.18

24620 - Family Readiness And Support Services Coordinator	10.94
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.51
25040 - Sewage Plant Operator	16.57
25070 - Stationary Engineer	17.51
25190 - Ventilation Equipment Tender	12.75
25210 - Water Treatment Plant Operator	16.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.15
27007 - Baggage Inspector	10.70
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.50
27030 - Detection Dog Handler	14.45
27040 - Detention Officer	14.99
27070 - Firefighter	17.46
27101 - Guard I	10.70
27102 - Guard II	13.38
27131 - Police Officer I	18.61
27132 - Police Officer II	20.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.27
28042 - Carnival Equipment Repairer	10.96
28043 - Carnival Equpment Worker	8.49
28210 - Gate Attendant/Gate Tender	14.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.75
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	16.08
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.38
29020 - Hatch Tender	17.38
29030 - Line Handler	17.38
29041 - Stevedore I	16.04
29042 - Stevedore II	18.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.57
30022 - Archeological Technician II	16.30
30023 - Archeological Technician III	20.20
30030 - Cartographic Technician	20.01
30040 - Civil Engineering Technician	19.14
30061 - Drafter/CAD Operator I	14.57
30062 - Drafter/CAD Operator II	16.30
30063 - Drafter/CAD Operator III	18.18
30064 - Drafter/CAD Operator IV	22.36
30081 - Engineering Technician I	12.70
30082 - Engineering Technician II	14.26
30083 - Engineering Technician III	16.28
30084 - Engineering Technician IV	19.77
30085 - Engineering Technician V	24.17
30086 - Engineering Technician VI	29.25
30090 - Environmental Technician	18.90
30210 - Laboratory Technician	17.39
30240 - Mathematical Technician	20.20
30361 - Paralegal/Legal Assistant I	15.62
30362 - Paralegal/Legal Assistant II	19.36
30363 - Paralegal/Legal Assistant III	23.69

30364 - Paralegal/Legal Assistant IV		28.66
30390 - Photo-Optics Technician		20.20
30461 - Technical Writer I		21.02
30462 - Technical Writer II		25.71
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.18
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.44
31030 - Bus Driver		12.64
31043 - Driver Courier		11.71
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		13.61
31310 - Taxi Driver		11.67
31361 - Truckdriver, Light		13.61
31362 - Truckdriver, Medium		14.53
31363 - Truckdriver, Heavy		16.07
31364 - Truckdriver, Tractor-Trailer		16.07
99000 - Miscellaneous Occupations		
99030 - Cashier		8.46
99050 - Desk Clerk		8.84
99095 - Embalmer		24.34
99251 - Laboratory Animal Caretaker I		13.13
99252 - Laboratory Animal Caretaker II		14.07
99310 - Mortician		24.34
99410 - Pest Controller		16.54
99510 - Photofinishing Worker		12.10
99710 - Recycling Laborer		13.04
99711 - Recycling Specialist		15.23
99730 - Refuse Collector		11.92
99810 - Sales Clerk		10.93
99820 - School Crossing Guard		11.33
99830 - Survey Party Chief		17.26
99831 - Surveying Aide		11.11
99832 - Surveying Technician		14.45
99840 - Vending Machine Attendant		14.12
99841 - Vending Machine Repairer		16.94
99842 - Vending Machine Repairer Helper		12.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2491
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		15.83
01020 - Administrative Assistant		18.45
01040 - Court Reporter		13.86
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		11.34
01112 - General Clerk II		12.81
01113 - General Clerk III		13.89
01120 - Housing Referral Assistant		16.37
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.53
01192 - Order Clerk II		12.57
01261 - Personnel Assistant (Employment) I		12.60
01262 - Personnel Assistant (Employment) II		14.57
01263 - Personnel Assistant (Employment) III		15.86
01270 - Production Control Clerk		19.20
01280 - Receptionist		11.46
01290 - Rental Clerk		11.13
01300 - Scheduler, Maintenance		13.12
01311 - Secretary I		13.12
01312 - Secretary II		14.67
01313 - Secretary III		16.37
01320 - Service Order Dispatcher		14.61
01410 - Supply Technician		18.45
01420 - Survey Worker		14.55
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.72
01533 - Travel Clerk III		12.50
01611 - Word Processor I		13.83
01612 - Word Processor II		15.53
01613 - Word Processor III		17.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.37
05010 - Automotive Electrician		18.03
05040 - Automotive Glass Installer		17.15
05070 - Automotive Worker		17.15
05110 - Mobile Equipment Servicer		15.38

05130 - Motor Equipment Metal Mechanic	18.87
05160 - Motor Equipment Metal Worker	17.15
05190 - Motor Vehicle Mechanic	17.44
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.15
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	17.15
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	9.34
07042 - Cook II	10.42
07070 - Dishwasher	7.95
07130 - Food Service Worker	8.34
07210 - Meat Cutter	12.93
07260 - Waiter/Waitress	8.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.19
09040 - Furniture Handler	11.43
09080 - Furniture Refinisher	16.51
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.96
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	10.19
11090 - Gardener	11.35
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.27
11240 - Maid or Houseman	8.31
11260 - Pruner	8.94
11270 - Tractor Operator	11.31
11330 - Trail Maintenance Worker	10.27
11360 - Window Cleaner	11.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.30
12011 - Breath Alcohol Technician	15.33
12012 - Certified Occupational Therapist Assistant	23.99
12015 - Certified Physical Therapist Assistant	23.70
12020 - Dental Assistant	15.16
12025 - Dental Hygienist	27.47
12030 - EKG Technician	21.96
12035 - Electroneurodiagnostic Technologist	21.96
12040 - Emergency Medical Technician	14.30
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.33
12073 - Licensed Practical Nurse III	17.10
12100 - Medical Assistant	13.24
12130 - Medical Laboratory Technician	16.59
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	15.54
12210 - Nuclear Medicine Technologist	32.54
12221 - Nursing Assistant I	10.45
12222 - Nursing Assistant II	11.75
12223 - Nursing Assistant III	12.82
12224 - Nursing Assistant IV	14.39
12235 - Optical Dispenser	16.99
12236 - Optical Technician	13.69
12250 - Pharmacy Technician	13.01

12280 - Phlebotomist		14.39
12305 - Radiologic Technologist		24.74
12311 - Registered Nurse I		20.15
12312 - Registered Nurse II		24.66
12313 - Registered Nurse II, Specialist		24.66
12314 - Registered Nurse III		29.84
12315 - Registered Nurse III, Anesthetist		29.84
12316 - Registered Nurse IV		35.75
12317 - Scheduler (Drug and Alcohol Testing)		18.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.85
13012 - Exhibits Specialist II		20.88
13013 - Exhibits Specialist III		25.55
13041 - Illustrator I		16.85
13042 - Illustrator II		20.88
13043 - Illustrator III		25.55
13047 - Librarian		23.12
13050 - Library Aide/Clerk		11.55
13054 - Library Information Technology Systems Administrator		20.88
13058 - Library Technician		14.21
13061 - Media Specialist I		15.06
13062 - Media Specialist II		16.85
13063 - Media Specialist III		18.79
13071 - Photographer I		12.26
13072 - Photographer II		13.71
13073 - Photographer III		16.52
13074 - Photographer IV		20.67
13075 - Photographer V		25.00
13110 - Video Teleconference Technician		15.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I		20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.97
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		25.93
15070 - Flight Instructor (Pilot)		38.97
15080 - Graphic Artist		20.15
15090 - Technical Instructor		17.58
15095 - Technical Instructor/Course Developer		22.62
15110 - Test Proctor		15.19
15120 - Tutor		15.19
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23

16110 - Presser, Machine, Drycleaning	8.23
16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.98
16220 - Tailor	11.62
16250 - Washer, Machine	8.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.80
19040 - Tool And Die Maker	18.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.37
21030 - Material Coordinator	19.20
21040 - Material Expediter	19.20
21050 - Material Handling Laborer	10.89
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	12.37
21110 - Shipping Packer	12.83
21130 - Shipping/Receiving Clerk	12.83
21140 - Store Worker I	11.83
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	12.37
21410 - Warehouse Specialist	12.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.87
23021 - Aircraft Mechanic I	20.83
23022 - Aircraft Mechanic II	21.87
23023 - Aircraft Mechanic III	22.97
23040 - Aircraft Mechanic Helper	15.66
23050 - Aircraft, Painter	18.79
23060 - Aircraft Servicer	17.64
23080 - Aircraft Worker	18.60
23110 - Appliance Mechanic	18.26
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	22.52
23130 - Carpenter, Maintenance	16.23
23140 - Carpet Layer	18.95
23160 - Electrician, Maintenance	21.18
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	20.36
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	20.36
23312 - Fuel Distribution System Operator	16.60
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.83
23381 - Ground Support Equipment Servicer	17.64
23382 - Ground Support Equipment Worker	18.60
23391 - Gunsmith I	18.29
23392 - Gunsmith II	18.95
23393 - Gunsmith III	20.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.57
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	16.68
23460 - Instrument Mechanic	20.83
23465 - Laboratory/Shelter Mechanic	19.91
23470 - Laborer	10.89
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	18.28

23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	20.83
23592 - Metrology Technician II	21.87
23593 - Metrology Technician III	22.78
23640 - Millwright	21.70
23710 - Office Appliance Repairer	18.35
23760 - Painter, Maintenance	14.75
23790 - Pipefitter, Maintenance	19.78
23810 - Plumber, Maintenance	18.90
23820 - Pneudraulic Systems Mechanic	20.83
23850 - Rigger	20.83
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker, Maintenance	17.33
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	21.68
23932 - Telecommunications Mechanic II	22.70
23950 - Telephone Lineman	19.25
23960 - Welder, Combination, Maintenance	17.56
23965 - Well Driller	20.83
23970 - Woodcraft Worker	20.83
23980 - Woodworker	14.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	8.24
24620 - Family Readiness And Support Services Coordinator	14.32
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	15.75
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	15.88
25210 - Water Treatment Plant Operator	15.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.60
27007 - Baggage Inspector	12.76
27008 - Corrections Officer	15.43
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	14.27
27040 - Detention Officer	15.43
27070 - Firefighter	17.01
27101 - Guard I	12.76
27102 - Guard II	14.27
27131 - Police Officer I	16.62
27132 - Police Officer II	18.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	8.35
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.73
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.16
29020 - Hatch Tender	20.16
29030 - Line Handler	20.16
29041 - Stevedore I	19.09

29042 - Stevedore II		21.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.68
30022 - Archeological Technician II		17.83
30023 - Archeological Technician III		22.10
30030 - Cartographic Technician		22.10
30040 - Civil Engineering Technician		19.82
30061 - Drafter/CAD Operator I		16.68
30062 - Drafter/CAD Operator II		17.83
30063 - Drafter/CAD Operator III		20.11
30064 - Drafter/CAD Operator IV		24.47
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		22.10
30210 - Laboratory Technician		18.26
30240 - Mathematical Technician		22.10
30361 - Paralegal/Legal Assistant I		17.35
30362 - Paralegal/Legal Assistant II		20.93
30363 - Paralegal/Legal Assistant III		23.95
30364 - Paralegal/Legal Assistant IV		31.00
30390 - Photo-Optics Technician		22.10
30461 - Technical Writer I		21.75
30462 - Technical Writer II		26.59
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.11
30621 - Weather Observer, Senior	(see 2)	22.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.18
31030 - Bus Driver		16.16
31043 - Driver Courier		13.35
31260 - Parking and Lot Attendant		9.07
31290 - Shuttle Bus Driver		13.72
31310 - Taxi Driver		9.63
31361 - Truckdriver, Light		13.72
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.50
31364 - Truckdriver, Tractor-Trailer		18.50
99000 - Miscellaneous Occupations		
99030 - Cashier		7.85
99050 - Desk Clerk		9.60
99095 - Embalmer		21.68
99251 - Laboratory Animal Caretaker I		10.35
99252 - Laboratory Animal Caretaker II		10.87
99310 - Mortician		21.68
99410 - Pest Controller		13.66
99510 - Photofinishing Worker		12.96
99710 - Recycling Laborer		13.10
99711 - Recycling Specialist		16.90
99730 - Refuse Collector		12.53
99810 - Sales Clerk		12.50

99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	16.67
99831 - Surveying Aide	10.87
99832 - Surveying Technician	14.95
99840 - Vending Machine Attendant	12.33
99841 - Vending Machine Repairer	14.64
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2492 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60

01012 - Accounting Clerk II	15.10
01013 - Accounting Clerk III	15.83
01020 - Administrative Assistant	18.45
01040 - Court Reporter	13.86
01051 - Data Entry Operator I	12.16
01052 - Data Entry Operator II	13.27
01060 - Dispatcher, Motor Vehicle	18.58
01070 - Document Preparation Clerk	12.05
01090 - Duplicating Machine Operator	12.05
01111 - General Clerk I	11.34
01112 - General Clerk II	12.81
01113 - General Clerk III	13.89
01120 - Housing Referral Assistant	16.37
01141 - Messenger Courier	10.02
01191 - Order Clerk I	11.53
01192 - Order Clerk II	12.57
01261 - Personnel Assistant (Employment) I	12.60
01262 - Personnel Assistant (Employment) II	14.57
01263 - Personnel Assistant (Employment) III	15.86
01270 - Production Control Clerk	19.20
01280 - Receptionist	11.46
01290 - Rental Clerk	11.13
01300 - Scheduler, Maintenance	13.12
01311 - Secretary I	13.12
01312 - Secretary II	14.67
01313 - Secretary III	16.37
01320 - Service Order Dispatcher	14.61
01410 - Supply Technician	18.45
01420 - Survey Worker	14.55
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	13.83
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.37
05010 - Automotive Electrician	18.03
05040 - Automotive Glass Installer	17.15
05070 - Automotive Worker	17.15
05110 - Mobile Equipment Servicer	15.38
05130 - Motor Equipment Metal Mechanic	18.87
05160 - Motor Equipment Metal Worker	17.15
05190 - Motor Vehicle Mechanic	17.44
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.15
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	17.15
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	9.34
07042 - Cook II	10.42
07070 - Dishwasher	7.95
07130 - Food Service Worker	8.34
07210 - Meat Cutter	12.93
07260 - Waiter/Waitress	8.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.19
09040 - Furniture Handler	11.43
09080 - Furniture Refinisher	16.51

09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.96
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	10.19
11090 - Gardener	11.35
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.27
11240 - Maid or Houseman	8.31
11260 - Pruner	8.94
11270 - Tractor Operator	11.31
11330 - Trail Maintenance Worker	10.27
11360 - Window Cleaner	11.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.30
12011 - Breath Alcohol Technician	15.33
12012 - Certified Occupational Therapist Assistant	23.99
12015 - Certified Physical Therapist Assistant	23.70
12020 - Dental Assistant	15.16
12025 - Dental Hygienist	27.47
12030 - EKG Technician	21.96
12035 - Electroneurodiagnostic Technologist	21.96
12040 - Emergency Medical Technician	14.30
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.33
12073 - Licensed Practical Nurse III	17.10
12100 - Medical Assistant	13.24
12130 - Medical Laboratory Technician	16.59
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	15.54
12210 - Nuclear Medicine Technologist	32.54
12221 - Nursing Assistant I	10.45
12222 - Nursing Assistant II	11.75
12223 - Nursing Assistant III	12.82
12224 - Nursing Assistant IV	14.39
12235 - Optical Dispenser	16.99
12236 - Optical Technician	13.69
12250 - Pharmacy Technician	13.01
12280 - Phlebotomist	14.39
12305 - Radiologic Technologist	24.74
12311 - Registered Nurse I	20.15
12312 - Registered Nurse II	24.66
12313 - Registered Nurse II, Specialist	24.66
12314 - Registered Nurse III	29.84
12315 - Registered Nurse III, Anesthetist	29.84
12316 - Registered Nurse IV	35.75
12317 - Scheduler (Drug and Alcohol Testing)	18.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.85
13012 - Exhibits Specialist II	20.88
13013 - Exhibits Specialist III	25.55
13041 - Illustrator I	16.85
13042 - Illustrator II	20.88
13043 - Illustrator III	25.55
13047 - Librarian	23.12
13050 - Library Aide/Clerk	11.55
13054 - Library Information Technology Systems Administrator	20.88
13058 - Library Technician	14.21
13061 - Media Specialist I	15.06

13062 - Media Specialist II		16.85
13063 - Media Specialist III		18.79
13071 - Photographer I		12.26
13072 - Photographer II		13.71
13073 - Photographer III		16.52
13074 - Photographer IV		20.67
13075 - Photographer V		25.00
13110 - Video Teleconference Technician		15.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I		20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.97
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		25.93
15070 - Flight Instructor (Pilot)		38.97
15080 - Graphic Artist		20.15
15090 - Technical Instructor		17.58
15095 - Technical Instructor/Course Developer		22.62
15110 - Test Proctor		15.19
15120 - Tutor		15.19
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.98
16220 - Tailor		11.62
16250 - Washer, Machine		8.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.80
19040 - Tool And Die Maker		18.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.37
21030 - Material Coordinator		19.20
21040 - Material Expediter		19.20
21050 - Material Handling Laborer		10.89
21071 - Order Filler		11.03
21080 - Production Line Worker (Food Processing)		12.37
21110 - Shipping Packer		12.83
21130 - Shipping/Receiving Clerk		12.83
21140 - Store Worker I		11.83
21150 - Stock Clerk		16.02
21210 - Tools And Parts Attendant		12.37
21410 - Warehouse Specialist		12.37

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	21.87
23021 - Aircraft Mechanic I	20.83
23022 - Aircraft Mechanic II	21.87
23023 - Aircraft Mechanic III	22.97
23040 - Aircraft Mechanic Helper	15.66
23050 - Aircraft, Painter	18.79
23060 - Aircraft Servicer	17.64
23080 - Aircraft Worker	18.60
23110 - Appliance Mechanic	18.26
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	22.52
23130 - Carpenter, Maintenance	16.23
23140 - Carpet Layer	18.95
23160 - Electrician, Maintenance	21.18
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	20.36
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	20.36
23312 - Fuel Distribution System Operator	16.60
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.83
23381 - Ground Support Equipment Servicer	17.64
23382 - Ground Support Equipment Worker	18.60
23391 - Gunsmith I	18.29
23392 - Gunsmith II	18.95
23393 - Gunsmith III	20.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.57
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	16.68
23460 - Instrument Mechanic	20.83
23465 - Laboratory/Shelter Mechanic	19.91
23470 - Laborer	10.89
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	18.28
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	20.83
23592 - Metrology Technician II	21.87
23593 - Metrology Technician III	22.78
23640 - Millwright	21.70
23710 - Office Appliance Repairer	18.35
23760 - Painter, Maintenance	14.75
23790 - Pipefitter, Maintenance	19.78
23810 - Plumber, Maintenance	18.90
23820 - Pneudraulic Systems Mechanic	20.83
23850 - Rigger	20.83
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker, Maintenance	17.33
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	21.68
23932 - Telecommunications Mechanic II	22.70
23950 - Telephone Lineman	19.25
23960 - Welder, Combination, Maintenance	17.56
23965 - Well Driller	20.83
23970 - Woodcraft Worker	20.83
23980 - Woodworker	14.45

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	8.24
24620 - Family Readiness And Support Services Coordinator	14.32
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	15.75
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	15.88
25210 - Water Treatment Plant Operator	15.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.60
27007 - Baggage Inspector	12.76
27008 - Corrections Officer	15.43
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	14.27
27040 - Detention Officer	15.43
27070 - Firefighter	17.01
27101 - Guard I	12.76
27102 - Guard II	14.27
27131 - Police Officer I	16.62
27132 - Police Officer II	18.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	8.35
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.73
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.16
29020 - Hatch Tender	20.16
29030 - Line Handler	20.16
29041 - Stevedore I	19.09
29042 - Stevedore II	21.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.68
30022 - Archeological Technician II	17.83
30023 - Archeological Technician III	22.10
30030 - Cartographic Technician	22.10
30040 - Civil Engineering Technician	19.82
30061 - Drafter/CAD Operator I	16.68
30062 - Drafter/CAD Operator II	17.83
30063 - Drafter/CAD Operator III	20.11
30064 - Drafter/CAD Operator IV	24.47
30081 - Engineering Technician I	15.18
30082 - Engineering Technician II	17.03
30083 - Engineering Technician III	19.05
30084 - Engineering Technician IV	23.61
30085 - Engineering Technician V	28.88
30086 - Engineering Technician VI	34.94
30090 - Environmental Technician	22.10
30210 - Laboratory Technician	18.26

30240 - Mathematical Technician		22.10
30361 - Paralegal/Legal Assistant I		17.35
30362 - Paralegal/Legal Assistant II		20.93
30363 - Paralegal/Legal Assistant III		23.95
30364 - Paralegal/Legal Assistant IV		31.00
30390 - Photo-Optics Technician		22.10
30461 - Technical Writer I		21.75
30462 - Technical Writer II		26.59
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.11
30621 - Weather Observer, Senior	(see 2)	22.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.18
31030 - Bus Driver		16.16
31043 - Driver Courier		13.35
31260 - Parking and Lot Attendant		9.07
31290 - Shuttle Bus Driver		13.72
31310 - Taxi Driver		9.63
31361 - Truckdriver, Light		13.72
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.50
31364 - Truckdriver, Tractor-Trailer		18.50
99000 - Miscellaneous Occupations		
99030 - Cashier		7.85
99050 - Desk Clerk		9.60
99095 - Embalmer		21.68
99251 - Laboratory Animal Caretaker I		10.35
99252 - Laboratory Animal Caretaker II		10.87
99310 - Mortician		21.68
99410 - Pest Controller		13.66
99510 - Photofinishing Worker		12.96
99710 - Recycling Laborer		13.10
99711 - Recycling Specialist		16.90
99730 - Refuse Collector		12.53
99810 - Sales Clerk		12.50
99820 - School Crossing Guard		12.73
99830 - Survey Party Chief		16.67
99831 - Surveying Aide		10.87
99832 - Surveying Technician		14.95
99840 - Vending Machine Attendant		12.33
99841 - Vending Machine Repairer		14.64
99842 - Vending Machine Repairer Helper		12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2493 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.03
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		16.36
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.87
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		13.19
01060 - Dispatcher, Motor Vehicle		16.87
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		11.31
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		19.92
01141 - Messenger Courier		11.54
01191 - Order Clerk I		11.86
01192 - Order Clerk II		13.65
01261 - Personnel Assistant (Employment) I		12.84
01262 - Personnel Assistant (Employment) II		16.41
01263 - Personnel Assistant (Employment) III		18.30
01270 - Production Control Clerk		18.25

01280 - Receptionist	11.72
01290 - Rental Clerk	13.05
01300 - Scheduler, Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.10
01313 - Secretary III	19.92
01320 - Service Order Dispatcher	17.05
01410 - Supply Technician	20.11
01420 - Survey Worker	17.19
01531 - Travel Clerk I	12.72
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.58
01611 - Word Processor I	12.27
01612 - Word Processor II	13.62
01613 - Word Processor III	16.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	16.03
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.68
05130 - Motor Equipment Metal Mechanic	16.78
05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.55
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	14.47
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	11.03
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.17
07041 - Cook I	10.08
07042 - Cook II	11.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.96
11060 - Elevator Operator	10.49
11090 - Gardener	13.21
11122 - Housekeeping Aide	10.49
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	10.88
11240 - Maid or Houseman	8.45
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.88
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	21.99
12015 - Certified Physical Therapist Assistant	20.94

12020 - Dental Assistant		15.28
12025 - Dental Hygienist		28.09
12030 - EKG Technician		18.35
12035 - Electroneurodiagnostic Technologist		18.35
12040 - Emergency Medical Technician		14.54
12071 - Licensed Practical Nurse I		14.14
12072 - Licensed Practical Nurse II		15.82
12073 - Licensed Practical Nurse III		17.64
12100 - Medical Assistant		12.76
12130 - Medical Laboratory Technician		14.52
12160 - Medical Record Clerk		11.72
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		13.42
12210 - Nuclear Medicine Technologist		25.05
12221 - Nursing Assistant I		9.62
12222 - Nursing Assistant II		10.81
12223 - Nursing Assistant III		11.80
12224 - Nursing Assistant IV		13.24
12235 - Optical Dispenser		14.65
12236 - Optical Technician		13.21
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		13.24
12305 - Radiologic Technologist		23.63
12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		31.51
12315 - Registered Nurse III, Anesthetist		31.51
12316 - Registered Nurse IV		37.40
12317 - Scheduler (Drug and Alcohol Testing)		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.90
13041 - Illustrator I		16.64
13042 - Illustrator II		21.18
13043 - Illustrator III		25.90
13047 - Librarian		23.03
13050 - Library Aide/Clerk		11.41
13054 - Library Information Technology Systems Administrator		20.21
13058 - Library Technician		13.65
13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.63
13071 - Photographer I		15.35
13072 - Photographer II		17.17
13073 - Photographer III		21.27
13074 - Photographer IV		26.03
13075 - Photographer V		31.48
13110 - Video Teleconference Technician		16.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.77
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.67
14044 - Computer Operator IV		21.86
14045 - Computer Operator V		24.20
14071 - Computer Programmer I		22.54
14072 - Computer Programmer II		25.40
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.77
14160 - Personal Computer Support Technician	21.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.52
15020 - Aircrew Training Devices Instructor (Rated)	34.53
15030 - Air Crew Training Devices Instructor (Pilot)	37.97
15050 - Computer Based Training Specialist / Instructor	28.52
15060 - Educational Technologist	27.39
15070 - Flight Instructor (Pilot)	37.97
15080 - Graphic Artist	20.60
15090 - Technical Instructor	19.44
15095 - Technical Instructor/Course Developer	23.78
15110 - Test Proctor	15.69
15120 - Tutor	15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.06
16030 - Counter Attendant	9.06
16040 - Dry Cleaner	11.68
16070 - Finisher, Flatwork, Machine	9.06
16090 - Presser, Hand	9.06
16110 - Presser, Machine, Drycleaning	9.06
16130 - Presser, Machine, Shirts	9.06
16160 - Presser, Machine, Wearing Apparel, Laundry	9.06
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.31
16250 - Washer, Machine	10.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.19
19040 - Tool And Die Maker	21.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.12
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	12.62
21071 - Order Filler	11.31
21080 - Production Line Worker (Food Processing)	13.12
21110 - Shipping Packer	13.01
21130 - Shipping/Receiving Clerk	13.01
21140 - Store Worker I	11.64
21150 - Stock Clerk	15.74
21210 - Tools And Parts Attendant	13.12
21410 - Warehouse Specialist	13.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.76
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	21.76
23023 - Aircraft Mechanic III	22.84
23040 - Aircraft Mechanic Helper	15.54
23050 - Aircraft, Painter	19.79
23060 - Aircraft Servicer	17.43
23080 - Aircraft Worker	18.43
23110 - Appliance Mechanic	17.46
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	16.19
23140 - Carpet Layer	16.89
23160 - Electrician, Maintenance	20.79
23181 - Electronics Technician Maintenance I	19.62
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.72
23260 - Fabric Worker	15.86
23290 - Fire Alarm System Mechanic	17.63

23310 - Fire Extinguisher Repairer	14.94
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	16.16
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.43
23391 - Gunsmith I	14.94
23392 - Gunsmith II	16.89
23393 - Gunsmith III	18.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.67
23430 - Heavy Equipment Mechanic	18.57
23440 - Heavy Equipment Operator	16.47
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.77
23470 - Laborer	12.10
23510 - Locksmith	17.77
23530 - Machinery Maintenance Mechanic	19.89
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	19.19
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	18.64
23810 - Plumber, Maintenance	17.78
23820 - Pneudraulic Systems Mechanic	18.71
23850 - Rigger	18.71
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	24.51
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	22.01
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	17.84
23970 - Woodcraft Worker	18.71
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	12.40
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	18.97
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	10.97
27008 - Corrections Officer	14.96
27010 - Court Security Officer	16.11
27030 - Detection Dog Handler	12.66
27040 - Detention Officer	14.96

27070 - Firefighter		17.33
27101 - Guard I		10.97
27102 - Guard II		12.66
27131 - Police Officer I		17.61
27132 - Police Officer II		19.56
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.86
28042 - Carnival Equipment Repairer		11.58
28043 - Carnival Equpment Worker		8.63
28210 - Gate Attendant/Gate Tender		13.05
28310 - Lifeguard		11.12
28350 - Park Attendant (Aide)		14.60
28510 - Recreation Aide/Health Facility Attendant		10.66
28515 - Recreation Specialist		16.58
28630 - Sports Official		11.63
28690 - Swimming Pool Operator		16.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.16
29020 - Hatch Tender		18.16
29030 - Line Handler		18.16
29041 - Stevedore I		17.22
29042 - Stevedore II		19.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.11
30022 - Archeological Technician II		17.39
30023 - Archeological Technician III		21.62
30030 - Cartographic Technician		23.50
30040 - Civil Engineering Technician		20.21
30061 - Drafter/CAD Operator I		15.66
30062 - Drafter/CAD Operator II		17.58
30063 - Drafter/CAD Operator III		21.02
30064 - Drafter/CAD Operator IV		26.04
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		17.79
30083 - Engineering Technician III		20.11
30084 - Engineering Technician IV		24.92
30085 - Engineering Technician V		30.15
30086 - Engineering Technician VI		36.50
30090 - Environmental Technician		27.69
30210 - Laboratory Technician		21.05
30240 - Mathematical Technician		21.56
30361 - Paralegal/Legal Assistant I		16.72
30362 - Paralegal/Legal Assistant II		20.02
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		29.63
30390 - Photo-Optics Technician		22.28
30461 - Technical Writer I		19.92
30462 - Technical Writer II		24.36
30463 - Technical Writer III		29.48
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.72
31030 - Bus Driver		13.65

31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	9.36
31290 - Shuttle Bus Driver	15.63
31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	15.63
31362 - Truckdriver, Medium	16.51
31363 - Truckdriver, Heavy	18.00
31364 - Truckdriver, Tractor-Trailer	18.00
99000 - Miscellaneous Occupations	
99030 - Cashier	9.65
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99310 - Mortician	25.37
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.87
99830 - Survey Party Chief	18.72
99831 - Surveying Aide	12.40
99832 - Surveying Technician	17.02
99840 - Vending Machine Attendant	13.52
99841 - Vending Machine Repairer	16.05
99842 - Vending Machine Repairer Helper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2494 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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05250 - Motor Vehicle Upholstery Worker	14.47
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	11.03
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.17
07041 - Cook I	10.08
07042 - Cook II	11.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85

09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.96
11060 - Elevator Operator	10.49
11090 - Gardener	13.21
11122 - Housekeeping Aide	10.49
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	10.88
11240 - Maid or Houseman	8.45
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.88
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	21.99
12015 - Certified Physical Therapist Assistant	20.94
12020 - Dental Assistant	15.28
12025 - Dental Hygienist	28.09
12030 - EKG Technician	18.35
12035 - Electroneurodiagnostic Technologist	18.35
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.82
12073 - Licensed Practical Nurse III	17.64
12100 - Medical Assistant	12.76
12130 - Medical Laboratory Technician	14.52
12160 - Medical Record Clerk	11.72
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.42
12210 - Nuclear Medicine Technologist	25.05
12221 - Nursing Assistant I	9.62
12222 - Nursing Assistant II	10.81
12223 - Nursing Assistant III	11.80
12224 - Nursing Assistant IV	13.24
12235 - Optical Dispenser	14.65
12236 - Optical Technician	13.21
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III, Anesthetist	31.51
12316 - Registered Nurse IV	37.40
12317 - Scheduler (Drug and Alcohol Testing)	18.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.90
13041 - Illustrator I	16.64
13042 - Illustrator II	21.18
13043 - Illustrator III	25.90
13047 - Librarian	23.03
13050 - Library Aide/Clerk	11.41
13054 - Library Information Technology Systems Administrator	20.21
13058 - Library Technician	13.65

13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.63
13071 - Photographer I		15.35
13072 - Photographer II		17.17
13073 - Photographer III		21.27
13074 - Photographer IV		26.03
13075 - Photographer V		31.48
13110 - Video Teleconference Technician		16.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.77
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.67
14044 - Computer Operator IV		21.86
14045 - Computer Operator V		24.20
14071 - Computer Programmer I		22.54
14072 - Computer Programmer II		25.40
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.77
14160 - Personal Computer Support Technician		21.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.97
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		27.39
15070 - Flight Instructor (Pilot)		37.97
15080 - Graphic Artist		20.60
15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.78
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.68
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.31
16250 - Washer, Machine		10.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.19
19040 - Tool And Die Maker		21.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.12
21030 - Material Coordinator		18.25
21040 - Material Expediter		18.25
21050 - Material Handling Laborer		12.62
21071 - Order Filler		11.31
21080 - Production Line Worker (Food Processing)		13.12
21110 - Shipping Packer		13.01
21130 - Shipping/Receiving Clerk		13.01
21140 - Store Worker I		11.64
21150 - Stock Clerk		15.74
21210 - Tools And Parts Attendant		13.12

21410 - Warehouse Specialist	13.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.76
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	21.76
23023 - Aircraft Mechanic III	22.84
23040 - Aircraft Mechanic Helper	15.54
23050 - Aircraft, Painter	19.79
23060 - Aircraft Servicer	17.43
23080 - Aircraft Worker	18.43
23110 - Appliance Mechanic	17.46
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	16.19
23140 - Carpet Layer	16.89
23160 - Electrician, Maintenance	20.79
23181 - Electronics Technician Maintenance I	19.62
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.72
23260 - Fabric Worker	15.86
23290 - Fire Alarm System Mechanic	17.63
23310 - Fire Extinguisher Repairer	14.94
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	16.16
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.43
23391 - Gunsmith I	14.94
23392 - Gunsmith II	16.89
23393 - Gunsmith III	18.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.67
23430 - Heavy Equipment Mechanic	18.57
23440 - Heavy Equipment Operator	16.47
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.77
23470 - Laborer	12.10
23510 - Locksmith	17.77
23530 - Machinery Maintenance Mechanic	19.89
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	19.19
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	18.64
23810 - Plumber, Maintenance	17.78
23820 - Pneudraulic Systems Mechanic	18.71
23850 - Rigger	18.71
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	24.51
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	22.01
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	17.84
23970 - Woodcraft Worker	18.71

23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	12.40
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	18.97
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	10.97
27008 - Corrections Officer	14.96
27010 - Court Security Officer	16.11
27030 - Detection Dog Handler	12.66
27040 - Detention Officer	14.96
27070 - Firefighter	17.33
27101 - Guard I	10.97
27102 - Guard II	12.66
27131 - Police Officer I	17.61
27132 - Police Officer II	19.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.58
28043 - Carnival Equpment Worker	8.63
28210 - Gate Attendant/Gate Tender	13.05
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	10.66
28515 - Recreation Specialist	16.58
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	16.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.16
29030 - Line Handler	18.16
29041 - Stevedore I	17.22
29042 - Stevedore II	19.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	17.39
30023 - Archeological Technician III	21.62
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	20.21
30061 - Drafter/CAD Operator I	15.66
30062 - Drafter/CAD Operator II	17.58
30063 - Drafter/CAD Operator III	21.02
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	20.11
30084 - Engineering Technician IV	24.92
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	27.69

30210 - Laboratory Technician		21.05
30240 - Mathematical Technician		21.56
30361 - Paralegal/Legal Assistant I		16.72
30362 - Paralegal/Legal Assistant II		20.02
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		29.63
30390 - Photo-Optics Technician		22.28
30461 - Technical Writer I		19.92
30462 - Technical Writer II		24.36
30463 - Technical Writer III		29.48
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.72
31030 - Bus Driver		13.65
31043 - Driver Courier		14.65
31260 - Parking and Lot Attendant		9.36
31290 - Shuttle Bus Driver		15.63
31310 - Taxi Driver		11.14
31361 - Truckdriver, Light		15.63
31362 - Truckdriver, Medium		16.51
31363 - Truckdriver, Heavy		18.00
31364 - Truckdriver, Tractor-Trailer		18.00
99000 - Miscellaneous Occupations		
99030 - Cashier		9.65
99050 - Desk Clerk		10.96
99095 - Embalmer		25.37
99251 - Laboratory Animal Caretaker I		11.14
99252 - Laboratory Animal Caretaker II		13.06
99310 - Mortician		25.37
99410 - Pest Controller		15.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		13.25
99810 - Sales Clerk		11.51
99820 - School Crossing Guard		11.87
99830 - Survey Party Chief		18.72
99831 - Surveying Aide		12.40
99832 - Surveying Technician		17.02
99840 - Vending Machine Attendant		13.52
99841 - Vending Machine Repairer		16.05
99842 - Vending Machine Repairer Helper		13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2495
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01040 - Court Reporter		17.00
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		12.72
01060 - Dispatcher, Motor Vehicle		17.47
01070 - Document Preparation Clerk		12.64
01090 - Duplicating Machine Operator		12.64
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		20.25
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.37
01192 - Order Clerk II		13.50
01261 - Personnel Assistant (Employment) I		15.20
01262 - Personnel Assistant (Employment) II		17.00
01263 - Personnel Assistant (Employment) III		19.71
01270 - Production Control Clerk		20.56
01280 - Receptionist		13.23
01290 - Rental Clerk		15.13
01300 - Scheduler, Maintenance		15.74
01311 - Secretary I		15.74
01312 - Secretary II		17.61
01313 - Secretary III		19.63
01320 - Service Order Dispatcher		15.81
01410 - Supply Technician		20.59
01420 - Survey Worker		17.19
01531 - Travel Clerk I		12.72

01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.58
01611 - Word Processor I	12.06
01612 - Word Processor II	15.20
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	11.65
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	9.36
07042 - Cook II	10.99
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.21
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.58
11090 - Gardener	14.17
11122 - Housekeeping Aide	10.25
11150 - Janitor	11.16
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	9.21
11260 - Pruner	10.11
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	19.86
12015 - Certified Physical Therapist Assistant	19.86
12020 - Dental Assistant	14.62
12025 - Dental Hygienist	28.57
12030 - EKG Technician	19.34
12035 - Electroneurodiagnostic Technologist	19.34
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.61
12073 - Licensed Practical Nurse III	18.52
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	16.05

12160 - Medical Record Clerk		13.06
12190 - Medical Record Technician		14.61
12195 - Medical Transcriptionist		16.52
12210 - Nuclear Medicine Technologist		30.80
12221 - Nursing Assistant I		9.64
12222 - Nursing Assistant II		10.84
12223 - Nursing Assistant III		11.83
12224 - Nursing Assistant IV		13.75
12235 - Optical Dispenser		15.66
12236 - Optical Technician		13.51
12250 - Pharmacy Technician		13.61
12280 - Phlebotomist		13.75
12305 - Radiologic Technologist		24.12
12311 - Registered Nurse I		25.41
12312 - Registered Nurse II		30.43
12313 - Registered Nurse II, Specialist		30.43
12314 - Registered Nurse III		36.80
12315 - Registered Nurse III, Anesthetist		36.80
12316 - Registered Nurse IV		44.11
12317 - Scheduler (Drug and Alcohol Testing)		20.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.04
13012 - Exhibits Specialist II		19.79
13013 - Exhibits Specialist III		24.21
13041 - Illustrator I		16.96
13042 - Illustrator II		19.79
13043 - Illustrator III		24.21
13047 - Librarian		21.91
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		19.79
13058 - Library Technician		13.07
13061 - Media Specialist I		14.28
13062 - Media Specialist II		15.97
13063 - Media Specialist III		17.81
13071 - Photographer I		14.68
13072 - Photographer II		17.85
13073 - Photographer III		20.68
13074 - Photographer IV		23.22
13075 - Photographer V		28.10
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I		21.66
14072 - Computer Programmer II		26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		21.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		24.67
15070 - Flight Instructor (Pilot)		40.44

15080 - Graphic Artist	23.07
15090 - Technical Instructor	21.83
15095 - Technical Instructor/Course Developer	26.71
15110 - Test Proctor	17.62
15120 - Tutor	17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.06
16030 - Counter Attendant	9.06
16040 - Dry Cleaner	11.68
16070 - Finisher, Flatwork, Machine	9.06
16090 - Presser, Hand	9.06
16110 - Presser, Machine, Drycleaning	9.06
16130 - Presser, Machine, Shirts	9.06
16160 - Presser, Machine, Wearing Apparel, Laundry	9.06
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.31
16250 - Washer, Machine	10.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.24
19040 - Tool And Die Maker	19.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.10
21030 - Material Coordinator	20.56
21040 - Material Expediter	20.56
21050 - Material Handling Laborer	13.47
21071 - Order Filler	11.07
21080 - Production Line Worker (Food Processing)	13.10
21110 - Shipping Packer	14.59
21130 - Shipping/Receiving Clerk	14.59
21140 - Store Worker I	10.43
21150 - Stock Clerk	14.76
21210 - Tools And Parts Attendant	13.35
21410 - Warehouse Specialist	13.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.88
23021 - Aircraft Mechanic I	21.79
23022 - Aircraft Mechanic II	22.88
23023 - Aircraft Mechanic III	24.02
23040 - Aircraft Mechanic Helper	14.19
23050 - Aircraft, Painter	20.60
23060 - Aircraft Servicer	16.34
23080 - Aircraft Worker	17.40
23110 - Appliance Mechanic	17.27
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	23.89
23130 - Carpenter, Maintenance	16.39
23140 - Carpet Layer	16.87
23160 - Electrician, Maintenance	20.81
23181 - Electronics Technician Maintenance I	21.17
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	24.13
23260 - Fabric Worker	15.27
23290 - Fire Alarm System Mechanic	18.55
23310 - Fire Extinguisher Repairer	14.10
23311 - Fuel Distribution System Mechanic	19.65
23312 - Fuel Distribution System Operator	17.03
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	19.81
23381 - Ground Support Equipment Servicer	14.85
23382 - Ground Support Equipment Worker	15.82
23391 - Gunsmith I	14.10
23392 - Gunsmith II	16.42
23393 - Gunsmith III	18.72

23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	19.09
23440 - Heavy Equipment Operator	17.47
23460 - Instrument Mechanic	18.97
23465 - Laboratory/Shelter Mechanic	17.58
23470 - Laborer	12.46
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	20.73
23550 - Machinist, Maintenance	18.60
23580 - Maintenance Trades Helper	13.65
23591 - Metrology Technician I	18.97
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.80
23820 - Pneudraulic Systems Mechanic	18.72
23850 - Rigger	18.35
23870 - Scale Mechanic	16.42
23890 - Sheet-Metal Worker, Maintenance	18.72
23910 - Small Engine Mechanic	17.13
23931 - Telecommunications Mechanic I	21.79
23932 - Telecommunications Mechanic II	23.09
23950 - Telephone Lineman	20.01
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	19.79
23970 - Woodcraft Worker	18.72
23980 - Woodworker	14.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	8.83
24620 - Family Readiness And Support Services Coordinator	12.32
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.59
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	12.35
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	9.93
27102 - Guard II	12.35
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	7.99
28210 - Gate Attendant/Gate Tender	13.81

28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	12.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.29
29020 - Hatch Tender	16.29
29030 - Line Handler	16.29
29041 - Stevedore I	15.93
29042 - Stevedore II	17.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.54
30022 - Archeological Technician II	18.50
30023 - Archeological Technician III	22.93
30030 - Cartographic Technician	22.93
30040 - Civil Engineering Technician	20.36
30061 - Drafter/CAD Operator I	16.54
30062 - Drafter/CAD Operator II	18.50
30063 - Drafter/CAD Operator III	20.64
30064 - Drafter/CAD Operator IV	25.39
30081 - Engineering Technician I	17.14
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	21.52
30084 - Engineering Technician IV	25.66
30085 - Engineering Technician V	30.95
30086 - Engineering Technician VI	37.45
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	19.58
30240 - Mathematical Technician	22.93
30361 - Paralegal/Legal Assistant I	18.81
30362 - Paralegal/Legal Assistant II	22.31
30363 - Paralegal/Legal Assistant III	27.20
30364 - Paralegal/Legal Assistant IV	33.01
30390 - Photo-Optics Technician	22.93
30461 - Technical Writer I	22.46
30462 - Technical Writer II	27.48
30463 - Technical Writer III	33.24
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.64
30621 - Weather Observer, Senior	23.38
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.67
31030 - Bus Driver	16.73
31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	8.51
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	10.04
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	15.04
31363 - Truckdriver, Heavy	20.14
31364 - Truckdriver, Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99030 - Cashier	8.92

99050 - Desk Clerk	9.53
99095 - Embalmer	24.26
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	13.40
99310 - Mortician	24.26
99410 - Pest Controller	15.45
99510 - Photofinishing Worker	11.96
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	11.66
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	12.67
99841 - Vending Machine Repairer	15.76
99842 - Vending Machine Repairer Helper	12.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2496 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47

01013 - Accounting Clerk III	17.30
01020 - Administrative Assistant	21.69
01040 - Court Reporter	17.00
01051 - Data Entry Operator I	11.67
01052 - Data Entry Operator II	12.72
01060 - Dispatcher, Motor Vehicle	17.47
01070 - Document Preparation Clerk	12.64
01090 - Duplicating Machine Operator	12.64
01111 - General Clerk I	12.56
01112 - General Clerk II	13.71
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	20.25
01141 - Messenger Courier	11.61
01191 - Order Clerk I	12.37
01192 - Order Clerk II	13.50
01261 - Personnel Assistant (Employment) I	15.20
01262 - Personnel Assistant (Employment) II	17.00
01263 - Personnel Assistant (Employment) III	19.71
01270 - Production Control Clerk	20.56
01280 - Receptionist	13.23
01290 - Rental Clerk	15.13
01300 - Scheduler, Maintenance	15.74
01311 - Secretary I	15.74
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 - Service Order Dispatcher	15.81
01410 - Supply Technician	20.59
01420 - Survey Worker	17.19
01531 - Travel Clerk I	12.72
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.58
01611 - Word Processor I	12.06
01612 - Word Processor II	15.20
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	11.65
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	9.36
07042 - Cook II	10.99
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.21
09090 - Furniture Refinisher Helper	12.97

09110 - Furniture Repairer, Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.58
11090 - Gardener	14.17
11122 - Housekeeping Aide	10.25
11150 - Janitor	11.16
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	9.21
11260 - Pruner	10.11
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	19.86
12015 - Certified Physical Therapist Assistant	19.86
12020 - Dental Assistant	14.62
12025 - Dental Hygienist	28.57
12030 - EKG Technician	19.34
12035 - Electroneurodiagnostic Technologist	19.34
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.61
12073 - Licensed Practical Nurse III	18.52
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	16.05
12160 - Medical Record Clerk	13.06
12190 - Medical Record Technician	14.61
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	30.80
12221 - Nursing Assistant I	9.64
12222 - Nursing Assistant II	10.84
12223 - Nursing Assistant III	11.83
12224 - Nursing Assistant IV	13.75
12235 - Optical Dispenser	15.66
12236 - Optical Technician	13.51
12250 - Pharmacy Technician	13.61
12280 - Phlebotomist	13.75
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II, Specialist	30.43
12314 - Registered Nurse III	36.80
12315 - Registered Nurse III, Anesthetist	36.80
12316 - Registered Nurse IV	44.11
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.04
13012 - Exhibits Specialist II	19.79
13013 - Exhibits Specialist III	24.21
13041 - Illustrator I	16.96
13042 - Illustrator II	19.79
13043 - Illustrator III	24.21
13047 - Librarian	21.91
13050 - Library Aide/Clerk	11.83
13054 - Library Information Technology Systems Administrator	19.79
13058 - Library Technician	13.07
13061 - Media Specialist I	14.28
13062 - Media Specialist II	15.97

13063 - Media Specialist III		17.81
13071 - Photographer I		14.68
13072 - Photographer II		17.85
13073 - Photographer III		20.68
13074 - Photographer IV		23.22
13075 - Photographer V		28.10
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I		21.66
14072 - Computer Programmer II		26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		21.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		24.67
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		23.07
15090 - Technical Instructor		21.83
15095 - Technical Instructor/Course Developer		26.71
15110 - Test Proctor		17.62
15120 - Tutor		17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.68
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.31
16250 - Washer, Machine		10.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.24
19040 - Tool And Die Maker		19.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.10
21030 - Material Coordinator		20.56
21040 - Material Expediter		20.56
21050 - Material Handling Laborer		13.47
21071 - Order Filler		11.07
21080 - Production Line Worker (Food Processing)		13.10
21110 - Shipping Packer		14.59
21130 - Shipping/Receiving Clerk		14.59
21140 - Store Worker I		10.43
21150 - Stock Clerk		14.76
21210 - Tools And Parts Attendant		13.35
21410 - Warehouse Specialist		13.35
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	22.88
23021 - Aircraft Mechanic I	21.79
23022 - Aircraft Mechanic II	22.88
23023 - Aircraft Mechanic III	24.02
23040 - Aircraft Mechanic Helper	14.19
23050 - Aircraft, Painter	20.60
23060 - Aircraft Servicer	16.34
23080 - Aircraft Worker	17.40
23110 - Appliance Mechanic	17.27
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	23.89
23130 - Carpenter, Maintenance	16.39
23140 - Carpet Layer	16.87
23160 - Electrician, Maintenance	20.81
23181 - Electronics Technician Maintenance I	21.17
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	24.13
23260 - Fabric Worker	15.27
23290 - Fire Alarm System Mechanic	18.55
23310 - Fire Extinguisher Repairer	14.10
23311 - Fuel Distribution System Mechanic	19.65
23312 - Fuel Distribution System Operator	17.03
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	19.81
23381 - Ground Support Equipment Servicer	14.85
23382 - Ground Support Equipment Worker	15.82
23391 - Gunsmith I	14.10
23392 - Gunsmith II	16.42
23393 - Gunsmith III	18.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	19.09
23440 - Heavy Equipment Operator	17.47
23460 - Instrument Mechanic	18.97
23465 - Laboratory/Shelter Mechanic	17.58
23470 - Laborer	12.46
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	20.73
23550 - Machinist, Maintenance	18.60
23580 - Maintenance Trades Helper	13.65
23591 - Metrology Technician I	18.97
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.80
23820 - Pneudraulic Systems Mechanic	18.72
23850 - Rigger	18.35
23870 - Scale Mechanic	16.42
23890 - Sheet-Metal Worker, Maintenance	18.72
23910 - Small Engine Mechanic	17.13
23931 - Telecommunications Mechanic I	21.79
23932 - Telecommunications Mechanic II	23.09
23950 - Telephone Lineman	20.01
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	19.79
23970 - Woodcraft Worker	18.72
23980 - Woodworker	14.10
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	8.83
24620 - Family Readiness And Support Services Coordinator	12.32
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.59
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	12.35
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	9.93
27102 - Guard II	12.35
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	7.99
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	12.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.29
29020 - Hatch Tender	16.29
29030 - Line Handler	16.29
29041 - Stevedore I	15.93
29042 - Stevedore II	17.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.54
30022 - Archeological Technician II	18.50
30023 - Archeological Technician III	22.93
30030 - Cartographic Technician	22.93
30040 - Civil Engineering Technician	20.36
30061 - Drafter/CAD Operator I	16.54
30062 - Drafter/CAD Operator II	18.50
30063 - Drafter/CAD Operator III	20.64
30064 - Drafter/CAD Operator IV	25.39
30081 - Engineering Technician I	17.14
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	21.52
30084 - Engineering Technician IV	25.66
30085 - Engineering Technician V	30.95
30086 - Engineering Technician VI	37.45
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	19.58
30240 - Mathematical Technician	22.93

30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.20
30364 - Paralegal/Legal Assistant IV		33.01
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		22.46
30462 - Technical Writer II		27.48
30463 - Technical Writer III		33.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer, Senior	(see 2)	23.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.67
31030 - Bus Driver		16.73
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		8.51
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		10.04
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		15.04
31363 - Truckdriver, Heavy		20.14
31364 - Truckdriver, Tractor-Trailer		20.14
99000 - Miscellaneous Occupations		
99030 - Cashier		8.92
99050 - Desk Clerk		9.53
99095 - Embalmer		24.26
99251 - Laboratory Animal Caretaker I		11.95
99252 - Laboratory Animal Caretaker II		13.40
99310 - Mortician		24.26
99410 - Pest Controller		15.45
99510 - Photofinishing Worker		11.96
99710 - Recycling Laborer		15.49
99711 - Recycling Specialist		16.25
99730 - Refuse Collector		13.79
99810 - Sales Clerk		11.81
99820 - School Crossing Guard		11.66
99830 - Survey Party Chief		19.49
99831 - Surveying Aide		12.77
99832 - Surveying Technician		17.49
99840 - Vending Machine Attendant		12.67
99841 - Vending Machine Repairer		15.76
99842 - Vending Machine Repairer Helper		12.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2497
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		16.61
01020 - Administrative Assistant		18.54
01040 - Court Reporter		19.75
01051 - Data Entry Operator I		12.35
01052 - Data Entry Operator II		13.48
01060 - Dispatcher, Motor Vehicle		17.02
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		12.54
01112 - General Clerk II		13.38
01113 - General Clerk III		15.02
01120 - Housing Referral Assistant		17.02
01141 - Messenger Courier		12.19
01191 - Order Clerk I		12.72
01192 - Order Clerk II		13.88
01261 - Personnel Assistant (Employment) I		15.11
01262 - Personnel Assistant (Employment) II		16.90
01263 - Personnel Assistant (Employment) III		18.85
01270 - Production Control Clerk		19.21
01280 - Receptionist		12.23
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		13.64
01311 - Secretary I		13.64
01312 - Secretary II		15.92
01313 - Secretary III		17.02
01320 - Service Order Dispatcher		14.00
01410 - Supply Technician		18.54
01420 - Survey Worker		14.27
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.72
01533 - Travel Clerk III		12.50
01611 - Word Processor I		12.77
01612 - Word Processor II		15.95
01613 - Word Processor III		16.29
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	21.51
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter, Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	11.98
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	9.68
07042 - Cook II	10.83
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.15
07210 - Meat Cutter	13.40
07260 - Waiter/Waitress	8.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.86
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.12
11060 - Elevator Operator	10.12
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.77
11150 - Janitor	11.30
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	9.14
11260 - Pruner	10.54
11270 - Tractor Operator	13.76
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	16.39
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	26.30
12020 - Dental Assistant	15.62
12025 - Dental Hygienist	25.42
12030 - EKG Technician	23.57
12035 - Electroneurodiagnostic Technologist	23.57
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	14.65
12072 - Licensed Practical Nurse II	16.39
12073 - Licensed Practical Nurse III	18.28
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	16.91
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	16.93
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	10.15
12222 - Nursing Assistant II	11.41

12223 - Nursing Assistant III		12.45
12224 - Nursing Assistant IV		13.97
12235 - Optical Dispenser		18.18
12236 - Optical Technician		13.30
12250 - Pharmacy Technician		14.31
12280 - Phlebotomist		13.97
12305 - Radiologic Technologist		24.80
12311 - Registered Nurse I		24.32
12312 - Registered Nurse II		29.75
12313 - Registered Nurse II, Specialist		29.75
12314 - Registered Nurse III		35.99
12315 - Registered Nurse III, Anesthetist		35.99
12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		20.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.26
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		23.30
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		21.05
13058 - Library Technician		16.21
13061 - Media Specialist I		15.18
13062 - Media Specialist II		16.98
13063 - Media Specialist III		18.94
13071 - Photographer I		15.25
13072 - Photographer II		17.06
13073 - Photographer III		21.14
13074 - Photographer IV		25.86
13075 - Photographer V		31.28
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.14
14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I		20.90
14072 - Computer Programmer II		24.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.14
14160 - Personal Computer Support Technician		21.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		25.24
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		18.69
15090 - Technical Instructor		18.77
15095 - Technical Instructor/Course Developer		22.96
15110 - Test Proctor		15.15
15120 - Tutor		15.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	8.23
16030 - Counter Attendant	8.23
16040 - Dry Cleaner	10.34
16070 - Finisher, Flatwork, Machine	8.23
16090 - Presser, Hand	8.23
16110 - Presser, Machine, Drycleaning	8.23
16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.98
16220 - Tailor	11.62
16250 - Washer, Machine	8.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.51
19040 - Tool And Die Maker	21.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.25
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	12.87
21071 - Order Filler	11.72
21080 - Production Line Worker (Food Processing)	15.25
21110 - Shipping Packer	13.38
21130 - Shipping/Receiving Clerk	13.38
21140 - Store Worker I	11.64
21150 - Stock Clerk	15.74
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	15.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.29
23021 - Aircraft Mechanic I	23.16
23022 - Aircraft Mechanic II	24.29
23023 - Aircraft Mechanic III	25.33
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft, Painter	27.35
23060 - Aircraft Servicer	21.64
23080 - Aircraft Worker	22.84
23110 - Appliance Mechanic	17.08
23120 - Bicycle Repairer	11.75
23125 - Cable Splicer	30.00
23130 - Carpenter, Maintenance	16.18
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	18.36
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.95
23183 - Electronics Technician Maintenance III	24.16
23260 - Fabric Worker	17.04
23290 - Fire Alarm System Mechanic	18.77
23310 - Fire Extinguisher Repairer	16.05
23311 - Fuel Distribution System Mechanic	23.77
23312 - Fuel Distribution System Operator	18.98
23370 - General Maintenance Worker	16.86
23380 - Ground Support Equipment Mechanic	23.16
23381 - Ground Support Equipment Servicer	21.64
23382 - Ground Support Equipment Worker	22.84
23391 - Gunsmith I	16.05
23392 - Gunsmith II	18.15
23393 - Gunsmith III	20.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.10
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	16.72

23460 - Instrument Mechanic	20.10
23465 - Laboratory/Shelter Mechanic	16.62
23470 - Laborer	11.22
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	20.18
23550 - Machinist, Maintenance	17.76
23580 - Maintenance Trades Helper	14.10
23591 - Metrology Technician I	20.10
23592 - Metrology Technician II	21.07
23593 - Metrology Technician III	21.97
23640 - Millwright	25.95
23710 - Office Appliance Repairer	18.89
23760 - Painter, Maintenance	15.86
23790 - Pipefitter, Maintenance	18.77
23810 - Plumber, Maintenance	18.41
23820 - Pneudraulic Systems Mechanic	20.10
23850 - Rigger	20.10
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	20.10
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.78
23932 - Telecommunications Mechanic II	27.03
23950 - Telephone Lineman	21.91
23960 - Welder, Combination, Maintenance	18.61
23965 - Well Driller	19.04
23970 - Woodcraft Worker	20.10
23980 - Woodworker	15.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.46
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	9.32
24620 - Family Readiness And Support Services Coordinator	13.76
24630 - Homemaker	13.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	17.47
25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	17.24
25210 - Water Treatment Plant Operator	17.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.64
27007 - Baggage Inspector	11.81
27008 - Corrections Officer	17.45
27010 - Court Security Officer	19.46
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	17.45
27070 - Firefighter	22.20
27101 - Guard I	11.81
27102 - Guard II	15.10
27131 - Police Officer I	19.83
27132 - Police Officer II	20.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Equpment Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	13.77
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.83
29020 - Hatch Tender		16.83
29030 - Line Handler		16.83
29041 - Stevedore I		15.57
29042 - Stevedore II		18.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.35
30022 - Archeological Technician II		19.70
30023 - Archeological Technician III		23.94
30030 - Cartographic Technician		24.40
30040 - Civil Engineering Technician		24.58
30061 - Drafter/CAD Operator I		17.35
30062 - Drafter/CAD Operator II		19.70
30063 - Drafter/CAD Operator III		21.97
30064 - Drafter/CAD Operator IV		26.34
30081 - Engineering Technician I		15.25
30082 - Engineering Technician II		16.67
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.20
30085 - Engineering Technician V		30.90
30086 - Engineering Technician VI		37.37
30090 - Environmental Technician		20.30
30210 - Laboratory Technician		20.99
30240 - Mathematical Technician		24.40
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.11
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30390 - Photo-Optics Technician		24.40
30461 - Technical Writer I		20.34
30462 - Technical Writer II		24.88
30463 - Technical Writer III		30.11
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer, Senior	(see 2)	23.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.43
31043 - Driver Courier		13.81
31260 - Parking and Lot Attendant		8.76
31290 - Shuttle Bus Driver		14.73
31310 - Taxi Driver		9.50
31361 - Truckdriver, Light		14.73
31362 - Truckdriver, Medium		19.71
31363 - Truckdriver, Heavy		18.90
31364 - Truckdriver, Tractor-Trailer		18.90
99000 - Miscellaneous Occupations		
99030 - Cashier		8.47
99050 - Desk Clerk		9.45
99095 - Embalmer		21.80
99251 - Laboratory Animal Caretaker I		10.13
99252 - Laboratory Animal Caretaker II		10.80
99310 - Mortician		21.80
99410 - Pest Controller		15.60

99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	13.54
99711 - Recycling Specialist	16.01
99730 - Refuse Collector	12.39
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	11.62
99830 - Survey Party Chief	18.77
99831 - Surveying Aide	12.67
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	13.17
99841 - Vending Machine Repairer	15.70
99842 - Vending Machine Repairer Helper	13.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2498 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		16.61
01020 - Administrative Assistant		18.54
01040 - Court Reporter		19.75
01051 - Data Entry Operator I		12.35
01052 - Data Entry Operator II		13.48
01060 - Dispatcher, Motor Vehicle		17.02
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		12.54

01112 - General Clerk II	13.38
01113 - General Clerk III	15.02
01120 - Housing Referral Assistant	17.02
01141 - Messenger Courier	12.19
01191 - Order Clerk I	12.72
01192 - Order Clerk II	13.88
01261 - Personnel Assistant (Employment) I	15.11
01262 - Personnel Assistant (Employment) II	16.90
01263 - Personnel Assistant (Employment) III	18.85
01270 - Production Control Clerk	19.21
01280 - Receptionist	12.23
01290 - Rental Clerk	11.44
01300 - Scheduler, Maintenance	13.64
01311 - Secretary I	13.64
01312 - Secretary II	15.92
01313 - Secretary III	17.02
01320 - Service Order Dispatcher	14.00
01410 - Supply Technician	18.54
01420 - Survey Worker	14.27
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	12.77
01612 - Word Processor II	15.95
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.51
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter, Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	11.98
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	9.68
07042 - Cook II	10.83
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.15
07210 - Meat Cutter	13.40
07260 - Waiter/Waitress	8.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.86
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.12
11060 - Elevator Operator	10.12
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.77
11150 - Janitor	11.30
11210 - Laborer, Grounds Maintenance	11.64

11240 - Maid or Houseman	9.14
11260 - Pruner	10.54
11270 - Tractor Operator	13.76
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	16.39
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	26.30
12020 - Dental Assistant	15.62
12025 - Dental Hygienist	25.42
12030 - EKG Technician	23.57
12035 - Electroneurodiagnostic Technologist	23.57
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	14.65
12072 - Licensed Practical Nurse II	16.39
12073 - Licensed Practical Nurse III	18.28
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	16.91
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	16.93
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	10.15
12222 - Nursing Assistant II	11.41
12223 - Nursing Assistant III	12.45
12224 - Nursing Assistant IV	13.97
12235 - Optical Dispenser	18.18
12236 - Optical Technician	13.30
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II, Specialist	29.75
12314 - Registered Nurse III	35.99
12315 - Registered Nurse III, Anesthetist	35.99
12316 - Registered Nurse IV	43.13
12317 - Scheduler (Drug and Alcohol Testing)	20.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.38
13012 - Exhibits Specialist II	21.53
13013 - Exhibits Specialist III	26.26
13041 - Illustrator I	20.73
13042 - Illustrator II	25.68
13043 - Illustrator III	31.42
13047 - Librarian	23.30
13050 - Library Aide/Clerk	12.03
13054 - Library Information Technology Systems Administrator	21.05
13058 - Library Technician	16.21
13061 - Media Specialist I	15.18
13062 - Media Specialist II	16.98
13063 - Media Specialist III	18.94
13071 - Photographer I	15.25
13072 - Photographer II	17.06
13073 - Photographer III	21.14
13074 - Photographer IV	25.86
13075 - Photographer V	31.28
13110 - Video Teleconference Technician	17.90
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.14

14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I		20.90
14072 - Computer Programmer II		24.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.14
14160 - Personal Computer Support Technician		21.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		25.24
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		18.69
15090 - Technical Instructor		18.77
15095 - Technical Instructor/Course Developer		22.96
15110 - Test Proctor		15.15
15120 - Tutor		15.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.98
16220 - Tailor		11.62
16250 - Washer, Machine		8.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.51
19040 - Tool And Die Maker		21.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.25
21030 - Material Coordinator		19.21
21040 - Material Expediter		19.21
21050 - Material Handling Laborer		12.87
21071 - Order Filler		11.72
21080 - Production Line Worker (Food Processing)		15.25
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21130 - Shipping/Receiving Clerk		13.38
21140 - Store Worker I		11.64
21150 - Stock Clerk		15.74
21210 - Tools And Parts Attendant		15.25
21410 - Warehouse Specialist		15.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.29
23021 - Aircraft Mechanic I		23.16
23022 - Aircraft Mechanic II		24.29
23023 - Aircraft Mechanic III		25.33
23040 - Aircraft Mechanic Helper		19.23
23050 - Aircraft, Painter		27.35
23060 - Aircraft Servicer		21.64
23080 - Aircraft Worker		22.84
23110 - Appliance Mechanic		17.08

23120 - Bicycle Repairer	11.75
23125 - Cable Splicer	30.00
23130 - Carpenter, Maintenance	16.18
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23391 - Gunsmith I	16.05
23392 - Gunsmith II	18.15
23393 - Gunsmith III	20.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.10
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	16.72
23460 - Instrument Mechanic	20.10
23465 - Laboratory/Shelter Mechanic	16.62
23470 - Laborer	11.22
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	20.18
23550 - Machinist, Maintenance	17.76
23580 - Maintenance Trades Helper	14.10
23591 - Metrology Technician I	20.10
23592 - Metrology Technician II	21.07
23593 - Metrology Technician III	21.97
23640 - Millwright	25.95
23710 - Office Appliance Repairer	18.89
23760 - Painter, Maintenance	15.86
23790 - Pipefitter, Maintenance	18.77
23810 - Plumber, Maintenance	18.41
23820 - Pneudraulic Systems Mechanic	20.10
23850 - Rigger	20.10
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	20.10
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.78
23932 - Telecommunications Mechanic II	27.03
23950 - Telephone Lineman	21.91
23960 - Welder, Combination, Maintenance	18.61
23965 - Well Driller	19.04
23970 - Woodcraft Worker	20.10
23980 - Woodworker	15.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.46
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	9.32
24620 - Family Readiness And Support Services Coordinator	13.76
24630 - Homemaker	13.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	17.47

25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	17.24
25210 - Water Treatment Plant Operator	17.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.64
27007 - Baggage Inspector	11.81
27008 - Corrections Officer	17.45
27010 - Court Security Officer	19.46
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	17.45
27070 - Firefighter	22.20
27101 - Guard I	11.81
27102 - Guard II	15.10
27131 - Police Officer I	19.83
27132 - Police Officer II	20.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Equpment Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	13.77
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.83
29020 - Hatch Tender	16.83
29030 - Line Handler	16.83
29041 - Stevedore I	15.57
29042 - Stevedore II	18.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.35
30022 - Archeological Technician II	19.70
30023 - Archeological Technician III	23.94
30030 - Cartographic Technician	24.40
30040 - Civil Engineering Technician	24.58
30061 - Drafter/CAD Operator I	17.35
30062 - Drafter/CAD Operator II	19.70
30063 - Drafter/CAD Operator III	21.97
30064 - Drafter/CAD Operator IV	26.34
30081 - Engineering Technician I	15.25
30082 - Engineering Technician II	16.67
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	25.20
30085 - Engineering Technician V	30.90
30086 - Engineering Technician VI	37.37
30090 - Environmental Technician	20.30
30210 - Laboratory Technician	20.99
30240 - Mathematical Technician	24.40
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.11
30363 - Paralegal/Legal Assistant III	25.70
30364 - Paralegal/Legal Assistant IV	31.10
30390 - Photo-Optics Technician	24.40
30461 - Technical Writer I	20.34
30462 - Technical Writer II	24.88
30463 - Technical Writer III	30.11
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer, Senior	(see 2)	23.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.43
31043 - Driver Courier		13.81
31260 - Parking and Lot Attendant		8.76
31290 - Shuttle Bus Driver		14.73
31310 - Taxi Driver		9.50
31361 - Truckdriver, Light		14.73
31362 - Truckdriver, Medium		19.71
31363 - Truckdriver, Heavy		18.90
31364 - Truckdriver, Tractor-Trailer		18.90
99000 - Miscellaneous Occupations		
99030 - Cashier		8.47
99050 - Desk Clerk		9.45
99095 - Embalmer		21.80
99251 - Laboratory Animal Caretaker I		10.13
99252 - Laboratory Animal Caretaker II		10.80
99310 - Mortician		21.80
99410 - Pest Controller		15.60
99510 - Photofinishing Worker		13.36
99710 - Recycling Laborer		13.54
99711 - Recycling Specialist		16.01
99730 - Refuse Collector		12.39
99810 - Sales Clerk		11.53
99820 - School Crossing Guard		11.62
99830 - Survey Party Chief		18.77
99831 - Surveying Aide		12.67
99832 - Surveying Technician		16.84
99840 - Vending Machine Attendant		13.17
99841 - Vending Machine Repairer		15.70
99842 - Vending Machine Repairer Helper		13.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2499 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.92
01012 - Accounting Clerk II		13.39
01013 - Accounting Clerk III		14.98
01020 - Administrative Assistant		17.14
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		10.28
01052 - Data Entry Operator II		11.22
01060 - Dispatcher, Motor Vehicle		14.43
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		10.40
01112 - General Clerk II		12.30
01113 - General Clerk III		13.83
01120 - Housing Referral Assistant		15.79
01141 - Messenger Courier		9.97
01191 - Order Clerk I		12.20
01192 - Order Clerk II		13.31
01261 - Personnel Assistant (Employment) I		13.15
01262 - Personnel Assistant (Employment) II		14.71
01263 - Personnel Assistant (Employment) III		16.41
01270 - Production Control Clerk		18.70
01280 - Receptionist		10.71
01290 - Rental Clerk		10.93
01300 - Scheduler, Maintenance		11.85
01311 - Secretary I		11.85
01312 - Secretary II		14.80
01313 - Secretary III		15.79
01320 - Service Order Dispatcher		10.27
01410 - Supply Technician		17.14
01420 - Survey Worker		12.31
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.66
01611 - Word Processor I		11.26
01612 - Word Processor II		13.44
01613 - Word Processor III		15.56
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		15.75
05010 - Automotive Electrician		15.05
05040 - Automotive Glass Installer		14.39
05070 - Automotive Worker		14.39
05110 - Mobile Equipment Servicer		13.10
05130 - Motor Equipment Metal Mechanic		15.75
05160 - Motor Equipment Metal Worker		14.39

05190 - Motor Vehicle Mechanic	15.75
05220 - Motor Vehicle Mechanic Helper	12.36
05250 - Motor Vehicle Upholstery Worker	13.66
05280 - Motor Vehicle Wrecker	14.32
05310 - Painter, Automotive	14.96
05340 - Radiator Repair Specialist	14.32
05370 - Tire Repairer	10.33
05400 - Transmission Repair Specialist	15.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.31
07041 - Cook I	9.99
07042 - Cook II	11.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.45
07210 - Meat Cutter	12.61
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.70
09040 - Furniture Handler	10.63
09080 - Furniture Refinisher	14.70
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	9.24
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	9.55
11240 - Maid or Houseman	8.05
11260 - Pruner	8.80
11270 - Tractor Operator	11.07
11330 - Trail Maintenance Worker	9.55
11360 - Window Cleaner	10.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	24.38
12015 - Certified Physical Therapist Assistant	23.87
12020 - Dental Assistant	13.17
12025 - Dental Hygienist	25.73
12030 - EKG Technician	20.69
12035 - Electroneurodiagnostic Technologist	20.69
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	12.04
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	13.90
12210 - Nuclear Medicine Technologist	30.46
12221 - Nursing Assistant I	9.74
12222 - Nursing Assistant II	10.95
12223 - Nursing Assistant III	11.95
12224 - Nursing Assistant IV	13.41
12235 - Optical Dispenser	15.96
12236 - Optical Technician	14.09
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.41
12305 - Radiologic Technologist	21.44

12311 - Registered Nurse I		20.48
12312 - Registered Nurse II		25.05
12313 - Registered Nurse II, Specialist		25.05
12314 - Registered Nurse III		30.30
12315 - Registered Nurse III, Anesthetist		30.30
12316 - Registered Nurse IV		36.32
12317 - Scheduler (Drug and Alcohol Testing)		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		19.79
13013 - Exhibits Specialist III		24.19
13041 - Illustrator I		16.28
13042 - Illustrator II		19.79
13043 - Illustrator III		24.19
13047 - Librarian		21.38
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		19.30
13058 - Library Technician		13.56
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.68
13063 - Media Specialist III		18.59
13071 - Photographer I		14.27
13072 - Photographer II		16.28
13073 - Photographer III		19.79
13074 - Photographer IV		24.19
13075 - Photographer V		29.28
13110 - Video Teleconference Technician		13.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.47
14045 - Computer Operator V		22.68
14071 - Computer Programmer I		18.67
14072 - Computer Programmer II		23.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.76
14160 - Personal Computer Support Technician		20.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.06
15020 - Aircrew Training Devices Instructor (Rated)		30.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.19
15050 - Computer Based Training Specialist / Instructor		25.06
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		33.19
15080 - Graphic Artist		20.24
15090 - Technical Instructor		17.64
15095 - Technical Instructor/Course Developer		21.13
15110 - Test Proctor		15.10
15120 - Tutor		15.10
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76

16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.74
19040 - Tool And Die Maker	19.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.72
21030 - Material Coordinator	18.70
21040 - Material Expediter	18.70
21050 - Material Handling Laborer	11.58
21071 - Order Filler	11.39
21080 - Production Line Worker (Food Processing)	14.72
21110 - Shipping Packer	12.85
21130 - Shipping/Receiving Clerk	12.85
21140 - Store Worker I	10.57
21150 - Stock Clerk	13.60
21210 - Tools And Parts Attendant	14.72
21410 - Warehouse Specialist	14.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.66
23021 - Aircraft Mechanic I	19.63
23022 - Aircraft Mechanic II	20.66
23023 - Aircraft Mechanic III	21.67
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	18.72
23060 - Aircraft Servicer	17.02
23080 - Aircraft Worker	17.87
23110 - Appliance Mechanic	17.50
23120 - Bicycle Repairer	11.15
23125 - Cable Splicer	23.57
23130 - Carpenter, Maintenance	14.70
23140 - Carpet Layer	16.54
23160 - Electrician, Maintenance	19.43
23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	15.58
23290 - Fire Alarm System Mechanic	18.41
23310 - Fire Extinguisher Repairer	14.66
23311 - Fuel Distribution System Mechanic	17.72
23312 - Fuel Distribution System Operator	14.10
23370 - General Maintenance Worker	15.97
23380 - Ground Support Equipment Mechanic	19.63
23381 - Ground Support Equipment Servicer	17.02
23382 - Ground Support Equipment Worker	17.87
23391 - Gunsmith I	14.66
23392 - Gunsmith II	16.54
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.68
23430 - Heavy Equipment Mechanic	17.88
23440 - Heavy Equipment Operator	15.82
23460 - Instrument Mechanic	18.41
23465 - Laboratory/Shelter Mechanic	17.50
23470 - Laborer	9.72
23510 - Locksmith	17.50
23530 - Machinery Maintenance Mechanic	20.49
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.00

23591 - Metrology Technician I	18.41
23592 - Metrology Technician II	19.38
23593 - Metrology Technician III	20.33
23640 - Millwright	22.78
23710 - Office Appliance Repairer	15.54
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.22
23820 - Pneudraulic Systems Mechanic	18.41
23850 - Rigger	18.41
23870 - Scale Mechanic	16.54
23890 - Sheet-Metal Worker, Maintenance	15.40
23910 - Small Engine Mechanic	14.01
23931 - Telecommunications Mechanic I	21.53
23932 - Telecommunications Mechanic II	22.51
23950 - Telephone Lineman	18.27
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	18.41
23970 - Woodcraft Worker	18.41
23980 - Woodworker	14.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.75
24580 - Child Care Center Clerk	10.90
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	13.46
24630 - Homemaker	13.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	15.19
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	13.20
25210 - Water Treatment Plant Operator	15.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.12
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	15.65
27010 - Court Security Officer	16.09
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	15.65
27070 - Firefighter	15.65
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.74
27132 - Police Officer II	18.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.79
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	16.14
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.63
29020 - Hatch Tender	16.63
29030 - Line Handler	16.63
29041 - Stevedore I	15.76
29042 - Stevedore II	17.48
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		20.70
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.42
30040 - Civil Engineering Technician		22.33
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		21.10
30063 - Drafter/CAD Operator III		23.79
30064 - Drafter/CAD Operator IV		27.31
30081 - Engineering Technician I		14.98
30082 - Engineering Technician II		16.81
30083 - Engineering Technician III		18.80
30084 - Engineering Technician IV		23.30
30085 - Engineering Technician V		28.50
30086 - Engineering Technician VI		34.48
30090 - Environmental Technician		24.65
30210 - Laboratory Technician		22.89
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		18.80
30362 - Paralegal/Legal Assistant II		22.83
30363 - Paralegal/Legal Assistant III		27.93
30364 - Paralegal/Legal Assistant IV		33.80
30390 - Photo-Optics Technician		25.42
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		33.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.79
30621 - Weather Observer, Senior	(see 2)	24.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.07
31030 - Bus Driver		12.81
31043 - Driver Courier		13.60
31260 - Parking and Lot Attendant		10.09
31290 - Shuttle Bus Driver		13.60
31310 - Taxi Driver		12.18
31361 - Truckdriver, Light		13.60
31362 - Truckdriver, Medium		14.26
31363 - Truckdriver, Heavy		18.01
31364 - Truckdriver, Tractor-Trailer		18.01
99000 - Miscellaneous Occupations		
99030 - Cashier		7.80
99050 - Desk Clerk		9.63
99095 - Embalmer		21.85
99251 - Laboratory Animal Caretaker I		10.68
99252 - Laboratory Animal Caretaker II		11.43
99310 - Mortician		21.85
99410 - Pest Controller		13.62
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.29
99711 - Recycling Specialist		14.89
99730 - Refuse Collector		11.60
99810 - Sales Clerk		11.02
99820 - School Crossing Guard		11.19
99830 - Survey Party Chief		20.97

99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
99840 - Vending Machine Attendant	12.44
99841 - Vending Machine Repairer	14.53
99842 - Vending Machine Repairer Helper	12.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2500 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.92
01012 - Accounting Clerk II		13.39
01013 - Accounting Clerk III		14.98
01020 - Administrative Assistant		17.14
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		10.28
01052 - Data Entry Operator II		11.22
01060 - Dispatcher, Motor Vehicle		14.43
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		10.40
01112 - General Clerk II		12.30
01113 - General Clerk III		13.83
01120 - Housing Referral Assistant		15.79
01141 - Messenger Courier		9.97
01191 - Order Clerk I		12.20

01192 - Order Clerk II	13.31
01261 - Personnel Assistant (Employment) I	13.15
01262 - Personnel Assistant (Employment) II	14.71
01263 - Personnel Assistant (Employment) III	16.41
01270 - Production Control Clerk	18.70
01280 - Receptionist	10.71
01290 - Rental Clerk	10.93
01300 - Scheduler, Maintenance	11.85
01311 - Secretary I	11.85
01312 - Secretary II	14.80
01313 - Secretary III	15.79
01320 - Service Order Dispatcher	10.27
01410 - Supply Technician	17.14
01420 - Survey Worker	12.31
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	11.26
01612 - Word Processor II	13.44
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.75
05010 - Automotive Electrician	15.05
05040 - Automotive Glass Installer	14.39
05070 - Automotive Worker	14.39
05110 - Mobile Equipment Servicer	13.10
05130 - Motor Equipment Metal Mechanic	15.75
05160 - Motor Equipment Metal Worker	14.39
05190 - Motor Vehicle Mechanic	15.75
05220 - Motor Vehicle Mechanic Helper	12.36
05250 - Motor Vehicle Upholstery Worker	13.66
05280 - Motor Vehicle Wrecker	14.32
05310 - Painter, Automotive	14.96
05340 - Radiator Repair Specialist	14.32
05370 - Tire Repairer	10.33
05400 - Transmission Repair Specialist	15.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.31
07041 - Cook I	9.99
07042 - Cook II	11.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.45
07210 - Meat Cutter	12.61
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.70
09040 - Furniture Handler	10.63
09080 - Furniture Refinisher	14.70
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	9.24
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	9.55
11240 - Maid or Houseman	8.05
11260 - Pruner	8.80
11270 - Tractor Operator	11.07
11330 - Trail Maintenance Worker	9.55
11360 - Window Cleaner	10.03

12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	24.38
12015 - Certified Physical Therapist Assistant	23.87
12020 - Dental Assistant	13.17
12025 - Dental Hygienist	25.73
12030 - EKG Technician	20.69
12035 - Electroneurodiagnostic Technologist	20.69
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	12.04
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	13.90
12210 - Nuclear Medicine Technologist	30.46
12221 - Nursing Assistant I	9.74
12222 - Nursing Assistant II	10.95
12223 - Nursing Assistant III	11.95
12224 - Nursing Assistant IV	13.41
12235 - Optical Dispenser	15.96
12236 - Optical Technician	14.09
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.41
12305 - Radiologic Technologist	21.44
12311 - Registered Nurse I	20.48
12312 - Registered Nurse II	25.05
12313 - Registered Nurse II, Specialist	25.05
12314 - Registered Nurse III	30.30
12315 - Registered Nurse III, Anesthetist	30.30
12316 - Registered Nurse IV	36.32
12317 - Scheduler (Drug and Alcohol Testing)	20.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.79
13013 - Exhibits Specialist III	24.19
13041 - Illustrator I	16.28
13042 - Illustrator II	19.79
13043 - Illustrator III	24.19
13047 - Librarian	21.38
13050 - Library Aide/Clerk	10.65
13054 - Library Information Technology Systems Administrator	19.30
13058 - Library Technician	13.56
13061 - Media Specialist I	14.87
13062 - Media Specialist II	16.68
13063 - Media Specialist III	18.59
13071 - Photographer I	14.27
13072 - Photographer II	16.28
13073 - Photographer III	19.79
13074 - Photographer IV	24.19
13075 - Photographer V	29.28
13110 - Video Teleconference Technician	13.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.76
14042 - Computer Operator II	16.52
14043 - Computer Operator III	18.43
14044 - Computer Operator IV	20.47
14045 - Computer Operator V	22.68
14071 - Computer Programmer I	18.67

14072 - Computer Programmer II		23.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.76
14160 - Personal Computer Support Technician		20.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.06
15020 - Aircrew Training Devices Instructor (Rated)		30.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.19
15050 - Computer Based Training Specialist / Instructor		25.06
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		33.19
15080 - Graphic Artist		20.24
15090 - Technical Instructor		17.64
15095 - Technical Instructor/Course Developer		21.13
15110 - Test Proctor		15.10
15120 - Tutor		15.10
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.74
19040 - Tool And Die Maker		19.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.72
21030 - Material Coordinator		18.70
21040 - Material Expediter		18.70
21050 - Material Handling Laborer		11.58
21071 - Order Filler		11.39
21080 - Production Line Worker (Food Processing)		14.72
21110 - Shipping Packer		12.85
21130 - Shipping/Receiving Clerk		12.85
21140 - Store Worker I		10.57
21150 - Stock Clerk		13.60
21210 - Tools And Parts Attendant		14.72
21410 - Warehouse Specialist		14.72
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.66
23021 - Aircraft Mechanic I		19.63
23022 - Aircraft Mechanic II		20.66
23023 - Aircraft Mechanic III		21.67
23040 - Aircraft Mechanic Helper		15.31
23050 - Aircraft, Painter		18.72
23060 - Aircraft Servicer		17.02
23080 - Aircraft Worker		17.87
23110 - Appliance Mechanic		17.50
23120 - Bicycle Repairer		11.15
23125 - Cable Splicer		23.57
23130 - Carpenter, Maintenance		14.70
23140 - Carpet Layer		16.54
23160 - Electrician, Maintenance		19.43

23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	15.58
23290 - Fire Alarm System Mechanic	18.41
23310 - Fire Extinguisher Repairer	14.66
23311 - Fuel Distribution System Mechanic	17.72
23312 - Fuel Distribution System Operator	14.10
23370 - General Maintenance Worker	15.97
23380 - Ground Support Equipment Mechanic	19.63
23381 - Ground Support Equipment Servicer	17.02
23382 - Ground Support Equipment Worker	17.87
23391 - Gunsmith I	14.66
23392 - Gunsmith II	16.54
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.68
23430 - Heavy Equipment Mechanic	17.88
23440 - Heavy Equipment Operator	15.82
23460 - Instrument Mechanic	18.41
23465 - Laboratory/Shelter Mechanic	17.50
23470 - Laborer	9.72
23510 - Locksmith	17.50
23530 - Machinery Maintenance Mechanic	20.49
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.00
23591 - Metrology Technician I	18.41
23592 - Metrology Technician II	19.38
23593 - Metrology Technician III	20.33
23640 - Millwright	22.78
23710 - Office Appliance Repairer	15.54
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.22
23820 - Pneudraulic Systems Mechanic	18.41
23850 - Rigger	18.41
23870 - Scale Mechanic	16.54
23890 - Sheet-Metal Worker, Maintenance	15.40
23910 - Small Engine Mechanic	14.01
23931 - Telecommunications Mechanic I	21.53
23932 - Telecommunications Mechanic II	22.51
23950 - Telephone Lineman	18.27
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	18.41
23970 - Woodcraft Worker	18.41
23980 - Woodworker	14.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.75
24580 - Child Care Center Clerk	10.90
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	13.46
24630 - Homemaker	13.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	15.19
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	13.20
25210 - Water Treatment Plant Operator	15.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.12

27007 - Baggage Inspector		11.17
27008 - Corrections Officer		15.65
27010 - Court Security Officer		16.09
27030 - Detection Dog Handler		12.49
27040 - Detention Officer		15.65
27070 - Firefighter		15.65
27101 - Guard I		11.17
27102 - Guard II		12.49
27131 - Police Officer I		16.74
27132 - Police Officer II		18.59
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.14
28042 - Carnival Equipment Repairer		11.79
28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		13.81
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		15.45
28510 - Recreation Aide/Health Facility Attendant		11.28
28515 - Recreation Specialist		16.14
28630 - Sports Official		12.31
28690 - Swimming Pool Operator		16.50
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.63
29020 - Hatch Tender		16.63
29030 - Line Handler		16.63
29041 - Stevedore I		15.76
29042 - Stevedore II		17.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		20.70
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.42
30040 - Civil Engineering Technician		22.33
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		21.10
30063 - Drafter/CAD Operator III		23.79
30064 - Drafter/CAD Operator IV		27.31
30081 - Engineering Technician I		14.98
30082 - Engineering Technician II		16.81
30083 - Engineering Technician III		18.80
30084 - Engineering Technician IV		23.30
30085 - Engineering Technician V		28.50
30086 - Engineering Technician VI		34.48
30090 - Environmental Technician		24.65
30210 - Laboratory Technician		22.89
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		18.80
30362 - Paralegal/Legal Assistant II		22.83
30363 - Paralegal/Legal Assistant III		27.93
30364 - Paralegal/Legal Assistant IV		33.80
30390 - Photo-Optics Technician		25.42
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		33.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.79

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.07
31030 - Bus Driver		12.81
31043 - Driver Courier		13.60
31260 - Parking and Lot Attendant		10.09
31290 - Shuttle Bus Driver		13.60
31310 - Taxi Driver		12.18
31361 - Truckdriver, Light		13.60
31362 - Truckdriver, Medium		14.26
31363 - Truckdriver, Heavy		18.01
31364 - Truckdriver, Tractor-Trailer		18.01
99000 - Miscellaneous Occupations		
99030 - Cashier		7.80
99050 - Desk Clerk		9.63
99095 - Embalmer		21.85
99251 - Laboratory Animal Caretaker I		10.68
99252 - Laboratory Animal Caretaker II		11.43
99310 - Mortician		21.85
99410 - Pest Controller		13.62
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.29
99711 - Recycling Specialist		14.89
99730 - Refuse Collector		11.60
99810 - Sales Clerk		11.02
99820 - School Crossing Guard		11.19
99830 - Survey Party Chief		20.97
99831 - Surveying Aide		13.60
99832 - Surveying Technician		18.57
99840 - Vending Machine Attendant		12.44
99841 - Vending Machine Repairer		14.53
99842 - Vending Machine Repairer Helper		12.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2503
Revision No.: 15
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		21.80
01040 - Court Reporter		19.69
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.22
01192 - Order Clerk II		14.30
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.19
01280 - Receptionist		12.75
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08
01313 - Secretary III		22.35
01320 - Service Order Dispatcher		15.05
01410 - Supply Technician		23.98
01420 - Survey Worker		16.01
01531 - Travel Clerk I		11.35
01532 - Travel Clerk II		12.26
01533 - Travel Clerk III		12.96
01611 - Word Processor I		14.86
01612 - Word Processor II		16.67
01613 - Word Processor III		18.65

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.25
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	13.83
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.51
11260 - Pruner	10.05
11270 - Tractor Operator	12.89
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	21.88
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.60
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	16.52
12160 - Medical Record Clerk	13.54
12190 - Medical Record Technician	14.12
12195 - Medical Transcriptionist	15.23
12210 - Nuclear Medicine Technologist	33.57
12221 - Nursing Assistant I	10.67

12222 - Nursing Assistant II		12.00
12223 - Nursing Assistant III		13.10
12224 - Nursing Assistant IV		14.70
12235 - Optical Dispenser		13.97
12236 - Optical Technician		12.58
12250 - Pharmacy Technician		14.35
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		25.79
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.08
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		44.67
15080 - Graphic Artist		22.13
15090 - Technical Instructor		21.85
15095 - Technical Instructor/Course Developer		26.73
15110 - Test Proctor		17.64
15120 - Tutor		17.85

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	10.02
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.34
16250 - Washer, Machine	8.71

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	15.27
19040 - Tool And Die Maker	22.62

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	12.56
21030 - Material Coordinator	18.49
21040 - Material Expediter	18.49
21050 - Material Handling Laborer	10.99
21071 - Order Filler	11.64
21080 - Production Line Worker (Food Processing)	12.56
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.37
21210 - Tools And Parts Attendant	12.56
21410 - Warehouse Specialist	12.56

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	24.56
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23080 - Aircraft Worker	20.44
23110 - Appliance Mechanic	17.96
23120 - Bicycle Repairer	11.68
23125 - Cable Splicer	20.27
23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	19.03
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	14.81
23290 - Fire Alarm System Mechanic	18.10
23310 - Fire Extinguisher Repairer	14.72
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	14.44
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	14.72
23392 - Gunsmith II	16.90
23393 - Gunsmith III	18.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35

23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	18.98
23465 - Laboratory/Shelter Mechanic	17.96
23470 - Laborer	11.18
23510 - Locksmith	16.76
23530 - Machinery Maintenance Mechanic	21.45
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	18.98
23592 - Metrology Technician II	20.06
23593 - Metrology Technician III	22.11
23640 - Millwright	18.70
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	18.98
23850 - Rigger	18.98
23870 - Scale Mechanic	16.90
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	15.04
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	22.79
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	20.37
23970 - Woodcraft Worker	18.98
23980 - Woodworker	12.09
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	7.99
24620 - Family Readiness And Support Services Coordinator	12.34
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56
27102 - Guard II	16.19
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.39
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.71
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	14.94
28630 - Sports Official	11.34

28690 - Swimming Pool Operator		15.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.62
29020 - Hatch Tender		15.62
29030 - Line Handler		15.62
29041 - Stevedore I		14.67
29042 - Stevedore II		16.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.60
30064 - Drafter/CAD Operator IV		28.80
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.71
30083 - Engineering Technician III		18.69
30084 - Engineering Technician IV		23.16
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		21.89
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30390 - Photo-Optics Technician		26.21
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.60
30621 - Weather Observer, Senior	(see 3)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		9.73
31290 - Shuttle Bus Driver		14.20
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.20
31362 - Truckdriver, Medium		15.21
31363 - Truckdriver, Heavy		16.33
31364 - Truckdriver, Tractor-Trailer		16.33
99000 - Miscellaneous Occupations		
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.28
99252 - Laboratory Animal Caretaker II		12.16
99310 - Mortician		27.05

99410 - Pest Controller	16.14
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.13
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	13.78
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	18.89
99831 - Surveying Aide	12.98
99832 - Surveying Technician	16.62
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2504 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		21.80
01040 - Court Reporter		19.69
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58

01070 - Document Preparation Clerk	12.41
01090 - Duplicating Machine Operator	12.41
01111 - General Clerk I	13.30
01112 - General Clerk II	14.51
01113 - General Clerk III	16.28
01120 - Housing Referral Assistant	22.35
01141 - Messenger Courier	11.12
01191 - Order Clerk I	13.22
01192 - Order Clerk II	14.30
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	19.19
01280 - Receptionist	12.75
01290 - Rental Clerk	14.07
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.05
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01531 - Travel Clerk I	11.35
01532 - Travel Clerk II	12.26
01533 - Travel Clerk III	12.96
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.25
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	13.83

11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.51
11260 - Pruner	10.05
11270 - Tractor Operator	12.89
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	21.88
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.60
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	16.52
12160 - Medical Record Clerk	13.54
12190 - Medical Record Technician	14.12
12195 - Medical Transcriptionist	15.23
12210 - Nuclear Medicine Technologist	33.57
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.10
12224 - Nursing Assistant IV	14.70
12235 - Optical Dispenser	13.97
12236 - Optical Technician	12.58
12250 - Pharmacy Technician	14.35
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	25.79
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II, Specialist	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III, Anesthetist	34.47
12316 - Registered Nurse IV	41.31
12317 - Scheduler (Drug and Alcohol Testing)	22.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	27.60
13047 - Librarian	24.77
13050 - Library Aide/Clerk	13.01
13054 - Library Information Technology Systems Administrator	22.38
13058 - Library Technician	16.88
13061 - Media Specialist I	16.14
13062 - Media Specialist II	18.05
13063 - Media Specialist III	20.14
13071 - Photographer I	16.60
13072 - Photographer II	18.57
13073 - Photographer III	23.01
13074 - Photographer IV	28.15
13075 - Photographer V	34.06

13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.08
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		44.67
15080 - Graphic Artist		22.13
15090 - Technical Instructor		21.85
15095 - Technical Instructor/Course Developer		26.73
15110 - Test Proctor		17.64
15120 - Tutor		17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.21
16030 - Counter Attendant		8.21
16040 - Dry Cleaner		10.02
16070 - Finisher, Flatwork, Machine		8.21
16090 - Presser, Hand		8.21
16110 - Presser, Machine, Drycleaning		8.21
16130 - Presser, Machine, Shirts		8.21
16160 - Presser, Machine, Wearing Apparel, Laundry		8.21
16190 - Sewing Machine Operator		10.67
16220 - Tailor		11.34
16250 - Washer, Machine		8.71
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.27
19040 - Tool And Die Maker		22.62
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.56
21030 - Material Coordinator		18.49
21040 - Material Expediter		18.49
21050 - Material Handling Laborer		10.99
21071 - Order Filler		11.64
21080 - Production Line Worker (Food Processing)		12.56
21110 - Shipping Packer		13.88
21130 - Shipping/Receiving Clerk		13.88
21140 - Store Worker I		10.87
21150 - Stock Clerk		14.37
21210 - Tools And Parts Attendant		12.56
21410 - Warehouse Specialist		12.56
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.56
23021 - Aircraft Mechanic I		22.95
23022 - Aircraft Mechanic II		24.56
23023 - Aircraft Mechanic III		25.66
23040 - Aircraft Mechanic Helper		16.50
23050 - Aircraft, Painter		21.70

23060 - Aircraft Servicer	19.05
23080 - Aircraft Worker	20.44
23110 - Appliance Mechanic	17.96
23120 - Bicycle Repairer	11.68
23125 - Cable Splicer	20.27
23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	19.03
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	14.81
23290 - Fire Alarm System Mechanic	18.10
23310 - Fire Extinguisher Repairer	14.72
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	14.44
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	14.72
23392 - Gunsmith II	16.90
23393 - Gunsmith III	18.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35
23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	18.98
23465 - Laboratory/Shelter Mechanic	17.96
23470 - Laborer	11.18
23510 - Locksmith	16.76
23530 - Machinery Maintenance Mechanic	21.45
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	18.98
23592 - Metrology Technician II	20.06
23593 - Metrology Technician III	22.11
23640 - Millwright	18.70
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	18.98
23850 - Rigger	18.98
23870 - Scale Mechanic	16.90
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	15.04
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	22.79
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	20.37
23970 - Woodcraft Worker	18.98
23980 - Woodworker	12.09
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	7.99
24620 - Family Readiness And Support Services Coordinator	12.34
24630 - Homemaker	16.64

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56
27102 - Guard II	16.19
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.39
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.71
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	14.94
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.62
29020 - Hatch Tender	15.62
29030 - Line Handler	15.62
29041 - Stevedore I	14.67
29042 - Stevedore II	16.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	25.78
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.60
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.71
30083 - Engineering Technician III	18.69
30084 - Engineering Technician IV	23.16
30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	22.39
30210 - Laboratory Technician	21.89
30240 - Mathematical Technician	26.21
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	24.87
30363 - Paralegal/Legal Assistant III	30.42
30364 - Paralegal/Legal Assistant IV	36.80
30390 - Photo-Optics Technician	26.21
30461 - Technical Writer I	23.06

30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.60
30621 - Weather Observer, Senior	(see 3)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		9.73
31290 - Shuttle Bus Driver		14.20
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.20
31362 - Truckdriver, Medium		15.21
31363 - Truckdriver, Heavy		16.33
31364 - Truckdriver, Tractor-Trailer		16.33
99000 - Miscellaneous Occupations		
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.28
99252 - Laboratory Animal Caretaker II		12.16
99310 - Mortician		27.05
99410 - Pest Controller		16.14
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.13
99711 - Recycling Specialist		17.79
99730 - Refuse Collector		13.78
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		11.06
99830 - Survey Party Chief		18.89
99831 - Surveying Aide		12.98
99832 - Surveying Technician		16.62
99840 - Vending Machine Attendant		11.69
99841 - Vending Machine Repairer		14.17
99842 - Vending Machine Repairer Helper		11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2505
Revision No.: 17
Date Of Last Revision: 08/22/2014

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01040 - Court Reporter		25.29
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		10.93
01112 - General Clerk II		14.23
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		9.94
01191 - Order Clerk I		10.20
01192 - Order Clerk II		11.13
01261 - Personnel Assistant (Employment) I		14.69
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		21.15
01280 - Receptionist		10.20
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		12.43
01311 - Secretary I		12.43
01312 - Secretary II		16.07
01313 - Secretary III		18.72
01320 - Service Order Dispatcher		12.53
01410 - Supply Technician		19.66
01420 - Survey Worker		14.73
01531 - Travel Clerk I		11.07
01532 - Travel Clerk II		12.10
01533 - Travel Clerk III		13.01
01611 - Word Processor I		12.02
01612 - Word Processor II		14.58
01613 - Word Processor III		18.63
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	9.61
07042 - Cook II	11.20
07070 - Dishwasher	7.40
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.37
07260 - Waiter/Waitress	7.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.72
11060 - Elevator Operator	8.72
11090 - Gardener	13.60
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.01
11240 - Maid or Houseman	7.29
11260 - Pruner	8.47
11270 - Tractor Operator	11.50
11330 - Trail Maintenance Worker	10.01
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.74
12011 - Breath Alcohol Technician	15.80
12012 - Certified Occupational Therapist Assistant	21.53
12015 - Certified Physical Therapist Assistant	21.63
12020 - Dental Assistant	14.21
12025 - Dental Hygienist	29.28
12030 - EKG Technician	23.52
12035 - Electroneurodiagnostic Technologist	23.52
12040 - Emergency Medical Technician	14.74
12071 - Licensed Practical Nurse I	14.13
12072 - Licensed Practical Nurse II	15.80
12073 - Licensed Practical Nurse III	17.67
12100 - Medical Assistant	11.56
12130 - Medical Laboratory Technician	14.13
12160 - Medical Record Clerk	11.71
12190 - Medical Record Technician	14.56
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	34.73
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.60

12223 - Nursing Assistant III		11.57
12224 - Nursing Assistant IV		12.99
12235 - Optical Dispenser		11.66
12236 - Optical Technician		11.22
12250 - Pharmacy Technician		13.69
12280 - Phlebotomist		12.99
12305 - Radiologic Technologist		20.53
12311 - Registered Nurse I		21.66
12312 - Registered Nurse II		26.50
12313 - Registered Nurse II, Specialist		26.50
12314 - Registered Nurse III		32.06
12315 - Registered Nurse III, Anesthetist		32.06
12316 - Registered Nurse IV		38.43
12317 - Scheduler (Drug and Alcohol Testing)		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		25.43
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		25.43
13047 - Librarian		23.03
13050 - Library Aide/Clerk		10.69
13054 - Library Information Technology Systems Administrator		20.94
13058 - Library Technician		12.24
13061 - Media Specialist I		14.99
13062 - Media Specialist II		16.77
13063 - Media Specialist III		18.70
13071 - Photographer I		13.80
13072 - Photographer II		18.46
13073 - Photographer III		21.75
13074 - Photographer IV		23.39
13075 - Photographer V		27.81
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		19.41
15090 - Technical Instructor		20.42
15095 - Technical Instructor/Course Developer		24.98
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	7.82
16030 - Counter Attendant	7.82
16040 - Dry Cleaner	9.58
16070 - Finisher, Flatwork, Machine	7.82
16090 - Presser, Hand	7.82
16110 - Presser, Machine, Drycleaning	7.82
16130 - Presser, Machine, Shirts	7.82
16160 - Presser, Machine, Wearing Apparel, Laundry	7.82
16190 - Sewing Machine Operator	11.30
16220 - Tailor	11.34
16250 - Washer, Machine	8.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.18
19040 - Tool And Die Maker	25.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	21.15
21040 - Material Expediter	21.15
21050 - Material Handling Laborer	10.34
21071 - Order Filler	10.21
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	14.77
21130 - Shipping/Receiving Clerk	14.77
21140 - Store Worker I	10.81
21150 - Stock Clerk	15.93
21210 - Tools And Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.68
23021 - Aircraft Mechanic I	20.16
23022 - Aircraft Mechanic II	21.68
23023 - Aircraft Mechanic III	22.22
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	19.25
23060 - Aircraft Servicer	17.48
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	22.14
23181 - Electronics Technician Maintenance I	20.89
23182 - Electronics Technician Maintenance II	26.41
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	20.16
23381 - Ground Support Equipment Servicer	17.48
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.60
23392 - Gunsmith II	17.32
23393 - Gunsmith III	19.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16

23460 - Instrument Mechanic	20.16
23465 - Laboratory/Shelter Mechanic	19.10
23470 - Laborer	10.34
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.16
23592 - Metrology Technician II	21.19
23593 - Metrology Technician III	22.23
23640 - Millwright	22.64
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	23.57
23810 - Plumber, Maintenance	20.89
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	21.17
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	21.31
23932 - Telecommunications Mechanic II	22.23
23950 - Telephone Lineman	23.02
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.16
23970 - Woodcraft Worker	20.16
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	12.05
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.49
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	15.82
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	15.82
27070 - Firefighter	22.28
27101 - Guard I	11.28
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.36
28042 - Carnival Equipment Repairer	12.26
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.25
29020 - Hatch Tender		18.25
29030 - Line Handler		18.25
29041 - Stevedore I		16.89
29042 - Stevedore II		18.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.00
30022 - Archeological Technician II		19.15
30023 - Archeological Technician III		22.57
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		24.06
30061 - Drafter/CAD Operator I		16.26
30062 - Drafter/CAD Operator II		19.15
30063 - Drafter/CAD Operator III		20.70
30064 - Drafter/CAD Operator IV		24.95
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.99
30083 - Engineering Technician III		20.60
30084 - Engineering Technician IV		25.52
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		34.88
30090 - Environmental Technician		20.75
30210 - Laboratory Technician		26.75
30240 - Mathematical Technician		25.52
30361 - Paralegal/Legal Assistant I		18.50
30362 - Paralegal/Legal Assistant II		22.92
30363 - Paralegal/Legal Assistant III		28.04
30364 - Paralegal/Legal Assistant IV		33.93
30390 - Photo-Optics Technician		24.22
30461 - Technical Writer I		22.38
30462 - Technical Writer II		27.39
30463 - Technical Writer III		29.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		24.54
30495 - Unexploded (UXO) Sweep Personnel		24.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.53
30621 - Weather Observer, Senior	(see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.49
31030 - Bus Driver		12.95
31043 - Driver Courier		10.98
31260 - Parking and Lot Attendant		8.11
31290 - Shuttle Bus Driver		11.93
31310 - Taxi Driver		8.52
31361 - Truckdriver, Light		11.93
31362 - Truckdriver, Medium		13.06
31363 - Truckdriver, Heavy		15.50
31364 - Truckdriver, Tractor-Trailer		15.50
99000 - Miscellaneous Occupations		
99030 - Cashier		8.02
99050 - Desk Clerk		9.41
99095 - Embalmer		26.74
99251 - Laboratory Animal Caretaker I		10.49
99252 - Laboratory Animal Caretaker II		11.63
99310 - Mortician		27.04
99410 - Pest Controller		15.00

99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	18.08
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	9.92
99830 - Survey Party Chief	21.26
99831 - Surveying Aide	12.10
99832 - Surveying Technician	15.87
99840 - Vending Machine Attendant	11.83
99841 - Vending Machine Repairer	14.91
99842 - Vending Machine Repairer Helper	11.83

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not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes

work such as screening, blending, dying, mixing, and pressing of sensitive ordnance,

explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

link to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ and through the Wage Determinations On-Line (WDOL) website at http://wdol.gov/.

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2506 Revision No.: 17 Date Of Last Revision: 08/22/2014

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01040 - Court Reporter		25.29
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		10.93
01112 - General Clerk II		14.23
01113 - General Clerk III		14.98

01120 - Housing Referral Assistant	18.72
01141 - Messenger Courier	9.94
01191 - Order Clerk I	10.20
01192 - Order Clerk II	11.13
01261 - Personnel Assistant (Employment) I	14.69
01262 - Personnel Assistant (Employment) II	17.18
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	21.15
01280 - Receptionist	10.20
01290 - Rental Clerk	10.75
01300 - Scheduler, Maintenance	12.43
01311 - Secretary I	12.43
01312 - Secretary II	16.07
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	12.53
01410 - Supply Technician	19.66
01420 - Survey Worker	14.73
01531 - Travel Clerk I	11.07
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	13.01
01611 - Word Processor I	12.02
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	9.61
07042 - Cook II	11.20
07070 - Dishwasher	7.40
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.37
07260 - Waiter/Waitress	7.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.72
11060 - Elevator Operator	8.72
11090 - Gardener	13.60
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.01
11240 - Maid or Houseman	7.29
11260 - Pruner	8.47

11270 - Tractor Operator	11.50
11330 - Trail Maintenance Worker	10.01
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.74
12011 - Breath Alcohol Technician	15.80
12012 - Certified Occupational Therapist Assistant	21.53
12015 - Certified Physical Therapist Assistant	21.63
12020 - Dental Assistant	14.21
12025 - Dental Hygienist	29.28
12030 - EKG Technician	23.52
12035 - Electroneurodiagnostic Technologist	23.52
12040 - Emergency Medical Technician	14.74
12071 - Licensed Practical Nurse I	14.13
12072 - Licensed Practical Nurse II	15.80
12073 - Licensed Practical Nurse III	17.67
12100 - Medical Assistant	11.56
12130 - Medical Laboratory Technician	14.13
12160 - Medical Record Clerk	11.71
12190 - Medical Record Technician	14.56
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	34.73
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.60
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	11.66
12236 - Optical Technician	11.22
12250 - Pharmacy Technician	13.69
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	20.53
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.50
12313 - Registered Nurse II, Specialist	26.50
12314 - Registered Nurse III	32.06
12315 - Registered Nurse III, Anesthetist	32.06
12316 - Registered Nurse IV	38.43
12317 - Scheduler (Drug and Alcohol Testing)	19.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	25.43
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	25.43
13047 - Librarian	23.03
13050 - Library Aide/Clerk	10.69
13054 - Library Information Technology Systems Administrator	20.94
13058 - Library Technician	12.24
13061 - Media Specialist I	14.99
13062 - Media Specialist II	16.77
13063 - Media Specialist III	18.70
13071 - Photographer I	13.80
13072 - Photographer II	18.46
13073 - Photographer III	21.75
13074 - Photographer IV	23.39
13075 - Photographer V	27.81
13110 - Video Teleconference Technician	15.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78

14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		19.41
15090 - Technical Instructor		20.42
15095 - Technical Instructor/Course Developer		24.98
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.82
16030 - Counter Attendant		7.82
16040 - Dry Cleaner		9.58
16070 - Finisher, Flatwork, Machine		7.82
16090 - Presser, Hand		7.82
16110 - Presser, Machine, Drycleaning		7.82
16130 - Presser, Machine, Shirts		7.82
16160 - Presser, Machine, Wearing Apparel, Laundry		7.82
16190 - Sewing Machine Operator		11.30
16220 - Tailor		11.34
16250 - Washer, Machine		8.45
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.18
19040 - Tool And Die Maker		25.10
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.40
21030 - Material Coordinator		21.15
21040 - Material Expediter		21.15
21050 - Material Handling Laborer		10.34
21071 - Order Filler		10.21
21080 - Production Line Worker (Food Processing)		15.40
21110 - Shipping Packer		14.77
21130 - Shipping/Receiving Clerk		14.77
21140 - Store Worker I		10.81
21150 - Stock Clerk		15.93
21210 - Tools And Parts Attendant		15.40
21410 - Warehouse Specialist		15.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.68
23021 - Aircraft Mechanic I		20.16
23022 - Aircraft Mechanic II		21.68
23023 - Aircraft Mechanic III		22.22
23040 - Aircraft Mechanic Helper		15.67
23050 - Aircraft, Painter		19.25
23060 - Aircraft Servicer		17.48
23080 - Aircraft Worker		18.40
23110 - Appliance Mechanic		19.25
23120 - Bicycle Repairer		16.09
23125 - Cable Splicer		22.18

23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	22.14
23181 - Electronics Technician Maintenance I	20.89
23182 - Electronics Technician Maintenance II	26.41
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	20.16
23381 - Ground Support Equipment Servicer	17.48
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.60
23392 - Gunsmith II	17.32
23393 - Gunsmith III	19.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23465 - Laboratory/Shelter Mechanic	19.10
23470 - Laborer	10.34
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.16
23592 - Metrology Technician II	21.19
23593 - Metrology Technician III	22.23
23640 - Millwright	22.64
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	23.57
23810 - Plumber, Maintenance	20.89
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	21.17
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	21.31
23932 - Telecommunications Mechanic II	22.23
23950 - Telephone Lineman	23.02
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.16
23970 - Woodcraft Worker	20.16
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	12.05
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67

25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.49
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	15.82
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	15.82
27070 - Firefighter	22.28
27101 - Guard I	11.28
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.36
28042 - Carnival Equipment Repairer	12.26
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.25
29020 - Hatch Tender	18.25
29030 - Line Handler	18.25
29041 - Stevedore I	16.89
29042 - Stevedore II	18.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.00
30022 - Archeological Technician II	19.15
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	24.06
30061 - Drafter/CAD Operator I	16.26
30062 - Drafter/CAD Operator II	19.15
30063 - Drafter/CAD Operator III	20.70
30064 - Drafter/CAD Operator IV	24.95
30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	16.99
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	34.88
30090 - Environmental Technician	20.75
30210 - Laboratory Technician	26.75
30240 - Mathematical Technician	25.52
30361 - Paralegal/Legal Assistant I	18.50
30362 - Paralegal/Legal Assistant II	22.92
30363 - Paralegal/Legal Assistant III	28.04
30364 - Paralegal/Legal Assistant IV	33.93
30390 - Photo-Optics Technician	24.22
30461 - Technical Writer I	22.38
30462 - Technical Writer II	27.39
30463 - Technical Writer III	29.27
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		24.54
30495 - Unexploded (UXO) Sweep Personnel		24.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.53
30621 - Weather Observer, Senior	(see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.49
31030 - Bus Driver		12.95
31043 - Driver Courier		10.98
31260 - Parking and Lot Attendant		8.11
31290 - Shuttle Bus Driver		11.93
31310 - Taxi Driver		8.52
31361 - Truckdriver, Light		11.93
31362 - Truckdriver, Medium		13.06
31363 - Truckdriver, Heavy		15.50
31364 - Truckdriver, Tractor-Trailer		15.50
99000 - Miscellaneous Occupations		
99030 - Cashier		8.02
99050 - Desk Clerk		9.41
99095 - Embalmer		26.74
99251 - Laboratory Animal Caretaker I		10.49
99252 - Laboratory Animal Caretaker II		11.63
99310 - Mortician		27.04
99410 - Pest Controller		15.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.15
99711 - Recycling Specialist		18.08
99730 - Refuse Collector		14.06
99810 - Sales Clerk		11.01
99820 - School Crossing Guard		9.92
99830 - Survey Party Chief		21.26
99831 - Surveying Aide		12.10
99832 - Surveying Technician		15.87
99840 - Vending Machine Attendant		11.83
99841 - Vending Machine Repairer		14.91
99842 - Vending Machine Repairer Helper		11.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes

work such as screening, blending, dying, mixing, and pressing of sensitive ordnance,

explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ and through the Wage Determinations On-Line (WDOL) website at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure shall be initiated by the contractor prior to the performance of contract

work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage

rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2507 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		14.55
01013 - Accounting Clerk III		16.27
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.11
01051 - Data Entry Operator I		10.21
01052 - Data Entry Operator II		12.12
01060 - Dispatcher, Motor Vehicle		15.58
01070 - Document Preparation Clerk		11.64
01090 - Duplicating Machine Operator		11.64
01111 - General Clerk I		11.40
01112 - General Clerk II		13.38
01113 - General Clerk III		15.06
01120 - Housing Referral Assistant		18.25
01141 - Messenger Courier		10.32
01191 - Order Clerk I		10.43
01192 - Order Clerk II		11.96
01261 - Personnel Assistant (Employment) I		15.03
01262 - Personnel Assistant (Employment) II		16.81
01263 - Personnel Assistant (Employment) III		18.75
01270 - Production Control Clerk		22.73
01280 - Receptionist		10.55
01290 - Rental Clerk		13.27
01300 - Scheduler, Maintenance		14.51
01311 - Secretary I		14.51
01312 - Secretary II		16.37
01313 - Secretary III		18.25
01320 - Service Order Dispatcher		15.58
01410 - Supply Technician		20.11
01420 - Survey Worker		15.95
01531 - Travel Clerk I		11.09
01532 - Travel Clerk II		12.21
01533 - Travel Clerk III		13.10
01611 - Word Processor I		12.31

01612 - Word Processor II	13.81
01613 - Word Processor III	15.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.21
05010 - Automotive Electrician	17.48
05040 - Automotive Glass Installer	16.74
05070 - Automotive Worker	16.74
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	18.21
05160 - Motor Equipment Metal Worker	16.74
05190 - Motor Vehicle Mechanic	18.21
05220 - Motor Vehicle Mechanic Helper	14.51
05250 - Motor Vehicle Upholstery Worker	16.01
05280 - Motor Vehicle Wrecker	16.74
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.74
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	18.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.21
07041 - Cook I	9.04
07042 - Cook II	10.08
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.55
07210 - Meat Cutter	12.89
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.25
09130 - Upholsterer	17.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	8.92
11090 - Gardener	12.98
11122 - Housekeeping Aide	8.92
11150 - Janitor	9.67
11210 - Laborer, Grounds Maintenance	10.24
11240 - Maid or Houseman	7.55
11260 - Pruner	9.86
11270 - Tractor Operator	12.15
11330 - Trail Maintenance Worker	10.24
11360 - Window Cleaner	10.67
12000 - Health Occupations	
12010 - Ambulance Driver	16.18
12011 - Breath Alcohol Technician	16.18
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	25.45
12020 - Dental Assistant	13.95
12025 - Dental Hygienist	26.11
12030 - EKG Technician	23.84
12035 - Electroneurodiagnostic Technologist	23.84
12040 - Emergency Medical Technician	16.18
12071 - Licensed Practical Nurse I	15.14
12072 - Licensed Practical Nurse II	16.93
12073 - Licensed Practical Nurse III	18.88
12100 - Medical Assistant	10.96
12130 - Medical Laboratory Technician	13.70
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	16.14
12195 - Medical Transcriptionist	13.92

12210 - Nuclear Medicine Technologist		25.78
12221 - Nursing Assistant I		9.86
12222 - Nursing Assistant II		11.12
12223 - Nursing Assistant III		12.13
12224 - Nursing Assistant IV		13.62
12235 - Optical Dispenser		12.11
12236 - Optical Technician		11.26
12250 - Pharmacy Technician		12.34
12280 - Phlebotomist		13.62
12305 - Radiologic Technologist		22.62
12311 - Registered Nurse I		25.83
12312 - Registered Nurse II		31.60
12313 - Registered Nurse II, Specialist		31.60
12314 - Registered Nurse III		38.23
12315 - Registered Nurse III, Anesthetist		38.23
12316 - Registered Nurse IV		45.82
12317 - Scheduler (Drug and Alcohol Testing)		20.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.99
13012 - Exhibits Specialist II		20.82
13013 - Exhibits Specialist III		25.46
13041 - Illustrator I		16.99
13042 - Illustrator II		20.82
13043 - Illustrator III		25.46
13047 - Librarian		23.18
13050 - Library Aide/Clerk		10.03
13054 - Library Information Technology Systems Administrator		20.94
13058 - Library Technician		12.51
13061 - Media Specialist I		15.10
13062 - Media Specialist II		16.90
13063 - Media Specialist III		18.84
13071 - Photographer I		13.47
13072 - Photographer II		16.43
13073 - Photographer III		19.23
13074 - Photographer IV		23.46
13075 - Photographer V		28.47
13110 - Video Teleconference Technician		14.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.75
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		20.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.65
15020 - Aircrew Training Devices Instructor (Rated)		33.46
15030 - Air Crew Training Devices Instructor (Pilot)		39.29
15050 - Computer Based Training Specialist / Instructor		27.65
15060 - Educational Technologist		26.91
15070 - Flight Instructor (Pilot)		39.29
15080 - Graphic Artist		20.98
15090 - Technical Instructor		18.85
15095 - Technical Instructor/Course Developer		23.06

15110 - Test Proctor	15.22
15120 - Tutor	15.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	9.65
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.14
16220 - Tailor	10.68
16250 - Washer, Machine	8.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.54
19040 - Tool And Die Maker	21.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.29
21030 - Material Coordinator	23.55
21040 - Material Expediter	23.55
21050 - Material Handling Laborer	10.07
21071 - Order Filler	10.37
21080 - Production Line Worker (Food Processing)	11.29
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	13.50
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	11.77
21410 - Warehouse Specialist	11.77
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.10
23021 - Aircraft Mechanic I	24.06
23022 - Aircraft Mechanic II	25.10
23023 - Aircraft Mechanic III	26.15
23040 - Aircraft Mechanic Helper	19.17
23050 - Aircraft, Painter	20.41
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.35
23125 - Cable Splicer	20.98
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	17.64
23160 - Electrician, Maintenance	19.38
23181 - Electronics Technician Maintenance I	20.66
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.59
23260 - Fabric Worker	16.74
23290 - Fire Alarm System Mechanic	17.34
23310 - Fire Extinguisher Repairer	15.82
23311 - Fuel Distribution System Mechanic	24.91
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	14.41
23380 - Ground Support Equipment Mechanic	24.06
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	15.82
23392 - Gunsmith II	17.64
23393 - Gunsmith III	19.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.18
23411 - Heating, Ventilation And Air Contditioning	20.00

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	17.79
23440 - Heavy Equipment Operator	17.34
23460 - Instrument Mechanic	20.98
23465 - Laboratory/Shelter Mechanic	18.54
23470 - Laborer	12.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	21.16
23550 - Machinist, Maintenance	20.96
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.98
23592 - Metrology Technician II	21.88
23593 - Metrology Technician III	22.78
23640 - Millwright	19.39
23710 - Office Appliance Repairer	16.65
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	19.64
23810 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	19.39
23850 - Rigger	21.25
23870 - Scale Mechanic	17.64
23890 - Sheet-Metal Worker, Maintenance	23.54
23910 - Small Engine Mechanic	16.63
23931 - Telecommunications Mechanic I	20.85
23932 - Telecommunications Mechanic II	21.75
23950 - Telephone Lineman	23.11
23960 - Welder, Combination, Maintenance	18.30
23965 - Well Driller	19.15
23970 - Woodcraft Worker	19.39
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24610 - Chore Aide	8.36
24620 - Family Readiness And Support Services Coordinator	11.85
24630 - Homemaker	13.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.98
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	20.98
25190 - Ventilation Equipment Tender	15.93
25210 - Water Treatment Plant Operator	18.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.13
27007 - Baggage Inspector	10.84
27008 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27030 - Detection Dog Handler	13.78
27040 - Detention Officer	19.97
27070 - Firefighter	20.34
27101 - Guard I	10.84
27102 - Guard II	13.78
27131 - Police Officer I	23.49
27132 - Police Officer II	26.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.34
28042 - Carnival Equipment Repairer	12.85
28043 - Carnival Equpment Worker	10.10
28210 - Gate Attendant/Gate Tender	12.94
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.48
28510 - Recreation Aide/Health Facility Attendant	10.57

28515 - Recreation Specialist		17.94
28630 - Sports Official		11.54
28690 - Swimming Pool Operator		16.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.93
29020 - Hatch Tender		17.93
29030 - Line Handler		17.93
29041 - Stevedore I		17.11
29042 - Stevedore II		18.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.17
30030 - Cartographic Technician		25.17
30040 - Civil Engineering Technician		22.71
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.89
30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.64
30084 - Engineering Technician IV		24.33
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		22.96
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		25.17
30361 - Paralegal/Legal Assistant I		17.64
30362 - Paralegal/Legal Assistant II		21.86
30363 - Paralegal/Legal Assistant III		26.74
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		24.33
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.03
31030 - Bus Driver		14.79
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.91
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.28
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		15.17
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.97
99050 - Desk Clerk		8.99
99095 - Embalmer		21.11
99251 - Laboratory Animal Caretaker I		9.41

99252 - Laboratory Animal Caretaker II	9.88
99310 - Mortician	21.11
99410 - Pest Controller	15.36
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.32
99711 - Recycling Specialist	17.01
99730 - Refuse Collector	12.97
99810 - Sales Clerk	10.96
99820 - School Crossing Guard	9.95
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.54
99832 - Surveying Technician	15.43
99840 - Vending Machine Attendant	10.82
99841 - Vending Machine Repairer	12.50
99842 - Vending Machine Repairer Helper	10.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2508 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		14.55
01013 - Accounting Clerk III		16.27
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.11
01051 - Data Entry Operator I		10.21

01052 - Data Entry Operator II	12.12
01060 - Dispatcher, Motor Vehicle	15.58
01070 - Document Preparation Clerk	11.64
01090 - Duplicating Machine Operator	11.64
01111 - General Clerk I	11.40
01112 - General Clerk II	13.38
01113 - General Clerk III	15.06
01120 - Housing Referral Assistant	18.25
01141 - Messenger Courier	10.32
01191 - Order Clerk I	10.43
01192 - Order Clerk II	11.96
01261 - Personnel Assistant (Employment) I	15.03
01262 - Personnel Assistant (Employment) II	16.81
01263 - Personnel Assistant (Employment) III	18.75
01270 - Production Control Clerk	22.73
01280 - Receptionist	10.55
01290 - Rental Clerk	13.27
01300 - Scheduler, Maintenance	14.51
01311 - Secretary I	14.51
01312 - Secretary II	16.37
01313 - Secretary III	18.25
01320 - Service Order Dispatcher	15.58
01410 - Supply Technician	20.11
01420 - Survey Worker	15.95
01531 - Travel Clerk I	11.09
01532 - Travel Clerk II	12.21
01533 - Travel Clerk III	13.10
01611 - Word Processor I	12.31
01612 - Word Processor II	13.81
01613 - Word Processor III	15.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.21
05010 - Automotive Electrician	17.48
05040 - Automotive Glass Installer	16.74
05070 - Automotive Worker	16.74
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	18.21
05160 - Motor Equipment Metal Worker	16.74
05190 - Motor Vehicle Mechanic	18.21
05220 - Motor Vehicle Mechanic Helper	14.51
05250 - Motor Vehicle Upholstery Worker	16.01
05280 - Motor Vehicle Wrecker	16.74
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.74
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	18.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.21
07041 - Cook I	9.04
07042 - Cook II	10.08
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.55
07210 - Meat Cutter	12.89
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.25
09130 - Upholsterer	17.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49

11060 - Elevator Operator	8.92
11090 - Gardener	12.98
11122 - Housekeeping Aide	8.92
11150 - Janitor	9.67
11210 - Laborer, Grounds Maintenance	10.24
11240 - Maid or Houseman	7.55
11260 - Pruner	9.86
11270 - Tractor Operator	12.15
11330 - Trail Maintenance Worker	10.24
11360 - Window Cleaner	10.67
12000 - Health Occupations	
12010 - Ambulance Driver	16.18
12011 - Breath Alcohol Technician	16.18
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	25.45
12020 - Dental Assistant	13.95
12025 - Dental Hygienist	26.11
12030 - EKG Technician	23.84
12035 - Electroneurodiagnostic Technologist	23.84
12040 - Emergency Medical Technician	16.18
12071 - Licensed Practical Nurse I	15.14
12072 - Licensed Practical Nurse II	16.93
12073 - Licensed Practical Nurse III	18.88
12100 - Medical Assistant	10.96
12130 - Medical Laboratory Technician	13.70
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	16.14
12195 - Medical Transcriptionist	13.92
12210 - Nuclear Medicine Technologist	25.78
12221 - Nursing Assistant I	9.86
12222 - Nursing Assistant II	11.12
12223 - Nursing Assistant III	12.13
12224 - Nursing Assistant IV	13.62
12235 - Optical Dispenser	12.11
12236 - Optical Technician	11.26
12250 - Pharmacy Technician	12.34
12280 - Phlebotomist	13.62
12305 - Radiologic Technologist	22.62
12311 - Registered Nurse I	25.83
12312 - Registered Nurse II	31.60
12313 - Registered Nurse II, Specialist	31.60
12314 - Registered Nurse III	38.23
12315 - Registered Nurse III, Anesthetist	38.23
12316 - Registered Nurse IV	45.82
12317 - Scheduler (Drug and Alcohol Testing)	20.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.99
13012 - Exhibits Specialist II	20.82
13013 - Exhibits Specialist III	25.46
13041 - Illustrator I	16.99
13042 - Illustrator II	20.82
13043 - Illustrator III	25.46
13047 - Librarian	23.18
13050 - Library Aide/Clerk	10.03
13054 - Library Information Technology Systems Administrator	20.94
13058 - Library Technician	12.51
13061 - Media Specialist I	15.10
13062 - Media Specialist II	16.90
13063 - Media Specialist III	18.84
13071 - Photographer I	13.47
13072 - Photographer II	16.43
13073 - Photographer III	19.23

13074 - Photographer IV		23.46
13075 - Photographer V		28.47
13110 - Video Teleconference Technician		14.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.75
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		20.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.65
15020 - Aircrew Training Devices Instructor (Rated)		33.46
15030 - Air Crew Training Devices Instructor (Pilot)		39.29
15050 - Computer Based Training Specialist / Instructor		27.65
15060 - Educational Technologist		26.91
15070 - Flight Instructor (Pilot)		39.29
15080 - Graphic Artist		20.98
15090 - Technical Instructor		18.85
15095 - Technical Instructor/Course Developer		23.06
15110 - Test Proctor		15.22
15120 - Tutor		15.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.21
16030 - Counter Attendant		8.21
16040 - Dry Cleaner		9.65
16070 - Finisher, Flatwork, Machine		8.21
16090 - Presser, Hand		8.21
16110 - Presser, Machine, Drycleaning		8.21
16130 - Presser, Machine, Shirts		8.21
16160 - Presser, Machine, Wearing Apparel, Laundry		8.21
16190 - Sewing Machine Operator		10.14
16220 - Tailor		10.68
16250 - Washer, Machine		8.61
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.54
19040 - Tool And Die Maker		21.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		11.29
21030 - Material Coordinator		23.55
21040 - Material Expediter		23.55
21050 - Material Handling Laborer		10.07
21071 - Order Filler		10.37
21080 - Production Line Worker (Food Processing)		11.29
21110 - Shipping Packer		13.35
21130 - Shipping/Receiving Clerk		13.35
21140 - Store Worker I		13.50
21150 - Stock Clerk		18.20
21210 - Tools And Parts Attendant		11.77
21410 - Warehouse Specialist		11.77
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.10
23021 - Aircraft Mechanic I		24.06
23022 - Aircraft Mechanic II		25.10
23023 - Aircraft Mechanic III		26.15

23040 - Aircraft Mechanic Helper	19.17
23050 - Aircraft, Painter	20.41
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.35
23125 - Cable Splicer	20.98
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	17.64
23160 - Electrician, Maintenance	19.38
23181 - Electronics Technician Maintenance I	20.66
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.59
23260 - Fabric Worker	16.74
23290 - Fire Alarm System Mechanic	17.34
23310 - Fire Extinguisher Repairer	15.82
23311 - Fuel Distribution System Mechanic	24.91
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	14.41
23380 - Ground Support Equipment Mechanic	24.06
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	15.82
23392 - Gunsmith II	17.64
23393 - Gunsmith III	19.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.00
23430 - Heavy Equipment Mechanic	17.79
23440 - Heavy Equipment Operator	17.34
23460 - Instrument Mechanic	20.98
23465 - Laboratory/Shelter Mechanic	18.54
23470 - Laborer	12.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	21.16
23550 - Machinist, Maintenance	20.96
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.98
23592 - Metrology Technician II	21.88
23593 - Metrology Technician III	22.78
23640 - Millwright	19.39
23710 - Office Appliance Repairer	16.65
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	19.64
23810 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	19.39
23850 - Rigger	21.25
23870 - Scale Mechanic	17.64
23890 - Sheet-Metal Worker, Maintenance	23.54
23910 - Small Engine Mechanic	16.63
23931 - Telecommunications Mechanic I	20.85
23932 - Telecommunications Mechanic II	21.75
23950 - Telephone Lineman	23.11
23960 - Welder, Combination, Maintenance	18.30
23965 - Well Driller	19.15
23970 - Woodcraft Worker	19.39
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24610 - Chore Aide	8.36
24620 - Family Readiness And Support Services	11.85

Coordinator	
24630 - Homemaker	13.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.98
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	20.98
25190 - Ventilation Equipment Tender	15.93
25210 - Water Treatment Plant Operator	18.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.13
27007 - Baggage Inspector	10.84
27008 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27030 - Detection Dog Handler	13.78
27040 - Detention Officer	19.97
27070 - Firefighter	20.34
27101 - Guard I	10.84
27102 - Guard II	13.78
27131 - Police Officer I	23.49
27132 - Police Officer II	26.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.34
28042 - Carnival Equipment Repairer	12.85
28043 - Carnival Equpment Worker	10.10
28210 - Gate Attendant/Gate Tender	12.94
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.48
28510 - Recreation Aide/Health Facility Attendant	10.57
28515 - Recreation Specialist	17.94
28630 - Sports Official	11.54
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.93
29020 - Hatch Tender	17.93
29030 - Line Handler	17.93
29041 - Stevedore I	17.11
29042 - Stevedore II	18.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.17
30022 - Archeological Technician II	20.32
30023 - Archeological Technician III	25.17
30030 - Cartographic Technician	25.17
30040 - Civil Engineering Technician	22.71
30061 - Drafter/CAD Operator I	18.17
30062 - Drafter/CAD Operator II	20.32
30063 - Drafter/CAD Operator III	22.67
30064 - Drafter/CAD Operator IV	27.89
30081 - Engineering Technician I	15.64
30082 - Engineering Technician II	17.56
30083 - Engineering Technician III	19.64
30084 - Engineering Technician IV	24.33
30085 - Engineering Technician V	31.55
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	22.96
30210 - Laboratory Technician	19.91
30240 - Mathematical Technician	25.17
30361 - Paralegal/Legal Assistant I	17.64
30362 - Paralegal/Legal Assistant II	21.86
30363 - Paralegal/Legal Assistant III	26.74
30364 - Paralegal/Legal Assistant IV	32.35

30390 - Photo-Optics Technician		24.33
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.03
31030 - Bus Driver		14.79
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.91
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.28
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		15.17
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.97
99050 - Desk Clerk		8.99
99095 - Embalmer		21.11
99251 - Laboratory Animal Caretaker I		9.41
99252 - Laboratory Animal Caretaker II		9.88
99310 - Mortician		21.11
99410 - Pest Controller		15.36
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.32
99711 - Recycling Specialist		17.01
99730 - Refuse Collector		12.97
99810 - Sales Clerk		10.96
99820 - School Crossing Guard		9.95
99830 - Survey Party Chief		18.65
99831 - Surveying Aide		12.54
99832 - Surveying Technician		15.43
99840 - Vending Machine Attendant		10.82
99841 - Vending Machine Repairer		12.50
99842 - Vending Machine Repairer Helper		10.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2509
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.86
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01280 - Receptionist		13.60
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		17.47
01410 - Supply Technician		25.99
01420 - Survey Worker		17.29
01531 - Travel Clerk I		13.07
01532 - Travel Clerk II		14.04
01533 - Travel Clerk III		15.06
01611 - Word Processor I		12.80
01612 - Word Processor II		15.30
01613 - Word Processor III		17.29
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	20.00
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.38
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.58
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	15.87
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72

12223 - Nursing Assistant III		12.80
12224 - Nursing Assistant IV		14.36
12235 - Optical Dispenser		15.48
12236 - Optical Technician		13.78
12250 - Pharmacy Technician		15.18
12280 - Phlebotomist		14.36
12305 - Radiologic Technologist		25.82
12311 - Registered Nurse I		25.82
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III, Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.29
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		22.70
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.18
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.90
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	19.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	16.29
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87

23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	13.22
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.28
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.71
23980 - Woodworker	14.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	18.17
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Equpment Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.83
29020 - Hatch Tender		18.83
29030 - Line Handler		18.83
29041 - Stevedore I		16.91
29042 - Stevedore II		18.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.72
30021 - Archeological Technician I		19.29
30022 - Archeological Technician II		22.30
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		23.51
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30210 - Laboratory Technician		22.28
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		22.94
99410 - Pest Controller		18.98

99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	19.54
99730 - Refuse Collector	14.05
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	9.97
99830 - Survey Party Chief	23.31
99831 - Surveying Aide	13.96
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.03
99842 - Vending Machine Repairer Helper	14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2510 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.86
01191 - Order Clerk I		13.66

01192 - Order Clerk II	14.91
01261 - Personnel Assistant (Employment) I	16.75
01262 - Personnel Assistant (Employment) II	18.73
01263 - Personnel Assistant (Employment) III	20.88
01270 - Production Control Clerk	21.36
01280 - Receptionist	13.60
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	25.99
01420 - Survey Worker	17.29
01531 - Travel Clerk I	13.07
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	15.06
01611 - Word Processor I	12.80
01612 - Word Processor II	15.30
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.00
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.38
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.58
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.12

12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	15.87
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	15.48
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.18
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology Systems Administrator	27.42
13058 - Library Technician	16.29
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	16.50
13072 - Photographer II	18.46
13073 - Photographer III	22.87
13074 - Photographer IV	27.97
13075 - Photographer V	33.85
13110 - Video Teleconference Technician	21.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.91
14042 - Computer Operator II	17.80
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
14071 - Computer Programmer I (see 1)	

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		22.70
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.32
16090 - Presser, Hand		9.32
16110 - Presser, Machine, Drycleaning		9.32
16130 - Presser, Machine, Shirts		9.32
16160 - Presser, Machine, Wearing Apparel, Laundry		9.32
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.33
16250 - Washer, Machine		10.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.18
19040 - Tool And Die Maker		22.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		19.45
21040 - Material Expediter		19.45
21050 - Material Handling Laborer		12.80
21071 - Order Filler		13.57
21080 - Production Line Worker (Food Processing)		15.02
21110 - Shipping Packer		13.52
21130 - Shipping/Receiving Clerk		13.52
21140 - Store Worker I		11.85
21150 - Stock Clerk		15.94
21210 - Tools And Parts Attendant		15.02
21410 - Warehouse Specialist		15.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.47
23021 - Aircraft Mechanic I		29.07
23022 - Aircraft Mechanic II		30.47
23023 - Aircraft Mechanic III		31.89
23040 - Aircraft Mechanic Helper		19.71
23050 - Aircraft, Painter		25.93
23060 - Aircraft Servicer		22.61
23080 - Aircraft Worker		23.90
23110 - Appliance Mechanic		17.18
23120 - Bicycle Repairer		12.44
23125 - Cable Splicer		19.60
23130 - Carpenter, Maintenance		17.25
23140 - Carpet Layer		16.43
23160 - Electrician, Maintenance		20.94

23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	16.29
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	13.22
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.28
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.71
23980 - Woodworker	14.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51

27007	Baggage Inspector		14.10
27008	Corrections Officer		18.17
27010	Court Security Officer		23.50
27030	Detection Dog Handler		16.92
27040	Detention Officer		19.99
27070	Firefighter		22.87
27101	Guard I		14.10
27102	Guard II		16.92
27131	Police Officer I		27.08
27132	Police Officer II		30.10
28000	Recreation Occupations		
28041	Carnival Equipment Operator		12.31
28042	Carnival Equipment Repairer		13.07
28043	Carnival Equpment Worker		9.50
28210	Gate Attendant/Gate Tender		14.18
28310	Lifeguard		11.19
28350	Park Attendant (Aide)		15.86
28510	Recreation Aide/Health Facility Attendant		11.57
28515	Recreation Specialist		18.00
28630	Sports Official		12.63
28690	Swimming Pool Operator		21.99
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer		18.83
29020	Hatch Tender		18.83
29030	Line Handler		18.83
29041	Stevedore I		16.91
29042	Stevedore II		18.79
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	(see 2)	37.81
30011	Air Traffic Control Specialist, Station (HFO)	(see 2)	26.07
30012	Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.72
30021	Archeological Technician I		19.29
30022	Archeological Technician II		22.30
30023	Archeological Technician III		27.75
30030	Cartographic Technician		27.75
30040	Civil Engineering Technician		23.51
30061	Drafter/CAD Operator I		20.07
30062	Drafter/CAD Operator II		22.40
30063	Drafter/CAD Operator III		24.97
30064	Drafter/CAD Operator IV		30.73
30081	Engineering Technician I		17.56
30082	Engineering Technician II		19.70
30083	Engineering Technician III		22.03
30084	Engineering Technician IV		27.30
30085	Engineering Technician V		33.40
30086	Engineering Technician VI		40.41
30090	Environmental Technician		24.73
30210	Laboratory Technician		22.28
30240	Mathematical Technician		27.75
30361	Paralegal/Legal Assistant I		18.92
30362	Paralegal/Legal Assistant II		23.44
30363	Paralegal/Legal Assistant III		28.67
30364	Paralegal/Legal Assistant IV		34.70
30390	Photo-Optics Technician		27.75
30461	Technical Writer I		25.09
30462	Technical Writer II		30.68
30463	Technical Writer III		37.13
30491	Unexploded Ordnance (UXO) Technician I		24.03
30492	Unexploded Ordnance (UXO) Technician II		29.08
30493	Unexploded Ordnance (UXO) Technician III		34.85
30494	Unexploded (UXO) Safety Escort		24.03
30495	Unexploded (UXO) Sweep Personnel		24.03
30620	Weather Observer, Combined Upper Air Or	(see 2)	24.97

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		22.94
99410 - Pest Controller		18.98
99510 - Photofinishing Worker		14.89
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		19.54
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		9.97
99830 - Survey Party Chief		23.31
99831 - Surveying Aide		13.96
99832 - Surveying Technician		17.89
99840 - Vending Machine Attendant		14.09
99841 - Vending Machine Repairer		17.03
99842 - Vending Machine Repairer Helper		14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2511 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.78
01012 - Accounting Clerk II		14.46
01013 - Accounting Clerk III		16.18
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.70
01051 - Data Entry Operator I		9.57
01052 - Data Entry Operator II		10.56
01060 - Dispatcher, Motor Vehicle		13.41
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		9.61
01112 - General Clerk II		10.49
01113 - General Clerk III		11.77
01120 - Housing Referral Assistant		14.98
01141 - Messenger Courier		8.76
01191 - Order Clerk I		10.48
01192 - Order Clerk II		11.44
01261 - Personnel Assistant (Employment) I		12.80
01262 - Personnel Assistant (Employment) II		14.44
01263 - Personnel Assistant (Employment) III		15.99
01270 - Production Control Clerk		16.69
01280 - Receptionist		9.47
01290 - Rental Clerk		10.50
01300 - Scheduler, Maintenance		12.00
01311 - Secretary I		12.01
01312 - Secretary II		13.43
01313 - Secretary III		14.98
01320 - Service Order Dispatcher		11.77
01410 - Supply Technician		17.23
01420 - Survey Worker		13.70
01531 - Travel Clerk I		11.16
01532 - Travel Clerk II		12.20
01533 - Travel Clerk III		13.00
01611 - Word Processor I		12.87
01612 - Word Processor II		14.45
01613 - Word Processor III		16.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.41
05010 - Automotive Electrician		15.40
05040 - Automotive Glass Installer		14.37
05070 - Automotive Worker		14.37
05110 - Mobile Equipment Servicer		12.32
05130 - Motor Equipment Metal Mechanic		16.41
05160 - Motor Equipment Metal Worker		14.37
05190 - Motor Vehicle Mechanic		17.31
05220 - Motor Vehicle Mechanic Helper		11.29
05250 - Motor Vehicle Upholstery Worker		13.34
05280 - Motor Vehicle Wrecker		14.37
05310 - Painter, Automotive		15.40
05340 - Radiator Repair Specialist		14.37
05370 - Tire Repairer		11.33
05400 - Transmission Repair Specialist		16.41
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.51

07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.06
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	7.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.07
11060 - Elevator Operator	8.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.02
11150 - Janitor	9.02
11210 - Laborer, Grounds Maintenance	9.02
11240 - Maid or Houseman	7.74
11260 - Pruner	7.79
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	9.02
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	12.83
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.09
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	27.43
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42
12040 - Emergency Medical Technician	12.83
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.15
12100 - Medical Assistant	10.86
12130 - Medical Laboratory Technician	13.77
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	9.26
12222 - Nursing Assistant II	10.41
12223 - Nursing Assistant III	11.36
12224 - Nursing Assistant IV	12.75
12235 - Optical Dispenser	11.21
12236 - Optical Technician	9.30
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	23.81
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II, Specialist	28.64
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III, Anesthetist	34.65
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol Testing)	21.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08

13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		12.93
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		27.88
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.67
14160 - Personal Computer Support Technician		22.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.13
15020 - Aircrew Training Devices Instructor (Rated)		32.14
15030 - Air Crew Training Devices Instructor (Pilot)		37.89
15050 - Computer Based Training Specialist / Instructor		26.13
15060 - Educational Technologist		32.13
15070 - Flight Instructor (Pilot)		37.89
15080 - Graphic Artist		19.52
15090 - Technical Instructor		18.06
15095 - Technical Instructor/Course Developer		22.09
15110 - Test Proctor		14.58
15120 - Tutor		14.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.64
16030 - Counter Attendant		7.64
16040 - Dry Cleaner		9.31
16070 - Finisher, Flatwork, Machine		7.64
16090 - Presser, Hand		7.64
16110 - Presser, Machine, Drycleaning		7.64
16130 - Presser, Machine, Shirts		7.64
16160 - Presser, Machine, Wearing Apparel, Laundry		7.64
16190 - Sewing Machine Operator		9.84
16220 - Tailor		10.41
16250 - Washer, Machine		8.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.73
19040 - Tool And Die Maker		20.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		10.91
21030 - Material Coordinator		16.69

21040 - Material Expediter	16.69
21050 - Material Handling Laborer	9.14
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	10.48
21130 - Shipping/Receiving Clerk	10.49
21140 - Store Worker I	8.93
21150 - Stock Clerk	12.82
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft, Painter	18.67
23060 - Aircraft Servicer	19.25
23080 - Aircraft Worker	20.78
23110 - Appliance Mechanic	16.14
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	21.87
23130 - Carpenter, Maintenance	15.73
23140 - Carpet Layer	14.64
23160 - Electrician, Maintenance	18.27
23181 - Electronics Technician Maintenance I	19.57
23182 - Electronics Technician Maintenance II	21.02
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.46
23290 - Fire Alarm System Mechanic	16.62
23310 - Fire Extinguisher Repairer	12.26
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.64
23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	12.26
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.24
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	18.50
23465 - Laboratory/Shelter Mechanic	15.73
23470 - Laborer	9.14
23510 - Locksmith	15.73
23530 - Machinery Maintenance Mechanic	16.96
23550 - Machinist, Maintenance	16.31
23580 - Maintenance Trades Helper	11.27
23591 - Metrology Technician I	18.50
23592 - Metrology Technician II	19.66
23593 - Metrology Technician III	20.93
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.55
23820 - Pneudraulic Systems Mechanic	16.96
23850 - Rigger	16.96

23870 - Scale Mechanic	14.64
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	14.64
23931 - Telecommunications Mechanic I	21.99
23932 - Telecommunications Mechanic II	23.51
23950 - Telephone Lineman	19.48
23960 - Welder, Combination, Maintenance	16.96
23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	11.01
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19
25070 - Stationary Engineer	18.43
25190 - Ventilation Equipment Tender	12.83
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.38
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.38
27102 - Guard II	14.84
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.45
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.96
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	14.10
28630 - Sports Official	11.92
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.06
29020 - Hatch Tender	17.06
29030 - Line Handler	17.06
29041 - Stevedore I	15.68
29042 - Stevedore II	18.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.13
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.11
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	19.04
30061 - Drafter/CAD Operator I	15.03
30062 - Drafter/CAD Operator II	16.81

30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		19.33
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		16.54
30362 - Paralegal/Legal Assistant II		20.49
30363 - Paralegal/Legal Assistant III		25.07
30364 - Paralegal/Legal Assistant IV		30.33
30390 - Photo-Optics Technician		22.90
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	19.99
30621 - Weather Observer, Senior	(see 3)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.98
31030 - Bus Driver		15.52
31043 - Driver Courier		11.32
31260 - Parking and Lot Attendant		7.85
31290 - Shuttle Bus Driver		12.39
31310 - Taxi Driver		10.33
31361 - Truckdriver, Light		12.39
31362 - Truckdriver, Medium		14.19
31363 - Truckdriver, Heavy		17.82
31364 - Truckdriver, Tractor-Trailer		17.82
99000 - Miscellaneous Occupations		
99030 - Cashier		7.93
99050 - Desk Clerk		10.35
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.70
99252 - Laboratory Animal Caretaker II		10.76
99310 - Mortician		22.69
99410 - Pest Controller		14.84
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.26
99711 - Recycling Specialist		14.37
99730 - Refuse Collector		9.72
99810 - Sales Clerk		10.14
99820 - School Crossing Guard		8.48
99830 - Survey Party Chief		17.09
99831 - Surveying Aide		11.84
99832 - Surveying Technician		13.97
99840 - Vending Machine Attendant		9.87
99841 - Vending Machine Repairer		12.54
99842 - Vending Machine Repairer Helper		9.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2512 Revision No.: 18 Date Of Last Revision: 07/25/2014

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Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

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01420 - Survey Worker	13.70
01531 - Travel Clerk I	11.16
01532 - Travel Clerk II	12.20
01533 - Travel Clerk III	13.00
01611 - Word Processor I	12.87
01612 - Word Processor II	14.45
01613 - Word Processor III	16.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.41
05010 - Automotive Electrician	15.40
05040 - Automotive Glass Installer	14.37
05070 - Automotive Worker	14.37
05110 - Mobile Equipment Servicer	12.32
05130 - Motor Equipment Metal Mechanic	16.41
05160 - Motor Equipment Metal Worker	14.37
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	11.29
05250 - Motor Vehicle Upholstery Worker	13.34
05280 - Motor Vehicle Wrecker	14.37
05310 - Painter, Automotive	15.40
05340 - Radiator Repair Specialist	14.37
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	16.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.06
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	7.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.07
11060 - Elevator Operator	8.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.02
11150 - Janitor	9.02
11210 - Laborer, Grounds Maintenance	9.02
11240 - Maid or Houseman	7.74
11260 - Pruner	7.79
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	9.02
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	12.83
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.09
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	27.43
12030 - EKG Technician	25.42

12035 - Electroneurodiagnostic Technologist		25.42
12040 - Emergency Medical Technician		12.83
12071 - Licensed Practical Nurse I		16.95
12072 - Licensed Practical Nurse II		18.96
12073 - Licensed Practical Nurse III		21.15
12100 - Medical Assistant		10.86
12130 - Medical Laboratory Technician		13.77
12160 - Medical Record Clerk		13.27
12190 - Medical Record Technician		14.84
12195 - Medical Transcriptionist		14.31
12210 - Nuclear Medicine Technologist		33.37
12221 - Nursing Assistant I		9.26
12222 - Nursing Assistant II		10.41
12223 - Nursing Assistant III		11.36
12224 - Nursing Assistant IV		12.75
12235 - Optical Dispenser		11.21
12236 - Optical Technician		9.30
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		23.81
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		28.64
12313 - Registered Nurse II, Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III, Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		21.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		12.93
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		27.88
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.67
14160 - Personal Computer Support Technician		22.41

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.13
15020 - Aircrew Training Devices Instructor (Rated)	32.14
15030 - Air Crew Training Devices Instructor (Pilot)	37.89
15050 - Computer Based Training Specialist / Instructor	26.13
15060 - Educational Technologist	32.13
15070 - Flight Instructor (Pilot)	37.89
15080 - Graphic Artist	19.52
15090 - Technical Instructor	18.06
15095 - Technical Instructor/Course Developer	22.09
15110 - Test Proctor	14.58
15120 - Tutor	14.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.64
16030 - Counter Attendant	7.64
16040 - Dry Cleaner	9.31
16070 - Finisher, Flatwork, Machine	7.64
16090 - Presser, Hand	7.64
16110 - Presser, Machine, Drycleaning	7.64
16130 - Presser, Machine, Shirts	7.64
16160 - Presser, Machine, Wearing Apparel, Laundry	7.64
16190 - Sewing Machine Operator	9.84
16220 - Tailor	10.41
16250 - Washer, Machine	8.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.73
19040 - Tool And Die Maker	20.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.91
21030 - Material Coordinator	16.69
21040 - Material Expediter	16.69
21050 - Material Handling Laborer	9.14
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	10.48
21130 - Shipping/Receiving Clerk	10.49
21140 - Store Worker I	8.93
21150 - Stock Clerk	12.82
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft, Painter	18.67
23060 - Aircraft Servicer	19.25
23080 - Aircraft Worker	20.78
23110 - Appliance Mechanic	16.14
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	21.87
23130 - Carpenter, Maintenance	15.73
23140 - Carpet Layer	14.64
23160 - Electrician, Maintenance	18.27
23181 - Electronics Technician Maintenance I	19.57
23182 - Electronics Technician Maintenance II	21.02
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.46
23290 - Fire Alarm System Mechanic	16.62
23310 - Fire Extinguisher Repairer	12.26
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20

23370 - General Maintenance Worker	14.64
23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	12.26
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.24
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	18.50
23465 - Laboratory/Shelter Mechanic	15.73
23470 - Laborer	9.14
23510 - Locksmith	15.73
23530 - Machinery Maintenance Mechanic	16.96
23550 - Machinist, Maintenance	16.31
23580 - Maintenance Trades Helper	11.27
23591 - Metrology Technician I	18.50
23592 - Metrology Technician II	19.66
23593 - Metrology Technician III	20.93
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.55
23820 - Pneudraulic Systems Mechanic	16.96
23850 - Rigger	16.96
23870 - Scale Mechanic	14.64
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	14.64
23931 - Telecommunications Mechanic I	21.99
23932 - Telecommunications Mechanic II	23.51
23950 - Telephone Lineman	19.48
23960 - Welder, Combination, Maintenance	16.96
23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	11.01
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19
25070 - Stationary Engineer	18.43
25190 - Ventilation Equipment Tender	12.83
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.38
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.38
27102 - Guard II	14.84

27131 - Police Officer I		21.41
27132 - Police Officer II		23.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.64
28042 - Carnival Equipment Repairer		12.69
28043 - Carnival Equpment Worker		8.45
28210 - Gate Attendant/Gate Tender		13.37
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		14.96
28510 - Recreation Aide/Health Facility Attendant		10.92
28515 - Recreation Specialist		14.10
28630 - Sports Official		11.92
28690 - Swimming Pool Operator		16.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.06
29020 - Hatch Tender		17.06
29030 - Line Handler		17.06
29041 - Stevedore I		15.68
29042 - Stevedore II		18.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.13
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		19.04
30061 - Drafter/CAD Operator I		15.03
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		19.33
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		16.54
30362 - Paralegal/Legal Assistant II		20.49
30363 - Paralegal/Legal Assistant III		25.07
30364 - Paralegal/Legal Assistant IV		30.33
30390 - Photo-Optics Technician		22.90
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	19.99
30621 - Weather Observer, Senior	(see 3)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.98
31030 - Bus Driver		15.52
31043 - Driver Courier		11.32
31260 - Parking and Lot Attendant		7.85
31290 - Shuttle Bus Driver		12.39

31310 - Taxi Driver	10.33
31361 - Truckdriver, Light	12.39
31362 - Truckdriver, Medium	14.19
31363 - Truckdriver, Heavy	17.82
31364 - Truckdriver, Tractor-Trailer	17.82
99000 - Miscellaneous Occupations	
99030 - Cashier	7.93
99050 - Desk Clerk	10.35
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.70
99252 - Laboratory Animal Caretaker II	10.76
99310 - Mortician	22.69
99410 - Pest Controller	14.84
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.26
99711 - Recycling Specialist	14.37
99730 - Refuse Collector	9.72
99810 - Sales Clerk	10.14
99820 - School Crossing Guard	8.48
99830 - Survey Party Chief	17.09
99831 - Surveying Aide	11.84
99832 - Surveying Technician	13.97
99840 - Vending Machine Attendant	9.87
99841 - Vending Machine Repairer	12.54
99842 - Vending Machine Repairer Helper	9.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2513 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01280 - Receptionist		13.60
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		18.82
01410 - Supply Technician		25.99
01420 - Survey Worker		17.29
01531 - Travel Clerk I		13.07
01532 - Travel Clerk II		14.04
01533 - Travel Clerk III		15.06
01611 - Word Processor I		12.80
01612 - Word Processor II		15.30
01613 - Word Processor III		17.29
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.31
05010 - Automotive Electrician		21.40
05040 - Automotive Glass Installer		21.40
05070 - Automotive Worker		21.93
05110 - Mobile Equipment Servicer		16.07
05130 - Motor Equipment Metal Mechanic		22.98
05160 - Motor Equipment Metal Worker		21.40
05190 - Motor Vehicle Mechanic		22.99
05220 - Motor Vehicle Mechanic Helper		17.15
05250 - Motor Vehicle Upholstery Worker		20.43
05280 - Motor Vehicle Wrecker		20.43
05310 - Painter, Automotive		19.45
05340 - Radiator Repair Specialist		20.43
05370 - Tire Repairer		11.39
05400 - Transmission Repair Specialist		22.98
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.14
07041 - Cook I		10.33
07042 - Cook II		11.69

07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.47
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	15.48
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.18
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.77
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95

13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 3)	
14072 - Computer Programmer II	(see 3)	
14073 - Computer Programmer III	(see 3)	
14074 - Computer Programmer IV	(see 3)	
14101 - Computer Systems Analyst I	(see 3)	
14102 - Computer Systems Analyst II	(see 3)	
14103 - Computer Systems Analyst III	(see 3)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		50.81
15080 - Graphic Artist		22.70
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.32
16090 - Presser, Hand		9.32
16110 - Presser, Machine, Drycleaning		9.32
16130 - Presser, Machine, Shirts		9.32
16160 - Presser, Machine, Wearing Apparel, Laundry		9.32
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.33
16250 - Washer, Machine		10.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.91
19040 - Tool And Die Maker		22.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		19.45
21040 - Material Expediter		19.45
21050 - Material Handling Laborer		12.80

21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	21.37
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.52
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	21.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	15.34
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	15.63
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	15.47
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.52
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	12.97
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.88
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28

23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	22.19
23932 - Telecommunications Mechanic II	23.17
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.76
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	21.13
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Equpment Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.83
29020 - Hatch Tender	18.83
29030 - Line Handler	18.83
29041 - Stevedore I	16.48
29042 - Stevedore II	18.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 1)	37.81
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.72
30021 - Archeological Technician I	19.29
30022 - Archeological Technician II	22.30
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	24.64
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73

30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30210 - Laboratory Technician		21.60
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		20.05
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		23.40
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		9.97
99830 - Survey Party Chief		24.51
99831 - Surveying Aide		14.21
99832 - Surveying Technician		17.89
99840 - Vending Machine Attendant		14.09
99841 - Vending Machine Repairer		17.06
99842 - Vending Machine Repairer Helper		14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

3) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2514 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01280 - Receptionist		13.60
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		18.82

01410 - Supply Technician	25.99
01420 - Survey Worker	17.29
01531 - Travel Clerk I	13.07
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	15.06
01611 - Word Processor I	12.80
01612 - Word Processor II	15.30
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	16.07
05130 - Motor Equipment Metal Mechanic	22.98
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.43
05310 - Painter, Automotive	19.45
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.47
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60

12073 - Licensed Practical Nurse III		22.96
12100 - Medical Assistant		14.89
12130 - Medical Laboratory Technician		19.22
12160 - Medical Record Clerk		15.45
12190 - Medical Record Technician		17.26
12195 - Medical Transcriptionist		17.87
12210 - Nuclear Medicine Technologist		33.52
12221 - Nursing Assistant I		10.43
12222 - Nursing Assistant II		11.72
12223 - Nursing Assistant III		12.80
12224 - Nursing Assistant IV		14.36
12235 - Optical Dispenser		15.48
12236 - Optical Technician		13.78
12250 - Pharmacy Technician		15.18
12280 - Phlebotomist		14.36
12305 - Radiologic Technologist		25.82
12311 - Registered Nurse I		25.82
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III, Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81

15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	30.46
15070 - Flight Instructor (Pilot)	50.81
15080 - Graphic Artist	22.70
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	27.44
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.91
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	21.37
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.52
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	21.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	15.34
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	15.63
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	15.47
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.52

23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	12.97
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.88
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	22.19
23932 - Telecommunications Mechanic II	23.17
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.76
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	21.13
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31

28042 - Carnival Equipment Repairer		13.07
28043 - Carnival Equpment Worker		9.50
28210 - Gate Attendant/Gate Tender		14.18
28310 - Lifeguard		11.19
28350 - Park Attendant (Aide)		15.86
28510 - Recreation Aide/Health Facility Attendant		11.57
28515 - Recreation Specialist		18.00
28630 - Sports Official		12.63
28690 - Swimming Pool Operator		18.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.83
29020 - Hatch Tender		18.83
29030 - Line Handler		18.83
29041 - Stevedore I		16.48
29042 - Stevedore II		18.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.72
30021 - Archeological Technician I		19.29
30022 - Archeological Technician II		22.30
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		24.64
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30210 - Laboratory Technician		21.60
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04

31364 - Truckdriver, Tractor-Trailer	21.04
99000 - Miscellaneous Occupations	
99030 - Cashier	9.76
99050 - Desk Clerk	9.75
99095 - Embalmer	20.05
99251 - Laboratory Animal Caretaker I	10.86
99252 - Laboratory Animal Caretaker II	11.87
99310 - Mortician	23.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	18.87
99730 - Refuse Collector	14.05
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	9.97
99830 - Survey Party Chief	24.51
99831 - Surveying Aide	14.21
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.06
99842 - Vending Machine Repairer Helper	14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2515 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.82

01020 - Administrative Assistant	25.91
01040 - Court Reporter	21.79
01051 - Data Entry Operator I	13.24
01052 - Data Entry Operator II	14.45
01060 - Dispatcher, Motor Vehicle	15.96
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	11.88
01112 - General Clerk II	13.27
01113 - General Clerk III	14.90
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	12.55
01191 - Order Clerk I	13.52
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	15.43
01262 - Personnel Assistant (Employment) II	17.27
01263 - Personnel Assistant (Employment) III	19.25
01270 - Production Control Clerk	19.10
01280 - Receptionist	12.02
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.06
07041 - Cook I	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82

09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.82
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.84
11150 - Janitor	8.84
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.96
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	9.81
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	23.69
12015 - Certified Physical Therapist Assistant	24.52
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	12.50
12130 - Medical Laboratory Technician	16.63
12160 - Medical Record Clerk	14.53
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	8.57
12222 - Nursing Assistant II	10.36
12223 - Nursing Assistant III	11.31
12224 - Nursing Assistant IV	12.69
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.29
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	21.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	26.69
13050 - Library Aide/Clerk	10.84
13054 - Library Information Technology Systems Administrator	24.09
13058 - Library Technician	16.04
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.46
13063 - Media Specialist III	21.68

13071 - Photographer I		15.32
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.31
14042 - Computer Operator II		19.37
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		24.00
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.31
14160 - Personal Computer Support Technician		24.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		26.72
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course Developer		27.43
15110 - Test Proctor		18.43
15120 - Tutor		18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.40
16030 - Counter Attendant		9.40
16040 - Dry Cleaner		12.06
16070 - Finisher, Flatwork, Machine		9.40
16090 - Presser, Hand		9.40
16110 - Presser, Machine, Drycleaning		9.40
16130 - Presser, Machine, Shirts		9.40
16160 - Presser, Machine, Wearing Apparel, Laundry		9.40
16190 - Sewing Machine Operator		12.79
16220 - Tailor		13.75
16250 - Washer, Machine		10.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.71
19040 - Tool And Die Maker		23.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.25
21030 - Material Coordinator		19.46
21040 - Material Expediter		19.46
21050 - Material Handling Laborer		12.26
21071 - Order Filler		11.47
21080 - Production Line Worker (Food Processing)		13.25
21110 - Shipping Packer		14.60
21130 - Shipping/Receiving Clerk		14.60
21140 - Store Worker I		11.34
21150 - Stock Clerk		16.06
21210 - Tools And Parts Attendant		13.58
21410 - Warehouse Specialist		13.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.47

23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23080 - Aircraft Worker	25.76
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65

24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness And Support Services Coordinator	13.83
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	11.56
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.63
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.12
29020 - Hatch Tender	20.12
29030 - Line Handler	20.12
29041 - Stevedore I	18.72
29042 - Stevedore II	21.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30061 - Drafter/CAD Operator I	21.56
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.10
30081 - Engineering Technician I	20.02
30082 - Engineering Technician II	22.48
30083 - Engineering Technician III	25.15
30084 - Engineering Technician IV	31.09
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.10
30090 - Environmental Technician	29.96
30210 - Laboratory Technician	23.56
30240 - Mathematical Technician	30.62
30361 - Paralegal/Legal Assistant I	22.52

30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30390 - Photo-Optics Technician		30.62
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.35
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.17
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32
31364 - Truckdriver, Tractor-Trailer		20.32
99000 - Miscellaneous Occupations		
99030 - Cashier		10.01
99050 - Desk Clerk		11.72
99095 - Embalmer		23.71
99251 - Laboratory Animal Caretaker I		9.83
99252 - Laboratory Animal Caretaker II		10.71
99310 - Mortician		26.44
99410 - Pest Controller		15.80
99510 - Photofinishing Worker		12.62
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		20.06
99730 - Refuse Collector		14.67
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		10.96
99830 - Survey Party Chief		20.96
99831 - Surveying Aide		14.35
99832 - Surveying Technician		18.13
99840 - Vending Machine Attendant		12.00
99841 - Vending Machine Repairer		14.41
99842 - Vending Machine Repairer Helper		12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2516
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.82
01020 - Administrative Assistant		25.91
01040 - Court Reporter		21.79
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		15.96
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		11.88
01112 - General Clerk II		13.27
01113 - General Clerk III		14.90
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.55
01191 - Order Clerk I		13.52
01192 - Order Clerk II		15.24
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.27
01263 - Personnel Assistant (Employment) III		19.25
01270 - Production Control Clerk		19.10
01280 - Receptionist		12.02
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		25.91
01420 - Survey Worker		17.79
01531 - Travel Clerk I		13.71
01532 - Travel Clerk II		14.81
01533 - Travel Clerk III		15.83
01611 - Word Processor I		14.29
01612 - Word Processor II		16.04
01613 - Word Processor III		17.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.76
05010 - Automotive Electrician		23.79
05040 - Automotive Glass Installer		21.96
05070 - Automotive Worker		21.96
05110 - Mobile Equipment Servicer		20.23
05130 - Motor Equipment Metal Mechanic		25.76
05160 - Motor Equipment Metal Worker		21.96

05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.06
07041 - Cook I	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.82
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.84
11150 - Janitor	8.84
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.96
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	9.81
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	23.69
12015 - Certified Physical Therapist Assistant	24.52
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	12.50
12130 - Medical Laboratory Technician	16.63
12160 - Medical Record Clerk	14.53
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	8.57
12222 - Nursing Assistant II	10.36
12223 - Nursing Assistant III	11.31
12224 - Nursing Assistant IV	12.69
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.29
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	26.70

12311 - Registered Nurse I		30.36
12312 - Registered Nurse II		38.37
12313 - Registered Nurse II, Specialist		38.37
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III, Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		21.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.31
14042 - Computer Operator II		19.37
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		24.00
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.31
14160 - Personal Computer Support Technician		24.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		26.72
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course Developer		27.43
15110 - Test Proctor		18.43
15120 - Tutor		18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.40
16030 - Counter Attendant		9.40
16040 - Dry Cleaner		12.06
16070 - Finisher, Flatwork, Machine		9.40
16090 - Presser, Hand		9.40
16110 - Presser, Machine, Drycleaning		9.40
16130 - Presser, Machine, Shirts		9.40

16160 - Presser, Machine, Wearing Apparel, Laundry	9.40
16190 - Sewing Machine Operator	12.79
16220 - Tailor	13.75
16250 - Washer, Machine	10.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.71
19040 - Tool And Die Maker	23.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.25
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	13.25
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.34
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	13.58
21410 - Warehouse Specialist	13.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23080 - Aircraft Worker	25.76
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94

23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness And Support Services Coordinator	13.83
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	11.56
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.63
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.12
29020 - Hatch Tender	20.12
29030 - Line Handler	20.12
29041 - Stevedore I	18.72
29042 - Stevedore II	21.50
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30210 - Laboratory Technician		23.56
30240 - Mathematical Technician		30.62
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30390 - Photo-Optics Technician		30.62
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.35
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.17
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32
31364 - Truckdriver, Tractor-Trailer		20.32
99000 - Miscellaneous Occupations		
99030 - Cashier		10.01
99050 - Desk Clerk		11.72
99095 - Embalmer		23.71
99251 - Laboratory Animal Caretaker I		9.83
99252 - Laboratory Animal Caretaker II		10.71
99310 - Mortician		26.44
99410 - Pest Controller		15.80
99510 - Photofinishing Worker		12.62
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		20.06
99730 - Refuse Collector		14.67
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		10.96
99830 - Survey Party Chief		20.96

99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2517 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.71
01012 - Accounting Clerk II		14.26
01013 - Accounting Clerk III		15.96
01020 - Administrative Assistant		21.36
01040 - Court Reporter		16.93
01051 - Data Entry Operator I		10.92
01052 - Data Entry Operator II		11.91

01060 - Dispatcher, Motor Vehicle	16.39
01070 - Document Preparation Clerk	11.95
01090 - Duplicating Machine Operator	11.95
01111 - General Clerk I	11.75
01112 - General Clerk II	16.25
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	19.21
01141 - Messenger Courier	9.96
01191 - Order Clerk I	10.92
01192 - Order Clerk II	12.88
01261 - Personnel Assistant (Employment) I	14.21
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	18.25
01270 - Production Control Clerk	17.75
01280 - Receptionist	11.31
01290 - Rental Clerk	13.42
01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	21.36
01420 - Survey Worker	15.22
01531 - Travel Clerk I	11.15
01532 - Travel Clerk II	12.06
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.98
01612 - Word Processor II	14.56
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.12
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	21.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.56
07041 - Cook I	9.71
07042 - Cook II	11.25
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.38
11060 - Elevator Operator	8.38

11090 - Gardener	11.20
11122 - Housekeeping Aide	9.06
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.80
11260 - Pruner	8.70
11270 - Tractor Operator	11.66
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	13.32
12025 - Dental Hygienist	31.24
12030 - EKG Technician	23.07
12035 - Electroneurodiagnostic Technologist	23.07
12040 - Emergency Medical Technician	13.76
12071 - Licensed Practical Nurse I	14.18
12072 - Licensed Practical Nurse II	15.86
12073 - Licensed Practical Nurse III	17.68
12100 - Medical Assistant	11.62
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	12.51
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.78
12210 - Nuclear Medicine Technologist	29.70
12221 - Nursing Assistant I	9.59
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.76
12224 - Nursing Assistant IV	13.20
12235 - Optical Dispenser	12.88
12236 - Optical Technician	11.61
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	23.30
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	18.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.34
13012 - Exhibits Specialist II	20.25
13013 - Exhibits Specialist III	24.77
13041 - Illustrator I	16.34
13042 - Illustrator II	20.25
13043 - Illustrator III	24.77
13047 - Librarian	22.42
13050 - Library Aide/Clerk	10.33
13054 - Library Information Technology Systems Administrator	20.25
13058 - Library Technician	14.76
13061 - Media Specialist I	14.62
13062 - Media Specialist II	16.34
13063 - Media Specialist III	18.23
13071 - Photographer I	13.30
13072 - Photographer II	15.63
13073 - Photographer III	18.41
13074 - Photographer IV	22.53

13075 - Photographer V		27.26
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		22.18
14072 - Computer Programmer II		27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.98
14160 - Personal Computer Support Technician		21.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.44
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		19.64
15090 - Technical Instructor		18.16
15095 - Technical Instructor/Course Developer		22.23
15110 - Test Proctor		17.77
15120 - Tutor		17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.21
16030 - Counter Attendant		8.21
16040 - Dry Cleaner		9.53
16070 - Finisher, Flatwork, Machine		8.21
16090 - Presser, Hand		8.21
16110 - Presser, Machine, Drycleaning		8.21
16130 - Presser, Machine, Shirts		8.21
16160 - Presser, Machine, Wearing Apparel, Laundry		8.21
16190 - Sewing Machine Operator		10.09
16220 - Tailor		10.61
16250 - Washer, Machine		9.45
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.96
19040 - Tool And Die Maker		24.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.57
21030 - Material Coordinator		17.75
21040 - Material Expediter		17.75
21050 - Material Handling Laborer		9.78
21071 - Order Filler		11.03
21080 - Production Line Worker (Food Processing)		14.57
21110 - Shipping Packer		12.38
21130 - Shipping/Receiving Clerk		12.38
21140 - Store Worker I		9.53
21150 - Stock Clerk		13.09
21210 - Tools And Parts Attendant		14.57
21410 - Warehouse Specialist		14.57
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.13
23021 - Aircraft Mechanic I		23.71
23022 - Aircraft Mechanic II		25.13
23023 - Aircraft Mechanic III		26.53
23040 - Aircraft Mechanic Helper		16.71

23050 - Aircraft, Painter	21.58
23060 - Aircraft Servicer	18.72
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.00
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	23.51
23260 - Fabric Worker	14.71
23290 - Fire Alarm System Mechanic	19.23
23310 - Fire Extinguisher Repairer	13.66
23311 - Fuel Distribution System Mechanic	18.22
23312 - Fuel Distribution System Operator	15.05
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	13.66
23392 - Gunsmith II	15.84
23393 - Gunsmith III	19.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.35
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	11.40
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	17.96
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.35
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.65
23640 - Millwright	19.35
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.35
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	19.24
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.03
23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	19.24
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.35
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.36
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	7.33
24620 - Family Readiness And Support Services Coordinator	9.81

24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.90
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	18.90
25190 - Ventilation Equipment Tender	13.23
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	16.49
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	16.49
27070 - Firefighter	20.08
27101 - Guard I	12.58
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	10.43
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	15.20
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	14.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.39
29020 - Hatch Tender	18.39
29030 - Line Handler	18.39
29041 - Stevedore I	17.07
29042 - Stevedore II	19.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.30
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.58
30030 - Cartographic Technician	22.58
30040 - Civil Engineering Technician	21.39
30061 - Drafter/CAD Operator I	16.30
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.13
30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	16.90
30083 - Engineering Technician III	18.91
30084 - Engineering Technician IV	23.43
30085 - Engineering Technician V	28.66
30086 - Engineering Technician VI	34.67
30090 - Environmental Technician	21.53
30210 - Laboratory Technician	20.09
30240 - Mathematical Technician	22.58
30361 - Paralegal/Legal Assistant I	16.90
30362 - Paralegal/Legal Assistant II	19.95
30363 - Paralegal/Legal Assistant III	24.84
30364 - Paralegal/Legal Assistant IV	29.73
30390 - Photo-Optics Technician	22.58

30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		11.91
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		12.89
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.89
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		17.91
31364 - Truckdriver, Tractor-Trailer		17.91
99000 - Miscellaneous Occupations		
99030 - Cashier		8.73
99050 - Desk Clerk		11.45
99095 - Embalmer		24.07
99251 - Laboratory Animal Caretaker I		10.35
99252 - Laboratory Animal Caretaker II		11.21
99310 - Mortician		24.07
99410 - Pest Controller		14.59
99510 - Photofinishing Worker		11.42
99710 - Recycling Laborer		14.23
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		12.73
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		8.77
99830 - Survey Party Chief		14.51
99831 - Surveying Aide		10.10
99832 - Surveying Technician		13.85
99840 - Vending Machine Attendant		11.45
99841 - Vending Machine Repairer		14.36
99842 - Vending Machine Repairer Helper		11.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2518 Revision No.: 20 Date Of Last Revision: 07/25/2014

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.71
01012 - Accounting Clerk II		14.26
01013 - Accounting Clerk III		15.96
01020 - Administrative Assistant		21.36
01040 - Court Reporter		16.93
01051 - Data Entry Operator I		10.92
01052 - Data Entry Operator II		11.91
01060 - Dispatcher, Motor Vehicle		16.39
01070 - Document Preparation Clerk		11.95
01090 - Duplicating Machine Operator		11.95
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		9.96
01191 - Order Clerk I		10.92
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		14.21
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		17.75
01280 - Receptionist		11.31
01290 - Rental Clerk		13.42
01300 - Scheduler, Maintenance		15.37
01311 - Secretary I		15.37
01312 - Secretary II		17.77
01313 - Secretary III		19.21
01320 - Service Order Dispatcher		14.63
01410 - Supply Technician		21.36
01420 - Survey Worker		15.22
01531 - Travel Clerk I		11.15
01532 - Travel Clerk II		12.06
01533 - Travel Clerk III		12.98
01611 - Word Processor I		12.98
01612 - Word Processor II		14.56
01613 - Word Processor III		16.29

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.12
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	21.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.56
07041 - Cook I	9.71
07042 - Cook II	11.25
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.38
11060 - Elevator Operator	8.38
11090 - Gardener	11.20
11122 - Housekeeping Aide	9.06
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.80
11260 - Pruner	8.70
11270 - Tractor Operator	11.66
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	13.32
12025 - Dental Hygienist	31.24
12030 - EKG Technician	23.07
12035 - Electroneurodiagnostic Technologist	23.07
12040 - Emergency Medical Technician	13.76
12071 - Licensed Practical Nurse I	14.18
12072 - Licensed Practical Nurse II	15.86
12073 - Licensed Practical Nurse III	17.68
12100 - Medical Assistant	11.62
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	12.51
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.78
12210 - Nuclear Medicine Technologist	29.70
12221 - Nursing Assistant I	9.59

12222 - Nursing Assistant II		10.77
12223 - Nursing Assistant III		11.76
12224 - Nursing Assistant IV		13.20
12235 - Optical Dispenser		12.88
12236 - Optical Technician		11.61
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.20
12305 - Radiologic Technologist		23.30
12311 - Registered Nurse I		24.19
12312 - Registered Nurse II		29.61
12313 - Registered Nurse II, Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III, Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		13.30
13072 - Photographer II		15.63
13073 - Photographer III		18.41
13074 - Photographer IV		22.53
13075 - Photographer V		27.26
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		22.18
14072 - Computer Programmer II		27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.98
14160 - Personal Computer Support Technician		21.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.44
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		19.64
15090 - Technical Instructor		18.16
15095 - Technical Instructor/Course Developer		22.23
15110 - Test Proctor		17.77
15120 - Tutor		17.77

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	9.53
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.09
16220 - Tailor	10.61
16250 - Washer, Machine	9.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.96
19040 - Tool And Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.57
21030 - Material Coordinator	17.75
21040 - Material Expediter	17.75
21050 - Material Handling Laborer	9.78
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	14.57
21110 - Shipping Packer	12.38
21130 - Shipping/Receiving Clerk	12.38
21140 - Store Worker I	9.53
21150 - Stock Clerk	13.09
21210 - Tools And Parts Attendant	14.57
21410 - Warehouse Specialist	14.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.13
23021 - Aircraft Mechanic I	23.71
23022 - Aircraft Mechanic II	25.13
23023 - Aircraft Mechanic III	26.53
23040 - Aircraft Mechanic Helper	16.71
23050 - Aircraft, Painter	21.58
23060 - Aircraft Servicer	18.72
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.00
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	23.51
23260 - Fabric Worker	14.71
23290 - Fire Alarm System Mechanic	19.23
23310 - Fire Extinguisher Repairer	13.66
23311 - Fuel Distribution System Mechanic	18.22
23312 - Fuel Distribution System Operator	15.05
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	13.66
23392 - Gunsmith II	15.84
23393 - Gunsmith III	19.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24

23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.35
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	11.40
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	17.96
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.35
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.65
23640 - Millwright	19.35
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.35
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	19.24
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.03
23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	19.24
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.35
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.36
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	7.33
24620 - Family Readiness And Support Services Coordinator	9.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.90
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	18.90
25190 - Ventilation Equipment Tender	13.23
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	16.49
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	16.49
27070 - Firefighter	20.08
27101 - Guard I	12.58
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	10.43
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	15.20
28630 - Sports Official	11.90

28690 - Swimming Pool Operator		14.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.39
29020 - Hatch Tender		18.39
29030 - Line Handler		18.39
29041 - Stevedore I		17.07
29042 - Stevedore II		19.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.30
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.58
30030 - Cartographic Technician		22.58
30040 - Civil Engineering Technician		21.39
30061 - Drafter/CAD Operator I		16.30
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.13
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		21.53
30210 - Laboratory Technician		20.09
30240 - Mathematical Technician		22.58
30361 - Paralegal/Legal Assistant I		16.90
30362 - Paralegal/Legal Assistant II		19.95
30363 - Paralegal/Legal Assistant III		24.84
30364 - Paralegal/Legal Assistant IV		29.73
30390 - Photo-Optics Technician		22.58
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		11.91
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		12.89
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.89
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		17.91
31364 - Truckdriver, Tractor-Trailer		17.91
99000 - Miscellaneous Occupations		
99030 - Cashier		8.73
99050 - Desk Clerk		11.45
99095 - Embalmer		24.07
99251 - Laboratory Animal Caretaker I		10.35
99252 - Laboratory Animal Caretaker II		11.21
99310 - Mortician		24.07

99410 - Pest Controller	14.59
99510 - Photofinishing Worker	11.42
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	8.77
99830 - Survey Party Chief	14.51
99831 - Surveying Aide	10.10
99832 - Surveying Technician	13.85
99840 - Vending Machine Attendant	11.45
99841 - Vending Machine Repairer	14.36
99842 - Vending Machine Repairer Helper	11.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2519 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.16
01012 - Accounting Clerk II		12.52
01013 - Accounting Clerk III		14.48
01020 - Administrative Assistant		16.86
01040 - Court Reporter		15.03
01051 - Data Entry Operator I		9.50
01052 - Data Entry Operator II		10.37
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		10.46
01090 - Duplicating Machine Operator		10.46
01111 - General Clerk I		10.21
01112 - General Clerk II		11.16
01113 - General Clerk III		12.52

01120 - Housing Referral Assistant	16.69
01141 - Messenger Courier	9.90
01191 - Order Clerk I	9.70
01192 - Order Clerk II	10.59
01261 - Personnel Assistant (Employment) I	12.52
01262 - Personnel Assistant (Employment) II	15.33
01263 - Personnel Assistant (Employment) III	17.11
01270 - Production Control Clerk	13.34
01280 - Receptionist	9.51
01290 - Rental Clerk	12.52
01300 - Scheduler, Maintenance	12.90
01311 - Secretary I	12.90
01312 - Secretary II	14.43
01313 - Secretary III	16.10
01320 - Service Order Dispatcher	12.82
01410 - Supply Technician	16.86
01420 - Survey Worker	14.38
01531 - Travel Clerk I	10.71
01532 - Travel Clerk II	11.73
01533 - Travel Clerk III	12.58
01611 - Word Processor I	10.10
01612 - Word Processor II	12.50
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.72
05010 - Automotive Electrician	13.04
05040 - Automotive Glass Installer	12.21
05070 - Automotive Worker	12.21
05110 - Mobile Equipment Servicer	10.83
05130 - Motor Equipment Metal Mechanic	13.72
05160 - Motor Equipment Metal Worker	12.21
05190 - Motor Vehicle Mechanic	13.72
05220 - Motor Vehicle Mechanic Helper	10.29
05250 - Motor Vehicle Upholstery Worker	11.52
05280 - Motor Vehicle Wrecker	12.21
05310 - Painter, Automotive	13.04
05340 - Radiator Repair Specialist	12.21
05370 - Tire Repairer	10.10
05400 - Transmission Repair Specialist	13.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.31
07041 - Cook I	8.74
07042 - Cook II	9.34
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.27
07210 - Meat Cutter	10.65
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08
09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.68
11060 - Elevator Operator	8.45
11090 - Gardener	11.16
11122 - Housekeeping Aide	8.27
11150 - Janitor	9.29
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.25
11260 - Pruner	8.21

11270 - Tractor Operator	10.68
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	14.85
12011 - Breath Alcohol Technician	15.30
12012 - Certified Occupational Therapist Assistant	22.12
12015 - Certified Physical Therapist Assistant	22.99
12020 - Dental Assistant	13.22
12025 - Dental Hygienist	30.90
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.37
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	10.95
12130 - Medical Laboratory Technician	14.36
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	14.16
12210 - Nuclear Medicine Technologist	34.71
12221 - Nursing Assistant I	8.74
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.72
12224 - Nursing Assistant IV	12.03
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.36
12305 - Radiologic Technologist	22.15
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II, Specialist	31.68
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III, Anesthetist	38.30
12316 - Registered Nurse IV	45.94
12317 - Scheduler (Drug and Alcohol Testing)	20.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.38
13012 - Exhibits Specialist II	21.54
13013 - Exhibits Specialist III	26.37
13041 - Illustrator I	17.38
13042 - Illustrator II	21.54
13043 - Illustrator III	26.37
13047 - Librarian	23.88
13050 - Library Aide/Clerk	18.30
13054 - Library Information Technology Systems Administrator	21.54
13058 - Library Technician	13.22
13061 - Media Specialist I	15.54
13062 - Media Specialist II	17.38
13063 - Media Specialist III	19.39
13071 - Photographer I	14.67
13072 - Photographer II	16.41
13073 - Photographer III	20.35
13074 - Photographer IV	23.45
13075 - Photographer V	29.26
13110 - Video Teleconference Technician	15.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.38
14042 - Computer Operator II	13.85
14043 - Computer Operator III	15.48

14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	17.38
14072 - Computer Programmer II	(see 1)	20.63
14073 - Computer Programmer III	(see 1)	25.90
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.75
14102 - Computer Systems Analyst II	(see 1)	26.90
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.68
14160 - Personal Computer Support Technician		17.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.41
15020 - Aircrew Training Devices Instructor (Rated)		28.33
15030 - Air Crew Training Devices Instructor (Pilot)		33.51
15050 - Computer Based Training Specialist / Instructor		23.41
15060 - Educational Technologist		29.50
15070 - Flight Instructor (Pilot)		33.51
15080 - Graphic Artist		17.26
15090 - Technical Instructor		16.83
15095 - Technical Instructor/Course Developer		19.52
15110 - Test Proctor		11.18
15120 - Tutor		11.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.32
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.79
16220 - Tailor		10.31
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		13.84
19040 - Tool And Die Maker		16.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		10.16
21030 - Material Coordinator		14.22
21040 - Material Expediter		14.22
21050 - Material Handling Laborer		9.44
21071 - Order Filler		8.83
21080 - Production Line Worker (Food Processing)		10.22
21110 - Shipping Packer		10.00
21130 - Shipping/Receiving Clerk		10.00
21140 - Store Worker I		10.23
21150 - Stock Clerk		13.65
21210 - Tools And Parts Attendant		10.22
21410 - Warehouse Specialist		10.22
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		15.92
23021 - Aircraft Mechanic I		15.15
23022 - Aircraft Mechanic II		15.92
23023 - Aircraft Mechanic III		16.71
23040 - Aircraft Mechanic Helper		11.24
23050 - Aircraft, Painter		14.17
23060 - Aircraft Servicer		13.56
23080 - Aircraft Worker		13.59
23110 - Appliance Mechanic		12.88
23120 - Bicycle Repairer		9.40
23125 - Cable Splicer		18.01

23130 - Carpenter, Maintenance	12.88
23140 - Carpet Layer	13.27
23160 - Electrician, Maintenance	13.97
23181 - Electronics Technician Maintenance I	12.65
23182 - Electronics Technician Maintenance II	14.54
23183 - Electronics Technician Maintenance III	17.58
23260 - Fabric Worker	12.51
23290 - Fire Alarm System Mechanic	15.10
23310 - Fire Extinguisher Repairer	11.64
23311 - Fuel Distribution System Mechanic	15.18
23312 - Fuel Distribution System Operator	11.00
23370 - General Maintenance Worker	11.71
23380 - Ground Support Equipment Mechanic	15.15
23381 - Ground Support Equipment Servicer	13.56
23382 - Ground Support Equipment Worker	13.59
23391 - Gunsmith I	11.44
23392 - Gunsmith II	13.08
23393 - Gunsmith III	14.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	12.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	12.95
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	12.08
23460 - Instrument Mechanic	15.10
23465 - Laboratory/Shelter Mechanic	13.88
23470 - Laborer	8.14
23510 - Locksmith	12.88
23530 - Machinery Maintenance Mechanic	15.39
23550 - Machinist, Maintenance	12.75
23580 - Maintenance Trades Helper	10.16
23591 - Metrology Technician I	15.10
23592 - Metrology Technician II	15.98
23593 - Metrology Technician III	16.85
23640 - Millwright	15.10
23710 - Office Appliance Repairer	11.99
23760 - Painter, Maintenance	11.71
23790 - Pipefitter, Maintenance	13.23
23810 - Plumber, Maintenance	12.87
23820 - Pneudraulic Systems Mechanic	15.10
23850 - Rigger	15.77
23870 - Scale Mechanic	13.41
23890 - Sheet-Metal Worker, Maintenance	12.32
23910 - Small Engine Mechanic	13.41
23931 - Telecommunications Mechanic I	18.04
23932 - Telecommunications Mechanic II	18.94
23950 - Telephone Lineman	15.15
23960 - Welder, Combination, Maintenance	13.27
23965 - Well Driller	15.10
23970 - Woodcraft Worker	14.91
23980 - Woodworker	10.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.31
24580 - Child Care Center Clerk	9.66
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	9.22
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.40
25040 - Sewage Plant Operator	12.03
25070 - Stationary Engineer	16.40
25190 - Ventilation Equipment Tender	11.90

25210 - Water Treatment Plant Operator	12.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.46
27007 - Baggage Inspector	10.02
27008 - Corrections Officer	14.94
27010 - Court Security Officer	17.35
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	14.94
27070 - Firefighter	17.58
27101 - Guard I	10.02
27102 - Guard II	14.63
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64
28042 - Carnival Equipment Repairer	10.18
28043 - Carnival Equpment Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.23
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	12.56
29020 - Hatch Tender	12.56
29030 - Line Handler	12.56
29041 - Stevedore I	12.20
29042 - Stevedore II	13.71
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.92
30022 - Archeological Technician II	14.74
30023 - Archeological Technician III	17.07
30030 - Cartographic Technician	17.08
30040 - Civil Engineering Technician	16.56
30061 - Drafter/CAD Operator I	13.11
30062 - Drafter/CAD Operator II	14.64
30063 - Drafter/CAD Operator III	16.36
30064 - Drafter/CAD Operator IV	18.60
30081 - Engineering Technician I	12.25
30082 - Engineering Technician II	13.77
30083 - Engineering Technician III	15.38
30084 - Engineering Technician IV	19.08
30085 - Engineering Technician V	22.36
30086 - Engineering Technician VI	27.40
30090 - Environmental Technician	19.00
30210 - Laboratory Technician	16.36
30240 - Mathematical Technician	18.17
30361 - Paralegal/Legal Assistant I	15.14
30362 - Paralegal/Legal Assistant II	17.38
30363 - Paralegal/Legal Assistant III	21.26
30364 - Paralegal/Legal Assistant IV	25.72
30390 - Photo-Optics Technician	18.17
30461 - Technical Writer I	18.17
30462 - Technical Writer II	20.91
30463 - Technical Writer III	24.95
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	16.36
30621 - Weather Observer, Senior	(see 3)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.33
31030 - Bus Driver		13.68
31043 - Driver Courier		10.40
31260 - Parking and Lot Attendant		8.00
31290 - Shuttle Bus Driver		11.20
31310 - Taxi Driver		7.32
31361 - Truckdriver, Light		11.20
31362 - Truckdriver, Medium		12.07
31363 - Truckdriver, Heavy		14.67
31364 - Truckdriver, Tractor-Trailer		14.67
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		7.75
99095 - Embalmer		23.19
99251 - Laboratory Animal Caretaker I		13.71
99252 - Laboratory Animal Caretaker II		14.39
99310 - Mortician		23.19
99410 - Pest Controller		13.33
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.54
99711 - Recycling Specialist		13.78
99730 - Refuse Collector		11.00
99810 - Sales Clerk		10.71
99820 - School Crossing Guard		11.36
99830 - Survey Party Chief		18.99
99831 - Surveying Aide		12.91
99832 - Surveying Technician		15.88
99840 - Vending Machine Attendant		10.70
99841 - Vending Machine Repairer		12.14
99842 - Vending Machine Repairer Helper		10.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2520

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.16
01012 - Accounting Clerk II		12.52
01013 - Accounting Clerk III		14.48
01020 - Administrative Assistant		16.86
01040 - Court Reporter		15.03
01051 - Data Entry Operator I		9.50
01052 - Data Entry Operator II		10.37
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		10.46
01090 - Duplicating Machine Operator		10.46
01111 - General Clerk I		10.21
01112 - General Clerk II		11.16
01113 - General Clerk III		12.52
01120 - Housing Referral Assistant		16.69
01141 - Messenger Courier		9.90
01191 - Order Clerk I		9.70
01192 - Order Clerk II		10.59
01261 - Personnel Assistant (Employment) I		12.52
01262 - Personnel Assistant (Employment) II		15.33
01263 - Personnel Assistant (Employment) III		17.11
01270 - Production Control Clerk		13.34
01280 - Receptionist		9.51
01290 - Rental Clerk		12.52
01300 - Scheduler, Maintenance		12.90
01311 - Secretary I		12.90
01312 - Secretary II		14.43
01313 - Secretary III		16.10
01320 - Service Order Dispatcher		12.82
01410 - Supply Technician		16.86
01420 - Survey Worker		14.38
01531 - Travel Clerk I		10.71
01532 - Travel Clerk II		11.73
01533 - Travel Clerk III		12.58
01611 - Word Processor I		10.10
01612 - Word Processor II		12.50
01613 - Word Processor III		14.48
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.72
05010 - Automotive Electrician		13.04
05040 - Automotive Glass Installer		12.21
05070 - Automotive Worker		12.21
05110 - Mobile Equipment Servicer		10.83
05130 - Motor Equipment Metal Mechanic		13.72
05160 - Motor Equipment Metal Worker		12.21
05190 - Motor Vehicle Mechanic		13.72
05220 - Motor Vehicle Mechanic Helper		10.29
05250 - Motor Vehicle Upholstery Worker		11.52

05280 - Motor Vehicle Wrecker	12.21
05310 - Painter, Automotive	13.04
05340 - Radiator Repair Specialist	12.21
05370 - Tire Repairer	10.10
05400 - Transmission Repair Specialist	13.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.31
07041 - Cook I	8.74
07042 - Cook II	9.34
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.27
07210 - Meat Cutter	10.65
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08
09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.68
11060 - Elevator Operator	8.45
11090 - Gardener	11.16
11122 - Housekeeping Aide	8.27
11150 - Janitor	9.29
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.25
11260 - Pruner	8.21
11270 - Tractor Operator	10.68
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	14.85
12011 - Breath Alcohol Technician	15.30
12012 - Certified Occupational Therapist Assistant	22.12
12015 - Certified Physical Therapist Assistant	22.99
12020 - Dental Assistant	13.22
12025 - Dental Hygienist	30.90
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.37
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	10.95
12130 - Medical Laboratory Technician	14.36
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	14.16
12210 - Nuclear Medicine Technologist	34.71
12221 - Nursing Assistant I	8.74
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.72
12224 - Nursing Assistant IV	12.03
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.36
12305 - Radiologic Technologist	22.15
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II, Specialist	31.68

12314 - Registered Nurse III		38.30
12315 - Registered Nurse III, Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		20.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.54
13013 - Exhibits Specialist III		26.37
13041 - Illustrator I		17.38
13042 - Illustrator II		21.54
13043 - Illustrator III		26.37
13047 - Librarian		23.88
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		21.54
13058 - Library Technician		13.22
13061 - Media Specialist I		15.54
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.39
13071 - Photographer I		14.67
13072 - Photographer II		16.41
13073 - Photographer III		20.35
13074 - Photographer IV		23.45
13075 - Photographer V		29.26
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	17.38
14072 - Computer Programmer II	(see 1)	20.63
14073 - Computer Programmer III	(see 1)	25.90
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.75
14102 - Computer Systems Analyst II	(see 1)	26.90
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.68
14160 - Personal Computer Support Technician		17.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.41
15020 - Aircrew Training Devices Instructor (Rated)		28.33
15030 - Air Crew Training Devices Instructor (Pilot)		33.51
15050 - Computer Based Training Specialist / Instructor		23.41
15060 - Educational Technologist		29.50
15070 - Flight Instructor (Pilot)		33.51
15080 - Graphic Artist		17.26
15090 - Technical Instructor		16.83
15095 - Technical Instructor/Course Developer		19.52
15110 - Test Proctor		11.18
15120 - Tutor		11.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.32
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.79
16220 - Tailor		10.31

16250 - Washer, Machine	8.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	13.84
19040 - Tool And Die Maker	16.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.16
21030 - Material Coordinator	14.22
21040 - Material Expediter	14.22
21050 - Material Handling Laborer	9.44
21071 - Order Filler	8.83
21080 - Production Line Worker (Food Processing)	10.22
21110 - Shipping Packer	10.00
21130 - Shipping/Receiving Clerk	10.00
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.65
21210 - Tools And Parts Attendant	10.22
21410 - Warehouse Specialist	10.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	15.92
23021 - Aircraft Mechanic I	15.15
23022 - Aircraft Mechanic II	15.92
23023 - Aircraft Mechanic III	16.71
23040 - Aircraft Mechanic Helper	11.24
23050 - Aircraft, Painter	14.17
23060 - Aircraft Servicer	13.56
23080 - Aircraft Worker	13.59
23110 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.40
23125 - Cable Splicer	18.01
23130 - Carpenter, Maintenance	12.88
23140 - Carpet Layer	13.27
23160 - Electrician, Maintenance	13.97
23181 - Electronics Technician Maintenance I	12.65
23182 - Electronics Technician Maintenance II	14.54
23183 - Electronics Technician Maintenance III	17.58
23260 - Fabric Worker	12.51
23290 - Fire Alarm System Mechanic	15.10
23310 - Fire Extinguisher Repairer	11.64
23311 - Fuel Distribution System Mechanic	15.18
23312 - Fuel Distribution System Operator	11.00
23370 - General Maintenance Worker	11.71
23380 - Ground Support Equipment Mechanic	15.15
23381 - Ground Support Equipment Servicer	13.56
23382 - Ground Support Equipment Worker	13.59
23391 - Gunsmith I	11.44
23392 - Gunsmith II	13.08
23393 - Gunsmith III	14.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	12.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	12.95
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	12.08
23460 - Instrument Mechanic	15.10
23465 - Laboratory/Shelter Mechanic	13.88
23470 - Laborer	8.14
23510 - Locksmith	12.88
23530 - Machinery Maintenance Mechanic	15.39
23550 - Machinist, Maintenance	12.75
23580 - Maintenance Trades Helper	10.16
23591 - Metrology Technician I	15.10
23592 - Metrology Technician II	15.98
23593 - Metrology Technician III	16.85

23640 - Millwright	15.10
23710 - Office Appliance Repairer	11.99
23760 - Painter, Maintenance	11.71
23790 - Pipefitter, Maintenance	13.23
23810 - Plumber, Maintenance	12.87
23820 - Pneudraulic Systems Mechanic	15.10
23850 - Rigger	15.77
23870 - Scale Mechanic	13.41
23890 - Sheet-Metal Worker, Maintenance	12.32
23910 - Small Engine Mechanic	13.41
23931 - Telecommunications Mechanic I	18.04
23932 - Telecommunications Mechanic II	18.94
23950 - Telephone Lineman	15.15
23960 - Welder, Combination, Maintenance	13.27
23965 - Well Driller	15.10
23970 - Woodcraft Worker	14.91
23980 - Woodworker	10.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.31
24580 - Child Care Center Clerk	9.66
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	9.22
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.40
25040 - Sewage Plant Operator	12.03
25070 - Stationary Engineer	16.40
25190 - Ventilation Equipment Tender	11.90
25210 - Water Treatment Plant Operator	12.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.46
27007 - Baggage Inspector	10.02
27008 - Corrections Officer	14.94
27010 - Court Security Officer	17.35
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	14.94
27070 - Firefighter	17.58
27101 - Guard I	10.02
27102 - Guard II	14.63
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64
28042 - Carnival Equipment Repairer	10.18
28043 - Carnival Equpment Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.23
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	12.56
29020 - Hatch Tender	12.56
29030 - Line Handler	12.56
29041 - Stevedore I	12.20
29042 - Stevedore II	13.71
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

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31043 - Driver Courier		10.40
31260 - Parking and Lot Attendant		8.00
31290 - Shuttle Bus Driver		11.20
31310 - Taxi Driver		7.32
31361 - Truckdriver, Light		11.20
31362 - Truckdriver, Medium		12.07
31363 - Truckdriver, Heavy		14.67
31364 - Truckdriver, Tractor-Trailer		14.67
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		7.75
99095 - Embalmer		23.19
99251 - Laboratory Animal Caretaker I		13.71
99252 - Laboratory Animal Caretaker II		14.39
99310 - Mortician		23.19
99410 - Pest Controller		13.33
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.54
99711 - Recycling Specialist		13.78
99730 - Refuse Collector		11.00
99810 - Sales Clerk		10.71
99820 - School Crossing Guard		11.36
99830 - Survey Party Chief		18.99
99831 - Surveying Aide		12.91
99832 - Surveying Technician		15.88
99840 - Vending Machine Attendant		10.70

99841 - Vending Machine Repairer	12.14
99842 - Vending Machine Repairer Helper	10.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies

as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2521 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		21.96
01040 - Court Reporter		22.14
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.11
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.26
01112 - General Clerk II		13.21
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.49
01192 - Order Clerk II		13.63
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		18.59
01280 - Receptionist		11.89
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.86
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.26
01410 - Supply Technician		21.96
01420 - Survey Worker		16.65
01531 - Travel Clerk I		12.19
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.60
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		16.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.41
05010 - Automotive Electrician		17.75
05040 - Automotive Glass Installer		16.77
05070 - Automotive Worker		16.77
05110 - Mobile Equipment Servicer		14.96
05130 - Motor Equipment Metal Mechanic		18.68
05160 - Motor Equipment Metal Worker		16.77
05190 - Motor Vehicle Mechanic		18.41
05220 - Motor Vehicle Mechanic Helper		14.17
05250 - Motor Vehicle Upholstery Worker		15.83
05280 - Motor Vehicle Wrecker		16.77
05310 - Painter, Automotive		17.75
05340 - Radiator Repair Specialist		16.77
05370 - Tire Repairer		11.12
05400 - Transmission Repair Specialist		18.68
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.53
07041 - Cook I		9.42
07042 - Cook II		11.33
07070 - Dishwasher		7.76
07130 - Food Service Worker		8.51

07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	7.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.02
11060 - Elevator Operator	9.02
11090 - Gardener	13.57
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.80
11260 - Pruner	10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.40
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	16.80
12160 - Medical Record Clerk	13.61
12190 - Medical Record Technician	14.86
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	29.68
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.71
12223 - Nursing Assistant III	12.78
12224 - Nursing Assistant IV	14.35
12235 - Optical Dispenser	14.94
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.35
12305 - Radiologic Technologist	24.06
12311 - Registered Nurse I	24.40
12312 - Registered Nurse II	29.85
12313 - Registered Nurse II, Specialist	29.85
12314 - Registered Nurse III	36.11
12315 - Registered Nurse III, Anesthetist	36.11
12316 - Registered Nurse IV	43.28
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.12
13012 - Exhibits Specialist II	22.45
13013 - Exhibits Specialist III	27.46
13041 - Illustrator I	18.68
13042 - Illustrator II	23.15
13043 - Illustrator III	26.62

13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.29
13072 - Photographer II		16.15
13073 - Photographer III		18.92
13074 - Photographer IV		21.54
13075 - Photographer V		26.14
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		31.51
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		26.86
15070 - Flight Instructor (Pilot)		37.76
15080 - Graphic Artist		22.57
15090 - Technical Instructor		18.93
15095 - Technical Instructor/Course Developer		23.16
15110 - Test Proctor		15.28
15120 - Tutor		15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.64
16030 - Counter Attendant		8.64
16040 - Dry Cleaner		10.50
16070 - Finisher, Flatwork, Machine		8.64
16090 - Presser, Hand		8.64
16110 - Presser, Machine, Drycleaning		8.64
16130 - Presser, Machine, Shirts		8.64
16160 - Presser, Machine, Wearing Apparel, Laundry		8.64
16190 - Sewing Machine Operator		11.08
16220 - Tailor		11.63
16250 - Washer, Machine		9.37
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.35
19040 - Tool And Die Maker		19.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.22
21030 - Material Coordinator		18.59
21040 - Material Expediter		18.59
21050 - Material Handling Laborer		10.58
21071 - Order Filler		11.28
21080 - Production Line Worker (Food Processing)		12.22

21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.18
21210 - Tools And Parts Attendant	12.22
21410 - Warehouse Specialist	12.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.73
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.73
23023 - Aircraft Mechanic III	21.85
23040 - Aircraft Mechanic Helper	13.74
23050 - Aircraft, Painter	17.58
23060 - Aircraft Servicer	15.39
23080 - Aircraft Worker	16.41
23110 - Appliance Mechanic	17.25
23120 - Bicycle Repairer	11.12
23125 - Cable Splicer	19.50
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.04
23160 - Electrician, Maintenance	19.55
23181 - Electronics Technician Maintenance I	22.30
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	14.33
23290 - Fire Alarm System Mechanic	17.71
23310 - Fire Extinguisher Repairer	13.77
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.10
23382 - Ground Support Equipment Worker	16.10
23391 - Gunsmith I	14.33
23392 - Gunsmith II	15.37
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	17.55
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	16.41
23470 - Laborer	10.03
23510 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.02
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.13
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	15.37
23931 - Telecommunications Mechanic I	21.97

23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	20.66
23960 - Welder, Combination, Maintenance	17.15
23965 - Well Driller	17.15
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	10.76
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.19
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	18.19
25190 - Ventilation Equipment Tender	12.13
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	14.20
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.89
28042 - Carnival Equipment Repairer	10.39
28043 - Carnival Equpment Worker	8.25
28210 - Gate Attendant/Gate Tender	12.51
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	13.88
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	14.76
28630 - Sports Official	11.05
28690 - Swimming Pool Operator	13.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90
29020 - Hatch Tender	18.90
29030 - Line Handler	18.90
29041 - Stevedore I	17.63
29042 - Stevedore II	20.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.47
30022 - Archeological Technician II	17.18
30023 - Archeological Technician III	23.40
30030 - Cartographic Technician	23.74
30040 - Civil Engineering Technician	20.21
30061 - Drafter/CAD Operator I	17.13
30062 - Drafter/CAD Operator II	19.16
30063 - Drafter/CAD Operator III	21.37
30064 - Drafter/CAD Operator IV	26.29
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.86

30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		19.43
30210 - Laboratory Technician		19.16
30240 - Mathematical Technician		23.74
30361 - Paralegal/Legal Assistant I		16.70
30362 - Paralegal/Legal Assistant II		21.82
30363 - Paralegal/Legal Assistant III		26.68
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		23.74
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		16.78
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		9.64
31290 - Shuttle Bus Driver		14.18
31310 - Taxi Driver		11.35
31361 - Truckdriver, Light		14.18
31362 - Truckdriver, Medium		15.07
31363 - Truckdriver, Heavy		16.69
31364 - Truckdriver, Tractor-Trailer		16.69
99000 - Miscellaneous Occupations		
99030 - Cashier		9.41
99050 - Desk Clerk		9.68
99095 - Embalmer		18.80
99251 - Laboratory Animal Caretaker I		10.07
99252 - Laboratory Animal Caretaker II		10.84
99310 - Mortician		22.43
99410 - Pest Controller		15.42
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.34
99711 - Recycling Specialist		14.83
99730 - Refuse Collector		12.11
99810 - Sales Clerk		10.86
99820 - School Crossing Guard		10.97
99830 - Survey Party Chief		18.41
99831 - Surveying Aide		12.83
99832 - Surveying Technician		15.33
99840 - Vending Machine Attendant		11.39
99841 - Vending Machine Repairer		14.08
99842 - Vending Machine Repairer Helper		11.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2522
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		21.96
01040 - Court Reporter		22.14
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.11
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.26
01112 - General Clerk II		13.21
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.49
01192 - Order Clerk II		13.63
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		18.59
01280 - Receptionist		11.89
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.86
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.26
01410 - Supply Technician		21.96
01420 - Survey Worker		16.65
01531 - Travel Clerk I		12.19
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.60
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		16.73
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	18.41
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	16.77
05070 - Automotive Worker	16.77
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	9.42
07042 - Cook II	11.33
07070 - Dishwasher	7.76
07130 - Food Service Worker	8.51
07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	7.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.02
11060 - Elevator Operator	9.02
11090 - Gardener	13.57
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.80
11260 - Pruner	10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.40
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	16.80
12160 - Medical Record Clerk	13.61
12190 - Medical Record Technician	14.86
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	29.68
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.71

12223 - Nursing Assistant III		12.78
12224 - Nursing Assistant IV		14.35
12235 - Optical Dispenser		14.94
12236 - Optical Technician		15.20
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.35
12305 - Radiologic Technologist		24.06
12311 - Registered Nurse I		24.40
12312 - Registered Nurse II		29.85
12313 - Registered Nurse II, Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III, Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		18.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.29
13072 - Photographer II		16.15
13073 - Photographer III		18.92
13074 - Photographer IV		21.54
13075 - Photographer V		26.14
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		31.51
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		26.86
15070 - Flight Instructor (Pilot)		37.76
15080 - Graphic Artist		22.57
15090 - Technical Instructor		18.93
15095 - Technical Instructor/Course Developer		23.16
15110 - Test Proctor		15.28
15120 - Tutor		15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.50
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.63
16250 - Washer, Machine	9.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.35
19040 - Tool And Die Maker	19.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.22
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	10.58
21071 - Order Filler	11.28
21080 - Production Line Worker (Food Processing)	12.22
21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.18
21210 - Tools And Parts Attendant	12.22
21410 - Warehouse Specialist	12.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.73
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.73
23023 - Aircraft Mechanic III	21.85
23040 - Aircraft Mechanic Helper	13.74
23050 - Aircraft, Painter	17.58
23060 - Aircraft Servicer	15.39
23080 - Aircraft Worker	16.41
23110 - Appliance Mechanic	17.25
23120 - Bicycle Repairer	11.12
23125 - Cable Splicer	19.50
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.04
23160 - Electrician, Maintenance	19.55
23181 - Electronics Technician Maintenance I	22.30
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	14.33
23290 - Fire Alarm System Mechanic	17.71
23310 - Fire Extinguisher Repairer	13.77
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.10
23382 - Ground Support Equipment Worker	16.10
23391 - Gunsmith I	14.33
23392 - Gunsmith II	15.37
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	17.55
23440 - Heavy Equipment Operator	17.42

23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	16.41
23470 - Laborer	10.03
23510 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.02
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.13
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	15.37
23931 - Telecommunications Mechanic I	21.97
23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	20.66
23960 - Welder, Combination, Maintenance	17.15
23965 - Well Driller	17.15
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	10.76
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.19
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	18.19
25190 - Ventilation Equipment Tender	12.13
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	14.20
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.89
28042 - Carnival Equipment Repairer	10.39
28043 - Carnival Equpment Worker	8.25
28210 - Gate Attendant/Gate Tender	12.51
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	13.88
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	14.76
28630 - Sports Official	11.05
28690 - Swimming Pool Operator	13.35

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.90
29020 - Hatch Tender		18.90
29030 - Line Handler		18.90
29041 - Stevedore I		17.63
29042 - Stevedore II		20.19
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.47
30022 - Archeological Technician II		17.18
30023 - Archeological Technician III		23.40
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		20.21
30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.29
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		19.43
30210 - Laboratory Technician		19.16
30240 - Mathematical Technician		23.74
30361 - Paralegal/Legal Assistant I		16.70
30362 - Paralegal/Legal Assistant II		21.82
30363 - Paralegal/Legal Assistant III		26.68
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		23.74
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		16.78
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		9.64
31290 - Shuttle Bus Driver		14.18
31310 - Taxi Driver		11.35
31361 - Truckdriver, Light		14.18
31362 - Truckdriver, Medium		15.07
31363 - Truckdriver, Heavy		16.69
31364 - Truckdriver, Tractor-Trailer		16.69
99000 - Miscellaneous Occupations		
99030 - Cashier		9.41
99050 - Desk Clerk		9.68
99095 - Embalmer		18.80
99251 - Laboratory Animal Caretaker I		10.07
99252 - Laboratory Animal Caretaker II		10.84
99310 - Mortician		22.43
99410 - Pest Controller		15.42

99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.34
99711 - Recycling Specialist	14.83
99730 - Refuse Collector	12.11
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	10.97
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	12.83
99832 - Surveying Technician	15.33
99840 - Vending Machine Attendant	11.39
99841 - Vending Machine Repairer	14.08
99842 - Vending Machine Repairer Helper	11.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2523 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.70
01012 - Accounting Clerk II		13.13
01013 - Accounting Clerk III		14.69
01020 - Administrative Assistant		19.47
01040 - Court Reporter		14.54
01051 - Data Entry Operator I		10.46
01052 - Data Entry Operator II		12.35
01060 - Dispatcher, Motor Vehicle		14.53
01070 - Document Preparation Clerk		11.12
01090 - Duplicating Machine Operator		11.12
01111 - General Clerk I		10.46
01112 - General Clerk II		12.55
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		14.76

01141 - Messenger Courier	10.45
01191 - Order Clerk I	12.32
01192 - Order Clerk II	13.45
01261 - Personnel Assistant (Employment) I	12.99
01262 - Personnel Assistant (Employment) II	14.60
01263 - Personnel Assistant (Employment) III	17.03
01270 - Production Control Clerk	16.12
01280 - Receptionist	10.41
01290 - Rental Clerk	11.44
01300 - Scheduler, Maintenance	11.81
01311 - Secretary I	11.81
01312 - Secretary II	13.39
01313 - Secretary III	14.76
01320 - Service Order Dispatcher	12.50
01410 - Supply Technician	19.47
01420 - Survey Worker	13.05
01531 - Travel Clerk I	11.59
01532 - Travel Clerk II	12.65
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.97
01612 - Word Processor II	13.43
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	16.71
05040 - Automotive Glass Installer	15.81
05070 - Automotive Worker	15.81
05110 - Mobile Equipment Servicer	13.84
05130 - Motor Equipment Metal Mechanic	17.63
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.63
05220 - Motor Vehicle Mechanic Helper	12.13
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	17.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.07
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	7.36
07130 - Food Service Worker	8.27
07210 - Meat Cutter	12.04
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.00
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	10.33
11240 - Maid or Houseman	7.72
11260 - Pruner	9.19
11270 - Tractor Operator	11.55

11330 - Trail Maintenance Worker	10.33
11360 - Window Cleaner	10.08
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	16.45
12012 - Certified Occupational Therapist Assistant	23.26
12015 - Certified Physical Therapist Assistant	23.37
12020 - Dental Assistant	15.27
12025 - Dental Hygienist	32.41
12030 - EKG Technician	25.72
12035 - Electroneurodiagnostic Technologist	25.72
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	17.02
12073 - Licensed Practical Nurse III	18.91
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	15.40
12160 - Medical Record Clerk	13.45
12190 - Medical Record Technician	15.99
12195 - Medical Transcriptionist	15.31
12210 - Nuclear Medicine Technologist	37.25
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	12.63
12224 - Nursing Assistant IV	14.17
12235 - Optical Dispenser	11.98
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	15.24
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	22.50
12311 - Registered Nurse I	20.88
12312 - Registered Nurse II	25.55
12313 - Registered Nurse II, Specialist	25.55
12314 - Registered Nurse III	30.91
12315 - Registered Nurse III, Anesthetist	30.91
12316 - Registered Nurse IV	37.05
12317 - Scheduler (Drug and Alcohol Testing)	18.91
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.66
13012 - Exhibits Specialist II	19.33
13013 - Exhibits Specialist III	23.65
13041 - Illustrator I	15.65
13042 - Illustrator II	19.33
13043 - Illustrator III	23.65
13047 - Librarian	21.45
13050 - Library Aide/Clerk	11.97
13054 - Library Information Technology Systems Administrator	19.33
13058 - Library Technician	15.66
13061 - Media Specialist I	14.32
13062 - Media Specialist II	16.03
13063 - Media Specialist III	17.86
13071 - Photographer I	13.94
13072 - Photographer II	15.66
13073 - Photographer III	19.31
13074 - Photographer IV	23.60
13075 - Photographer V	28.74
13110 - Video Teleconference Technician	15.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.59
14042 - Computer Operator II	16.86
14043 - Computer Operator III	19.88
14044 - Computer Operator IV	22.02

14045 - Computer Operator V		24.38
14071 - Computer Programmer I		20.12
14072 - Computer Programmer II		24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		22.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.73
15020 - Aircrew Training Devices Instructor (Rated)		29.56
15030 - Air Crew Training Devices Instructor (Pilot)		35.43
15050 - Computer Based Training Specialist / Instructor		24.73
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		35.43
15080 - Graphic Artist		17.62
15090 - Technical Instructor		20.75
15095 - Technical Instructor/Course Developer		25.13
15110 - Test Proctor		17.61
15120 - Tutor		17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		10.24
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		11.04
16220 - Tailor		11.82
16250 - Washer, Machine		8.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.83
19040 - Tool And Die Maker		20.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.51
21030 - Material Coordinator		16.12
21040 - Material Expediter		16.12
21050 - Material Handling Laborer		10.06
21071 - Order Filler		10.77
21080 - Production Line Worker (Food Processing)		12.51
21110 - Shipping Packer		12.93
21130 - Shipping/Receiving Clerk		12.93
21140 - Store Worker I		9.38
21150 - Stock Clerk		13.16
21210 - Tools And Parts Attendant		12.51
21410 - Warehouse Specialist		12.51
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.04
23021 - Aircraft Mechanic I		20.73
23022 - Aircraft Mechanic II		22.04
23023 - Aircraft Mechanic III		23.16
23040 - Aircraft Mechanic Helper		13.86
23050 - Aircraft, Painter		18.61
23060 - Aircraft Servicer		15.99
23080 - Aircraft Worker		17.05
23110 - Appliance Mechanic		15.95
23120 - Bicycle Repairer		11.51
23125 - Cable Splicer		21.43
23130 - Carpenter, Maintenance		15.84

23140 - Carpet Layer	16.69
23160 - Electrician, Maintenance	19.86
23181 - Electronics Technician Maintenance I	19.30
23182 - Electronics Technician Maintenance II	20.62
23183 - Electronics Technician Maintenance III	22.36
23260 - Fabric Worker	15.56
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.42
23311 - Fuel Distribution System Mechanic	18.68
23312 - Fuel Distribution System Operator	14.42
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.05
23391 - Gunsmith I	14.42
23392 - Gunsmith II	16.69
23393 - Gunsmith III	18.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.05
23430 - Heavy Equipment Mechanic	17.29
23440 - Heavy Equipment Operator	16.86
23460 - Instrument Mechanic	20.38
23465 - Laboratory/Shelter Mechanic	18.02
23470 - Laborer	10.06
23510 - Locksmith	15.95
23530 - Machinery Maintenance Mechanic	18.94
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.38
23592 - Metrology Technician II	21.67
23593 - Metrology Technician III	22.98
23640 - Millwright	18.97
23710 - Office Appliance Repairer	15.95
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	20.16
23810 - Plumber, Maintenance	18.49
23820 - Pneudraulic Systems Mechanic	18.97
23850 - Rigger	18.97
23870 - Scale Mechanic	16.69
23890 - Sheet-Metal Worker, Maintenance	18.10
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	21.42
23960 - Welder, Combination, Maintenance	16.45
23965 - Well Driller	18.97
23970 - Woodcraft Worker	18.97
23980 - Woodworker	13.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.61
24620 - Family Readiness And Support Services Coordinator	11.38
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.97
25040 - Sewage Plant Operator	15.62
25070 - Stationary Engineer	18.97
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	15.62

27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.29
27007 - Baggage Inspector	10.98
27008 - Corrections Officer	14.90
27010 - Court Security Officer	16.80
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	14.90
27070 - Firefighter	17.11
27101 - Guard I	10.98
27102 - Guard II	14.19
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.61
28043 - Carnival Equpment Worker	8.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.98
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.59
29020 - Hatch Tender	15.14
29030 - Line Handler	15.14
29041 - Stevedore I	14.17
29042 - Stevedore II	16.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.27
30022 - Archeological Technician II	15.58
30023 - Archeological Technician III	19.76
30030 - Cartographic Technician	23.36
30040 - Civil Engineering Technician	21.12
30061 - Drafter/CAD Operator I	14.80
30062 - Drafter/CAD Operator II	19.07
30063 - Drafter/CAD Operator III	20.51
30064 - Drafter/CAD Operator IV	22.72
30081 - Engineering Technician I	14.99
30082 - Engineering Technician II	18.07
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	26.53
30085 - Engineering Technician V	31.84
30086 - Engineering Technician VI	36.70
30090 - Environmental Technician	21.16
30210 - Laboratory Technician	21.14
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	14.95
30362 - Paralegal/Legal Assistant II	18.88
30363 - Paralegal/Legal Assistant III	22.66
30364 - Paralegal/Legal Assistant IV	27.38
30390 - Photo-Optics Technician	24.19
30461 - Technical Writer I	22.02
30462 - Technical Writer II	26.94
30463 - Technical Writer III	32.59
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.68
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		10.87
31361 - Truckdriver, Light		12.35
31362 - Truckdriver, Medium		16.13
31363 - Truckdriver, Heavy		16.87
31364 - Truckdriver, Tractor-Trailer		16.87
99000 - Miscellaneous Occupations		
99030 - Cashier		7.99
99050 - Desk Clerk		9.49
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.41
99252 - Laboratory Animal Caretaker II		10.55
99310 - Mortician		22.74
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.49
99711 - Recycling Specialist		13.93
99730 - Refuse Collector		10.64
99810 - Sales Clerk		10.68
99820 - School Crossing Guard		10.64
99830 - Survey Party Chief		17.55
99831 - Surveying Aide		10.95
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		13.60
99841 - Vending Machine Repairer		16.65
99842 - Vending Machine Repairer Helper		13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2524
Revision No.: 15
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.70
01012 - Accounting Clerk II		13.13
01013 - Accounting Clerk III		14.69
01020 - Administrative Assistant		19.47
01040 - Court Reporter		14.54
01051 - Data Entry Operator I		10.46
01052 - Data Entry Operator II		12.35
01060 - Dispatcher, Motor Vehicle		14.53
01070 - Document Preparation Clerk		11.12
01090 - Duplicating Machine Operator		11.12
01111 - General Clerk I		10.46
01112 - General Clerk II		12.55
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		14.76
01141 - Messenger Courier		10.45
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.45
01261 - Personnel Assistant (Employment) I		12.99
01262 - Personnel Assistant (Employment) II		14.60
01263 - Personnel Assistant (Employment) III		17.03
01270 - Production Control Clerk		16.12
01280 - Receptionist		10.41
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		11.81
01311 - Secretary I		11.81
01312 - Secretary II		13.39
01313 - Secretary III		14.76
01320 - Service Order Dispatcher		12.50
01410 - Supply Technician		19.47
01420 - Survey Worker		13.05
01531 - Travel Clerk I		11.59
01532 - Travel Clerk II		12.65
01533 - Travel Clerk III		13.72
01611 - Word Processor I		11.97
01612 - Word Processor II		13.43
01613 - Word Processor III		15.59
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	16.71
05040 - Automotive Glass Installer	15.81
05070 - Automotive Worker	15.81
05110 - Mobile Equipment Servicer	13.84
05130 - Motor Equipment Metal Mechanic	17.63
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.63
05220 - Motor Vehicle Mechanic Helper	12.13
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	17.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.07
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	7.36
07130 - Food Service Worker	8.27
07210 - Meat Cutter	12.04
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.00
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	10.33
11240 - Maid or Houseman	7.72
11260 - Pruner	9.19
11270 - Tractor Operator	11.55
11330 - Trail Maintenance Worker	10.33
11360 - Window Cleaner	10.08
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	16.45
12012 - Certified Occupational Therapist Assistant	23.26
12015 - Certified Physical Therapist Assistant	23.37
12020 - Dental Assistant	15.27
12025 - Dental Hygienist	32.41
12030 - EKG Technician	25.72
12035 - Electroneurodiagnostic Technologist	25.72
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	17.02
12073 - Licensed Practical Nurse III	18.91
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	15.40
12160 - Medical Record Clerk	13.45
12190 - Medical Record Technician	15.99
12195 - Medical Transcriptionist	15.31
12210 - Nuclear Medicine Technologist	37.25
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.87

12223 - Nursing Assistant III		12.63
12224 - Nursing Assistant IV		14.17
12235 - Optical Dispenser		11.98
12236 - Optical Technician		15.13
12250 - Pharmacy Technician		15.24
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		22.50
12311 - Registered Nurse I		20.88
12312 - Registered Nurse II		25.55
12313 - Registered Nurse II, Specialist		25.55
12314 - Registered Nurse III		30.91
12315 - Registered Nurse III, Anesthetist		30.91
12316 - Registered Nurse IV		37.05
12317 - Scheduler (Drug and Alcohol Testing)		18.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.66
13012 - Exhibits Specialist II		19.33
13013 - Exhibits Specialist III		23.65
13041 - Illustrator I		15.65
13042 - Illustrator II		19.33
13043 - Illustrator III		23.65
13047 - Librarian		21.45
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		19.33
13058 - Library Technician		15.66
13061 - Media Specialist I		14.32
13062 - Media Specialist II		16.03
13063 - Media Specialist III		17.86
13071 - Photographer I		13.94
13072 - Photographer II		15.66
13073 - Photographer III		19.31
13074 - Photographer IV		23.60
13075 - Photographer V		28.74
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.59
14042 - Computer Operator II		16.86
14043 - Computer Operator III		19.88
14044 - Computer Operator IV		22.02
14045 - Computer Operator V		24.38
14071 - Computer Programmer I		20.12
14072 - Computer Programmer II		24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		22.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.73
15020 - Aircrew Training Devices Instructor (Rated)		29.56
15030 - Air Crew Training Devices Instructor (Pilot)		35.43
15050 - Computer Based Training Specialist / Instructor		24.73
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		35.43
15080 - Graphic Artist		17.62
15090 - Technical Instructor		20.75
15095 - Technical Instructor/Course Developer		25.13
15110 - Test Proctor		17.61
15120 - Tutor		17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	7.93
16030 - Counter Attendant	7.93
16040 - Dry Cleaner	10.24
16070 - Finisher, Flatwork, Machine	7.93
16090 - Presser, Hand	7.93
16110 - Presser, Machine, Drycleaning	7.93
16130 - Presser, Machine, Shirts	7.93
16160 - Presser, Machine, Wearing Apparel, Laundry	7.93
16190 - Sewing Machine Operator	11.04
16220 - Tailor	11.82
16250 - Washer, Machine	8.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.83
19040 - Tool And Die Maker	20.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.51
21030 - Material Coordinator	16.12
21040 - Material Expediter	16.12
21050 - Material Handling Laborer	10.06
21071 - Order Filler	10.77
21080 - Production Line Worker (Food Processing)	12.51
21110 - Shipping Packer	12.93
21130 - Shipping/Receiving Clerk	12.93
21140 - Store Worker I	9.38
21150 - Stock Clerk	13.16
21210 - Tools And Parts Attendant	12.51
21410 - Warehouse Specialist	12.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.04
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	22.04
23023 - Aircraft Mechanic III	23.16
23040 - Aircraft Mechanic Helper	13.86
23050 - Aircraft, Painter	18.61
23060 - Aircraft Servicer	15.99
23080 - Aircraft Worker	17.05
23110 - Appliance Mechanic	15.95
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	21.43
23130 - Carpenter, Maintenance	15.84
23140 - Carpet Layer	16.69
23160 - Electrician, Maintenance	19.86
23181 - Electronics Technician Maintenance I	19.30
23182 - Electronics Technician Maintenance II	20.62
23183 - Electronics Technician Maintenance III	22.36
23260 - Fabric Worker	15.56
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.42
23311 - Fuel Distribution System Mechanic	18.68
23312 - Fuel Distribution System Operator	14.42
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.05
23391 - Gunsmith I	14.42
23392 - Gunsmith II	16.69
23393 - Gunsmith III	18.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.05
23430 - Heavy Equipment Mechanic	17.29
23440 - Heavy Equipment Operator	16.86

23460 - Instrument Mechanic	20.38
23465 - Laboratory/Shelter Mechanic	18.02
23470 - Laborer	10.06
23510 - Locksmith	15.95
23530 - Machinery Maintenance Mechanic	18.94
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.38
23592 - Metrology Technician II	21.67
23593 - Metrology Technician III	22.98
23640 - Millwright	18.97
23710 - Office Appliance Repairer	15.95
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	20.16
23810 - Plumber, Maintenance	18.49
23820 - Pneudraulic Systems Mechanic	18.97
23850 - Rigger	18.97
23870 - Scale Mechanic	16.69
23890 - Sheet-Metal Worker, Maintenance	18.10
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	21.42
23960 - Welder, Combination, Maintenance	16.45
23965 - Well Driller	18.97
23970 - Woodcraft Worker	18.97
23980 - Woodworker	13.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.61
24620 - Family Readiness And Support Services Coordinator	11.38
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.97
25040 - Sewage Plant Operator	15.62
25070 - Stationary Engineer	18.97
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	15.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.29
27007 - Baggage Inspector	10.98
27008 - Corrections Officer	14.90
27010 - Court Security Officer	16.80
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	14.90
27070 - Firefighter	17.11
27101 - Guard I	10.98
27102 - Guard II	14.19
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.61
28043 - Carnival Equpment Worker	8.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.98
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.79

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.59
29020 - Hatch Tender		15.14
29030 - Line Handler		15.14
29041 - Stevedore I		14.17
29042 - Stevedore II		16.29
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.27
30022 - Archeological Technician II		15.58
30023 - Archeological Technician III		19.76
30030 - Cartographic Technician		23.36
30040 - Civil Engineering Technician		21.12
30061 - Drafter/CAD Operator I		14.80
30062 - Drafter/CAD Operator II		19.07
30063 - Drafter/CAD Operator III		20.51
30064 - Drafter/CAD Operator IV		22.72
30081 - Engineering Technician I		14.99
30082 - Engineering Technician II		18.07
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		26.53
30085 - Engineering Technician V		31.84
30086 - Engineering Technician VI		36.70
30090 - Environmental Technician		21.16
30210 - Laboratory Technician		21.14
30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		14.95
30362 - Paralegal/Legal Assistant II		18.88
30363 - Paralegal/Legal Assistant III		22.66
30364 - Paralegal/Legal Assistant IV		27.38
30390 - Photo-Optics Technician		24.19
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.94
30463 - Technical Writer III		32.59
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.68
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		10.87
31361 - Truckdriver, Light		12.35
31362 - Truckdriver, Medium		16.13
31363 - Truckdriver, Heavy		16.87
31364 - Truckdriver, Tractor-Trailer		16.87
99000 - Miscellaneous Occupations		
99030 - Cashier		7.99
99050 - Desk Clerk		9.49
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.41
99252 - Laboratory Animal Caretaker II		10.55
99310 - Mortician		22.74
99410 - Pest Controller		14.02

99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.49
99711 - Recycling Specialist	13.93
99730 - Refuse Collector	10.64
99810 - Sales Clerk	10.68
99820 - School Crossing Guard	10.64
99830 - Survey Party Chief	17.55
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.60
99841 - Vending Machine Repairer	16.65
99842 - Vending Machine Repairer Helper	13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage

and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2525 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.53
01012 - Accounting Clerk II		12.95
01013 - Accounting Clerk III		14.47
01020 - Administrative Assistant		17.80
01040 - Court Reporter		15.89
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.44
01090 - Duplicating Machine Operator		11.44
01111 - General Clerk I		9.97
01112 - General Clerk II		10.88
01113 - General Clerk III		12.21
01120 - Housing Referral Assistant		15.95
01141 - Messenger Courier		10.10
01191 - Order Clerk I		11.80
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		13.43
01262 - Personnel Assistant (Employment) II		15.02
01263 - Personnel Assistant (Employment) III		16.75
01270 - Production Control Clerk		19.95
01280 - Receptionist		10.48
01290 - Rental Clerk		11.06
01300 - Scheduler, Maintenance		11.78
01311 - Secretary I		11.78
01312 - Secretary II		13.18
01313 - Secretary III		15.95
01320 - Service Order Dispatcher		14.41
01410 - Supply Technician		17.80
01420 - Survey Worker		12.91
01531 - Travel Clerk I		11.48
01532 - Travel Clerk II		12.40
01533 - Travel Clerk III		13.07
01611 - Word Processor I		13.50
01612 - Word Processor II		15.07
01613 - Word Processor III		16.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.30
05010 - Automotive Electrician		16.16
05040 - Automotive Glass Installer		15.28
05070 - Automotive Worker		15.28
05110 - Mobile Equipment Servicer		13.54
05130 - Motor Equipment Metal Mechanic		17.04
05160 - Motor Equipment Metal Worker		15.28
05190 - Motor Vehicle Mechanic		17.04
05220 - Motor Vehicle Mechanic Helper		12.64
05250 - Motor Vehicle Upholstery Worker		14.40
05280 - Motor Vehicle Wrecker		15.28
05310 - Painter, Automotive		16.16
05340 - Radiator Repair Specialist		15.28
05370 - Tire Repairer		12.90
05400 - Transmission Repair Specialist		17.04
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.54
07041 - Cook I		9.86

07042 - Cook II	11.09
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.84
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	16.84
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer, Minor	15.04
09130 - Upholsterer	16.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.08
11060 - Elevator Operator	9.68
11090 - Gardener	12.88
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer, Grounds Maintenance	10.98
11240 - Maid or Houseman	8.38
11260 - Pruner	10.13
11270 - Tractor Operator	12.64
11330 - Trail Maintenance Worker	10.98
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	13.54
12011 - Breath Alcohol Technician	14.99
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	13.65
12025 - Dental Hygienist	29.92
12030 - EKG Technician	22.62
12035 - Electroneurodiagnostic Technologist	22.62
12040 - Emergency Medical Technician	13.54
12071 - Licensed Practical Nurse I	13.40
12072 - Licensed Practical Nurse II	14.99
12073 - Licensed Practical Nurse III	16.72
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.85
12160 - Medical Record Clerk	11.58
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.82
12210 - Nuclear Medicine Technologist	32.81
12221 - Nursing Assistant I	9.36
12222 - Nursing Assistant II	10.52
12223 - Nursing Assistant III	11.48
12224 - Nursing Assistant IV	12.89
12235 - Optical Dispenser	13.77
12236 - Optical Technician	13.40
12250 - Pharmacy Technician	14.12
12280 - Phlebotomist	13.59
12305 - Radiologic Technologist	21.66
12311 - Registered Nurse I	18.70
12312 - Registered Nurse II	22.96
12313 - Registered Nurse II, Specialist	22.96
12314 - Registered Nurse III	27.67
12315 - Registered Nurse III, Anesthetist	27.67
12316 - Registered Nurse IV	33.16
12317 - Scheduler (Drug and Alcohol Testing)	18.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.60
13012 - Exhibits Specialist II	20.57
13013 - Exhibits Specialist III	25.16

13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		13.40
13072 - Photographer II		15.06
13073 - Photographer III		16.82
13074 - Photographer IV		20.17
13075 - Photographer V		24.42
13110 - Video Teleconference Technician		14.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I		19.41
14072 - Computer Programmer II		24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.10
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		37.74
15050 - Computer Based Training Specialist / Instructor		26.09
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		37.74
15080 - Graphic Artist		20.71
15090 - Technical Instructor		17.63
15095 - Technical Instructor/Course Developer		21.56
15110 - Test Proctor		14.23
15120 - Tutor		14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		10.19
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08
16110 - Presser, Machine, Drycleaning		8.08
16130 - Presser, Machine, Shirts		8.08
16160 - Presser, Machine, Wearing Apparel, Laundry		8.08
16190 - Sewing Machine Operator		10.87
16220 - Tailor		11.58
16250 - Washer, Machine		8.77
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.48
19040 - Tool And Die Maker		22.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.39
21030 - Material Coordinator		19.95
21040 - Material Expediter		19.95

21050 - Material Handling Laborer	10.20
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	13.39
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	11.85
21150 - Stock Clerk	14.96
21210 - Tools And Parts Attendant	13.39
21410 - Warehouse Specialist	13.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.70
23021 - Aircraft Mechanic I	21.64
23022 - Aircraft Mechanic II	22.70
23023 - Aircraft Mechanic III	23.78
23040 - Aircraft Mechanic Helper	16.08
23050 - Aircraft, Painter	20.50
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.40
23110 - Appliance Mechanic	18.18
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	21.21
23130 - Carpenter, Maintenance	16.87
23140 - Carpet Layer	16.81
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	16.23
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	15.26
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	21.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.40
23391 - Gunsmith I	15.26
23392 - Gunsmith II	17.22
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	18.78
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.18
23470 - Laborer	10.54
23510 - Locksmith	18.69
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	19.49
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.03
23640 - Millwright	18.74
23710 - Office Appliance Repairer	17.78
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	19.66
23810 - Plumber, Maintenance	18.93
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	17.22

23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	17.04
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	8.51
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.36
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	17.36
25190 - Ventilation Equipment Tender	12.88
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	10.80
27008 - Corrections Officer	14.99
27010 - Court Security Officer	16.41
27030 - Detection Dog Handler	12.44
27040 - Detention Officer	14.99
27070 - Firefighter	17.35
27101 - Guard I	10.80
27102 - Guard II	12.44
27131 - Police Officer I	20.01
27132 - Police Officer II	22.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	15.86
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	12.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.22
29020 - Hatch Tender	17.22
29030 - Line Handler	17.22
29041 - Stevedore I	16.23
29042 - Stevedore II	18.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
30021 - Archeological Technician I	14.66
30022 - Archeological Technician II	16.82
30023 - Archeological Technician III	20.32
30030 - Cartographic Technician	20.83
30040 - Civil Engineering Technician	22.91
30061 - Drafter/CAD Operator I	14.66
30062 - Drafter/CAD Operator II	16.82
30063 - Drafter/CAD Operator III	18.75

30064 - Drafter/CAD Operator IV		22.50
30081 - Engineering Technician I		13.57
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		21.10
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		16.31
30362 - Paralegal/Legal Assistant II		20.20
30363 - Paralegal/Legal Assistant III		24.72
30364 - Paralegal/Legal Assistant IV		29.91
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.39
31030 - Bus Driver		13.70
31043 - Driver Courier		12.53
31260 - Parking and Lot Attendant		10.26
31290 - Shuttle Bus Driver		13.43
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.43
31362 - Truckdriver, Medium		13.70
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		8.74
99050 - Desk Clerk		8.68
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.87
99252 - Laboratory Animal Caretaker II		12.72
99310 - Mortician		25.36
99410 - Pest Controller		18.22
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.54
99711 - Recycling Specialist		16.78
99730 - Refuse Collector		13.43
99810 - Sales Clerk		10.80
99820 - School Crossing Guard		12.81
99830 - Survey Party Chief		17.97
99831 - Surveying Aide		12.07
99832 - Surveying Technician		16.31
99840 - Vending Machine Attendant		13.94
99841 - Vending Machine Repairer		16.81
99842 - Vending Machine Repairer Helper		13.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2526 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman

Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.53
01012 - Accounting Clerk II		12.95
01013 - Accounting Clerk III		14.47
01020 - Administrative Assistant		17.80
01040 - Court Reporter		15.89
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.44
01090 - Duplicating Machine Operator		11.44
01111 - General Clerk I		9.97
01112 - General Clerk II		10.88
01113 - General Clerk III		12.21
01120 - Housing Referral Assistant		15.95
01141 - Messenger Courier		10.10
01191 - Order Clerk I		11.80
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		13.43
01262 - Personnel Assistant (Employment) II		15.02
01263 - Personnel Assistant (Employment) III		16.75
01270 - Production Control Clerk		19.95
01280 - Receptionist		10.48
01290 - Rental Clerk		11.06
01300 - Scheduler, Maintenance		11.78
01311 - Secretary I		11.78
01312 - Secretary II		13.18
01313 - Secretary III		15.95
01320 - Service Order Dispatcher		14.41
01410 - Supply Technician		17.80
01420 - Survey Worker		12.91
01531 - Travel Clerk I		11.48
01532 - Travel Clerk II		12.40

01533 - Travel Clerk III	13.07
01611 - Word Processor I	13.50
01612 - Word Processor II	15.07
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.30
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.28
05070 - Automotive Worker	15.28
05110 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	17.04
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	17.04
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	17.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.84
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	16.84
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer, Minor	15.04
09130 - Upholsterer	16.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.08
11060 - Elevator Operator	9.68
11090 - Gardener	12.88
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer, Grounds Maintenance	10.98
11240 - Maid or Houseman	8.38
11260 - Pruner	10.13
11270 - Tractor Operator	12.64
11330 - Trail Maintenance Worker	10.98
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	13.54
12011 - Breath Alcohol Technician	14.99
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	13.65
12025 - Dental Hygienist	29.92
12030 - EKG Technician	22.62
12035 - Electroneurodiagnostic Technologist	22.62
12040 - Emergency Medical Technician	13.54
12071 - Licensed Practical Nurse I	13.40
12072 - Licensed Practical Nurse II	14.99
12073 - Licensed Practical Nurse III	16.72
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.85
12160 - Medical Record Clerk	11.58

12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		13.82
12210 - Nuclear Medicine Technologist		32.81
12221 - Nursing Assistant I		9.36
12222 - Nursing Assistant II		10.52
12223 - Nursing Assistant III		11.48
12224 - Nursing Assistant IV		12.89
12235 - Optical Dispenser		13.77
12236 - Optical Technician		13.40
12250 - Pharmacy Technician		14.12
12280 - Phlebotomist		13.59
12305 - Radiologic Technologist		21.66
12311 - Registered Nurse I		18.70
12312 - Registered Nurse II		22.96
12313 - Registered Nurse II, Specialist		22.96
12314 - Registered Nurse III		27.67
12315 - Registered Nurse III, Anesthetist		27.67
12316 - Registered Nurse IV		33.16
12317 - Scheduler (Drug and Alcohol Testing)		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.60
13012 - Exhibits Specialist II		20.57
13013 - Exhibits Specialist III		25.16
13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		13.40
13072 - Photographer II		15.06
13073 - Photographer III		16.82
13074 - Photographer IV		20.17
13075 - Photographer V		24.42
13110 - Video Teleconference Technician		14.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I		19.41
14072 - Computer Programmer II		24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.10
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		37.74
15050 - Computer Based Training Specialist / Instructor		26.09
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		37.74
15080 - Graphic Artist		20.71

15090 - Technical Instructor	17.63
15095 - Technical Instructor/Course Developer	21.56
15110 - Test Proctor	14.23
15120 - Tutor	14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.08
16030 - Counter Attendant	8.08
16040 - Dry Cleaner	10.19
16070 - Finisher, Flatwork, Machine	8.08
16090 - Presser, Hand	8.08
16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	10.87
16220 - Tailor	11.58
16250 - Washer, Machine	8.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.48
19040 - Tool And Die Maker	22.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.39
21030 - Material Coordinator	19.95
21040 - Material Expediter	19.95
21050 - Material Handling Laborer	10.20
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	13.39
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	11.85
21150 - Stock Clerk	14.96
21210 - Tools And Parts Attendant	13.39
21410 - Warehouse Specialist	13.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.70
23021 - Aircraft Mechanic I	21.64
23022 - Aircraft Mechanic II	22.70
23023 - Aircraft Mechanic III	23.78
23040 - Aircraft Mechanic Helper	16.08
23050 - Aircraft, Painter	20.50
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.40
23110 - Appliance Mechanic	18.18
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	21.21
23130 - Carpenter, Maintenance	16.87
23140 - Carpet Layer	16.81
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	16.23
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	15.26
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	21.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.40
23391 - Gunsmith I	15.26
23392 - Gunsmith II	17.22
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning	20.38

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	18.78
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.18
23470 - Laborer	10.54
23510 - Locksmith	18.69
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	19.49
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.03
23640 - Millwright	18.74
23710 - Office Appliance Repairer	17.78
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	19.66
23810 - Plumber, Maintenance	18.93
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	17.22
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	17.04
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	8.51
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.36
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	17.36
25190 - Ventilation Equipment Tender	12.88
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	10.80
27008 - Corrections Officer	14.99
27010 - Court Security Officer	16.41
27030 - Detection Dog Handler	12.44
27040 - Detention Officer	14.99
27070 - Firefighter	17.35
27101 - Guard I	10.80
27102 - Guard II	12.44
27131 - Police Officer I	20.01
27132 - Police Officer II	22.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.11

28350 - Park Attendant (Aide)		16.18
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		15.86
28630 - Sports Official		12.89
28690 - Swimming Pool Operator		12.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.22
29020 - Hatch Tender		17.22
29030 - Line Handler		17.22
29041 - Stevedore I		16.23
29042 - Stevedore II		18.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		14.66
30022 - Archeological Technician II		16.82
30023 - Archeological Technician III		20.32
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		22.91
30061 - Drafter/CAD Operator I		14.66
30062 - Drafter/CAD Operator II		16.82
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		22.50
30081 - Engineering Technician I		13.57
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		21.10
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		16.31
30362 - Paralegal/Legal Assistant II		20.20
30363 - Paralegal/Legal Assistant III		24.72
30364 - Paralegal/Legal Assistant IV		29.91
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.39
31030 - Bus Driver		13.70
31043 - Driver Courier		12.53
31260 - Parking and Lot Attendant		10.26
31290 - Shuttle Bus Driver		13.43
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.43
31362 - Truckdriver, Medium		13.70
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		8.74
99050 - Desk Clerk		8.68

99095 - Embalmer	25.36
99251 - Laboratory Animal Caretaker I	11.87
99252 - Laboratory Animal Caretaker II	12.72
99310 - Mortician	25.36
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.54
99711 - Recycling Specialist	16.78
99730 - Refuse Collector	13.43
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.81
99830 - Survey Party Chief	17.97
99831 - Surveying Aide	12.07
99832 - Surveying Technician	16.31
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	16.81
99842 - Vending Machine Repairer Helper	13.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2531
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Utah

Area: Utah Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.81
01012 - Accounting Clerk II		14.38
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		18.47
01040 - Court Reporter		19.50
01051 - Data Entry Operator I		11.89
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		16.80
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		11.54

01112 - General Clerk II	12.59
01113 - General Clerk III	14.13
01120 - Housing Referral Assistant	16.51
01141 - Messenger Courier	11.64
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	14.71
01262 - Personnel Assistant (Employment) II	16.45
01263 - Personnel Assistant (Employment) III	18.35
01270 - Production Control Clerk	17.99
01280 - Receptionist	10.46
01290 - Rental Clerk	11.44
01300 - Scheduler, Maintenance	13.23
01311 - Secretary I	13.23
01312 - Secretary II	14.80
01313 - Secretary III	16.51
01320 - Service Order Dispatcher	14.95
01410 - Supply Technician	18.43
01420 - Survey Worker	12.10
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.78
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.06
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	10.72
07042 - Cook II	12.42
07070 - Dishwasher	8.06
07130 - Food Service Worker	8.28
07210 - Meat Cutter	13.77
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	12.86
09110 - Furniture Repairer, Minor	14.77
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.62
11090 - Gardener	13.88
11122 - Housekeeping Aide	9.99
11150 - Janitor	9.99
11210 - Laborer, Grounds Maintenance	10.72

11240 - Maid or Houseman	8.86
11260 - Pruner	10.07
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	10.72
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	20.78
12015 - Certified Physical Therapist Assistant	18.90
12020 - Dental Assistant	13.03
12025 - Dental Hygienist	30.54
12030 - EKG Technician	23.74
12035 - Electroneurodiagnostic Technologist	23.74
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	14.56
12072 - Licensed Practical Nurse II	16.29
12073 - Licensed Practical Nurse III	18.17
12100 - Medical Assistant	12.85
12130 - Medical Laboratory Technician	13.99
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.45
12210 - Nuclear Medicine Technologist	31.97
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.26
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	15.17
12236 - Optical Technician	12.73
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	13.77
12305 - Radiologic Technologist	21.51
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	18.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I	18.72
13042 - Illustrator II	23.20
13043 - Illustrator III	28.30
13047 - Librarian	22.73
13050 - Library Aide/Clerk	10.45
13054 - Library Information Technology Systems Administrator	20.53
13058 - Library Technician	13.18
13061 - Media Specialist I	14.81
13062 - Media Specialist II	16.57
13063 - Media Specialist III	18.48
13071 - Photographer I	15.59
13072 - Photographer II	17.59
13073 - Photographer III	21.61
13074 - Photographer IV	26.44
13075 - Photographer V	31.98
13110 - Video Teleconference Technician	16.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.11

14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		21.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		22.83
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.67
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course Developer		22.82
15110 - Test Proctor		15.04
15120 - Tutor		15.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		12.90
16220 - Tailor		13.67
16250 - Washer, Machine		10.09
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.68
19040 - Tool And Die Maker		21.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.31
21030 - Material Coordinator		18.38
21040 - Material Expediter		18.38
21050 - Material Handling Laborer		11.67
21071 - Order Filler		11.96
21080 - Production Line Worker (Food Processing)		14.31
21110 - Shipping Packer		13.08
21130 - Shipping/Receiving Clerk		13.08
21140 - Store Worker I		10.83
21150 - Stock Clerk		15.07
21210 - Tools And Parts Attendant		14.31
21410 - Warehouse Specialist		14.31
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.76
23021 - Aircraft Mechanic I		24.30
23022 - Aircraft Mechanic II		25.76
23023 - Aircraft Mechanic III		26.95
23040 - Aircraft Mechanic Helper		16.74
23050 - Aircraft, Painter		22.63
23060 - Aircraft Servicer		19.31
23080 - Aircraft Worker		20.59
23110 - Appliance Mechanic		18.84

23120 - Bicycle Repairer	12.41
23125 - Cable Splicer	25.98
23130 - Carpenter, Maintenance	17.48
23140 - Carpet Layer	16.82
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician Maintenance I	21.64
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	17.27
23290 - Fire Alarm System Mechanic	20.83
23310 - Fire Extinguisher Repairer	16.01
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	17.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.31
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.01
23392 - Gunsmith II	18.54
23393 - Gunsmith III	21.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.11
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.96
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	19.80
23470 - Laborer	11.11
23510 - Locksmith	16.75
23530 - Machinery Maintenance Mechanic	20.97
23550 - Machinist, Maintenance	18.47
23580 - Maintenance Trades Helper	13.08
23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.04
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	21.59
23810 - Plumber, Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	21.06
23850 - Rigger	21.06
23870 - Scale Mechanic	18.54
23890 - Sheet-Metal Worker, Maintenance	20.68
23910 - Small Engine Mechanic	17.46
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	20.43
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	21.48
23970 - Woodcraft Worker	21.06
23980 - Woodworker	14.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	9.86
24620 - Family Readiness And Support Services Coordinator	11.70
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53

25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	19.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.44
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	12.47
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.75
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	16.29
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98
29042 - Stevedore II	24.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.36
30022 - Archeological Technician II	18.37
30023 - Archeological Technician III	22.75
30030 - Cartographic Technician	22.75
30040 - Civil Engineering Technician	19.83
30061 - Drafter/CAD Operator I	17.36
30062 - Drafter/CAD Operator II	18.37
30063 - Drafter/CAD Operator III	20.48
30064 - Drafter/CAD Operator IV	24.96
30081 - Engineering Technician I	14.56
30082 - Engineering Technician II	16.34
30083 - Engineering Technician III	18.28
30084 - Engineering Technician IV	22.65
30085 - Engineering Technician V	27.71
30086 - Engineering Technician VI	32.84
30090 - Environmental Technician	20.38
30210 - Laboratory Technician	19.00
30240 - Mathematical Technician	22.75
30361 - Paralegal/Legal Assistant I	17.20
30362 - Paralegal/Legal Assistant II	21.32
30363 - Paralegal/Legal Assistant III	26.08
30364 - Paralegal/Legal Assistant IV	31.55
30390 - Photo-Optics Technician	22.75
30461 - Technical Writer I	20.95
30462 - Technical Writer II	25.64
30463 - Technical Writer III	31.00
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.48
30621 - Weather Observer, Senior	(see 2)	22.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		15.04
31043 - Driver Courier		11.38
31260 - Parking and Lot Attendant		8.71
31290 - Shuttle Bus Driver		12.36
31310 - Taxi Driver		10.71
31361 - Truckdriver, Light		12.36
31362 - Truckdriver, Medium		16.84
31363 - Truckdriver, Heavy		18.99
31364 - Truckdriver, Tractor-Trailer		18.99
99000 - Miscellaneous Occupations		
99030 - Cashier		8.83
99050 - Desk Clerk		9.45
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		10.67
99310 - Mortician		33.91
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.77
99710 - Recycling Laborer		16.98
99711 - Recycling Specialist		20.20
99730 - Refuse Collector		15.21
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		9.59
99830 - Survey Party Chief		18.63
99831 - Surveying Aide		13.27
99832 - Surveying Technician		16.93
99840 - Vending Machine Attendant		15.14
99841 - Vending Machine Repairer		18.30
99842 - Vending Machine Repairer Helper		15.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2532 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Utah

Area: Utah Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
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01531 - Travel Clerk I		12.39
01532 - Travel Clerk II		13.15
01533 - Travel Clerk III		13.78
01611 - Word Processor I		13.94
01612 - Word Processor II		15.88
01613 - Word Processor III		17.61
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.06
05010 - Automotive Electrician		18.09
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.14
05110 - Mobile Equipment Servicer		15.24
05130 - Motor Equipment Metal Mechanic		18.82
05160 - Motor Equipment Metal Worker		17.14
05190 - Motor Vehicle Mechanic		17.82
05220 - Motor Vehicle Mechanic Helper		14.11
05250 - Motor Vehicle Upholstery Worker		16.19
05280 - Motor Vehicle Wrecker		17.14
05310 - Painter, Automotive		18.09
05340 - Radiator Repair Specialist		17.14
05370 - Tire Repairer		12.41
05400 - Transmission Repair Specialist		18.46
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.60
07041 - Cook I		10.72

07042 - Cook II	12.42
07070 - Dishwasher	8.06
07130 - Food Service Worker	8.28
07210 - Meat Cutter	13.77
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	12.86
09110 - Furniture Repairer, Minor	14.77
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.62
11090 - Gardener	13.88
11122 - Housekeeping Aide	9.99
11150 - Janitor	9.99
11210 - Laborer, Grounds Maintenance	10.72
11240 - Maid or Houseman	8.86
11260 - Pruner	10.07
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	10.72
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	20.78
12015 - Certified Physical Therapist Assistant	18.90
12020 - Dental Assistant	13.03
12025 - Dental Hygienist	30.54
12030 - EKG Technician	23.74
12035 - Electroneurodiagnostic Technologist	23.74
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	14.56
12072 - Licensed Practical Nurse II	16.29
12073 - Licensed Practical Nurse III	18.17
12100 - Medical Assistant	12.85
12130 - Medical Laboratory Technician	13.99
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.45
12210 - Nuclear Medicine Technologist	31.97
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.26
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	15.17
12236 - Optical Technician	12.73
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	13.77
12305 - Radiologic Technologist	21.51
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	18.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00

13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		21.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		22.83
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.67
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course Developer		22.82
15110 - Test Proctor		15.04
15120 - Tutor		15.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		12.90
16220 - Tailor		13.67
16250 - Washer, Machine		10.09
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.68
19040 - Tool And Die Maker		21.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.31
21030 - Material Coordinator		18.38
21040 - Material Expediter		18.38

21050 - Material Handling Laborer	11.67
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	14.31
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	10.83
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	14.31
21410 - Warehouse Specialist	14.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft, Painter	22.63
23060 - Aircraft Servicer	19.31
23080 - Aircraft Worker	20.59
23110 - Appliance Mechanic	18.84
23120 - Bicycle Repairer	12.41
23125 - Cable Splicer	25.98
23130 - Carpenter, Maintenance	17.48
23140 - Carpet Layer	16.82
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician Maintenance I	21.64
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	17.27
23290 - Fire Alarm System Mechanic	20.83
23310 - Fire Extinguisher Repairer	16.01
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	17.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.31
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.01
23392 - Gunsmith II	18.54
23393 - Gunsmith III	21.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.11
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.96
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	19.80
23470 - Laborer	11.11
23510 - Locksmith	16.75
23530 - Machinery Maintenance Mechanic	20.97
23550 - Machinist, Maintenance	18.47
23580 - Maintenance Trades Helper	13.08
23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.04
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	21.59
23810 - Plumber, Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	21.06
23850 - Rigger	21.06
23870 - Scale Mechanic	18.54

23890 - Sheet-Metal Worker, Maintenance	20.68
23910 - Small Engine Mechanic	17.46
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	20.43
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	21.48
23970 - Woodcraft Worker	21.06
23980 - Woodworker	14.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	9.86
24620 - Family Readiness And Support Services Coordinator	11.70
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	19.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.44
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	12.47
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.75
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	16.29
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98
29042 - Stevedore II	24.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.36
30022 - Archeological Technician II	18.37
30023 - Archeological Technician III	22.75
30030 - Cartographic Technician	22.75
30040 - Civil Engineering Technician	19.83
30061 - Drafter/CAD Operator I	17.36
30062 - Drafter/CAD Operator II	18.37
30063 - Drafter/CAD Operator III	20.48

30064 - Drafter/CAD Operator IV		24.96
30081 - Engineering Technician I		14.56
30082 - Engineering Technician II		16.34
30083 - Engineering Technician III		18.28
30084 - Engineering Technician IV		22.65
30085 - Engineering Technician V		27.71
30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		20.38
30210 - Laboratory Technician		19.00
30240 - Mathematical Technician		22.75
30361 - Paralegal/Legal Assistant I		17.20
30362 - Paralegal/Legal Assistant II		21.32
30363 - Paralegal/Legal Assistant III		26.08
30364 - Paralegal/Legal Assistant IV		31.55
30390 - Photo-Optics Technician		22.75
30461 - Technical Writer I		20.95
30462 - Technical Writer II		25.64
30463 - Technical Writer III		31.00
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.48
30621 - Weather Observer, Senior	(see 2)	22.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		15.04
31043 - Driver Courier		11.38
31260 - Parking and Lot Attendant		8.71
31290 - Shuttle Bus Driver		12.36
31310 - Taxi Driver		10.71
31361 - Truckdriver, Light		12.36
31362 - Truckdriver, Medium		16.84
31363 - Truckdriver, Heavy		18.99
31364 - Truckdriver, Tractor-Trailer		18.99
99000 - Miscellaneous Occupations		
99030 - Cashier		8.83
99050 - Desk Clerk		9.45
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		10.67
99310 - Mortician		33.91
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.77
99710 - Recycling Laborer		16.98
99711 - Recycling Specialist		20.20
99730 - Refuse Collector		15.21
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		9.59
99830 - Survey Party Chief		18.63
99831 - Surveying Aide		13.27
99832 - Surveying Technician		16.93
99840 - Vending Machine Attendant		15.14
99841 - Vending Machine Repairer		18.30
99842 - Vending Machine Repairer Helper		15.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2537
Revision No.: 16
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Vermont

Area: Vermont Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		19.11
01040 - Court Reporter		14.88
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.61
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		13.20
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		16.59
01141 - Messenger Courier		11.97
01191 - Order Clerk I		13.64
01192 - Order Clerk II		14.88
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.65
01270 - Production Control Clerk		19.46
01280 - Receptionist		12.76
01290 - Rental Clerk		12.91
01300 - Scheduler, Maintenance		13.30
01311 - Secretary I		13.30
01312 - Secretary II		14.88
01313 - Secretary III		16.59
01320 - Service Order Dispatcher		15.86
01410 - Supply Technician		18.70
01420 - Survey Worker		12.53
01531 - Travel Clerk I		12.12
01532 - Travel Clerk II		13.20
01533 - Travel Clerk III		14.36

01611 - Word Processor I	12.34
01612 - Word Processor II	13.85
01613 - Word Processor III	15.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.55
05010 - Automotive Electrician	15.81
05040 - Automotive Glass Installer	15.14
05070 - Automotive Worker	15.14
05110 - Mobile Equipment Servicer	14.00
05130 - Motor Equipment Metal Mechanic	16.46
05160 - Motor Equipment Metal Worker	15.14
05190 - Motor Vehicle Mechanic	16.46
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	14.65
05280 - Motor Vehicle Wrecker	15.14
05310 - Painter, Automotive	15.81
05340 - Radiator Repair Specialist	15.14
05370 - Tire Repairer	13.13
05400 - Transmission Repair Specialist	16.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	11.48
07042 - Cook II	13.00
07070 - Dishwasher	9.47
07130 - Food Service Worker	9.75
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	11.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.45
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.08
11060 - Elevator Operator	12.09
11090 - Gardener	14.45
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87
11210 - Laborer, Grounds Maintenance	12.91
11240 - Maid or Houseman	10.43
11260 - Pruner	11.99
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.68
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.88
12011 - Breath Alcohol Technician	17.14
12012 - Certified Occupational Therapist Assistant	20.56
12015 - Certified Physical Therapist Assistant	20.82
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.62
12035 - Electroneurodiagnostic Technologist	23.62
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	15.00
12130 - Medical Laboratory Technician	16.29
12160 - Medical Record Clerk	15.32
12190 - Medical Record Technician	16.02

12195 - Medical Transcriptionist		14.79
12210 - Nuclear Medicine Technologist		34.28
12221 - Nursing Assistant I		11.04
12222 - Nursing Assistant II		12.41
12223 - Nursing Assistant III		13.54
12224 - Nursing Assistant IV		15.20
12235 - Optical Dispenser		18.51
12236 - Optical Technician		15.53
12250 - Pharmacy Technician		13.45
12280 - Phlebotomist		15.20
12305 - Radiologic Technologist		25.57
12311 - Registered Nurse I		22.91
12312 - Registered Nurse II		28.02
12313 - Registered Nurse II, Specialist		28.02
12314 - Registered Nurse III		30.81
12315 - Registered Nurse III, Anesthetist		30.81
12316 - Registered Nurse IV		36.37
12317 - Scheduler (Drug and Alcohol Testing)		19.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		18.80
13013 - Exhibits Specialist III		22.99
13041 - Illustrator I		20.19
13042 - Illustrator II		23.61
13043 - Illustrator III		28.82
13047 - Librarian		20.81
13050 - Library Aide/Clerk		11.86
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		13.53
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.16
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.09
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1,2)	22.88
14072 - Computer Programmer II	(see 1,2)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		26.12
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.63
15090 - Technical Instructor		19.73

15095 - Technical Instructor/Course Developer	24.27
15110 - Test Proctor	15.92
15120 - Tutor	15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.46
16030 - Counter Attendant	9.46
16040 - Dry Cleaner	12.71
16070 - Finisher, Flatwork, Machine	9.46
16090 - Presser, Hand	9.46
16110 - Presser, Machine, Drycleaning	9.46
16130 - Presser, Machine, Shirts	9.46
16160 - Presser, Machine, Wearing Apparel, Laundry	9.46
16190 - Sewing Machine Operator	11.71
16220 - Tailor	12.39
16250 - Washer, Machine	10.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.19
19040 - Tool And Die Maker	21.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.24
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.02
21071 - Order Filler	11.38
21080 - Production Line Worker (Food Processing)	14.25
21110 - Shipping Packer	14.07
21130 - Shipping/Receiving Clerk	14.07
21140 - Store Worker I	12.83
21150 - Stock Clerk	15.97
21210 - Tools And Parts Attendant	14.24
21410 - Warehouse Specialist	14.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.72
23021 - Aircraft Mechanic I	21.88
23022 - Aircraft Mechanic II	22.72
23023 - Aircraft Mechanic III	23.35
23040 - Aircraft Mechanic Helper	17.73
23050 - Aircraft, Painter	20.99
23060 - Aircraft Servicer	19.50
23080 - Aircraft Worker	20.14
23110 - Appliance Mechanic	15.84
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	26.93
23130 - Carpenter, Maintenance	18.48
23140 - Carpet Layer	16.46
23160 - Electrician, Maintenance	19.70
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.32
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	17.00
23311 - Fuel Distribution System Mechanic	20.90
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	21.88
23381 - Ground Support Equipment Servicer	19.50
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	17.00
23392 - Gunsmith II	18.71
23393 - Gunsmith III	20.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.64

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.41
23430 - Heavy Equipment Mechanic	19.38
23440 - Heavy Equipment Operator	17.90
23460 - Instrument Mechanic	20.36
23465 - Laboratory/Shelter Mechanic	19.52
23470 - Laborer	12.02
23510 - Locksmith	19.52
23530 - Machinery Maintenance Mechanic	19.60
23550 - Machinist, Maintenance	17.59
23580 - Maintenance Trades Helper	12.17
23591 - Metrology Technician I	20.36
23592 - Metrology Technician II	21.16
23593 - Metrology Technician III	21.96
23640 - Millwright	20.48
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	16.75
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.17
23820 - Pneudraulic Systems Mechanic	20.36
23850 - Rigger	20.36
23870 - Scale Mechanic	18.71
23890 - Sheet-Metal Worker, Maintenance	18.03
23910 - Small Engine Mechanic	15.01
23931 - Telecommunications Mechanic I	22.47
23932 - Telecommunications Mechanic II	22.95
23950 - Telephone Lineman	25.86
23960 - Welder, Combination, Maintenance	16.66
23965 - Well Driller	16.95
23970 - Woodcraft Worker	20.36
23980 - Woodworker	13.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.51
24580 - Child Care Center Clerk	14.35
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	15.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.52
25040 - Sewage Plant Operator	18.26
25070 - Stationary Engineer	19.52
25190 - Ventilation Equipment Tender	14.61
25210 - Water Treatment Plant Operator	18.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.43
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	18.44
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	18.44
27070 - Firefighter	16.38
27101 - Guard I	14.48
27102 - Guard II	16.46
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.96
28042 - Carnival Equipment Repairer	13.63
28043 - Carnival Equpment Worker	9.83
28210 - Gate Attendant/Gate Tender	14.69
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	17.23

28510 - Recreation Aide/Health Facility Attendant		11.99
28515 - Recreation Specialist		17.47
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		18.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.08
29020 - Hatch Tender		17.08
29030 - Line Handler		17.08
29041 - Stevedore I		16.29
29042 - Stevedore II		19.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 3)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 3)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 3)	27.16
30021 - Archeological Technician I		18.00
30022 - Archeological Technician II		19.13
30023 - Archeological Technician III		22.73
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		22.92
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		15.11
30082 - Engineering Technician II		16.95
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		18.06
30210 - Laboratory Technician		19.63
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		36.09
30390 - Photo-Optics Technician		27.08
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.95
30463 - Technical Writer III		32.58
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		14.76
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		12.21
31361 - Truckdriver, Light		14.74
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		17.46
31364 - Truckdriver, Tractor-Trailer		17.46
99000 - Miscellaneous Occupations		
99030 - Cashier		9.45
99050 - Desk Clerk		11.43
99095 - Embalmer		26.11

99251 - Laboratory Animal Caretaker I	10.25
99252 - Laboratory Animal Caretaker II	10.88
99310 - Mortician	27.42
99410 - Pest Controller	18.40
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	13.70
99711 - Recycling Specialist	15.61
99730 - Refuse Collector	12.73
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	12.16
99830 - Survey Party Chief	19.62
99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2538 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Vermont

Area: Vermont Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		19.11
01040 - Court Reporter		14.88
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.61
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		13.20
01090 - Duplicating Machine Operator		13.71

01111 - General Clerk I	14.54
01112 - General Clerk II	17.21
01113 - General Clerk III	19.27
01120 - Housing Referral Assistant	16.59
01141 - Messenger Courier	11.97
01191 - Order Clerk I	13.64
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	14.96
01262 - Personnel Assistant (Employment) II	16.73
01263 - Personnel Assistant (Employment) III	18.65
01270 - Production Control Clerk	19.46
01280 - Receptionist	12.76
01290 - Rental Clerk	12.91
01300 - Scheduler, Maintenance	13.30
01311 - Secretary I	13.30
01312 - Secretary II	14.88
01313 - Secretary III	16.59
01320 - Service Order Dispatcher	15.86
01410 - Supply Technician	18.70
01420 - Survey Worker	12.53
01531 - Travel Clerk I	12.12
01532 - Travel Clerk II	13.20
01533 - Travel Clerk III	14.36
01611 - Word Processor I	12.34
01612 - Word Processor II	13.85
01613 - Word Processor III	15.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.55
05010 - Automotive Electrician	15.81
05040 - Automotive Glass Installer	15.14
05070 - Automotive Worker	15.14
05110 - Mobile Equipment Servicer	14.00
05130 - Motor Equipment Metal Mechanic	16.46
05160 - Motor Equipment Metal Worker	15.14
05190 - Motor Vehicle Mechanic	16.46
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	14.65
05280 - Motor Vehicle Wrecker	15.14
05310 - Painter, Automotive	15.81
05340 - Radiator Repair Specialist	15.14
05370 - Tire Repairer	13.13
05400 - Transmission Repair Specialist	16.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	11.48
07042 - Cook II	13.00
07070 - Dishwasher	9.47
07130 - Food Service Worker	9.75
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	11.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.45
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.08
11060 - Elevator Operator	12.09
11090 - Gardener	14.45
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87

11210 - Laborer, Grounds Maintenance	12.91
11240 - Maid or Houseman	10.43
11260 - Pruner	11.99
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.68
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.88
12011 - Breath Alcohol Technician	17.14
12012 - Certified Occupational Therapist Assistant	20.56
12015 - Certified Physical Therapist Assistant	20.82
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.62
12035 - Electroneurodiagnostic Technologist	23.62
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	15.00
12130 - Medical Laboratory Technician	16.29
12160 - Medical Record Clerk	15.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	14.79
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.41
12223 - Nursing Assistant III	13.54
12224 - Nursing Assistant IV	15.20
12235 - Optical Dispenser	18.51
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.45
12280 - Phlebotomist	15.20
12305 - Radiologic Technologist	25.57
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II, Specialist	28.02
12314 - Registered Nurse III	30.81
12315 - Registered Nurse III, Anesthetist	30.81
12316 - Registered Nurse IV	36.37
12317 - Scheduler (Drug and Alcohol Testing)	19.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	20.81
13050 - Library Aide/Clerk	11.86
13054 - Library Information Technology Systems Administrator	18.80
13058 - Library Technician	13.53
13061 - Media Specialist I	13.56
13062 - Media Specialist II	15.16
13063 - Media Specialist III	16.92
13071 - Photographer I	17.95
13072 - Photographer II	19.09
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13110 - Video Teleconference Technician	15.77
14000 - Information Technology Occupations	

14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1,2)	22.88
14072 - Computer Programmer II	(see 1,2)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		26.12
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.63
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.46
16030 - Counter Attendant		9.46
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.46
16090 - Presser, Hand		9.46
16110 - Presser, Machine, Drycleaning		9.46
16130 - Presser, Machine, Shirts		9.46
16160 - Presser, Machine, Wearing Apparel, Laundry		9.46
16190 - Sewing Machine Operator		11.71
16220 - Tailor		12.39
16250 - Washer, Machine		10.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.19
19040 - Tool And Die Maker		21.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.24
21030 - Material Coordinator		19.46
21040 - Material Expediter		19.46
21050 - Material Handling Laborer		12.02
21071 - Order Filler		11.38
21080 - Production Line Worker (Food Processing)		14.25
21110 - Shipping Packer		14.07
21130 - Shipping/Receiving Clerk		14.07
21140 - Store Worker I		12.83
21150 - Stock Clerk		15.97
21210 - Tools And Parts Attendant		14.24
21410 - Warehouse Specialist		14.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.72
23021 - Aircraft Mechanic I		21.88
23022 - Aircraft Mechanic II		22.72
23023 - Aircraft Mechanic III		23.35
23040 - Aircraft Mechanic Helper		17.73
23050 - Aircraft, Painter		20.99
23060 - Aircraft Servicer		19.50
23080 - Aircraft Worker		20.14

23110 - Appliance Mechanic	15.84
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	26.93
23130 - Carpenter, Maintenance	18.48
23140 - Carpet Layer	16.46
23160 - Electrician, Maintenance	19.70
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.32
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	17.00
23311 - Fuel Distribution System Mechanic	20.90
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	21.88
23381 - Ground Support Equipment Servicer	19.50
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	17.00
23392 - Gunsmith II	18.71
23393 - Gunsmith III	20.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.41
23430 - Heavy Equipment Mechanic	19.38
23440 - Heavy Equipment Operator	17.90
23460 - Instrument Mechanic	20.36
23465 - Laboratory/Shelter Mechanic	19.52
23470 - Laborer	12.02
23510 - Locksmith	19.52
23530 - Machinery Maintenance Mechanic	19.60
23550 - Machinist, Maintenance	17.59
23580 - Maintenance Trades Helper	12.17
23591 - Metrology Technician I	20.36
23592 - Metrology Technician II	21.16
23593 - Metrology Technician III	21.96
23640 - Millwright	20.48
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	16.75
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.17
23820 - Pneudraulic Systems Mechanic	20.36
23850 - Rigger	20.36
23870 - Scale Mechanic	18.71
23890 - Sheet-Metal Worker, Maintenance	18.03
23910 - Small Engine Mechanic	15.01
23931 - Telecommunications Mechanic I	22.47
23932 - Telecommunications Mechanic II	22.95
23950 - Telephone Lineman	25.86
23960 - Welder, Combination, Maintenance	16.66
23965 - Well Driller	16.95
23970 - Woodcraft Worker	20.36
23980 - Woodworker	13.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.51
24580 - Child Care Center Clerk	14.35
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	15.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.52

25040 - Sewage Plant Operator	18.26
25070 - Stationary Engineer	19.52
25190 - Ventilation Equipment Tender	14.61
25210 - Water Treatment Plant Operator	18.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.43
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	18.44
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	18.44
27070 - Firefighter	16.38
27101 - Guard I	14.48
27102 - Guard II	16.46
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.96
28042 - Carnival Equipment Repairer	13.63
28043 - Carnival Equpment Worker	9.83
28210 - Gate Attendant/Gate Tender	14.69
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	17.47
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.08
29020 - Hatch Tender	17.08
29030 - Line Handler	17.08
29041 - Stevedore I	16.29
29042 - Stevedore II	19.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	27.16
30021 - Archeological Technician I	18.00
30022 - Archeological Technician II	19.13
30023 - Archeological Technician III	22.73
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	22.92
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	21.85
30063 - Drafter/CAD Operator III	24.37
30064 - Drafter/CAD Operator IV	27.75
30081 - Engineering Technician I	15.11
30082 - Engineering Technician II	16.95
30083 - Engineering Technician III	18.96
30084 - Engineering Technician IV	23.50
30085 - Engineering Technician V	28.75
30086 - Engineering Technician VI	34.78
30090 - Environmental Technician	18.06
30210 - Laboratory Technician	19.63
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	19.01
30362 - Paralegal/Legal Assistant II	24.39
30363 - Paralegal/Legal Assistant III	28.94
30364 - Paralegal/Legal Assistant IV	36.09
30390 - Photo-Optics Technician	27.08
30461 - Technical Writer I	22.02
30462 - Technical Writer II	26.95
30463 - Technical Writer III	32.58

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		14.76
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		12.21
31361 - Truckdriver, Light		14.74
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		17.46
31364 - Truckdriver, Tractor-Trailer		17.46
99000 - Miscellaneous Occupations		
99030 - Cashier		9.45
99050 - Desk Clerk		11.43
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		10.25
99252 - Laboratory Animal Caretaker II		10.88
99310 - Mortician		27.42
99410 - Pest Controller		18.40
99510 - Photofinishing Worker		13.23
99710 - Recycling Laborer		13.70
99711 - Recycling Specialist		15.61
99730 - Refuse Collector		12.73
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		12.16
99830 - Survey Party Chief		19.62
99831 - Surveying Aide		12.99
99832 - Surveying Technician		17.83
99840 - Vending Machine Attendant		15.00
99841 - Vending Machine Repairer		17.51
99842 - Vending Machine Repairer Helper		15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2543
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03
01012 - Accounting Clerk II		15.74
01013 - Accounting Clerk III		17.61
01020 - Administrative Assistant		22.28
01040 - Court Reporter		17.11
01051 - Data Entry Operator I		11.94
01052 - Data Entry Operator II		13.90
01060 - Dispatcher, Motor Vehicle		16.01
01070 - Document Preparation Clerk		13.21
01090 - Duplicating Machine Operator		13.21
01111 - General Clerk I		12.08
01112 - General Clerk II		13.78
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		19.08
01141 - Messenger Courier		12.22
01191 - Order Clerk I		13.46
01192 - Order Clerk II		17.61
01261 - Personnel Assistant (Employment) I		16.22
01262 - Personnel Assistant (Employment) II		18.14
01263 - Personnel Assistant (Employment) III		20.23
01270 - Production Control Clerk		23.57
01280 - Receptionist		12.28
01290 - Rental Clerk		14.15
01300 - Scheduler, Maintenance		15.30
01311 - Secretary I		15.30
01312 - Secretary II		17.11
01313 - Secretary III		19.08
01320 - Service Order Dispatcher		15.37
01410 - Supply Technician		22.28
01420 - Survey Worker		13.82
01531 - Travel Clerk I		11.49
01532 - Travel Clerk II		12.26
01533 - Travel Clerk III		13.09
01611 - Word Processor I		13.38
01612 - Word Processor II		15.02
01613 - Word Processor III		16.80
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.47
05010 - Automotive Electrician		21.03
05040 - Automotive Glass Installer		20.09

05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	22.02
05160 - Motor Equipment Metal Worker	20.09
05190 - Motor Vehicle Mechanic	22.02
05220 - Motor Vehicle Mechanic Helper	17.13
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.11
07042 - Cook II	11.21
07070 - Dishwasher	8.12
07130 - Food Service Worker	9.74
07210 - Meat Cutter	15.33
07260 - Waiter/Waitress	8.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	17.63
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer, Minor	16.02
09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.41
11060 - Elevator Operator	11.41
11090 - Gardener	13.67
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.93
11260 - Pruner	11.63
11270 - Tractor Operator	12.88
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.09
12012 - Certified Occupational Therapist Assistant	24.34
12015 - Certified Physical Therapist Assistant	24.89
12020 - Dental Assistant	15.56
12025 - Dental Hygienist	33.25
12030 - EKG Technician	23.73
12035 - Electroneurodiagnostic Technologist	23.73
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	14.39
12072 - Licensed Practical Nurse II	16.09
12073 - Licensed Practical Nurse III	17.95
12100 - Medical Assistant	13.48
12130 - Medical Laboratory Technician	17.16
12160 - Medical Record Clerk	13.96
12190 - Medical Record Technician	15.61
12195 - Medical Transcriptionist	14.13
12210 - Nuclear Medicine Technologist	30.53
12221 - Nursing Assistant I	9.46
12222 - Nursing Assistant II	10.27
12223 - Nursing Assistant III	11.21
12224 - Nursing Assistant IV	12.58
12235 - Optical Dispenser	18.17

12236 - Optical Technician		15.08
12250 - Pharmacy Technician		17.33
12280 - Phlebotomist		12.58
12305 - Radiologic Technologist		25.40
12311 - Registered Nurse I		24.37
12312 - Registered Nurse II		29.81
12313 - Registered Nurse II, Specialist		29.81
12314 - Registered Nurse III		36.07
12315 - Registered Nurse III, Anesthetist		36.07
12316 - Registered Nurse IV		43.23
12317 - Scheduler (Drug and Alcohol Testing)		19.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36
13013 - Exhibits Specialist III		29.19
13041 - Illustrator I		20.00
13042 - Illustrator II		24.56
13043 - Illustrator III		29.80
13047 - Librarian		32.67
13050 - Library Aide/Clerk		10.41
13054 - Library Information Technology Systems Administrator		23.82
13058 - Library Technician		16.78
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.80
13071 - Photographer I		13.93
13072 - Photographer II		18.46
13073 - Photographer III		22.43
13074 - Photographer IV		24.90
13075 - Photographer V		30.14
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		32.44
15060 - Educational Technologist		29.72
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		24.28
15090 - Technical Instructor		20.94
15095 - Technical Instructor/Course Developer		25.61
15110 - Test Proctor		17.61
15120 - Tutor		17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.54
16030 - Counter Attendant		8.54
16040 - Dry Cleaner		10.70

16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.22
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.51
19040 - Tool And Die Maker	24.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.55
21030 - Material Coordinator	23.57
21040 - Material Expediter	23.57
21050 - Material Handling Laborer	11.27
21071 - Order Filler	11.49
21080 - Production Line Worker (Food Processing)	15.55
21110 - Shipping Packer	13.83
21130 - Shipping/Receiving Clerk	13.83
21140 - Store Worker I	12.41
21150 - Stock Clerk	15.52
21210 - Tools And Parts Attendant	15.55
21410 - Warehouse Specialist	15.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.29
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.37
23040 - Aircraft Mechanic Helper	16.35
23050 - Aircraft, Painter	20.20
23060 - Aircraft Servicer	18.22
23080 - Aircraft Worker	19.17
23110 - Appliance Mechanic	19.24
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	23.93
23130 - Carpenter, Maintenance	19.24
23140 - Carpet Layer	18.79
23160 - Electrician, Maintenance	21.90
23181 - Electronics Technician Maintenance I	22.38
23182 - Electronics Technician Maintenance II	23.53
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	17.81
23290 - Fire Alarm System Mechanic	20.20
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	20.48
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	18.22
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.33
23393 - Gunsmith III	20.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.20
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.31
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27

23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.52
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 - Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services Coordinator	13.31
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	12.01
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	12.01
27102 - Guard II	15.31
27131 - Police Officer I	22.07
27132 - Police Officer II	24.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.47
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.21
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.73
29020 - Hatch Tender	20.73

29030 - Line Handler		20.73
29041 - Stevedore I		19.71
29042 - Stevedore II		21.80
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.28
30022 - Archeological Technician II		19.03
30023 - Archeological Technician III		25.14
30030 - Cartographic Technician		26.68
30040 - Civil Engineering Technician		25.15
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.52
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		19.79
30083 - Engineering Technician III		22.59
30084 - Engineering Technician IV		27.42
30085 - Engineering Technician V		33.54
30086 - Engineering Technician VI		40.58
30090 - Environmental Technician		21.87
30210 - Laboratory Technician		20.41
30240 - Mathematical Technician		26.68
30361 - Paralegal/Legal Assistant I		16.04
30362 - Paralegal/Legal Assistant II		19.88
30363 - Paralegal/Legal Assistant III		24.32
30364 - Paralegal/Legal Assistant IV		29.42
30390 - Photo-Optics Technician		26.68
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.24
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.52
30621 - Weather Observer, Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.61
31030 - Bus Driver		14.66
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.25
31290 - Shuttle Bus Driver		14.22
31310 - Taxi Driver		11.32
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		15.59
31363 - Truckdriver, Heavy		17.75
31364 - Truckdriver, Tractor-Trailer		17.75
99000 - Miscellaneous Occupations		
99030 - Cashier		8.95
99050 - Desk Clerk		9.12
99095 - Embalmer		23.61
99251 - Laboratory Animal Caretaker I		9.86
99252 - Laboratory Animal Caretaker II		10.47
99310 - Mortician		30.76
99410 - Pest Controller		15.66
99510 - Photofinishing Worker		11.61
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		18.57

99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	11.30
99832 - Surveying Technician	16.46
99840 - Vending Machine Attendant	12.92
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2544 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03
01012 - Accounting Clerk II		15.74
01013 - Accounting Clerk III		17.61
01020 - Administrative Assistant		22.28
01040 - Court Reporter		17.11
01051 - Data Entry Operator I		11.94
01052 - Data Entry Operator II		13.90
01060 - Dispatcher, Motor Vehicle		16.01
01070 - Document Preparation Clerk		13.21
01090 - Duplicating Machine Operator		13.21
01111 - General Clerk I		12.08
01112 - General Clerk II		13.78
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		19.08
01141 - Messenger Courier		12.22
01191 - Order Clerk I		13.46

01192 - Order Clerk II	17.61
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.14
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	23.57
01280 - Receptionist	12.28
01290 - Rental Clerk	14.15
01300 - Scheduler, Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.11
01313 - Secretary III	19.08
01320 - Service Order Dispatcher	15.37
01410 - Supply Technician	22.28
01420 - Survey Worker	13.82
01531 - Travel Clerk I	11.49
01532 - Travel Clerk II	12.26
01533 - Travel Clerk III	13.09
01611 - Word Processor I	13.38
01612 - Word Processor II	15.02
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.47
05010 - Automotive Electrician	21.03
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	22.02
05160 - Motor Equipment Metal Worker	20.09
05190 - Motor Vehicle Mechanic	22.02
05220 - Motor Vehicle Mechanic Helper	17.13
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.11
07042 - Cook II	11.21
07070 - Dishwasher	8.12
07130 - Food Service Worker	9.74
07210 - Meat Cutter	15.33
07260 - Waiter/Waitress	8.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	17.63
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer, Minor	16.02
09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.41
11060 - Elevator Operator	11.41
11090 - Gardener	13.67
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.93
11260 - Pruner	11.63
11270 - Tractor Operator	12.88
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.64

12000 - Health Occupations		
12010 - Ambulance Driver		16.84
12011 - Breath Alcohol Technician		16.09
12012 - Certified Occupational Therapist Assistant		24.34
12015 - Certified Physical Therapist Assistant		24.89
12020 - Dental Assistant		15.56
12025 - Dental Hygienist		33.25
12030 - EKG Technician		23.73
12035 - Electroneurodiagnostic Technologist		23.73
12040 - Emergency Medical Technician		16.84
12071 - Licensed Practical Nurse I		14.39
12072 - Licensed Practical Nurse II		16.09
12073 - Licensed Practical Nurse III		17.95
12100 - Medical Assistant		13.48
12130 - Medical Laboratory Technician		17.16
12160 - Medical Record Clerk		13.96
12190 - Medical Record Technician		15.61
12195 - Medical Transcriptionist		14.13
12210 - Nuclear Medicine Technologist		30.53
12221 - Nursing Assistant I		9.46
12222 - Nursing Assistant II		10.27
12223 - Nursing Assistant III		11.21
12224 - Nursing Assistant IV		12.58
12235 - Optical Dispenser		18.17
12236 - Optical Technician		15.08
12250 - Pharmacy Technician		17.33
12280 - Phlebotomist		12.58
12305 - Radiologic Technologist		25.40
12311 - Registered Nurse I		24.37
12312 - Registered Nurse II		29.81
12313 - Registered Nurse II, Specialist		29.81
12314 - Registered Nurse III		36.07
12315 - Registered Nurse III, Anesthetist		36.07
12316 - Registered Nurse IV		43.23
12317 - Scheduler (Drug and Alcohol Testing)		19.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36
13013 - Exhibits Specialist III		29.19
13041 - Illustrator I		20.00
13042 - Illustrator II		24.56
13043 - Illustrator III		29.80
13047 - Librarian		32.67
13050 - Library Aide/Clerk		10.41
13054 - Library Information Technology Systems Administrator		23.82
13058 - Library Technician		16.78
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.80
13071 - Photographer I		13.93
13072 - Photographer II		18.46
13073 - Photographer III		22.43
13074 - Photographer IV		24.90
13075 - Photographer V		30.14
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	20.07

14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		32.44
15060 - Educational Technologist		29.72
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		24.28
15090 - Technical Instructor		20.94
15095 - Technical Instructor/Course Developer		25.61
15110 - Test Proctor		17.61
15120 - Tutor		17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.54
16030 - Counter Attendant		8.54
16040 - Dry Cleaner		10.70
16070 - Finisher, Flatwork, Machine		8.54
16090 - Presser, Hand		8.54
16110 - Presser, Machine, Drycleaning		8.54
16130 - Presser, Machine, Shirts		8.54
16160 - Presser, Machine, Wearing Apparel, Laundry		8.54
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.22
16250 - Washer, Machine		9.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.51
19040 - Tool And Die Maker		24.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.55
21030 - Material Coordinator		23.57
21040 - Material Expediter		23.57
21050 - Material Handling Laborer		11.27
21071 - Order Filler		11.49
21080 - Production Line Worker (Food Processing)		15.55
21110 - Shipping Packer		13.83
21130 - Shipping/Receiving Clerk		13.83
21140 - Store Worker I		12.41
21150 - Stock Clerk		15.52
21210 - Tools And Parts Attendant		15.55
21410 - Warehouse Specialist		15.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.29
23021 - Aircraft Mechanic I		22.18
23022 - Aircraft Mechanic II		23.29
23023 - Aircraft Mechanic III		24.37
23040 - Aircraft Mechanic Helper		16.35
23050 - Aircraft, Painter		20.20
23060 - Aircraft Servicer		18.22
23080 - Aircraft Worker		19.17
23110 - Appliance Mechanic		19.24
23120 - Bicycle Repairer		14.43
23125 - Cable Splicer		23.93
23130 - Carpenter, Maintenance		19.24
23140 - Carpet Layer		18.79
23160 - Electrician, Maintenance		21.90

23181 - Electronics Technician Maintenance I	22.38
23182 - Electronics Technician Maintenance II	23.53
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	17.81
23290 - Fire Alarm System Mechanic	20.20
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	20.48
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	18.22
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.33
23393 - Gunsmith III	20.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.20
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.31
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.52
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 - Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services Coordinator	13.31
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96

27007	Baggage Inspector		12.01
27008	Corrections Officer		18.71
27010	Court Security Officer		20.29
27030	Detection Dog Handler		15.31
27040	Detention Officer		18.71
27070	Firefighter		19.65
27101	Guard I		12.01
27102	Guard II		15.31
27131	Police Officer I		22.07
27132	Police Officer II		24.52
28000	Recreation Occupations		
28041	Carnival Equipment Operator		10.47
28042	Carnival Equipment Repairer		10.99
28043	Carnival Equpment Worker		8.21
28210	Gate Attendant/Gate Tender		14.30
28310	Lifeguard		12.22
28350	Park Attendant (Aide)		15.60
28510	Recreation Aide/Health Facility Attendant		11.68
28515	Recreation Specialist		19.83
28630	Sports Official		12.75
28690	Swimming Pool Operator		15.63
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer		20.73
29020	Hatch Tender		20.73
29030	Line Handler		20.73
29041	Stevedore I		19.71
29042	Stevedore II		21.80
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011	Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012	Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021	Archeological Technician I		18.28
30022	Archeological Technician II		19.03
30023	Archeological Technician III		25.14
30030	Cartographic Technician		26.68
30040	Civil Engineering Technician		25.15
30061	Drafter/CAD Operator I		18.85
30062	Drafter/CAD Operator II		21.09
30063	Drafter/CAD Operator III		23.52
30064	Drafter/CAD Operator IV		28.93
30081	Engineering Technician I		17.82
30082	Engineering Technician II		19.79
30083	Engineering Technician III		22.59
30084	Engineering Technician IV		27.42
30085	Engineering Technician V		33.54
30086	Engineering Technician VI		40.58
30090	Environmental Technician		21.87
30210	Laboratory Technician		20.41
30240	Mathematical Technician		26.68
30361	Paralegal/Legal Assistant I		16.04
30362	Paralegal/Legal Assistant II		19.88
30363	Paralegal/Legal Assistant III		24.32
30364	Paralegal/Legal Assistant IV		29.42
30390	Photo-Optics Technician		26.68
30461	Technical Writer I		23.10
30462	Technical Writer II		28.24
30463	Technical Writer III		34.17
30491	Unexploded Ordnance (UXO) Technician I		22.74
30492	Unexploded Ordnance (UXO) Technician II		27.51
30493	Unexploded Ordnance (UXO) Technician III		32.97
30494	Unexploded (UXO) Safety Escort		22.74
30495	Unexploded (UXO) Sweep Personnel		22.74
30620	Weather Observer, Combined Upper Air Or	(see 2)	23.52

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.61
31030 - Bus Driver		14.66
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.25
31290 - Shuttle Bus Driver		14.22
31310 - Taxi Driver		11.32
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		15.59
31363 - Truckdriver, Heavy		17.75
31364 - Truckdriver, Tractor-Trailer		17.75
99000 - Miscellaneous Occupations		
99030 - Cashier		8.95
99050 - Desk Clerk		9.12
99095 - Embalmer		23.61
99251 - Laboratory Animal Caretaker I		9.86
99252 - Laboratory Animal Caretaker II		10.47
99310 - Mortician		30.76
99410 - Pest Controller		15.66
99510 - Photofinishing Worker		11.61
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		18.57
99730 - Refuse Collector		15.17
99810 - Sales Clerk		11.04
99820 - School Crossing Guard		11.64
99830 - Survey Party Chief		18.10
99831 - Surveying Aide		11.30
99832 - Surveying Technician		16.46
99840 - Vending Machine Attendant		12.92
99841 - Vending Machine Repairer		15.13
99842 - Vending Machine Repairer Helper		12.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2545 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts,

Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		21.41
01040 - Court Reporter		20.21
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.55
01060 - Dispatcher, Motor Vehicle		18.37
01070 - Document Preparation Clerk		13.44
01090 - Duplicating Machine Operator		13.44
01111 - General Clerk I		12.06
01112 - General Clerk II		13.27
01113 - General Clerk III		17.46
01120 - Housing Referral Assistant		19.65
01141 - Messenger Courier		12.83
01191 - Order Clerk I		15.00
01192 - Order Clerk II		16.38
01261 - Personnel Assistant (Employment) I		15.94
01262 - Personnel Assistant (Employment) II		18.37
01263 - Personnel Assistant (Employment) III		21.22
01270 - Production Control Clerk		21.22
01280 - Receptionist		15.28
01290 - Rental Clerk		15.94
01300 - Scheduler, Maintenance		15.76
01311 - Secretary I		15.76
01312 - Secretary II		17.63
01313 - Secretary III		19.65
01320 - Service Order Dispatcher		16.34
01410 - Supply Technician		21.41
01420 - Survey Worker		18.37
01531 - Travel Clerk I		12.84
01532 - Travel Clerk II		13.64
01533 - Travel Clerk III		14.52
01611 - Word Processor I		13.44
01612 - Word Processor II		15.94
01613 - Word Processor III		18.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.01
05010 - Automotive Electrician		20.97
05040 - Automotive Glass Installer		19.97
05070 - Automotive Worker		19.97
05110 - Mobile Equipment Servicer		17.96
05130 - Motor Equipment Metal Mechanic		21.96
05160 - Motor Equipment Metal Worker		19.97
05190 - Motor Vehicle Mechanic		22.89
05220 - Motor Vehicle Mechanic Helper		16.96
05250 - Motor Vehicle Upholstery Worker		18.96
05280 - Motor Vehicle Wrecker		19.97
05310 - Painter, Automotive		20.97
05340 - Radiator Repair Specialist		19.97
05370 - Tire Repairer		13.64
05400 - Transmission Repair Specialist		21.96

07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	9.94
07042 - Cook II	11.11
07070 - Dishwasher	8.68
07130 - Food Service Worker	9.72
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.92
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	10.42
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.45
11150 - Janitor	11.73
11210 - Laborer, Grounds Maintenance	11.31
11240 - Maid or Houseman	9.37
11260 - Pruner	9.79
11270 - Tractor Operator	12.92
11330 - Trail Maintenance Worker	11.31
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	20.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	37.02
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	17.06
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	15.95
12195 - Medical Transcriptionist	14.13
12210 - Nuclear Medicine Technologist	30.44
12221 - Nursing Assistant I	9.86
12222 - Nursing Assistant II	11.02
12223 - Nursing Assistant III	12.09
12224 - Nursing Assistant IV	13.58
12235 - Optical Dispenser	19.85
12236 - Optical Technician	15.18
12250 - Pharmacy Technician	13.59
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	24.97
12311 - Registered Nurse I	23.80
12312 - Registered Nurse II	29.10
12313 - Registered Nurse II, Specialist	29.10
12314 - Registered Nurse III	35.20
12315 - Registered Nurse III, Anesthetist	35.21
12316 - Registered Nurse IV	42.20
12317 - Scheduler (Drug and Alcohol Testing)	24.00
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		11.82
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		17.11
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		15.30
13072 - Photographer II		17.12
13073 - Photographer III		21.21
13074 - Photographer IV		25.94
13075 - Photographer V		31.38
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		30.06
15070 - Flight Instructor (Pilot)		45.27
15080 - Graphic Artist		24.04
15090 - Technical Instructor		22.71
15095 - Technical Instructor/Course Developer		27.77
15110 - Test Proctor		18.33
15120 - Tutor		18.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.11
16030 - Counter Attendant		9.10
16040 - Dry Cleaner		11.58
16070 - Finisher, Flatwork, Machine		9.11
16090 - Presser, Hand		9.11
16110 - Presser, Machine, Drycleaning		9.11
16130 - Presser, Machine, Shirts		9.11
16160 - Presser, Machine, Wearing Apparel, Laundry		9.11
16190 - Sewing Machine Operator		12.42
16220 - Tailor		13.17
16250 - Washer, Machine		9.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.53
19040 - Tool And Die Maker		23.40
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	16.19
21030 - Material Coordinator	21.72
21040 - Material Expediter	21.72
21050 - Material Handling Laborer	13.82
21071 - Order Filler	13.30
21080 - Production Line Worker (Food Processing)	16.19
21110 - Shipping Packer	15.18
21130 - Shipping/Receiving Clerk	15.18
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.37
21210 - Tools And Parts Attendant	16.19
21410 - Warehouse Specialist	16.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.15
23021 - Aircraft Mechanic I	24.99
23022 - Aircraft Mechanic II	26.15
23023 - Aircraft Mechanic III	27.35
23040 - Aircraft Mechanic Helper	19.46
23050 - Aircraft, Painter	24.03
23060 - Aircraft Servicer	21.46
23080 - Aircraft Worker	22.61
23110 - Appliance Mechanic	18.89
23120 - Bicycle Repairer	15.54
23125 - Cable Splicer	24.02
23130 - Carpenter, Maintenance	19.52
23140 - Carpet Layer	21.54
23160 - Electrician, Maintenance	24.34
23181 - Electronics Technician Maintenance I	22.39
23182 - Electronics Technician Maintenance II	23.85
23183 - Electronics Technician Maintenance III	25.03
23260 - Fabric Worker	17.87
23290 - Fire Alarm System Mechanic	19.82
23310 - Fire Extinguisher Repairer	16.34
23311 - Fuel Distribution System Mechanic	19.82
23312 - Fuel Distribution System Operator	16.08
23370 - General Maintenance Worker	18.27
23380 - Ground Support Equipment Mechanic	24.99
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.61
23391 - Gunsmith I	16.34
23392 - Gunsmith II	18.65
23393 - Gunsmith III	20.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.04
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	20.19
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	19.81
23470 - Laborer	12.44
23510 - Locksmith	22.37
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist, Maintenance	20.48
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.81
23640 - Millwright	22.89
23710 - Office Appliance Repairer	20.01
23760 - Painter, Maintenance	19.52
23790 - Pipefitter, Maintenance	21.83
23810 - Plumber, Maintenance	19.74

23820 - Pneudraulic Systems Mechanic	20.79
23850 - Rigger	20.79
23870 - Scale Mechanic	18.65
23890 - Sheet-Metal Worker, Maintenance	20.48
23910 - Small Engine Mechanic	17.94
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.39
23950 - Telephone Lineman	24.65
23960 - Welder, Combination, Maintenance	19.82
23965 - Well Driller	24.78
23970 - Woodcraft Worker	20.79
23980 - Woodworker	16.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	8.10
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	14.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	19.90
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	16.98
25210 - Water Treatment Plant Operator	19.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.29
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	18.21
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.67
27040 - Detention Officer	18.21
27070 - Firefighter	22.67
27101 - Guard I	12.22
27102 - Guard II	13.67
27131 - Police Officer I	23.07
27132 - Police Officer II	25.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.21
28042 - Carnival Equipment Repairer	10.86
28043 - Carnival Equpment Worker	8.31
28210 - Gate Attendant/Gate Tender	13.72
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.35
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.97
28630 - Sports Official	12.22
28690 - Swimming Pool Operator	15.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90
29020 - Hatch Tender	18.90
29030 - Line Handler	18.90
29041 - Stevedore I	17.64
29042 - Stevedore II	20.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.72
30021 - Archeological Technician I	17.41
30022 - Archeological Technician II	19.48
30023 - Archeological Technician III	24.13
30030 - Cartographic Technician	24.13
30040 - Civil Engineering Technician	24.53

30061 - Drafter/CAD Operator I		17.41
30062 - Drafter/CAD Operator II		19.48
30063 - Drafter/CAD Operator III		21.71
30064 - Drafter/CAD Operator IV		26.72
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.11
30084 - Engineering Technician IV		26.16
30085 - Engineering Technician V		32.00
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		20.53
30210 - Laboratory Technician		23.16
30240 - Mathematical Technician		24.14
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		24.16
30363 - Paralegal/Legal Assistant III		29.54
30364 - Paralegal/Legal Assistant IV		35.74
30390 - Photo-Optics Technician		24.14
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.85
30463 - Technical Writer III		34.14
30491 - Unexploded Ordnance (UXO) Technician I		23.20
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.64
30494 - Unexploded (UXO) Safety Escort		23.20
30495 - Unexploded (UXO) Sweep Personnel		23.20
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer, Senior	(see 2)	24.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.61
31030 - Bus Driver		14.82
31043 - Driver Courier		13.21
31260 - Parking and Lot Attendant		8.55
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		10.85
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		17.89
31363 - Truckdriver, Heavy		18.44
31364 - Truckdriver, Tractor-Trailer		18.44
99000 - Miscellaneous Occupations		
99030 - Cashier		9.69
99050 - Desk Clerk		10.71
99095 - Embalmer		27.31
99251 - Laboratory Animal Caretaker I		9.89
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		31.44
99410 - Pest Controller		17.91
99510 - Photofinishing Worker		13.94
99710 - Recycling Laborer		15.35
99711 - Recycling Specialist		17.59
99730 - Refuse Collector		13.75
99810 - Sales Clerk		13.16
99820 - School Crossing Guard		13.08
99830 - Survey Party Chief		19.56
99831 - Surveying Aide		12.80
99832 - Surveying Technician		17.53
99840 - Vending Machine Attendant		12.86
99841 - Vending Machine Repairer		15.27
99842 - Vending Machine Repairer Helper		12.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2546 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		21.41
01040 - Court Reporter		20.21
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.55
01060 - Dispatcher, Motor Vehicle		18.37
01070 - Document Preparation Clerk		13.44
01090 - Duplicating Machine Operator		13.44
01111 - General Clerk I		12.06
01112 - General Clerk II		13.27
01113 - General Clerk III		17.46
01120 - Housing Referral Assistant		19.65
01141 - Messenger Courier		12.83
01191 - Order Clerk I		15.00
01192 - Order Clerk II		16.38
01261 - Personnel Assistant (Employment) I		15.94
01262 - Personnel Assistant (Employment) II		18.37
01263 - Personnel Assistant (Employment) III		21.22
01270 - Production Control Clerk		21.22
01280 - Receptionist		15.28
01290 - Rental Clerk		15.94
01300 - Scheduler, Maintenance		15.76
01311 - Secretary I		15.76
01312 - Secretary II		17.63
01313 - Secretary III		19.65

01320 - Service Order Dispatcher	16.34
01410 - Supply Technician	21.41
01420 - Survey Worker	18.37
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	13.44
01612 - Word Processor II	15.94
01613 - Word Processor III	18.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.01
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter, Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	9.94
07042 - Cook II	11.11
07070 - Dishwasher	8.68
07130 - Food Service Worker	9.72
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.92
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	10.42
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.45
11150 - Janitor	10.45
11210 - Laborer, Grounds Maintenance	11.31
11240 - Maid or Houseman	9.37
11260 - Pruner	9.79
11270 - Tractor Operator	12.92
11330 - Trail Maintenance Worker	11.31
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	20.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	37.02
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	18.85

12072 - Licensed Practical Nurse II		21.09
12073 - Licensed Practical Nurse III		23.50
12100 - Medical Assistant		14.00
12130 - Medical Laboratory Technician		17.06
12160 - Medical Record Clerk		14.26
12190 - Medical Record Technician		15.95
12195 - Medical Transcriptionist		14.13
12210 - Nuclear Medicine Technologist		30.44
12221 - Nursing Assistant I		9.86
12222 - Nursing Assistant II		11.02
12223 - Nursing Assistant III		12.09
12224 - Nursing Assistant IV		13.58
12235 - Optical Dispenser		19.85
12236 - Optical Technician		15.18
12250 - Pharmacy Technician		13.59
12280 - Phlebotomist		13.57
12305 - Radiologic Technologist		24.97
12311 - Registered Nurse I		23.80
12312 - Registered Nurse II		29.10
12313 - Registered Nurse II, Specialist		29.10
12314 - Registered Nurse III		35.20
12315 - Registered Nurse III, Anesthetist		35.21
12316 - Registered Nurse IV		42.20
12317 - Scheduler (Drug and Alcohol Testing)		24.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		11.82
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		17.11
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		15.30
13072 - Photographer II		17.12
13073 - Photographer III		21.21
13074 - Photographer IV		25.94
13075 - Photographer V		31.38
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77

15030 - Air Crew Training Devices Instructor (Pilot)	45.27
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	30.06
15070 - Flight Instructor (Pilot)	45.27
15080 - Graphic Artist	24.04
15090 - Technical Instructor	22.71
15095 - Technical Instructor/Course Developer	27.77
15110 - Test Proctor	18.33
15120 - Tutor	18.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.11
16030 - Counter Attendant	9.10
16040 - Dry Cleaner	11.58
16070 - Finisher, Flatwork, Machine	9.11
16090 - Presser, Hand	9.11
16110 - Presser, Machine, Drycleaning	9.11
16130 - Presser, Machine, Shirts	9.11
16160 - Presser, Machine, Wearing Apparel, Laundry	9.11
16190 - Sewing Machine Operator	12.42
16220 - Tailor	13.17
16250 - Washer, Machine	9.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.53
19040 - Tool And Die Maker	23.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.19
21030 - Material Coordinator	21.72
21040 - Material Expediter	21.72
21050 - Material Handling Laborer	13.82
21071 - Order Filler	13.30
21080 - Production Line Worker (Food Processing)	16.19
21110 - Shipping Packer	15.18
21130 - Shipping/Receiving Clerk	15.18
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.37
21210 - Tools And Parts Attendant	16.19
21410 - Warehouse Specialist	16.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.15
23021 - Aircraft Mechanic I	24.99
23022 - Aircraft Mechanic II	26.15
23023 - Aircraft Mechanic III	27.35
23040 - Aircraft Mechanic Helper	19.46
23050 - Aircraft, Painter	24.03
23060 - Aircraft Servicer	21.46
23080 - Aircraft Worker	22.61
23110 - Appliance Mechanic	18.89
23120 - Bicycle Repairer	15.54
23125 - Cable Splicer	24.02
23130 - Carpenter, Maintenance	19.52
23140 - Carpet Layer	21.54
23160 - Electrician, Maintenance	24.34
23181 - Electronics Technician Maintenance I	22.39
23182 - Electronics Technician Maintenance II	23.85
23183 - Electronics Technician Maintenance III	25.03
23260 - Fabric Worker	17.87
23290 - Fire Alarm System Mechanic	19.82
23310 - Fire Extinguisher Repairer	16.34
23311 - Fuel Distribution System Mechanic	19.82
23312 - Fuel Distribution System Operator	16.08
23370 - General Maintenance Worker	18.27
23380 - Ground Support Equipment Mechanic	24.99
23381 - Ground Support Equipment Servicer	21.46

23382 - Ground Support Equipment Worker	22.61
23391 - Gunsmith I	16.34
23392 - Gunsmith II	18.65
23393 - Gunsmith III	20.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.04
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	20.19
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	19.81
23470 - Laborer	12.44
23510 - Locksmith	22.37
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist, Maintenance	20.48
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.81
23640 - Millwright	22.89
23710 - Office Appliance Repairer	20.01
23760 - Painter, Maintenance	19.52
23790 - Pipefitter, Maintenance	21.83
23810 - Plumber, Maintenance	19.74
23820 - Pneudraulic Systems Mechanic	20.79
23850 - Rigger	20.79
23870 - Scale Mechanic	18.65
23890 - Sheet-Metal Worker, Maintenance	20.48
23910 - Small Engine Mechanic	17.94
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.39
23950 - Telephone Lineman	24.65
23960 - Welder, Combination, Maintenance	19.82
23965 - Well Driller	24.78
23970 - Woodcraft Worker	20.79
23980 - Woodworker	16.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	8.10
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	14.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	19.90
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	16.98
25210 - Water Treatment Plant Operator	19.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.29
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	18.21
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.67
27040 - Detention Officer	18.21
27070 - Firefighter	22.67
27101 - Guard I	12.22
27102 - Guard II	13.67
27131 - Police Officer I	23.07
27132 - Police Officer II	25.67
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		10.21
28042 - Carnival Equipment Repairer		10.86
28043 - Carnival Equpment Worker		8.31
28210 - Gate Attendant/Gate Tender		13.72
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.35
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		17.97
28630 - Sports Official		12.22
28690 - Swimming Pool Operator		15.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.90
29020 - Hatch Tender		18.90
29030 - Line Handler		18.90
29041 - Stevedore I		17.64
29042 - Stevedore II		20.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.17
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.72
30021 - Archeological Technician I		17.41
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		24.13
30030 - Cartographic Technician		24.13
30040 - Civil Engineering Technician		24.53
30061 - Drafter/CAD Operator I		17.41
30062 - Drafter/CAD Operator II		19.48
30063 - Drafter/CAD Operator III		21.71
30064 - Drafter/CAD Operator IV		26.72
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.11
30084 - Engineering Technician IV		26.16
30085 - Engineering Technician V		32.00
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		20.53
30210 - Laboratory Technician		23.16
30240 - Mathematical Technician		24.14
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		24.16
30363 - Paralegal/Legal Assistant III		29.54
30364 - Paralegal/Legal Assistant IV		35.74
30390 - Photo-Optics Technician		24.14
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.85
30463 - Technical Writer III		34.14
30491 - Unexploded Ordnance (UXO) Technician I		23.20
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.64
30494 - Unexploded (UXO) Safety Escort		23.20
30495 - Unexploded (UXO) Sweep Personnel		23.20
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer, Senior	(see 2)	24.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.61
31030 - Bus Driver		14.82
31043 - Driver Courier		13.21
31260 - Parking and Lot Attendant		8.55
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		10.85
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		17.89

31363 - Truckdriver, Heavy	18.44
31364 - Truckdriver, Tractor-Trailer	18.44
99000 - Miscellaneous Occupations	
99030 - Cashier	9.69
99050 - Desk Clerk	10.71
99095 - Embalmer	27.31
99251 - Laboratory Animal Caretaker I	9.89
99252 - Laboratory Animal Caretaker II	10.65
99310 - Mortician	31.44
99410 - Pest Controller	17.91
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	15.35
99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.75
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	13.08
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.80
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	12.86
99841 - Vending Machine Repairer	15.27
99842 - Vending Machine Repairer Helper	12.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2547 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area:
Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.94
01012 - Accounting Clerk II		13.41
01013 - Accounting Clerk III		15.00
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		10.81
01052 - Data Entry Operator II		12.07
01060 - Dispatcher, Motor Vehicle		15.90
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		10.51
01112 - General Clerk II		11.54
01113 - General Clerk III		12.91
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		10.88
01191 - Order Clerk I		11.10
01192 - Order Clerk II		12.11
01261 - Personnel Assistant (Employment) I		13.71
01262 - Personnel Assistant (Employment) II		15.33
01263 - Personnel Assistant (Employment) III		17.10
01270 - Production Control Clerk		19.20
01280 - Receptionist		10.28
01290 - Rental Clerk		11.61
01300 - Scheduler, Maintenance		12.94
01311 - Secretary I		12.94
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		14.91
01410 - Supply Technician		17.66
01420 - Survey Worker		13.67
01531 - Travel Clerk I		12.84
01532 - Travel Clerk II		13.64
01533 - Travel Clerk III		14.52
01611 - Word Processor I		12.07
01612 - Word Processor II		13.54
01613 - Word Processor III		15.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.67
05010 - Automotive Electrician		16.25
05040 - Automotive Glass Installer		15.64
05070 - Automotive Worker		15.64
05110 - Mobile Equipment Servicer		14.32
05130 - Motor Equipment Metal Mechanic		16.87
05160 - Motor Equipment Metal Worker		15.64
05190 - Motor Vehicle Mechanic		16.31
05220 - Motor Vehicle Mechanic Helper		13.42
05250 - Motor Vehicle Upholstery Worker		14.98
05280 - Motor Vehicle Wrecker		15.64
05310 - Painter, Automotive		16.25
05340 - Radiator Repair Specialist		15.64
05370 - Tire Repairer		12.58
05400 - Transmission Repair Specialist		16.87
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.82
07041 - Cook I		10.45
07042 - Cook II		11.41
07070 - Dishwasher		7.59
07130 - Food Service Worker		8.69
07210 - Meat Cutter		13.56

07260 - Waiter/Waitress	8.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.25
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.20
09110 - Furniture Repairer, Minor	14.55
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	9.18
11090 - Gardener	11.51
11122 - Housekeeping Aide	9.18
11150 - Janitor	9.18
11210 - Laborer, Grounds Maintenance	9.71
11240 - Maid or Houseman	8.22
11260 - Pruner	9.18
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	9.71
11360 - Window Cleaner	10.25
12000 - Health Occupations	
12010 - Ambulance Driver	14.48
12011 - Breath Alcohol Technician	16.11
12012 - Certified Occupational Therapist Assistant	26.66
12015 - Certified Physical Therapist Assistant	25.52
12020 - Dental Assistant	13.92
12025 - Dental Hygienist	32.95
12030 - EKG Technician	25.45
12035 - Electroneurodiagnostic Technologist	25.45
12040 - Emergency Medical Technician	14.48
12071 - Licensed Practical Nurse I	14.40
12072 - Licensed Practical Nurse II	16.11
12073 - Licensed Practical Nurse III	17.97
12100 - Medical Assistant	11.82
12130 - Medical Laboratory Technician	17.27
12160 - Medical Record Clerk	12.78
12190 - Medical Record Technician	14.66
12195 - Medical Transcriptionist	13.38
12210 - Nuclear Medicine Technologist	35.41
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.75
12236 - Optical Technician	14.40
12250 - Pharmacy Technician	12.20
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	24.79
12311 - Registered Nurse I	20.23
12312 - Registered Nurse II	24.74
12313 - Registered Nurse II, Specialist	24.74
12314 - Registered Nurse III	29.93
12315 - Registered Nurse III, Anesthetist	29.93
12316 - Registered Nurse IV	35.87
12317 - Scheduler (Drug and Alcohol Testing)	19.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.94
13012 - Exhibits Specialist II	21.87
13013 - Exhibits Specialist III	25.95
13041 - Illustrator I	17.57
13042 - Illustrator II	21.87
13043 - Illustrator III	26.63
13047 - Librarian	24.10

13050 - Library Aide/Clerk		10.99
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.35
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.59
13071 - Photographer I		14.83
13072 - Photographer II		16.59
13073 - Photographer III		21.77
13074 - Photographer IV		26.63
13075 - Photographer V		32.22
13110 - Video Teleconference Technician		15.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I		20.42
14072 - Computer Programmer II		22.36
14073 - Computer Programmer III		25.68
14074 - Computer Programmer IV		22.36
14101 - Computer Systems Analyst I		25.80
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.80
15020 - Aircrew Training Devices Instructor (Rated)		31.22
15030 - Air Crew Training Devices Instructor (Pilot)		34.34
15050 - Computer Based Training Specialist / Instructor		25.80
15060 - Educational Technologist		22.94
15070 - Flight Instructor (Pilot)		34.34
15080 - Graphic Artist		19.83
15090 - Technical Instructor		19.60
15095 - Technical Instructor/Course Developer		23.98
15110 - Test Proctor		15.83
15120 - Tutor		15.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.11
16030 - Counter Attendant		9.11
16040 - Dry Cleaner		11.58
16070 - Finisher, Flatwork, Machine		9.11
16090 - Presser, Hand		9.11
16110 - Presser, Machine, Drycleaning		9.11
16130 - Presser, Machine, Shirts		9.11
16160 - Presser, Machine, Wearing Apparel, Laundry		9.11
16190 - Sewing Machine Operator		12.42
16220 - Tailor		13.17
16250 - Washer, Machine		9.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.33
19040 - Tool And Die Maker		23.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.04
21030 - Material Coordinator		19.71
21040 - Material Expediter		19.71
21050 - Material Handling Laborer		11.01
21071 - Order Filler		10.04
21080 - Production Line Worker (Food Processing)		14.04
21110 - Shipping Packer		12.00

21130 - Shipping/Receiving Clerk	12.00
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.37
21210 - Tools And Parts Attendant	14.04
21410 - Warehouse Specialist	14.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.18
23021 - Aircraft Mechanic I	17.38
23022 - Aircraft Mechanic II	18.18
23023 - Aircraft Mechanic III	19.02
23040 - Aircraft Mechanic Helper	12.94
23050 - Aircraft, Painter	16.56
23060 - Aircraft Servicer	14.84
23080 - Aircraft Worker	15.74
23110 - Appliance Mechanic	18.41
23120 - Bicycle Repairer	12.58
23125 - Cable Splicer	23.47
23130 - Carpenter, Maintenance	17.88
23140 - Carpet Layer	15.21
23160 - Electrician, Maintenance	17.75
23181 - Electronics Technician Maintenance I	19.73
23182 - Electronics Technician Maintenance II	20.96
23183 - Electronics Technician Maintenance III	21.99
23260 - Fabric Worker	14.61
23290 - Fire Alarm System Mechanic	17.56
23310 - Fire Extinguisher Repairer	15.08
23311 - Fuel Distribution System Mechanic	17.56
23312 - Fuel Distribution System Operator	14.08
23370 - General Maintenance Worker	16.36
23380 - Ground Support Equipment Mechanic	17.38
23381 - Ground Support Equipment Servicer	14.84
23382 - Ground Support Equipment Worker	15.74
23391 - Gunsmith I	15.08
23392 - Gunsmith II	15.59
23393 - Gunsmith III	17.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.84
23430 - Heavy Equipment Mechanic	17.91
23440 - Heavy Equipment Operator	14.71
23460 - Instrument Mechanic	17.38
23465 - Laboratory/Shelter Mechanic	16.56
23470 - Laborer	11.01
23510 - Locksmith	16.56
23530 - Machinery Maintenance Mechanic	22.63
23550 - Machinist, Maintenance	19.03
23580 - Maintenance Trades Helper	12.54
23591 - Metrology Technician I	17.38
23592 - Metrology Technician II	18.18
23593 - Metrology Technician III	19.02
23640 - Millwright	20.20
23710 - Office Appliance Repairer	16.56
23760 - Painter, Maintenance	16.25
23790 - Pipefitter, Maintenance	16.65
23810 - Plumber, Maintenance	15.91
23820 - Pneudraulic Systems Mechanic	17.38
23850 - Rigger	17.38
23870 - Scale Mechanic	15.59
23890 - Sheet-Metal Worker, Maintenance	16.87
23910 - Small Engine Mechanic	15.59
23931 - Telecommunications Mechanic I	24.65
23932 - Telecommunications Mechanic II	25.80

23950 - Telephone Lineman	23.76
23960 - Welder, Combination, Maintenance	16.80
23965 - Well Driller	17.38
23970 - Woodcraft Worker	17.38
23980 - Woodworker	13.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	10.89
24610 - Chore Aide	8.49
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	19.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.68
27007 - Baggage Inspector	10.54
27008 - Corrections Officer	15.60
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	11.78
27040 - Detention Officer	15.60
27070 - Firefighter	17.00
27101 - Guard I	10.54
27102 - Guard II	11.78
27131 - Police Officer I	18.52
27132 - Police Officer II	20.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.91
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Equpment Worker	7.88
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	16.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.99
29020 - Hatch Tender	18.99
29030 - Line Handler	18.99
29041 - Stevedore I	18.11
29042 - Stevedore II	19.56
30000 - Technical Occupations	
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30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
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30023 - Archeological Technician III	21.73
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30063 - Drafter/CAD Operator III	18.15
30064 - Drafter/CAD Operator IV	22.93
30081 - Engineering Technician I	12.86
30082 - Engineering Technician II	14.44
30083 - Engineering Technician III	16.56

30084 - Engineering Technician IV		20.00
30085 - Engineering Technician V		24.48
30086 - Engineering Technician VI		29.61
30090 - Environmental Technician		20.10
30210 - Laboratory Technician		21.13
30240 - Mathematical Technician		20.70
30361 - Paralegal/Legal Assistant I		16.06
30362 - Paralegal/Legal Assistant II		19.50
30363 - Paralegal/Legal Assistant III		23.83
30364 - Paralegal/Legal Assistant IV		28.84
30390 - Photo-Optics Technician		20.65
30461 - Technical Writer I		19.58
30462 - Technical Writer II		23.95
30463 - Technical Writer III		28.97
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.15
30621 - Weather Observer, Senior	(see 2)	20.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.41
31030 - Bus Driver		13.05
31043 - Driver Courier		12.62
31260 - Parking and Lot Attendant		9.27
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		12.50
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		13.73
31363 - Truckdriver, Heavy		15.11
31364 - Truckdriver, Tractor-Trailer		15.11
99000 - Miscellaneous Occupations		
99030 - Cashier		7.78
99050 - Desk Clerk		10.14
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.04
99252 - Laboratory Animal Caretaker II		10.81
99310 - Mortician		26.70
99410 - Pest Controller		15.47
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.73
99711 - Recycling Specialist		15.46
99730 - Refuse Collector		12.24
99810 - Sales Clerk		11.03
99820 - School Crossing Guard		12.72
99830 - Survey Party Chief		20.14
99831 - Surveying Aide		12.19
99832 - Surveying Technician		16.70
99840 - Vending Machine Attendant		14.52
99841 - Vending Machine Repairer		16.93
99842 - Vending Machine Repairer Helper		14.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2548
Revision No.: 16
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area: Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.94
01012 - Accounting Clerk II		13.41
01013 - Accounting Clerk III		15.00
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		10.81
01052 - Data Entry Operator II		12.07
01060 - Dispatcher, Motor Vehicle		15.90
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		10.51
01112 - General Clerk II		11.54
01113 - General Clerk III		12.91
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		10.88
01191 - Order Clerk I		11.10
01192 - Order Clerk II		12.11
01261 - Personnel Assistant (Employment) I		13.71
01262 - Personnel Assistant (Employment) II		15.33
01263 - Personnel Assistant (Employment) III		17.10
01270 - Production Control Clerk		19.20
01280 - Receptionist		10.28
01290 - Rental Clerk		11.61
01300 - Scheduler, Maintenance		12.94
01311 - Secretary I		12.94
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		14.91
01410 - Supply Technician		17.66
01420 - Survey Worker		13.67
01531 - Travel Clerk I		12.84
01532 - Travel Clerk II		13.64

01533 - Travel Clerk III	14.52
01611 - Word Processor I	12.07
01612 - Word Processor II	13.54
01613 - Word Processor III	15.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.67
05010 - Automotive Electrician	16.25
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64
05110 - Mobile Equipment Servicer	14.32
05130 - Motor Equipment Metal Mechanic	16.87
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	16.31
05220 - Motor Vehicle Mechanic Helper	13.42
05250 - Motor Vehicle Upholstery Worker	14.98
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter, Automotive	16.25
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	12.58
05400 - Transmission Repair Specialist	16.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.82
07041 - Cook I	10.45
07042 - Cook II	11.41
07070 - Dishwasher	7.59
07130 - Food Service Worker	8.69
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	8.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.25
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.20
09110 - Furniture Repairer, Minor	14.55
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	9.18
11090 - Gardener	11.51
11122 - Housekeeping Aide	9.18
11150 - Janitor	9.18
11210 - Laborer, Grounds Maintenance	9.71
11240 - Maid or Houseman	8.22
11260 - Pruner	9.18
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	9.71
11360 - Window Cleaner	10.25
12000 - Health Occupations	
12010 - Ambulance Driver	14.48
12011 - Breath Alcohol Technician	16.11
12012 - Certified Occupational Therapist Assistant	26.66
12015 - Certified Physical Therapist Assistant	25.52
12020 - Dental Assistant	13.92
12025 - Dental Hygienist	32.95
12030 - EKG Technician	25.45
12035 - Electroneurodiagnostic Technologist	25.45
12040 - Emergency Medical Technician	14.48
12071 - Licensed Practical Nurse I	14.40
12072 - Licensed Practical Nurse II	16.11
12073 - Licensed Practical Nurse III	17.97
12100 - Medical Assistant	11.82
12130 - Medical Laboratory Technician	17.27
12160 - Medical Record Clerk	12.78

12190 - Medical Record Technician		14.66
12195 - Medical Transcriptionist		13.38
12210 - Nuclear Medicine Technologist		35.41
12221 - Nursing Assistant I		9.67
12222 - Nursing Assistant II		10.87
12223 - Nursing Assistant III		11.86
12224 - Nursing Assistant IV		13.31
12235 - Optical Dispenser		16.75
12236 - Optical Technician		14.40
12250 - Pharmacy Technician		12.20
12280 - Phlebotomist		14.84
12305 - Radiologic Technologist		24.79
12311 - Registered Nurse I		20.23
12312 - Registered Nurse II		24.74
12313 - Registered Nurse II, Specialist		24.74
12314 - Registered Nurse III		29.93
12315 - Registered Nurse III, Anesthetist		29.93
12316 - Registered Nurse IV		35.87
12317 - Scheduler (Drug and Alcohol Testing)		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.94
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		25.95
13041 - Illustrator I		17.57
13042 - Illustrator II		21.87
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		10.99
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.35
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.59
13071 - Photographer I		14.83
13072 - Photographer II		16.59
13073 - Photographer III		21.77
13074 - Photographer IV		26.63
13075 - Photographer V		32.22
13110 - Video Teleconference Technician		15.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I		20.42
14072 - Computer Programmer II		22.36
14073 - Computer Programmer III		25.68
14074 - Computer Programmer IV		22.36
14101 - Computer Systems Analyst I		25.80
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.80
15020 - Aircrew Training Devices Instructor (Rated)		31.22
15030 - Air Crew Training Devices Instructor (Pilot)		34.34
15050 - Computer Based Training Specialist / Instructor		25.80
15060 - Educational Technologist		22.94
15070 - Flight Instructor (Pilot)		34.34
15080 - Graphic Artist		19.83

15090 - Technical Instructor	19.60
15095 - Technical Instructor/Course Developer	23.98
15110 - Test Proctor	15.83
15120 - Tutor	15.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.11
16030 - Counter Attendant	9.11
16040 - Dry Cleaner	11.58
16070 - Finisher, Flatwork, Machine	9.11
16090 - Presser, Hand	9.11
16110 - Presser, Machine, Drycleaning	9.11
16130 - Presser, Machine, Shirts	9.11
16160 - Presser, Machine, Wearing Apparel, Laundry	9.11
16190 - Sewing Machine Operator	12.42
16220 - Tailor	13.17
16250 - Washer, Machine	9.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.33
19040 - Tool And Die Maker	23.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.04
21030 - Material Coordinator	19.71
21040 - Material Expediter	19.71
21050 - Material Handling Laborer	11.01
21071 - Order Filler	10.04
21080 - Production Line Worker (Food Processing)	14.04
21110 - Shipping Packer	12.00
21130 - Shipping/Receiving Clerk	12.00
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.37
21210 - Tools And Parts Attendant	14.04
21410 - Warehouse Specialist	14.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.18
23021 - Aircraft Mechanic I	17.38
23022 - Aircraft Mechanic II	18.18
23023 - Aircraft Mechanic III	19.02
23040 - Aircraft Mechanic Helper	12.94
23050 - Aircraft, Painter	16.56
23060 - Aircraft Servicer	14.84
23080 - Aircraft Worker	15.74
23110 - Appliance Mechanic	18.41
23120 - Bicycle Repairer	12.58
23125 - Cable Splicer	23.47
23130 - Carpenter, Maintenance	17.88
23140 - Carpet Layer	15.21
23160 - Electrician, Maintenance	17.75
23181 - Electronics Technician Maintenance I	19.73
23182 - Electronics Technician Maintenance II	20.96
23183 - Electronics Technician Maintenance III	21.99
23260 - Fabric Worker	14.61
23290 - Fire Alarm System Mechanic	17.56
23310 - Fire Extinguisher Repairer	15.08
23311 - Fuel Distribution System Mechanic	17.56
23312 - Fuel Distribution System Operator	14.08
23370 - General Maintenance Worker	16.36
23380 - Ground Support Equipment Mechanic	17.38
23381 - Ground Support Equipment Servicer	14.84
23382 - Ground Support Equipment Worker	15.74
23391 - Gunsmith I	15.08
23392 - Gunsmith II	15.59
23393 - Gunsmith III	17.38
23410 - Heating, Ventilation And Air-Conditioning	16.41

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.84
23430 - Heavy Equipment Mechanic	17.91
23440 - Heavy Equipment Operator	14.71
23460 - Instrument Mechanic	17.38
23465 - Laboratory/Shelter Mechanic	16.56
23470 - Laborer	11.01
23510 - Locksmith	16.56
23530 - Machinery Maintenance Mechanic	22.63
23550 - Machinist, Maintenance	19.03
23580 - Maintenance Trades Helper	12.54
23591 - Metrology Technician I	17.38
23592 - Metrology Technician II	18.18
23593 - Metrology Technician III	19.02
23640 - Millwright	20.20
23710 - Office Appliance Repairer	16.56
23760 - Painter, Maintenance	16.25
23790 - Pipefitter, Maintenance	16.65
23810 - Plumber, Maintenance	15.91
23820 - Pneudraulic Systems Mechanic	17.38
23850 - Rigger	17.38
23870 - Scale Mechanic	15.59
23890 - Sheet-Metal Worker, Maintenance	16.87
23910 - Small Engine Mechanic	15.59
23931 - Telecommunications Mechanic I	24.65
23932 - Telecommunications Mechanic II	25.80
23950 - Telephone Lineman	23.76
23960 - Welder, Combination, Maintenance	16.80
23965 - Well Driller	17.38
23970 - Woodcraft Worker	17.38
23980 - Woodworker	13.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	10.89
24610 - Chore Aide	8.49
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	19.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.68
27007 - Baggage Inspector	10.54
27008 - Corrections Officer	15.60
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	11.78
27040 - Detention Officer	15.60
27070 - Firefighter	17.00
27101 - Guard I	10.54
27102 - Guard II	11.78
27131 - Police Officer I	18.52
27132 - Police Officer II	20.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.91
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Equpment Worker	7.88
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01

28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		16.35
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.99
29020 - Hatch Tender		18.99
29030 - Line Handler		18.99
29041 - Stevedore I		18.11
29042 - Stevedore II		19.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.63
30022 - Archeological Technician II		17.59
30023 - Archeological Technician III		21.73
30030 - Cartographic Technician		21.73
30040 - Civil Engineering Technician		22.07
30061 - Drafter/CAD Operator I		14.65
30062 - Drafter/CAD Operator II		16.39
30063 - Drafter/CAD Operator III		18.15
30064 - Drafter/CAD Operator IV		22.93
30081 - Engineering Technician I		12.86
30082 - Engineering Technician II		14.44
30083 - Engineering Technician III		16.56
30084 - Engineering Technician IV		20.00
30085 - Engineering Technician V		24.48
30086 - Engineering Technician VI		29.61
30090 - Environmental Technician		20.10
30210 - Laboratory Technician		21.13
30240 - Mathematical Technician		20.70
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31030 - Bus Driver		13.05
31043 - Driver Courier		12.62
31260 - Parking and Lot Attendant		9.27
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		12.50
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		13.73
31363 - Truckdriver, Heavy		15.11
31364 - Truckdriver, Tractor-Trailer		15.11
99000 - Miscellaneous Occupations		
99030 - Cashier		7.78
99050 - Desk Clerk		10.14

99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.04
99252 - Laboratory Animal Caretaker II	10.81
99310 - Mortician	26.70
99410 - Pest Controller	15.47
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.73
99711 - Recycling Specialist	15.46
99730 - Refuse Collector	12.24
99810 - Sales Clerk	11.03
99820 - School Crossing Guard	12.72
99830 - Survey Party Chief	20.14
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	14.52
99841 - Vending Machine Repairer	16.93
99842 - Vending Machine Repairer Helper	14.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2553 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.98
01012 - Accounting Clerk II		13.46
01013 - Accounting Clerk III		15.08
01020 - Administrative Assistant		16.97
01040 - Court Reporter		15.46
01051 - Data Entry Operator I		10.70
01052 - Data Entry Operator II		11.66
01060 - Dispatcher, Motor Vehicle		14.10
01070 - Document Preparation Clerk		12.28
01090 - Duplicating Machine Operator		12.28
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86

01113 - General Clerk III	13.31
01120 - Housing Referral Assistant	17.25
01141 - Messenger Courier	10.52
01191 - Order Clerk I	11.32
01192 - Order Clerk II	12.28
01261 - Personnel Assistant (Employment) I	14.17
01262 - Personnel Assistant (Employment) II	15.92
01263 - Personnel Assistant (Employment) III	17.83
01270 - Production Control Clerk	18.52
01280 - Receptionist	11.30
01290 - Rental Clerk	9.80
01300 - Scheduler, Maintenance	13.80
01311 - Secretary I	13.80
01312 - Secretary II	15.46
01313 - Secretary III	17.25
01320 - Service Order Dispatcher	13.01
01410 - Supply Technician	16.97
01420 - Survey Worker	14.83
01531 - Travel Clerk I	11.37
01532 - Travel Clerk II	12.51
01533 - Travel Clerk III	13.79
01611 - Word Processor I	10.45
01612 - Word Processor II	11.70
01613 - Word Processor III	13.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	14.80
05010 - Automotive Electrician	13.41
05040 - Automotive Glass Installer	12.55
05070 - Automotive Worker	12.55
05110 - Mobile Equipment Servicer	10.56
05130 - Motor Equipment Metal Mechanic	13.73
05160 - Motor Equipment Metal Worker	11.84
05190 - Motor Vehicle Mechanic	15.79
05220 - Motor Vehicle Mechanic Helper	10.69
05250 - Motor Vehicle Upholstery Worker	11.95
05280 - Motor Vehicle Wrecker	12.55
05310 - Painter, Automotive	13.14
05340 - Radiator Repair Specialist	12.55
05370 - Tire Repairer	8.13
05400 - Transmission Repair Specialist	13.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.65
07042 - Cook II	11.82
07070 - Dishwasher	8.61
07130 - Food Service Worker	8.68
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.43
09040 - Furniture Handler	8.90
09080 - Furniture Refinisher	12.21
09090 - Furniture Refinisher Helper	10.00
09110 - Furniture Repairer, Minor	11.10
09130 - Upholsterer	13.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	12.53
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	9.19

11260 - Pruner	9.60
11270 - Tractor Operator	11.50
11330 - Trail Maintenance Worker	10.63
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	14.83
12012 - Certified Occupational Therapist Assistant	20.27
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	13.49
12025 - Dental Hygienist	31.00
12030 - EKG Technician	22.41
12035 - Electroneurodiagnostic Technologist	22.41
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	13.18
12072 - Licensed Practical Nurse II	14.83
12073 - Licensed Practical Nurse III	16.48
12100 - Medical Assistant	13.56
12130 - Medical Laboratory Technician	15.05
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	13.56
12210 - Nuclear Medicine Technologist	32.47
12221 - Nursing Assistant I	8.95
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	10.99
12224 - Nursing Assistant IV	12.33
12235 - Optical Dispenser	14.83
12236 - Optical Technician	13.18
12250 - Pharmacy Technician	14.51
12280 - Phlebotomist	12.33
12305 - Radiologic Technologist	22.41
12311 - Registered Nurse I	18.43
12312 - Registered Nurse II	22.47
12313 - Registered Nurse II, Specialist	22.47
12314 - Registered Nurse III	27.19
12315 - Registered Nurse III, Anesthetist	27.19
12316 - Registered Nurse IV	32.58
12317 - Scheduler (Drug and Alcohol Testing)	18.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.59
13012 - Exhibits Specialist II	19.22
13013 - Exhibits Specialist III	23.49
13041 - Illustrator I	15.59
13042 - Illustrator II	19.22
13043 - Illustrator III	23.49
13047 - Librarian	21.35
13050 - Library Aide/Clerk	11.90
13054 - Library Information Technology Systems Administrator	19.22
13058 - Library Technician	11.17
13061 - Media Specialist I	13.88
13062 - Media Specialist II	15.59
13063 - Media Specialist III	17.29
13071 - Photographer I	13.88
13072 - Photographer II	15.70
13073 - Photographer III	19.43
13074 - Photographer IV	23.78
13075 - Photographer V	28.61
13110 - Video Teleconference Technician	13.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.50
14042 - Computer Operator II	14.00

14043 - Computer Operator III		15.63
14044 - Computer Operator IV		17.69
14045 - Computer Operator V		19.61
14071 - Computer Programmer I		21.27
14072 - Computer Programmer II		26.27
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.50
14160 - Personal Computer Support Technician		19.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.85
15020 - Aircrew Training Devices Instructor (Rated)		27.62
15030 - Air Crew Training Devices Instructor (Pilot)		33.32
15050 - Computer Based Training Specialist / Instructor		23.85
15060 - Educational Technologist		32.20
15070 - Flight Instructor (Pilot)		33.32
15080 - Graphic Artist		22.34
15090 - Technical Instructor		17.53
15095 - Technical Instructor/Course Developer		21.45
15110 - Test Proctor		14.16
15120 - Tutor		14.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		9.70
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		10.01
16220 - Tailor		10.29
16250 - Washer, Machine		9.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.08
19040 - Tool And Die Maker		22.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.68
21030 - Material Coordinator		18.52
21040 - Material Expediter		18.52
21050 - Material Handling Laborer		10.72
21071 - Order Filler		8.92
21080 - Production Line Worker (Food Processing)		13.68
21110 - Shipping Packer		11.39
21130 - Shipping/Receiving Clerk		11.39
21140 - Store Worker I		9.09
21150 - Stock Clerk		12.10
21210 - Tools And Parts Attendant		13.68
21410 - Warehouse Specialist		13.68
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.53
23021 - Aircraft Mechanic I		19.53
23022 - Aircraft Mechanic II		20.53
23023 - Aircraft Mechanic III		21.36
23040 - Aircraft Mechanic Helper		15.31
23050 - Aircraft, Painter		17.63
23060 - Aircraft Servicer		17.03
23080 - Aircraft Worker		17.88
23110 - Appliance Mechanic		18.59
23120 - Bicycle Repairer		8.43

23125 - Cable Splicer	19.53
23130 - Carpenter, Maintenance	18.75
23140 - Carpet Layer	17.59
23160 - Electrician, Maintenance	20.54
23181 - Electronics Technician Maintenance I	18.83
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	20.59
23260 - Fabric Worker	16.69
23290 - Fire Alarm System Mechanic	19.53
23310 - Fire Extinguisher Repairer	15.85
23311 - Fuel Distribution System Mechanic	22.58
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	13.10
23380 - Ground Support Equipment Mechanic	19.53
23381 - Ground Support Equipment Servicer	17.03
23382 - Ground Support Equipment Worker	17.88
23391 - Gunsmith I	15.85
23392 - Gunsmith II	17.59
23393 - Gunsmith III	19.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.17
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.53
23465 - Laboratory/Shelter Mechanic	18.59
23470 - Laborer	10.72
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	22.70
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	13.71
23591 - Metrology Technician I	19.53
23592 - Metrology Technician II	20.53
23593 - Metrology Technician III	21.38
23640 - Millwright	19.53
23710 - Office Appliance Repairer	18.59
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	21.07
23810 - Plumber, Maintenance	20.18
23820 - Pneudraulic Systems Mechanic	19.53
23850 - Rigger	19.53
23870 - Scale Mechanic	17.59
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.59
23931 - Telecommunications Mechanic I	19.62
23932 - Telecommunications Mechanic II	20.48
23950 - Telephone Lineman	19.53
23960 - Welder, Combination, Maintenance	20.36
23965 - Well Driller	19.53
23970 - Woodcraft Worker	19.53
23980 - Woodworker	15.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	11.53
24630 - Homemaker	14.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.66
25040 - Sewage Plant Operator	14.89
25070 - Stationary Engineer	16.66

25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	14.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.89
27007 - Baggage Inspector	9.68
27008 - Corrections Officer	16.73
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	10.89
27040 - Detention Officer	16.73
27070 - Firefighter	16.73
27101 - Guard I	9.68
27102 - Guard II	10.84
27131 - Police Officer I	18.66
27132 - Police Officer II	19.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25
28042 - Carnival Equipment Repairer	12.71
28043 - Carnival Equpment Worker	10.12
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.06
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.59
29020 - Hatch Tender	17.59
29030 - Line Handler	17.59
29041 - Stevedore I	16.69
29042 - Stevedore II	18.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.86
30022 - Archeological Technician II	15.28
30023 - Archeological Technician III	19.69
30030 - Cartographic Technician	18.56
30040 - Civil Engineering Technician	18.51
30061 - Drafter/CAD Operator I	13.92
30062 - Drafter/CAD Operator II	16.70
30063 - Drafter/CAD Operator III	17.35
30064 - Drafter/CAD Operator IV	20.52
30081 - Engineering Technician I	12.08
30082 - Engineering Technician II	15.27
30083 - Engineering Technician III	17.58
30084 - Engineering Technician IV	19.69
30085 - Engineering Technician V	26.64
30086 - Engineering Technician VI	32.43
30090 - Environmental Technician	18.46
30210 - Laboratory Technician	18.19
30240 - Mathematical Technician	18.51
30361 - Paralegal/Legal Assistant I	14.86
30362 - Paralegal/Legal Assistant II	18.46
30363 - Paralegal/Legal Assistant III	22.51
30364 - Paralegal/Legal Assistant IV	27.24
30390 - Photo-Optics Technician	18.51
30461 - Technical Writer I	18.56
30462 - Technical Writer II	23.16
30463 - Technical Writer III	28.04
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.29
30621 - Weather Observer, Senior	(see 2)	18.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.88
31030 - Bus Driver		13.41
31043 - Driver Courier		11.68
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		12.62
31310 - Taxi Driver		10.96
31361 - Truckdriver, Light		12.62
31362 - Truckdriver, Medium		13.52
31363 - Truckdriver, Heavy		15.25
31364 - Truckdriver, Tractor-Trailer		15.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.32
99050 - Desk Clerk		10.01
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.88
99252 - Laboratory Animal Caretaker II		12.83
99310 - Mortician		22.74
99410 - Pest Controller		11.35
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		9.81
99711 - Recycling Specialist		11.77
99730 - Refuse Collector		9.00
99810 - Sales Clerk		10.72
99820 - School Crossing Guard		9.00
99830 - Survey Party Chief		12.58
99831 - Surveying Aide		10.96
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		11.82
99841 - Vending Machine Repairer		14.24
99842 - Vending Machine Repairer Helper		12.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2554
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.98
01012 - Accounting Clerk II		13.46
01013 - Accounting Clerk III		15.08
01020 - Administrative Assistant		16.97
01040 - Court Reporter		15.46
01051 - Data Entry Operator I		10.70
01052 - Data Entry Operator II		11.66
01060 - Dispatcher, Motor Vehicle		14.10
01070 - Document Preparation Clerk		12.28
01090 - Duplicating Machine Operator		12.28
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86
01113 - General Clerk III		13.31
01120 - Housing Referral Assistant		17.25
01141 - Messenger Courier		10.52
01191 - Order Clerk I		11.32
01192 - Order Clerk II		12.28
01261 - Personnel Assistant (Employment) I		14.17
01262 - Personnel Assistant (Employment) II		15.92
01263 - Personnel Assistant (Employment) III		17.83
01270 - Production Control Clerk		18.52
01280 - Receptionist		11.30
01290 - Rental Clerk		9.80
01300 - Scheduler, Maintenance		13.80
01311 - Secretary I		13.80
01312 - Secretary II		15.46
01313 - Secretary III		17.25
01320 - Service Order Dispatcher		13.01
01410 - Supply Technician		16.97
01420 - Survey Worker		14.83
01531 - Travel Clerk I		11.37
01532 - Travel Clerk II		12.51
01533 - Travel Clerk III		13.79
01611 - Word Processor I		10.45
01612 - Word Processor II		11.70
01613 - Word Processor III		13.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		14.80

05010 - Automotive Electrician	13.41
05040 - Automotive Glass Installer	12.55
05070 - Automotive Worker	12.55
05110 - Mobile Equipment Servicer	10.56
05130 - Motor Equipment Metal Mechanic	13.73
05160 - Motor Equipment Metal Worker	11.84
05190 - Motor Vehicle Mechanic	15.79
05220 - Motor Vehicle Mechanic Helper	10.69
05250 - Motor Vehicle Upholstery Worker	11.95
05280 - Motor Vehicle Wrecker	12.55
05310 - Painter, Automotive	13.14
05340 - Radiator Repair Specialist	12.55
05370 - Tire Repairer	8.13
05400 - Transmission Repair Specialist	13.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.65
07042 - Cook II	11.82
07070 - Dishwasher	8.61
07130 - Food Service Worker	8.68
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.43
09040 - Furniture Handler	8.90
09080 - Furniture Refinisher	12.21
09090 - Furniture Refinisher Helper	10.00
09110 - Furniture Repairer, Minor	11.10
09130 - Upholsterer	13.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	12.53
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	9.19
11260 - Pruner	9.60
11270 - Tractor Operator	11.50
11330 - Trail Maintenance Worker	10.63
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	14.83
12012 - Certified Occupational Therapist Assistant	20.27
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	13.49
12025 - Dental Hygienist	31.00
12030 - EKG Technician	22.41
12035 - Electroneurodiagnostic Technologist	22.41
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	13.18
12072 - Licensed Practical Nurse II	14.83
12073 - Licensed Practical Nurse III	16.48
12100 - Medical Assistant	13.56
12130 - Medical Laboratory Technician	15.05
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	13.56
12210 - Nuclear Medicine Technologist	32.47
12221 - Nursing Assistant I	8.95
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	10.99

12224 - Nursing Assistant IV		12.33
12235 - Optical Dispenser		14.83
12236 - Optical Technician		13.18
12250 - Pharmacy Technician		14.51
12280 - Phlebotomist		12.33
12305 - Radiologic Technologist		22.41
12311 - Registered Nurse I		18.43
12312 - Registered Nurse II		22.47
12313 - Registered Nurse II, Specialist		22.47
12314 - Registered Nurse III		27.19
12315 - Registered Nurse III, Anesthetist		27.19
12316 - Registered Nurse IV		32.58
12317 - Scheduler (Drug and Alcohol Testing)		18.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.59
13012 - Exhibits Specialist II		19.22
13013 - Exhibits Specialist III		23.49
13041 - Illustrator I		15.59
13042 - Illustrator II		19.22
13043 - Illustrator III		23.49
13047 - Librarian		21.35
13050 - Library Aide/Clerk		11.90
13054 - Library Information Technology Systems Administrator		19.22
13058 - Library Technician		11.17
13061 - Media Specialist I		13.88
13062 - Media Specialist II		15.59
13063 - Media Specialist III		17.29
13071 - Photographer I		13.88
13072 - Photographer II		15.70
13073 - Photographer III		19.43
13074 - Photographer IV		23.78
13075 - Photographer V		28.61
13110 - Video Teleconference Technician		13.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.50
14042 - Computer Operator II		14.00
14043 - Computer Operator III		15.63
14044 - Computer Operator IV		17.69
14045 - Computer Operator V		19.61
14071 - Computer Programmer I		21.27
14072 - Computer Programmer II		26.27
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.50
14160 - Personal Computer Support Technician		19.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.85
15020 - Aircrew Training Devices Instructor (Rated)		27.62
15030 - Air Crew Training Devices Instructor (Pilot)		33.32
15050 - Computer Based Training Specialist / Instructor		23.85
15060 - Educational Technologist		32.20
15070 - Flight Instructor (Pilot)		33.32
15080 - Graphic Artist		22.34
15090 - Technical Instructor		17.53
15095 - Technical Instructor/Course Developer		21.45
15110 - Test Proctor		14.16
15120 - Tutor		14.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81

16030 - Counter Attendant	8.81
16040 - Dry Cleaner	9.70
16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	10.01
16220 - Tailor	10.29
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.08
19040 - Tool And Die Maker	22.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.68
21030 - Material Coordinator	18.52
21040 - Material Expediter	18.52
21050 - Material Handling Laborer	10.72
21071 - Order Filler	8.92
21080 - Production Line Worker (Food Processing)	13.68
21110 - Shipping Packer	11.39
21130 - Shipping/Receiving Clerk	11.39
21140 - Store Worker I	9.09
21150 - Stock Clerk	12.10
21210 - Tools And Parts Attendant	13.68
21410 - Warehouse Specialist	13.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.53
23021 - Aircraft Mechanic I	19.53
23022 - Aircraft Mechanic II	20.53
23023 - Aircraft Mechanic III	21.36
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	17.63
23060 - Aircraft Servicer	17.03
23080 - Aircraft Worker	17.88
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	8.43
23125 - Cable Splicer	19.53
23130 - Carpenter, Maintenance	18.75
23140 - Carpet Layer	17.59
23160 - Electrician, Maintenance	20.54
23181 - Electronics Technician Maintenance I	18.83
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	20.59
23260 - Fabric Worker	16.69
23290 - Fire Alarm System Mechanic	19.53
23310 - Fire Extinguisher Repairer	15.85
23311 - Fuel Distribution System Mechanic	22.58
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	13.10
23380 - Ground Support Equipment Mechanic	19.53
23381 - Ground Support Equipment Servicer	17.03
23382 - Ground Support Equipment Worker	17.88
23391 - Gunsmith I	15.85
23392 - Gunsmith II	17.59
23393 - Gunsmith III	19.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.17
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.53

23465 - Laboratory/Shelter Mechanic	18.59
23470 - Laborer	10.72
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	22.70
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	13.71
23591 - Metrology Technician I	19.53
23592 - Metrology Technician II	20.53
23593 - Metrology Technician III	21.38
23640 - Millwright	19.53
23710 - Office Appliance Repairer	18.59
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	21.07
23810 - Plumber, Maintenance	20.18
23820 - Pneudraulic Systems Mechanic	19.53
23850 - Rigger	19.53
23870 - Scale Mechanic	17.59
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.59
23931 - Telecommunications Mechanic I	19.62
23932 - Telecommunications Mechanic II	20.48
23950 - Telephone Lineman	19.53
23960 - Welder, Combination, Maintenance	20.36
23965 - Well Driller	19.53
23970 - Woodcraft Worker	19.53
23980 - Woodworker	15.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	11.53
24630 - Homemaker	14.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.66
25040 - Sewage Plant Operator	14.89
25070 - Stationary Engineer	16.66
25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	14.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.89
27007 - Baggage Inspector	9.68
27008 - Corrections Officer	16.73
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	10.89
27040 - Detention Officer	16.73
27070 - Firefighter	16.73
27101 - Guard I	9.68
27102 - Guard II	10.84
27131 - Police Officer I	18.66
27132 - Police Officer II	19.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25
28042 - Carnival Equipment Repairer	12.71
28043 - Carnival Equpment Worker	10.12
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.06
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.86
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		17.59
29020 - Hatch Tender		17.59
29030 - Line Handler		17.59
29041 - Stevedore I		16.69
29042 - Stevedore II		18.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		13.86
30022 - Archeological Technician II		15.28
30023 - Archeological Technician III		19.69
30030 - Cartographic Technician		18.56
30040 - Civil Engineering Technician		18.51
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		16.70
30063 - Drafter/CAD Operator III		17.35
30064 - Drafter/CAD Operator IV		20.52
30081 - Engineering Technician I		12.08
30082 - Engineering Technician II		15.27
30083 - Engineering Technician III		17.58
30084 - Engineering Technician IV		19.69
30085 - Engineering Technician V		26.64
30086 - Engineering Technician VI		32.43
30090 - Environmental Technician		18.46
30210 - Laboratory Technician		18.19
30240 - Mathematical Technician		18.51
30361 - Paralegal/Legal Assistant I		14.86
30362 - Paralegal/Legal Assistant II		18.46
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.24
30390 - Photo-Optics Technician		18.51
30461 - Technical Writer I		18.56
30462 - Technical Writer II		23.16
30463 - Technical Writer III		28.04
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.29
30621 - Weather Observer, Senior	(see 2)	18.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.88
31030 - Bus Driver		13.41
31043 - Driver Courier		11.68
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		12.62
31310 - Taxi Driver		10.96
31361 - Truckdriver, Light		12.62
31362 - Truckdriver, Medium		13.52
31363 - Truckdriver, Heavy		15.25
31364 - Truckdriver, Tractor-Trailer		15.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.32
99050 - Desk Clerk		10.01
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.88
99252 - Laboratory Animal Caretaker II		12.83
99310 - Mortician		22.74
99410 - Pest Controller		11.35
99510 - Photofinishing Worker		11.95

99710 - Recycling Laborer	9.81
99711 - Recycling Specialist	11.77
99730 - Refuse Collector	9.00
99810 - Sales Clerk	10.72
99820 - School Crossing Guard	9.00
99830 - Survey Party Chief	12.58
99831 - Surveying Aide	10.96
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	11.82
99841 - Vending Machine Repairer	14.24
99842 - Vending Machine Repairer Helper	12.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage

rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2559 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01
01531 - Travel Clerk I		13.37
01532 - Travel Clerk II		14.50
01533 - Travel Clerk III		15.53
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.34
05010 - Automotive Electrician		22.06
05040 - Automotive Glass Installer		21.36
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.93
05130 - Motor Equipment Metal Mechanic		22.82
05160 - Motor Equipment Metal Worker		21.36
05190 - Motor Vehicle Mechanic		22.78
05220 - Motor Vehicle Mechanic Helper		19.20
05250 - Motor Vehicle Upholstery Worker		20.65
05280 - Motor Vehicle Wrecker		21.36
05310 - Painter, Automotive		22.06
05340 - Radiator Repair Specialist		21.36
05370 - Tire Repairer		14.81
05400 - Transmission Repair Specialist		22.82
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.16
07041 - Cook I		14.37
07042 - Cook II		15.75
07070 - Dishwasher		9.95
07130 - Food Service Worker		11.19
07210 - Meat Cutter		21.24

07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	16.15
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer, Minor	19.22
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	23.10
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	23.10
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.53
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	20.16
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.17
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	20.46
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.12

13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.01
13062 - Media Specialist II		21.29
13063 - Media Specialist III		23.72
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.07
15020 - Aircrew Training Devices Instructor (Rated)		38.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.69
15050 - Computer Based Training Specialist / Instructor		32.07
15060 - Educational Technologist		29.69
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.83
16030 - Counter Attendant		9.83
16040 - Dry Cleaner		11.72
16070 - Finisher, Flatwork, Machine		9.83
16090 - Presser, Hand		9.83
16110 - Presser, Machine, Drycleaning		9.83
16130 - Presser, Machine, Shirts		9.83
16160 - Presser, Machine, Wearing Apparel, Laundry		9.83
16190 - Sewing Machine Operator		12.49
16220 - Tailor		13.24
16250 - Washer, Machine		10.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.86
19040 - Tool And Die Maker		29.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		21.10
21040 - Material Expediter		21.10
21050 - Material Handling Laborer		15.41
21071 - Order Filler		14.47
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		18.13

21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.36
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	30.23
23130 - Carpenter, Maintenance	26.86
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	26.78
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.73
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	26.39
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	17.86
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21

23950 - Telephone Lineman	24.68
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	30.23
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.39
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	21.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.39
29020 - Hatch Tender	29.39
29030 - Line Handler	29.39
29041 - Stevedore I	28.19
29042 - Stevedore II	30.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	27.59
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.27
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20

30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.25
30362 - Paralegal/Legal Assistant II		27.57
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		40.80
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.75
30462 - Technical Writer II		32.71
30463 - Technical Writer III		39.58
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		13.65
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		15.74
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		10.88
99095 - Embalmer		26.13
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		26.13
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.87
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		13.59
99832 - Surveying Technician		20.52
99840 - Vending Machine Attendant		20.04
99841 - Vending Machine Repairer		21.14
99842 - Vending Machine Repairer Helper		20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2560 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10

01280 - Receptionist	14.47
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.53
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.95
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	16.15
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer, Minor	19.22
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	23.10
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12

12020 - Dental Assistant		18.72
12025 - Dental Hygienist		45.08
12030 - EKG Technician		29.94
12035 - Electroneurodiagnostic Technologist		29.94
12040 - Emergency Medical Technician		23.10
12071 - Licensed Practical Nurse I		18.57
12072 - Licensed Practical Nurse II		20.78
12073 - Licensed Practical Nurse III		23.17
12100 - Medical Assistant		16.54
12130 - Medical Laboratory Technician		20.53
12160 - Medical Record Clerk		16.33
12190 - Medical Record Technician		18.27
12195 - Medical Transcriptionist		18.13
12210 - Nuclear Medicine Technologist		39.01
12221 - Nursing Assistant I		12.06
12222 - Nursing Assistant II		13.58
12223 - Nursing Assistant III		14.80
12224 - Nursing Assistant IV		16.61
12235 - Optical Dispenser		20.16
12236 - Optical Technician		18.57
12250 - Pharmacy Technician		18.96
12280 - Phlebotomist		16.61
12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.46
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.12
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.01
13062 - Media Specialist II		21.29
13063 - Media Specialist III		23.72
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	18.22
14160 - Personal Computer Support Technician	25.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.07
15020 - Aircrew Training Devices Instructor (Rated)	38.81
15030 - Air Crew Training Devices Instructor (Pilot)	42.69
15050 - Computer Based Training Specialist / Instructor	32.07
15060 - Educational Technologist	29.69
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	32.32
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.83
16030 - Counter Attendant	9.83
16040 - Dry Cleaner	11.72
16070 - Finisher, Flatwork, Machine	9.83
16090 - Presser, Hand	9.83
16110 - Presser, Machine, Drycleaning	9.83
16130 - Presser, Machine, Shirts	9.83
16160 - Presser, Machine, Wearing Apparel, Laundry	9.83
16190 - Sewing Machine Operator	12.49
16220 - Tailor	13.24
16250 - Washer, Machine	10.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.47
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.36
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	30.23
23130 - Carpenter, Maintenance	26.86
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	26.78
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78

23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.73
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	26.39
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	17.86
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.68
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	30.23
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51

27070 - Firefighter		31.09
27101 - Guard I		13.73
27102 - Guard II		22.54
27131 - Police Officer I		33.70
27132 - Police Officer II		37.44
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.43
28042 - Carnival Equipment Repairer		13.23
28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		14.84
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health Facility Attendant		11.98
28515 - Recreation Specialist		18.39
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		21.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.39
29020 - Hatch Tender		29.39
29030 - Line Handler		29.39
29041 - Stevedore I		28.19
29042 - Stevedore II		30.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		27.59
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.25
30362 - Paralegal/Legal Assistant II		27.57
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		40.80
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.75
30462 - Technical Writer II		32.71
30463 - Technical Writer III		39.58
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	13.65
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	15.74
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99030 - Cashier	12.32
99050 - Desk Clerk	10.88
99095 - Embalmer	26.13
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	26.13
99410 - Pest Controller	19.07
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.87
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	13.59
99832 - Surveying Technician	20.52
99840 - Vending Machine Attendant	20.04
99841 - Vending Machine Repairer	21.14
99842 - Vending Machine Repairer Helper	20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2561 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.56
01012 - Accounting Clerk II	17.47
01013 - Accounting Clerk III	19.54
01020 - Administrative Assistant	23.72
01040 - Court Reporter	19.01
01051 - Data Entry Operator I	14.37
01052 - Data Entry Operator II	15.93
01060 - Dispatcher, Motor Vehicle	22.39
01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.68
01112 - General Clerk II	14.80
01113 - General Clerk III	16.82
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	13.25
01191 - Order Clerk I	14.60
01192 - Order Clerk II	15.94
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	21.10
01280 - Receptionist	14.47
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.82
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	15.94
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.78
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	18.83
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	15.74
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11

09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	14.96
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.25
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	19.51
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.94
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.17
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	20.56
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.19
13050 - Library Aide/Clerk	13.60
13054 - Library Information Technology Systems Administrator	26.06

13058 - Library Technician		18.78
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.80
13063 - Media Specialist III		22.06
13071 - Photographer I		19.70
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.07
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37
16130 - Presser, Machine, Shirts		10.37
16160 - Presser, Machine, Wearing Apparel, Laundry		10.37
16190 - Sewing Machine Operator		13.99
16220 - Tailor		14.89
16250 - Washer, Machine		11.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.86
19040 - Tool And Die Maker		29.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		21.10
21040 - Material Expediter		21.10
21050 - Material Handling Laborer		15.41
21071 - Order Filler		14.20
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		17.57
21130 - Shipping/Receiving Clerk		17.57
21140 - Store Worker I		15.39
21150 - Stock Clerk		19.42

21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.37
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.33
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.50
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	22.75
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	25.65
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28

23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	20.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	27.59
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21

30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.17
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		11.28
99095 - Embalmer		26.77
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		26.77
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		16.46
99832 - Surveying Technician		22.56
99840 - Vending Machine Attendant		18.44
99841 - Vending Machine Repairer		19.80
99842 - Vending Machine Repairer Helper		18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2562
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.93
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01
01531 - Travel Clerk I		13.82
01532 - Travel Clerk II		15.00
01533 - Travel Clerk III		15.94
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.34
05010 - Automotive Electrician		22.06
05040 - Automotive Glass Installer		20.44
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.78
05130 - Motor Equipment Metal Mechanic		22.82

05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	18.83
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	15.74
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	14.96
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.25
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	19.51
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.94
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61

12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.56
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.80
13063 - Media Specialist III		22.06
13071 - Photographer I		19.70
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.07
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37

16130 - Presser, Machine, Shirts	10.37
16160 - Presser, Machine, Wearing Apparel, Laundry	10.37
16190 - Sewing Machine Operator	13.99
16220 - Tailor	14.89
16250 - Washer, Machine	11.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	17.57
21130 - Shipping/Receiving Clerk	17.57
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.37
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.33
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.50
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	22.75
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25

23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	25.65
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	20.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		27.59
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.17
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		11.28
99095 - Embalmer		26.77
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		26.77
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61

99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2563 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
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01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		15.29
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10

01280 - Receptionist	14.47
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.96
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.08
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.83
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12

12020 - Dental Assistant		18.72
12025 - Dental Hygienist		45.08
12030 - EKG Technician		29.94
12035 - Electroneurodiagnostic Technologist		29.94
12040 - Emergency Medical Technician		20.83
12071 - Licensed Practical Nurse I		18.57
12072 - Licensed Practical Nurse II		20.78
12073 - Licensed Practical Nurse III		23.17
12100 - Medical Assistant		16.54
12130 - Medical Laboratory Technician		20.78
12160 - Medical Record Clerk		16.33
12190 - Medical Record Technician		18.27
12195 - Medical Transcriptionist		19.77
12210 - Nuclear Medicine Technologist		39.01
12221 - Nursing Assistant I		12.06
12222 - Nursing Assistant II		13.58
12223 - Nursing Assistant III		14.80
12224 - Nursing Assistant IV		16.61
12235 - Optical Dispenser		20.16
12236 - Optical Technician		18.57
12250 - Pharmacy Technician		18.96
12280 - Phlebotomist		16.61
12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.79
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		21.79
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.46
13062 - Media Specialist II		21.79
13063 - Media Specialist III		24.28
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	18.22
14160 - Personal Computer Support Technician	25.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	29.85
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	32.32
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.37
16030 - Counter Attendant	10.37
16040 - Dry Cleaner	13.07
16070 - Finisher, Flatwork, Machine	10.37
16090 - Presser, Hand	10.37
16110 - Presser, Machine, Drycleaning	10.37
16130 - Presser, Machine, Shirts	10.37
16160 - Presser, Machine, Wearing Apparel, Laundry	10.37
16190 - Sewing Machine Operator	13.99
16220 - Tailor	14.89
16250 - Washer, Machine	11.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.06
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.40
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.22
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78

23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.84
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.41
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51

27070 - Firefighter		31.09
27101 - Guard I		13.73
27102 - Guard II		22.54
27131 - Police Officer I		33.70
27132 - Police Officer II		37.44
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.43
28042 - Carnival Equipment Repairer		13.23
28043 - Carnival Equpment Worker		10.26
28210 - Gate Attendant/Gate Tender		14.84
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health Facility Attendant		11.98
28515 - Recreation Specialist		19.12
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		22.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.78
29020 - Hatch Tender		29.78
29030 - Line Handler		29.78
29041 - Stevedore I		28.19
29042 - Stevedore II		31.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)		26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)		28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.19
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		28.02
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		23.75
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	11.22
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	13.29
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99030 - Cashier	12.32
99050 - Desk Clerk	10.88
99095 - Embalmer	28.38
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	28.38
99410 - Pest Controller	19.07
99510 - Photofinishing Worker	14.16
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2564 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47

01013 - Accounting Clerk III	19.54
01020 - Administrative Assistant	23.72
01040 - Court Reporter	19.01
01051 - Data Entry Operator I	14.37
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	22.39
01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.68
01112 - General Clerk II	14.80
01113 - General Clerk III	16.82
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	13.25
01191 - Order Clerk I	15.29
01192 - Order Clerk II	16.10
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	21.10
01280 - Receptionist	14.47
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.96
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.08
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16

09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.83
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	20.16
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.79
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	21.79
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.19
13050 - Library Aide/Clerk	13.60
13054 - Library Information Technology Systems Administrator	26.06
13058 - Library Technician	18.78
13061 - Media Specialist I	19.46
13062 - Media Specialist II	21.79

13063 - Media Specialist III		24.28
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		29.85
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.07
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37
16130 - Presser, Machine, Shirts		10.37
16160 - Presser, Machine, Wearing Apparel, Laundry		10.37
16190 - Sewing Machine Operator		13.99
16220 - Tailor		14.89
16250 - Washer, Machine		11.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.06
19040 - Tool And Die Maker		29.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		21.10
21040 - Material Expediter		21.10
21050 - Material Handling Laborer		15.41
21071 - Order Filler		14.20
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		15.40
21150 - Stock Clerk		19.42
21210 - Tools And Parts Attendant		19.87
21410 - Warehouse Specialist		19.87
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.22
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.84
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.41
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.26
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	22.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.19
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	28.02
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30210 - Laboratory Technician	27.78
30240 - Mathematical Technician	30.86

30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		23.75
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.22
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.29
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		10.88
99095 - Embalmer		28.38
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		28.38
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		14.16
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		16.46
99832 - Surveying Technician		22.56
99840 - Vending Machine Attendant		18.44
99841 - Vending Machine Repairer		19.80
99842 - Vending Machine Repairer Helper		18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2565
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.07
01020 - Administrative Assistant		21.14
01040 - Court Reporter		17.53
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		16.07
01070 - Document Preparation Clerk		13.58
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		11.77
01112 - General Clerk II		12.84
01113 - General Clerk III		14.41
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.94
01191 - Order Clerk I		12.85
01192 - Order Clerk II		14.02
01261 - Personnel Assistant (Employment) I		16.71
01262 - Personnel Assistant (Employment) II		18.69
01263 - Personnel Assistant (Employment) III		20.84
01270 - Production Control Clerk		19.49
01280 - Receptionist		11.85
01290 - Rental Clerk		11.97
01300 - Scheduler, Maintenance		15.68
01311 - Secretary I		15.68
01312 - Secretary II		17.53
01313 - Secretary III		19.56
01320 - Service Order Dispatcher		17.27
01410 - Supply Technician		21.14
01420 - Survey Worker		11.69
01531 - Travel Clerk I		12.69
01532 - Travel Clerk II		13.52
01533 - Travel Clerk III		14.47
01611 - Word Processor I		13.69
01612 - Word Processor II		15.37
01613 - Word Processor III		17.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.28
05010 - Automotive Electrician		19.82
05040 - Automotive Glass Installer		18.24
05070 - Automotive Worker		18.24

05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	19.82
05160 - Motor Equipment Metal Worker	18.24
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	15.68
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	13.22
05400 - Transmission Repair Specialist	19.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	12.04
07042 - Cook II	13.48
07070 - Dishwasher	10.20
07130 - Food Service Worker	10.20
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.39
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.39
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.76
09130 - Upholsterer	17.39
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	10.63
11090 - Gardener	13.37
11122 - Housekeeping Aide	10.81
11150 - Janitor	12.25
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	9.83
11260 - Pruner	11.87
11270 - Tractor Operator	13.48
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	21.83
12015 - Certified Physical Therapist Assistant	21.29
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	36.32
12030 - EKG Technician	25.44
12035 - Electroneurodiagnostic Technologist	25.44
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.18
12073 - Licensed Practical Nurse III	20.34
12100 - Medical Assistant	13.97
12130 - Medical Laboratory Technician	18.69
12160 - Medical Record Clerk	12.97
12190 - Medical Record Technician	14.50
12195 - Medical Transcriptionist	15.49
12210 - Nuclear Medicine Technologist	40.08
12221 - Nursing Assistant I	9.62
12222 - Nursing Assistant II	10.81
12223 - Nursing Assistant III	11.80
12224 - Nursing Assistant IV	13.25
12235 - Optical Dispenser	17.21
12236 - Optical Technician	15.03

12250 - Pharmacy Technician		15.99
12280 - Phlebotomist		13.25
12305 - Radiologic Technologist		25.10
12311 - Registered Nurse I		23.90
12312 - Registered Nurse II		29.21
12313 - Registered Nurse II, Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III, Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.86
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		19.25
13042 - Illustrator II		23.85
13043 - Illustrator III		29.18
13047 - Librarian		26.41
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		23.86
13058 - Library Technician		15.90
13061 - Media Specialist I		17.57
13062 - Media Specialist II		19.65
13063 - Media Specialist III		21.91
13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		30.59
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.06
14160 - Personal Computer Support Technician		27.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.80
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		30.38
15070 - Flight Instructor (Pilot)		37.80
15080 - Graphic Artist		22.86
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		16.26
15120 - Tutor		16.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.69
16030 - Counter Attendant		9.69
16040 - Dry Cleaner		11.60
16070 - Finisher, Flatwork, Machine		9.69

16090 - Presser, Hand	9.69
16110 - Presser, Machine, Drycleaning	9.69
16130 - Presser, Machine, Shirts	9.69
16160 - Presser, Machine, Wearing Apparel, Laundry	9.69
16190 - Sewing Machine Operator	12.29
16220 - Tailor	12.99
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.67
19040 - Tool And Die Maker	21.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.65
21030 - Material Coordinator	19.49
21040 - Material Expediter	19.49
21050 - Material Handling Laborer	12.49
21071 - Order Filler	14.11
21080 - Production Line Worker (Food Processing)	15.65
21110 - Shipping Packer	13.97
21130 - Shipping/Receiving Clerk	13.62
21140 - Store Worker I	12.38
21150 - Stock Clerk	15.87
21210 - Tools And Parts Attendant	15.65
21410 - Warehouse Specialist	15.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.83
23021 - Aircraft Mechanic I	23.66
23022 - Aircraft Mechanic II	24.83
23023 - Aircraft Mechanic III	26.08
23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	20.58
23080 - Aircraft Worker	21.77
23110 - Appliance Mechanic	19.38
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	26.53
23130 - Carpenter, Maintenance	20.53
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	21.33
23181 - Electronics Technician Maintenance I	23.57
23182 - Electronics Technician Maintenance II	24.91
23183 - Electronics Technician Maintenance III	26.24
23260 - Fabric Worker	18.40
23290 - Fire Alarm System Mechanic	19.24
23310 - Fire Extinguisher Repairer	17.29
23311 - Fuel Distribution System Mechanic	20.42
23312 - Fuel Distribution System Operator	17.29
23370 - General Maintenance Worker	17.69
23380 - Ground Support Equipment Mechanic	23.66
23381 - Ground Support Equipment Servicer	20.58
23382 - Ground Support Equipment Worker	21.77
23391 - Gunsmith I	17.29
23392 - Gunsmith II	19.50
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	21.47
23440 - Heavy Equipment Operator	23.64
23460 - Instrument Mechanic	21.71
23465 - Laboratory/Shelter Mechanic	20.80
23470 - Laborer	12.49
23510 - Locksmith	20.80

23530 - Machinery Maintenance Mechanic	21.23
23550 - Machinist, Maintenance	17.88
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	21.71
23592 - Metrology Technician II	22.91
23593 - Metrology Technician III	23.93
23640 - Millwright	23.41
23710 - Office Appliance Repairer	20.66
23760 - Painter, Maintenance	17.60
23790 - Pipefitter, Maintenance	26.03
23810 - Plumber, Maintenance	23.76
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.50
23890 - Sheet-Metal Worker, Maintenance	20.42
23910 - Small Engine Mechanic	15.83
23931 - Telecommunications Mechanic I	26.54
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	21.13
23960 - Welder, Combination, Maintenance	16.77
23965 - Well Driller	19.94
23970 - Woodcraft Worker	21.71
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	13.06
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	13.01
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.57
25040 - Sewage Plant Operator	20.56
25070 - Stationary Engineer	24.57
25190 - Ventilation Equipment Tender	17.64
25210 - Water Treatment Plant Operator	20.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	24.11
27010 - Court Security Officer	25.50
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	24.11
27070 - Firefighter	22.01
27101 - Guard I	12.22
27102 - Guard II	15.98
27131 - Police Officer I	28.39
27132 - Police Officer II	31.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.85
28042 - Carnival Equipment Repairer	11.41
28043 - Carnival Equpment Worker	10.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	16.61
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.66
29020 - Hatch Tender	20.66
29030 - Line Handler	20.47

29041 - Stevedore I		19.35
29042 - Stevedore II		22.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.81
30022 - Archeological Technician II		18.80
30023 - Archeological Technician III		23.29
30030 - Cartographic Technician		23.29
30040 - Civil Engineering Technician		23.02
30061 - Drafter/CAD Operator I		16.81
30062 - Drafter/CAD Operator II		18.80
30063 - Drafter/CAD Operator III		20.97
30064 - Drafter/CAD Operator IV		25.80
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.01
30084 - Engineering Technician IV		23.58
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.90
30090 - Environmental Technician		23.22
30210 - Laboratory Technician		20.54
30240 - Mathematical Technician		23.29
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30390 - Photo-Optics Technician		23.29
30461 - Technical Writer I		20.72
30462 - Technical Writer II		27.13
30463 - Technical Writer III		32.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.83
31030 - Bus Driver		17.01
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		10.23
31290 - Shuttle Bus Driver		13.08
31310 - Taxi Driver		12.53
31361 - Truckdriver, Light		13.08
31362 - Truckdriver, Medium		17.52
31363 - Truckdriver, Heavy		18.65
31364 - Truckdriver, Tractor-Trailer		18.65
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		10.35
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.51
99252 - Laboratory Animal Caretaker II		12.30
99310 - Mortician		22.74
99410 - Pest Controller		16.97
99510 - Photofinishing Worker		12.16
99710 - Recycling Laborer		15.72
99711 - Recycling Specialist		16.64
99730 - Refuse Collector		14.50

99810 - Sales Clerk	13.51
99820 - School Crossing Guard	13.98
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	13.13
99841 - Vending Machine Repairer	15.08
99842 - Vending Machine Repairer Helper	13.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2566 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.07
01020 - Administrative Assistant		21.14
01040 - Court Reporter		17.53
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		16.07
01070 - Document Preparation Clerk		13.58
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		11.77
01112 - General Clerk II		12.84
01113 - General Clerk III		14.41
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.94
01191 - Order Clerk I		12.85
01192 - Order Clerk II		14.02
01261 - Personnel Assistant (Employment) I		16.71
01262 - Personnel Assistant (Employment) II		18.69
01263 - Personnel Assistant (Employment) III		20.84

01270 - Production Control Clerk	19.49
01280 - Receptionist	11.85
01290 - Rental Clerk	11.97
01300 - Scheduler, Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	17.27
01410 - Supply Technician	21.14
01420 - Survey Worker	11.69
01531 - Travel Clerk I	12.69
01532 - Travel Clerk II	13.52
01533 - Travel Clerk III	14.47
01611 - Word Processor I	13.69
01612 - Word Processor II	15.37
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.24
05070 - Automotive Worker	18.24
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	19.82
05160 - Motor Equipment Metal Worker	18.24
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	15.68
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	13.22
05400 - Transmission Repair Specialist	19.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	12.04
07042 - Cook II	13.48
07070 - Dishwasher	10.20
07130 - Food Service Worker	10.20
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.39
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.39
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.76
09130 - Upholsterer	17.39
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	10.63
11090 - Gardener	13.37
11122 - Housekeeping Aide	10.81
11150 - Janitor	12.25
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	9.83
11260 - Pruner	11.87
11270 - Tractor Operator	13.48
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	21.83

12015 - Certified Physical Therapist Assistant		21.29
12020 - Dental Assistant		19.25
12025 - Dental Hygienist		36.32
12030 - EKG Technician		25.44
12035 - Electroneurodiagnostic Technologist		25.44
12040 - Emergency Medical Technician		17.80
12071 - Licensed Practical Nurse I		16.19
12072 - Licensed Practical Nurse II		18.18
12073 - Licensed Practical Nurse III		20.34
12100 - Medical Assistant		13.97
12130 - Medical Laboratory Technician		18.69
12160 - Medical Record Clerk		12.97
12190 - Medical Record Technician		14.50
12195 - Medical Transcriptionist		15.49
12210 - Nuclear Medicine Technologist		40.08
12221 - Nursing Assistant I		9.62
12222 - Nursing Assistant II		10.81
12223 - Nursing Assistant III		11.80
12224 - Nursing Assistant IV		13.25
12235 - Optical Dispenser		17.21
12236 - Optical Technician		15.03
12250 - Pharmacy Technician		15.99
12280 - Phlebotomist		13.25
12305 - Radiologic Technologist		25.10
12311 - Registered Nurse I		23.90
12312 - Registered Nurse II		29.21
12313 - Registered Nurse II, Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III, Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.86
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		19.25
13042 - Illustrator II		23.85
13043 - Illustrator III		29.18
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13058 - Library Technician		15.90
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14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.06
14160 - Personal Computer Support Technician	27.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.40
15020 - Aircrew Training Devices Instructor (Rated)	34.36
15030 - Air Crew Training Devices Instructor (Pilot)	37.80
15050 - Computer Based Training Specialist / Instructor	28.40
15060 - Educational Technologist	30.38
15070 - Flight Instructor (Pilot)	37.80
15080 - Graphic Artist	22.86
15090 - Technical Instructor	19.78
15095 - Technical Instructor/Course Developer	24.20
15110 - Test Proctor	16.26
15120 - Tutor	16.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.69
16030 - Counter Attendant	9.69
16040 - Dry Cleaner	11.60
16070 - Finisher, Flatwork, Machine	9.69
16090 - Presser, Hand	9.69
16110 - Presser, Machine, Drycleaning	9.69
16130 - Presser, Machine, Shirts	9.69
16160 - Presser, Machine, Wearing Apparel, Laundry	9.69
16190 - Sewing Machine Operator	12.29
16220 - Tailor	12.99
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.67
19040 - Tool And Die Maker	21.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.65
21030 - Material Coordinator	19.49
21040 - Material Expediter	19.49
21050 - Material Handling Laborer	12.49
21071 - Order Filler	14.11
21080 - Production Line Worker (Food Processing)	15.65
21110 - Shipping Packer	13.97
21130 - Shipping/Receiving Clerk	13.62
21140 - Store Worker I	12.38
21150 - Stock Clerk	15.87
21210 - Tools And Parts Attendant	15.65
21410 - Warehouse Specialist	15.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.83
23021 - Aircraft Mechanic I	23.66
23022 - Aircraft Mechanic II	24.83
23023 - Aircraft Mechanic III	26.08
23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	20.58
23080 - Aircraft Worker	21.77
23110 - Appliance Mechanic	19.38
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	26.53
23130 - Carpenter, Maintenance	20.53
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	21.33
23181 - Electronics Technician Maintenance I	23.57
23182 - Electronics Technician Maintenance II	24.91
23183 - Electronics Technician Maintenance III	26.24
23260 - Fabric Worker	18.40

23290 - Fire Alarm System Mechanic	19.24
23310 - Fire Extinguisher Repairer	17.29
23311 - Fuel Distribution System Mechanic	20.42
23312 - Fuel Distribution System Operator	17.29
23370 - General Maintenance Worker	17.69
23380 - Ground Support Equipment Mechanic	23.66
23381 - Ground Support Equipment Servicer	20.58
23382 - Ground Support Equipment Worker	21.77
23391 - Gunsmith I	17.29
23392 - Gunsmith II	19.50
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	21.47
23440 - Heavy Equipment Operator	23.64
23460 - Instrument Mechanic	21.71
23465 - Laboratory/Shelter Mechanic	20.80
23470 - Laborer	12.49
23510 - Locksmith	20.80
23530 - Machinery Maintenance Mechanic	21.23
23550 - Machinist, Maintenance	17.88
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	21.71
23592 - Metrology Technician II	22.91
23593 - Metrology Technician III	23.93
23640 - Millwright	23.41
23710 - Office Appliance Repairer	20.66
23760 - Painter, Maintenance	17.60
23790 - Pipefitter, Maintenance	26.03
23810 - Plumber, Maintenance	23.76
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.50
23890 - Sheet-Metal Worker, Maintenance	20.42
23910 - Small Engine Mechanic	15.83
23931 - Telecommunications Mechanic I	26.54
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	21.13
23960 - Welder, Combination, Maintenance	16.77
23965 - Well Driller	19.94
23970 - Woodcraft Worker	21.71
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	13.06
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	13.01
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.57
25040 - Sewage Plant Operator	20.56
25070 - Stationary Engineer	24.57
25190 - Ventilation Equipment Tender	17.64
25210 - Water Treatment Plant Operator	20.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	24.11
27010 - Court Security Officer	25.50
27030 - Detection Dog Handler	17.58

27040 - Detention Officer		24.11
27070 - Firefighter		22.01
27101 - Guard I		12.22
27102 - Guard II		15.98
27131 - Police Officer I		28.39
27132 - Police Officer II		31.53
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.85
28042 - Carnival Equipment Repairer		11.41
28043 - Carnival Equpment Worker		10.13
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.43
28515 - Recreation Specialist		16.61
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		15.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.66
29020 - Hatch Tender		20.66
29030 - Line Handler		20.47
29041 - Stevedore I		19.35
29042 - Stevedore II		22.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.81
30022 - Archeological Technician II		18.80
30023 - Archeological Technician III		23.29
30030 - Cartographic Technician		23.29
30040 - Civil Engineering Technician		23.02
30061 - Drafter/CAD Operator I		16.81
30062 - Drafter/CAD Operator II		18.80
30063 - Drafter/CAD Operator III		20.97
30064 - Drafter/CAD Operator IV		25.80
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.01
30084 - Engineering Technician IV		23.58
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.90
30090 - Environmental Technician		23.22
30210 - Laboratory Technician		20.54
30240 - Mathematical Technician		23.29
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30390 - Photo-Optics Technician		23.29
30461 - Technical Writer I		20.72
30462 - Technical Writer II		27.13
30463 - Technical Writer III		32.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.83

31030 - Bus Driver	17.01
31043 - Driver Courier	12.24
31260 - Parking and Lot Attendant	10.23
31290 - Shuttle Bus Driver	13.08
31310 - Taxi Driver	12.53
31361 - Truckdriver, Light	13.08
31362 - Truckdriver, Medium	17.52
31363 - Truckdriver, Heavy	18.65
31364 - Truckdriver, Tractor-Trailer	18.65
99000 - Miscellaneous Occupations	
99030 - Cashier	10.64
99050 - Desk Clerk	10.35
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.51
99252 - Laboratory Animal Caretaker II	12.30
99310 - Mortician	22.74
99410 - Pest Controller	16.97
99510 - Photofinishing Worker	12.16
99710 - Recycling Laborer	15.72
99711 - Recycling Specialist	16.64
99730 - Refuse Collector	14.50
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	13.98
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	13.13
99841 - Vending Machine Repairer	15.08
99842 - Vending Machine Repairer Helper	13.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski, Director, Division of Wage Determinations

Wage Determination No.: 2005-2567
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01
01531 - Travel Clerk I		13.37
01532 - Travel Clerk II		14.50
01533 - Travel Clerk III		15.60
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.34
05010 - Automotive Electrician		22.06
05040 - Automotive Glass Installer		19.83
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.93

05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.11
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.98
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96

12280 - Phlebotomist		16.61
12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.46
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		18.32
13062 - Media Specialist II		20.53
13063 - Media Specialist III		22.87
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		30.26
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		12.41
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87

16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.23
16220 - Tailor	14.04
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.36
23312 - Fuel Distribution System Operator	24.00
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	27.15

23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.46
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19

29042 - Stevedore II		31.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		28.02
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		25.04
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		35.62
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.29
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.33
99050 - Desk Clerk		10.88
99095 - Embalmer		26.13
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		28.38
99410 - Pest Controller		20.11
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82

99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	15.97
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2568
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18

01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.60
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.11
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08

12030 - EKG Technician		29.94
12035 - Electroneurodiagnostic Technologist		29.94
12040 - Emergency Medical Technician		21.26
12071 - Licensed Practical Nurse I		18.57
12072 - Licensed Practical Nurse II		20.78
12073 - Licensed Practical Nurse III		23.17
12100 - Medical Assistant		16.54
12130 - Medical Laboratory Technician		20.78
12160 - Medical Record Clerk		16.33
12190 - Medical Record Technician		18.27
12195 - Medical Transcriptionist		19.48
12210 - Nuclear Medicine Technologist		39.01
12221 - Nursing Assistant I		12.06
12222 - Nursing Assistant II		13.58
12223 - Nursing Assistant III		14.80
12224 - Nursing Assistant IV		16.61
12235 - Optical Dispenser		19.98
12236 - Optical Technician		18.57
12250 - Pharmacy Technician		18.96
12280 - Phlebotomist		16.61
12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.46
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		18.32
13062 - Media Specialist II		20.53
13063 - Media Specialist III		22.87
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22

14160 - Personal Computer Support Technician	25.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	30.26
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.41
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.23
16220 - Tailor	14.04
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
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21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
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23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73

27102 - Guard II		22.54
27131 - Police Officer I		33.70
27132 - Police Officer II		37.44
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.43
28042 - Carnival Equipment Repairer		13.23
28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		14.84
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health Facility Attendant		11.98
28515 - Recreation Specialist		18.46
28630 - Sports Official		12.53
28690 - Swimming Pool Operator		15.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.78
29020 - Hatch Tender		29.78
29030 - Line Handler		29.78
29041 - Stevedore I		28.19
29042 - Stevedore II		31.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		28.02
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		25.04
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		35.62
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.13

31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	13.29
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42
31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99030 - Cashier	12.33
99050 - Desk Clerk	10.88
99095 - Embalmer	26.13
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	28.38
99410 - Pest Controller	20.11
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	15.97
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2569 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.61
01012 - Accounting Clerk II	15.27
01013 - Accounting Clerk III	17.08
01020 - Administrative Assistant	22.41
01040 - Court Reporter	18.59
01051 - Data Entry Operator I	13.38
01052 - Data Entry Operator II	14.60
01060 - Dispatcher, Motor Vehicle	18.77
01070 - Document Preparation Clerk	12.94
01090 - Duplicating Machine Operator	12.94
01111 - General Clerk I	13.10
01112 - General Clerk II	14.30
01113 - General Clerk III	16.05
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.57
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01280 - Receptionist	12.83
01290 - Rental Clerk	15.00
01300 - Scheduler, Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.33
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.88
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	16.89
11122 - Housekeeping Aide	13.41
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	9.88
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.83
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.78
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	16.83
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	16.01
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	17.33
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	26.57
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18
13054 - Library Information Technology Systems	25.26

Administrator		
13058 - Library Technician		18.10
13061 - Media Specialist I		18.22
13062 - Media Specialist II		20.40
13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.45
14160 - Personal Computer Support Technician		26.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.49
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.90
16030 - Counter Attendant		10.90
16040 - Dry Cleaner		13.76
16070 - Finisher, Flatwork, Machine		10.90
16090 - Presser, Hand		10.90
16110 - Presser, Machine, Drycleaning		10.90
16130 - Presser, Machine, Shirts		10.90
16160 - Presser, Machine, Wearing Apparel, Laundry		10.90
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.67
16250 - Washer, Machine		11.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.95
19040 - Tool And Die Maker		29.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.88
21030 - Material Coordinator		26.54
21040 - Material Expediter		26.54
21050 - Material Handling Laborer		13.19
21071 - Order Filler		13.22
21080 - Production Line Worker (Food Processing)		14.88
21110 - Shipping Packer		13.22
21130 - Shipping/Receiving Clerk		13.22
21140 - Store Worker I		11.35

21150 - Stock Clerk	16.17
21210 - Tools And Parts Attendant	14.88
21410 - Warehouse Specialist	14.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.78
23021 - Aircraft Mechanic I	24.50
23022 - Aircraft Mechanic II	25.78
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	22.96
23060 - Aircraft Servicer	20.21
23080 - Aircraft Worker	21.45
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	34.15
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.37
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	24.50
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	18.63
23392 - Gunsmith II	21.74
23393 - Gunsmith III	24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.70
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	12.28
23510 - Locksmith	20.45
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.83
23850 - Rigger	24.83
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	19.59
23931 - Telecommunications Mechanic I	25.46
23932 - Telecommunications Mechanic II	26.79
23950 - Telephone Lineman	23.94
23960 - Welder, Combination, Maintenance	21.15

23965 - Well Driller	24.83
23970 - Woodcraft Worker	24.83
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	14.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	23.29
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	23.96
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	28.67
27132 - Police Officer II	31.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Equpment Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.14
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	24.78
30061 - Drafter/CAD Operator I	16.14
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11

30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30210 - Laboratory Technician		23.90
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.36
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49
99810 - Sales Clerk		12.30
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		16.41
99841 - Vending Machine Repairer		20.45
99842 - Vending Machine Repairer Helper		16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2570 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		22.41
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		12.94
01090 - Duplicating Machine Operator		12.94
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95

01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.57
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01280 - Receptionist	12.83
01290 - Rental Clerk	15.00
01300 - Scheduler, Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.33
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.88
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	16.89
11122 - Housekeeping Aide	13.41
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	9.88
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77

11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.83
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.78
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	16.83
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	16.01
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	17.33
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	26.57
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18
13054 - Library Information Technology Systems Administrator	25.26
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40
13063 - Media Specialist III	22.73
13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.74
13074 - Photographer IV	27.81
13075 - Photographer V	33.65
13110 - Video Teleconference Technician	17.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87

14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.45
14160 - Personal Computer Support Technician		26.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.49
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.90
16030 - Counter Attendant		10.90
16040 - Dry Cleaner		13.76
16070 - Finisher, Flatwork, Machine		10.90
16090 - Presser, Hand		10.90
16110 - Presser, Machine, Drycleaning		10.90
16130 - Presser, Machine, Shirts		10.90
16160 - Presser, Machine, Wearing Apparel, Laundry		10.90
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.67
16250 - Washer, Machine		11.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.95
19040 - Tool And Die Maker		29.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.88
21030 - Material Coordinator		26.54
21040 - Material Expediter		26.54
21050 - Material Handling Laborer		13.19
21071 - Order Filler		13.22
21080 - Production Line Worker (Food Processing)		14.88
21110 - Shipping Packer		13.22
21130 - Shipping/Receiving Clerk		13.22
21140 - Store Worker I		11.35
21150 - Stock Clerk		16.17
21210 - Tools And Parts Attendant		14.88
21410 - Warehouse Specialist		14.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.78
23021 - Aircraft Mechanic I		24.50
23022 - Aircraft Mechanic II		25.78
23023 - Aircraft Mechanic III		27.31
23040 - Aircraft Mechanic Helper		17.80
23050 - Aircraft, Painter		22.96
23060 - Aircraft Servicer		20.21
23080 - Aircraft Worker		21.45
23110 - Appliance Mechanic		22.36
23120 - Bicycle Repairer		14.44
23125 - Cable Splicer		34.15
23130 - Carpenter, Maintenance		22.89
23140 - Carpet Layer		20.37

23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	24.50
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	18.63
23392 - Gunsmith II	21.74
23393 - Gunsmith III	24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.70
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	12.28
23510 - Locksmith	20.45
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.83
23850 - Rigger	24.83
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	19.59
23931 - Telecommunications Mechanic I	25.46
23932 - Telecommunications Mechanic II	26.79
23950 - Telephone Lineman	23.94
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.83
23970 - Woodcraft Worker	24.83
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	14.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	23.29
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.29
27000 - Protective Service Occupations	

27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	23.96
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	28.67
27132 - Police Officer II	31.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Equpment Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.14
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	24.78
30061 - Drafter/CAD Operator I	16.14
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30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
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30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
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30090 - Environmental Technician	22.34
30210 - Laboratory Technician	23.90
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02
30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30390 - Photo-Optics Technician	22.36
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49
99810 - Sales Clerk		12.30
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		16.41
99841 - Vending Machine Repairer		20.45
99842 - Vending Machine Repairer Helper		16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2573 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson
Note: West Virginia include all counties except Berkeley and Jefferson counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		18.16
01040 - Court Reporter		21.39
01051 - Data Entry Operator I		11.63
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		14.02
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		11.33
01112 - General Clerk II		12.37
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		14.85
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.17
01192 - Order Clerk II		13.28
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		17.72
01280 - Receptionist		9.81
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		11.99

01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	18.16
01420 - Survey Worker	13.41
01531 - Travel Clerk I	12.77
01532 - Travel Clerk II	13.63
01533 - Travel Clerk III	14.53
01611 - Word Processor I	13.64
01612 - Word Processor II	15.31
01613 - Word Processor III	16.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.24
05010 - Automotive Electrician	14.72
05040 - Automotive Glass Installer	14.22
05070 - Automotive Worker	14.22
05110 - Mobile Equipment Servicer	13.17
05130 - Motor Equipment Metal Mechanic	15.24
05160 - Motor Equipment Metal Worker	14.22
05190 - Motor Vehicle Mechanic	15.24
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	13.72
05280 - Motor Vehicle Wrecker	14.22
05310 - Painter, Automotive	14.72
05340 - Radiator Repair Specialist	14.22
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.16
07041 - Cook I	9.11
07042 - Cook II	10.44
07070 - Dishwasher	7.77
07130 - Food Service Worker	8.57
07210 - Meat Cutter	12.29
07260 - Waiter/Waitress	8.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.93
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.68
11060 - Elevator Operator	8.73
11090 - Gardener	11.52
11122 - Housekeeping Aide	9.27
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	9.31
11240 - Maid or Houseman	8.40
11260 - Pruner	8.73
11270 - Tractor Operator	10.65
11330 - Trail Maintenance Worker	9.31
11360 - Window Cleaner	10.37
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.47
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	18.46
12020 - Dental Assistant	12.57
12025 - Dental Hygienist	22.28
12030 - EKG Technician	18.60

12035 - Electroneurodiagnostic Technologist		18.60
12040 - Emergency Medical Technician		12.02
12071 - Licensed Practical Nurse I		13.59
12072 - Licensed Practical Nurse II		15.20
12073 - Licensed Practical Nurse III		16.95
12100 - Medical Assistant		10.61
12130 - Medical Laboratory Technician		16.47
12160 - Medical Record Clerk		11.43
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		12.40
12210 - Nuclear Medicine Technologist		27.32
12221 - Nursing Assistant I		9.91
12222 - Nursing Assistant II		11.14
12223 - Nursing Assistant III		12.16
12224 - Nursing Assistant IV		13.62
12235 - Optical Dispenser		14.94
12236 - Optical Technician		11.02
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.64
12305 - Radiologic Technologist		20.10
12311 - Registered Nurse I		20.57
12312 - Registered Nurse II		25.16
12313 - Registered Nurse II, Specialist		25.16
12314 - Registered Nurse III		30.44
12315 - Registered Nurse III, Anesthetist		30.44
12316 - Registered Nurse IV		36.48
12317 - Scheduler (Drug and Alcohol Testing)		17.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		8.56
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		13.62
13072 - Photographer II		15.23
13073 - Photographer III		18.87
13074 - Photographer IV		23.08
13075 - Photographer V		27.93
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.32
15020 - Aircrew Training Devices Instructor (Rated)	34.26
15030 - Air Crew Training Devices Instructor (Pilot)	41.00
15050 - Computer Based Training Specialist / Instructor	28.11
15060 - Educational Technologist	23.29
15070 - Flight Instructor (Pilot)	41.00
15080 - Graphic Artist	18.11
15090 - Technical Instructor	17.34
15095 - Technical Instructor/Course Developer	21.61
15110 - Test Proctor	15.38
15120 - Tutor	15.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.21
16030 - Counter Attendant	9.21
16040 - Dry Cleaner	11.65
16070 - Finisher, Flatwork, Machine	9.21
16090 - Presser, Hand	9.21
16110 - Presser, Machine, Drycleaning	9.21
16130 - Presser, Machine, Shirts	9.21
16160 - Presser, Machine, Wearing Apparel, Laundry	9.21
16190 - Sewing Machine Operator	12.45
16220 - Tailor	13.23
16250 - Washer, Machine	9.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.78
19040 - Tool And Die Maker	19.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	17.72
21040 - Material Expediter	17.72
21050 - Material Handling Laborer	10.73
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	13.86
21140 - Store Worker I	11.95
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.20
23021 - Aircraft Mechanic I	22.05
23022 - Aircraft Mechanic II	23.20
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	17.81
23050 - Aircraft, Painter	20.59
23060 - Aircraft Servicer	19.35
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	17.29
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	24.87
23130 - Carpenter, Maintenance	17.29
23140 - Carpet Layer	16.79
23160 - Electrician, Maintenance	22.17
23181 - Electronics Technician Maintenance I	15.53
23182 - Electronics Technician Maintenance II	21.96
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	15.42
23290 - Fire Alarm System Mechanic	18.13
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50

23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	22.05
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.00
23392 - Gunsmith II	17.19
23393 - Gunsmith III	19.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.08
23430 - Heavy Equipment Mechanic	18.91
23440 - Heavy Equipment Operator	18.13
23460 - Instrument Mechanic	21.62
23465 - Laboratory/Shelter Mechanic	18.30
23470 - Laborer	10.73
23510 - Locksmith	17.29
23530 - Machinery Maintenance Mechanic	20.05
23550 - Machinist, Maintenance	18.31
23580 - Maintenance Trades Helper	13.15
23591 - Metrology Technician I	21.62
23592 - Metrology Technician II	22.59
23593 - Metrology Technician III	23.35
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.29
23760 - Painter, Maintenance	17.29
23790 - Pipefitter, Maintenance	20.73
23810 - Plumber, Maintenance	20.73
23820 - Pneudraulic Systems Mechanic	19.19
23850 - Rigger	19.65
23870 - Scale Mechanic	17.19
23890 - Sheet-Metal Worker, Maintenance	18.97
23910 - Small Engine Mechanic	16.23
23931 - Telecommunications Mechanic I	22.73
23932 - Telecommunications Mechanic II	23.93
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.13
23965 - Well Driller	21.12
23970 - Woodcraft Worker	19.19
23980 - Woodworker	15.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.21
24580 - Child Care Center Clerk	9.80
24610 - Chore Aide	7.80
24620 - Family Readiness And Support Services Coordinator	9.12
24630 - Homemaker	10.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.38
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	21.38
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.72
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	15.11
27010 - Court Security Officer	15.70
27030 - Detection Dog Handler	11.31
27040 - Detention Officer	15.11
27070 - Firefighter	16.40
27101 - Guard I	9.99
27102 - Guard II	11.31

27131 - Police Officer I		16.86
27132 - Police Officer II		18.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.09
28042 - Carnival Equipment Repairer		10.57
28043 - Carnival Equpment Worker		8.26
28210 - Gate Attendant/Gate Tender		13.60
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.03
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		14.69
28630 - Sports Official		10.67
28690 - Swimming Pool Operator		13.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.35
29020 - Hatch Tender		16.35
29030 - Line Handler		16.35
29041 - Stevedore I		15.33
29042 - Stevedore II		17.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		18.42
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.30
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		17.30
30210 - Laboratory Technician		25.55
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		17.61
30362 - Paralegal/Legal Assistant II		21.35
30363 - Paralegal/Legal Assistant III		26.14
30364 - Paralegal/Legal Assistant IV		31.63
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		20.51
30462 - Technical Writer II		25.09
30463 - Technical Writer III		30.35
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.80
31030 - Bus Driver		12.09
31043 - Driver Courier		10.51
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		11.32

31310 - Taxi Driver	8.94
31361 - Truckdriver, Light	11.32
31362 - Truckdriver, Medium	12.69
31363 - Truckdriver, Heavy	15.02
31364 - Truckdriver, Tractor-Trailer	15.02
99000 - Miscellaneous Occupations	
99030 - Cashier	7.80
99050 - Desk Clerk	8.20
99095 - Embalmer	20.91
99251 - Laboratory Animal Caretaker I	9.21
99252 - Laboratory Animal Caretaker II	9.92
99310 - Mortician	30.90
99410 - Pest Controller	13.35
99510 - Photofinishing Worker	10.65
99710 - Recycling Laborer	11.68
99711 - Recycling Specialist	13.46
99730 - Refuse Collector	10.58
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	18.51
99831 - Surveying Aide	11.45
99832 - Surveying Technician	15.72
99840 - Vending Machine Attendant	11.40
99841 - Vending Machine Repairer	12.83
99842 - Vending Machine Repairer Helper	11.40

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HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2574
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson
Note: West Virginia include all counties except Berkeley and Jefferson counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		18.16
01040 - Court Reporter		21.39
01051 - Data Entry Operator I		11.63
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		14.02
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		11.33
01112 - General Clerk II		12.37
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		14.85
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.17
01192 - Order Clerk II		13.28
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		17.72
01280 - Receptionist		9.81
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		11.99
01311 - Secretary I		11.99
01312 - Secretary II		13.41
01313 - Secretary III		14.63
01320 - Service Order Dispatcher		13.19
01410 - Supply Technician		18.16
01420 - Survey Worker		13.41
01531 - Travel Clerk I		12.77
01532 - Travel Clerk II		13.63
01533 - Travel Clerk III		14.53
01611 - Word Processor I		13.64
01612 - Word Processor II		15.31
01613 - Word Processor III		16.78
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	15.24
05010 - Automotive Electrician	14.72
05040 - Automotive Glass Installer	14.22
05070 - Automotive Worker	14.22
05110 - Mobile Equipment Servicer	13.17
05130 - Motor Equipment Metal Mechanic	15.24
05160 - Motor Equipment Metal Worker	14.22
05190 - Motor Vehicle Mechanic	15.24
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	13.72
05280 - Motor Vehicle Wrecker	14.22
05310 - Painter, Automotive	14.72
05340 - Radiator Repair Specialist	14.22
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.16
07041 - Cook I	9.11
07042 - Cook II	10.44
07070 - Dishwasher	7.77
07130 - Food Service Worker	8.57
07210 - Meat Cutter	12.29
07260 - Waiter/Waitress	8.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.93
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.68
11060 - Elevator Operator	8.73
11090 - Gardener	11.52
11122 - Housekeeping Aide	9.27
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	9.31
11240 - Maid or Houseman	8.40
11260 - Pruner	8.73
11270 - Tractor Operator	10.65
11330 - Trail Maintenance Worker	9.31
11360 - Window Cleaner	10.37
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.47
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	18.46
12020 - Dental Assistant	12.57
12025 - Dental Hygienist	22.28
12030 - EKG Technician	18.60
12035 - Electroneurodiagnostic Technologist	18.60
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	13.59
12072 - Licensed Practical Nurse II	15.20
12073 - Licensed Practical Nurse III	16.95
12100 - Medical Assistant	10.61
12130 - Medical Laboratory Technician	16.47
12160 - Medical Record Clerk	11.43
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	12.40
12210 - Nuclear Medicine Technologist	27.32
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14

12223 - Nursing Assistant III		12.16
12224 - Nursing Assistant IV		13.62
12235 - Optical Dispenser		14.94
12236 - Optical Technician		11.02
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.64
12305 - Radiologic Technologist		20.10
12311 - Registered Nurse I		20.57
12312 - Registered Nurse II		25.16
12313 - Registered Nurse II, Specialist		25.16
12314 - Registered Nurse III		30.44
12315 - Registered Nurse III, Anesthetist		30.44
12316 - Registered Nurse IV		36.48
12317 - Scheduler (Drug and Alcohol Testing)		17.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		8.56
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		13.62
13072 - Photographer II		15.23
13073 - Photographer III		18.87
13074 - Photographer IV		23.08
13075 - Photographer V		27.93
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.00
15050 - Computer Based Training Specialist / Instructor		28.11
15060 - Educational Technologist		23.29
15070 - Flight Instructor (Pilot)		41.00
15080 - Graphic Artist		18.11
15090 - Technical Instructor		17.34
15095 - Technical Instructor/Course Developer		21.61
15110 - Test Proctor		15.38
15120 - Tutor		15.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	9.21
16030 - Counter Attendant	9.21
16040 - Dry Cleaner	11.65
16070 - Finisher, Flatwork, Machine	9.21
16090 - Presser, Hand	9.21
16110 - Presser, Machine, Drycleaning	9.21
16130 - Presser, Machine, Shirts	9.21
16160 - Presser, Machine, Wearing Apparel, Laundry	9.21
16190 - Sewing Machine Operator	12.45
16220 - Tailor	13.23
16250 - Washer, Machine	9.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.78
19040 - Tool And Die Maker	19.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	17.72
21040 - Material Expediter	17.72
21050 - Material Handling Laborer	10.73
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	13.86
21140 - Store Worker I	11.95
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.20
23021 - Aircraft Mechanic I	22.05
23022 - Aircraft Mechanic II	23.20
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	17.81
23050 - Aircraft, Painter	20.59
23060 - Aircraft Servicer	19.35
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	17.29
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	24.87
23130 - Carpenter, Maintenance	17.29
23140 - Carpet Layer	16.79
23160 - Electrician, Maintenance	22.17
23181 - Electronics Technician Maintenance I	15.53
23182 - Electronics Technician Maintenance II	21.96
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	15.42
23290 - Fire Alarm System Mechanic	18.13
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50
23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	22.05
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.00
23392 - Gunsmith II	17.19
23393 - Gunsmith III	19.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.08
23430 - Heavy Equipment Mechanic	18.91
23440 - Heavy Equipment Operator	18.13

23460 - Instrument Mechanic	21.62
23465 - Laboratory/Shelter Mechanic	18.30
23470 - Laborer	10.73
23510 - Locksmith	17.29
23530 - Machinery Maintenance Mechanic	20.05
23550 - Machinist, Maintenance	18.31
23580 - Maintenance Trades Helper	13.15
23591 - Metrology Technician I	21.62
23592 - Metrology Technician II	22.59
23593 - Metrology Technician III	23.35
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.29
23760 - Painter, Maintenance	17.29
23790 - Pipefitter, Maintenance	20.73
23810 - Plumber, Maintenance	20.73
23820 - Pneudraulic Systems Mechanic	19.19
23850 - Rigger	19.65
23870 - Scale Mechanic	17.19
23890 - Sheet-Metal Worker, Maintenance	18.97
23910 - Small Engine Mechanic	16.23
23931 - Telecommunications Mechanic I	22.73
23932 - Telecommunications Mechanic II	23.93
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.13
23965 - Well Driller	21.12
23970 - Woodcraft Worker	19.19
23980 - Woodworker	15.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.21
24580 - Child Care Center Clerk	9.80
24610 - Chore Aide	7.80
24620 - Family Readiness And Support Services Coordinator	9.12
24630 - Homemaker	10.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.38
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	21.38
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.72
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	15.11
27010 - Court Security Officer	15.70
27030 - Detection Dog Handler	11.31
27040 - Detention Officer	15.11
27070 - Firefighter	16.40
27101 - Guard I	9.99
27102 - Guard II	11.31
27131 - Police Officer I	16.86
27132 - Police Officer II	18.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.09
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Equpment Worker	8.26
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.69
28630 - Sports Official	10.67
28690 - Swimming Pool Operator	13.36

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.35
29020 - Hatch Tender		16.35
29030 - Line Handler		16.35
29041 - Stevedore I		15.33
29042 - Stevedore II		17.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		18.42
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.30
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		17.30
30210 - Laboratory Technician		25.55
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		17.61
30362 - Paralegal/Legal Assistant II		21.35
30363 - Paralegal/Legal Assistant III		26.14
30364 - Paralegal/Legal Assistant IV		31.63
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		20.51
30462 - Technical Writer II		25.09
30463 - Technical Writer III		30.35
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.80
31030 - Bus Driver		12.09
31043 - Driver Courier		10.51
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		11.32
31310 - Taxi Driver		8.94
31361 - Truckdriver, Light		11.32
31362 - Truckdriver, Medium		12.69
31363 - Truckdriver, Heavy		15.02
31364 - Truckdriver, Tractor-Trailer		15.02
99000 - Miscellaneous Occupations		
99030 - Cashier		7.80
99050 - Desk Clerk		8.20
99095 - Embalmer		20.91
99251 - Laboratory Animal Caretaker I		9.21
99252 - Laboratory Animal Caretaker II		9.92
99310 - Mortician		30.90
99410 - Pest Controller		13.35

99510 - Photofinishing Worker	10.65
99710 - Recycling Laborer	11.68
99711 - Recycling Specialist	13.46
99730 - Refuse Collector	10.58
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	18.51
99831 - Surveying Aide	11.45
99832 - Surveying Technician	15.72
99840 - Vending Machine Attendant	11.40
99841 - Vending Machine Repairer	12.83
99842 - Vending Machine Repairer Helper	11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2575 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Brown, Calumet, Door, Florence, Fond Du Lac, Forest, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Shawano, Sheboygan, Vilas, Waupaca, Waushara, Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.76
01012 - Accounting Clerk II		14.43
01013 - Accounting Clerk III		16.22
01020 - Administrative Assistant		18.47
01040 - Court Reporter		17.06
01051 - Data Entry Operator I		11.32
01052 - Data Entry Operator II		12.35
01060 - Dispatcher, Motor Vehicle		17.62
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		11.83
01112 - General Clerk II		12.91
01113 - General Clerk III		14.49
01120 - Housing Referral Assistant		18.05
01141 - Messenger Courier		12.20
01191 - Order Clerk I		13.45
01192 - Order Clerk II		15.36
01261 - Personnel Assistant (Employment) I		13.55
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.90
01270 - Production Control Clerk		19.61
01280 - Receptionist		12.31
01290 - Rental Clerk		10.71
01300 - Scheduler, Maintenance		14.47
01311 - Secretary I		14.47
01312 - Secretary II		16.19
01313 - Secretary III		18.05
01320 - Service Order Dispatcher		16.04
01410 - Supply Technician		18.47
01420 - Survey Worker		13.91
01531 - Travel Clerk I		13.94
01532 - Travel Clerk II		15.05
01533 - Travel Clerk III		16.18
01611 - Word Processor I		12.10
01612 - Word Processor II		13.58
01613 - Word Processor III		15.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.13
05010 - Automotive Electrician		19.16
05040 - Automotive Glass Installer		18.37
05070 - Automotive Worker		18.37
05110 - Mobile Equipment Servicer		16.97
05130 - Motor Equipment Metal Mechanic		19.76
05160 - Motor Equipment Metal Worker		18.37
05190 - Motor Vehicle Mechanic		18.78
05220 - Motor Vehicle Mechanic Helper		16.20
05250 - Motor Vehicle Upholstery Worker		17.77
05280 - Motor Vehicle Wrecker		18.37
05310 - Painter, Automotive		19.16
05340 - Radiator Repair Specialist		18.37
05370 - Tire Repairer		13.57
05400 - Transmission Repair Specialist		19.76

07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	11.75
07042 - Cook II	13.08
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.11
07210 - Meat Cutter	14.91
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.44
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	17.44
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer, Minor	16.17
09130 - Upholsterer	17.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.20
11090 - Gardener	14.41
11122 - Housekeeping Aide	11.41
11150 - Janitor	11.41
11210 - Laborer, Grounds Maintenance	12.71
11240 - Maid or Houseman	9.49
11260 - Pruner	11.63
11270 - Tractor Operator	14.50
11330 - Trail Maintenance Worker	12.71
11360 - Window Cleaner	12.24
12000 - Health Occupations	
12010 - Ambulance Driver	13.44
12011 - Breath Alcohol Technician	16.76
12012 - Certified Occupational Therapist Assistant	23.03
12015 - Certified Physical Therapist Assistant	21.96
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	30.17
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	13.44
12071 - Licensed Practical Nurse I	14.98
12072 - Licensed Practical Nurse II	16.76
12073 - Licensed Practical Nurse III	18.95
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	18.09
12160 - Medical Record Clerk	14.38
12190 - Medical Record Technician	16.09
12195 - Medical Transcriptionist	15.83
12210 - Nuclear Medicine Technologist	35.19
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	15.10
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	25.51
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II, Specialist	29.82
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III, Anesthetist	36.08
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol Testing)	21.06
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		25.87
13050 - Library Aide/Clerk		12.66
13054 - Library Information Technology Systems Administrator		23.37
13058 - Library Technician		13.77
13061 - Media Specialist I		16.86
13062 - Media Specialist II		18.83
13063 - Media Specialist III		21.03
13071 - Photographer I		14.68
13072 - Photographer II		16.42
13073 - Photographer III		20.34
13074 - Photographer IV		24.89
13075 - Photographer V		30.11
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I		22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		39.11
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.63
15070 - Flight Instructor (Pilot)		39.11
15080 - Graphic Artist		21.93
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.13
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.13
16030 - Counter Attendant		11.13
16040 - Dry Cleaner		13.96
16070 - Finisher, Flatwork, Machine		11.13
16090 - Presser, Hand		11.13
16110 - Presser, Machine, Drycleaning		11.13
16130 - Presser, Machine, Shirts		11.13
16160 - Presser, Machine, Wearing Apparel, Laundry		11.13
16190 - Sewing Machine Operator		14.80
16220 - Tailor		15.62
16250 - Washer, Machine		12.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.33
19040 - Tool And Die Maker		22.37
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	14.68
21030 - Material Coordinator	19.61
21040 - Material Expediter	19.61
21050 - Material Handling Laborer	12.33
21071 - Order Filler	12.24
21080 - Production Line Worker (Food Processing)	14.68
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	13.31
21150 - Stock Clerk	16.87
21210 - Tools And Parts Attendant	14.68
21410 - Warehouse Specialist	14.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	24.79
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.60
23060 - Aircraft Servicer	19.85
23080 - Aircraft Worker	20.64
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.57
23125 - Cable Splicer	26.63
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	24.48
23160 - Electrician, Maintenance	25.14
23181 - Electronics Technician Maintenance I	21.45
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.01
23260 - Fabric Worker	19.67
23290 - Fire Alarm System Mechanic	21.03
23310 - Fire Extinguisher Repairer	18.68
23311 - Fuel Distribution System Mechanic	23.09
23312 - Fuel Distribution System Operator	20.55
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.64
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.73
23393 - Gunsmith III	22.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.53
23430 - Heavy Equipment Mechanic	22.32
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	24.99
23465 - Laboratory/Shelter Mechanic	21.74
23470 - Laborer	12.33
23510 - Locksmith	20.85
23530 - Machinery Maintenance Mechanic	22.55
23550 - Machinist, Maintenance	21.78
23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	24.99
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.04
23640 - Millwright	25.29
23710 - Office Appliance Repairer	18.31
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	28.71
23810 - Plumber, Maintenance	25.18

23820 - Pneudraulic Systems Mechanic	22.72
23850 - Rigger	22.72
23870 - Scale Mechanic	20.73
23890 - Sheet-Metal Worker, Maintenance	26.37
23910 - Small Engine Mechanic	19.91
23931 - Telecommunications Mechanic I	23.77
23932 - Telecommunications Mechanic II	24.58
23950 - Telephone Lineman	23.00
23960 - Welder, Combination, Maintenance	21.74
23965 - Well Driller	22.63
23970 - Woodcraft Worker	22.72
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	9.92
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.40
25040 - Sewage Plant Operator	21.15
25070 - Stationary Engineer	25.40
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	21.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34
27101 - Guard I	12.53
27102 - Guard II	14.89
27131 - Police Officer I	23.06
27132 - Police Officer II	25.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Equpment Worker	10.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	17.71
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.71
29020 - Hatch Tender	19.71
29030 - Line Handler	19.71
29041 - Stevedore I	18.70
29042 - Stevedore II	20.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.33
30022 - Archeological Technician II	20.50
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.41
30040 - Civil Engineering Technician	21.56

30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		23.49
30210 - Laboratory Technician		20.68
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.13
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.84
30390 - Photo-Optics Technician		25.41
30461 - Technical Writer I		22.67
30462 - Technical Writer II		27.72
30463 - Technical Writer III		31.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.86
30621 - Weather Observer, Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.75
31030 - Bus Driver		15.09
31043 - Driver Courier		11.72
31260 - Parking and Lot Attendant		9.71
31290 - Shuttle Bus Driver		12.52
31310 - Taxi Driver		10.63
31361 - Truckdriver, Light		12.41
31362 - Truckdriver, Medium		13.11
31363 - Truckdriver, Heavy		19.23
31364 - Truckdriver, Tractor-Trailer		19.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.84
99050 - Desk Clerk		9.40
99095 - Embalmer		32.56
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.22
99310 - Mortician		32.56
99410 - Pest Controller		17.06
99510 - Photofinishing Worker		13.35
99710 - Recycling Laborer		18.56
99711 - Recycling Specialist		20.65
99730 - Refuse Collector		17.02
99810 - Sales Clerk		12.02
99820 - School Crossing Guard		10.82
99830 - Survey Party Chief		25.04
99831 - Surveying Aide		14.63
99832 - Surveying Technician		19.12
99840 - Vending Machine Attendant		12.64
99841 - Vending Machine Repairer		15.00
99842 - Vending Machine Repairer Helper		12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2576 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Wisconsin

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01192 - Order Clerk II		15.36
01261 - Personnel Assistant (Employment) I		13.55
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.90
01270 - Production Control Clerk		19.61
01280 - Receptionist		12.31
01290 - Rental Clerk		10.71
01300 - Scheduler, Maintenance		14.47
01311 - Secretary I		14.47
01312 - Secretary II		16.19
01313 - Secretary III		18.05
01320 - Service Order Dispatcher		16.04
01410 - Supply Technician		18.47
01420 - Survey Worker		13.91

01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.05
01533 - Travel Clerk III	16.18
01611 - Word Processor I	12.10
01612 - Word Processor II	13.58
01613 - Word Processor III	15.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.13
05010 - Automotive Electrician	19.16
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal Mechanic	19.76
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	18.78
05220 - Motor Vehicle Mechanic Helper	16.20
05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter, Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	13.57
05400 - Transmission Repair Specialist	19.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	11.75
07042 - Cook II	13.08
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.11
07210 - Meat Cutter	14.91
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.44
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	17.44
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer, Minor	16.17
09130 - Upholsterer	17.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.20
11090 - Gardener	14.41
11122 - Housekeeping Aide	11.41
11150 - Janitor	11.41
11210 - Laborer, Grounds Maintenance	12.71
11240 - Maid or Houseman	9.49
11260 - Pruner	11.63
11270 - Tractor Operator	14.50
11330 - Trail Maintenance Worker	12.71
11360 - Window Cleaner	12.24
12000 - Health Occupations	
12010 - Ambulance Driver	13.44
12011 - Breath Alcohol Technician	16.76
12012 - Certified Occupational Therapist Assistant	23.03
12015 - Certified Physical Therapist Assistant	21.96
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	30.17
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	13.44
12071 - Licensed Practical Nurse I	14.98
12072 - Licensed Practical Nurse II	16.76
12073 - Licensed Practical Nurse III	18.95
12100 - Medical Assistant	14.39

12130 - Medical Laboratory Technician		18.09
12160 - Medical Record Clerk		14.38
12190 - Medical Record Technician		16.09
12195 - Medical Transcriptionist		15.83
12210 - Nuclear Medicine Technologist		35.19
12221 - Nursing Assistant I		10.06
12222 - Nursing Assistant II		11.31
12223 - Nursing Assistant III		12.34
12224 - Nursing Assistant IV		13.85
12235 - Optical Dispenser		15.10
12236 - Optical Technician		15.20
12250 - Pharmacy Technician		15.04
12280 - Phlebotomist		13.85
12305 - Radiologic Technologist		25.51
12311 - Registered Nurse I		24.38
12312 - Registered Nurse II		29.82
12313 - Registered Nurse II, Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III, Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		21.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		25.87
13050 - Library Aide/Clerk		12.66
13054 - Library Information Technology Systems Administrator		23.37
13058 - Library Technician		13.77
13061 - Media Specialist I		16.86
13062 - Media Specialist II		18.83
13063 - Media Specialist III		21.03
13071 - Photographer I		14.68
13072 - Photographer II		16.42
13073 - Photographer III		20.34
13074 - Photographer IV		24.89
13075 - Photographer V		30.11
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I		22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		39.11
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.63

15070 - Flight Instructor (Pilot)	39.11
15080 - Graphic Artist	21.93
15090 - Technical Instructor	19.73
15095 - Technical Instructor/Course Developer	24.13
15110 - Test Proctor	15.92
15120 - Tutor	15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.13
16030 - Counter Attendant	11.13
16040 - Dry Cleaner	13.96
16070 - Finisher, Flatwork, Machine	11.13
16090 - Presser, Hand	11.13
16110 - Presser, Machine, Drycleaning	11.13
16130 - Presser, Machine, Shirts	11.13
16160 - Presser, Machine, Wearing Apparel, Laundry	11.13
16190 - Sewing Machine Operator	14.80
16220 - Tailor	15.62
16250 - Washer, Machine	12.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.33
19040 - Tool And Die Maker	22.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.68
21030 - Material Coordinator	19.61
21040 - Material Expediter	19.61
21050 - Material Handling Laborer	12.33
21071 - Order Filler	12.24
21080 - Production Line Worker (Food Processing)	14.68
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	13.31
21150 - Stock Clerk	16.87
21210 - Tools And Parts Attendant	14.68
21410 - Warehouse Specialist	14.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	24.79
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.60
23060 - Aircraft Servicer	19.85
23080 - Aircraft Worker	20.64
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.57
23125 - Cable Splicer	26.63
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	24.48
23160 - Electrician, Maintenance	25.14
23181 - Electronics Technician Maintenance I	21.45
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.01
23260 - Fabric Worker	19.67
23290 - Fire Alarm System Mechanic	21.03
23310 - Fire Extinguisher Repairer	18.68
23311 - Fuel Distribution System Mechanic	23.09
23312 - Fuel Distribution System Operator	20.55
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.64
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.73

23393 - Gunsmith III	22.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.53
23430 - Heavy Equipment Mechanic	22.32
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	24.99
23465 - Laboratory/Shelter Mechanic	21.74
23470 - Laborer	12.33
23510 - Locksmith	20.85
23530 - Machinery Maintenance Mechanic	22.55
23550 - Machinist, Maintenance	21.78
23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	24.99
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.04
23640 - Millwright	25.29
23710 - Office Appliance Repairer	18.31
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	28.71
23810 - Plumber, Maintenance	25.18
23820 - Pneudraulic Systems Mechanic	22.72
23850 - Rigger	22.72
23870 - Scale Mechanic	20.73
23890 - Sheet-Metal Worker, Maintenance	26.37
23910 - Small Engine Mechanic	19.91
23931 - Telecommunications Mechanic I	23.77
23932 - Telecommunications Mechanic II	24.58
23950 - Telephone Lineman	23.00
23960 - Welder, Combination, Maintenance	21.74
23965 - Well Driller	22.63
23970 - Woodcraft Worker	22.72
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	9.92
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.40
25040 - Sewage Plant Operator	21.15
25070 - Stationary Engineer	25.40
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	21.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34
27101 - Guard I	12.53
27102 - Guard II	14.89
27131 - Police Officer I	23.06
27132 - Police Officer II	25.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Equpment Worker	10.13

28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	17.71
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.71
29020 - Hatch Tender	19.71
29030 - Line Handler	19.71
29041 - Stevedore I	18.70
29042 - Stevedore II	20.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.33
30022 - Archeological Technician II	20.50
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.41
30040 - Civil Engineering Technician	21.56
30061 - Drafter/CAD Operator I	18.33
30062 - Drafter/CAD Operator II	20.50
30063 - Drafter/CAD Operator III	22.86
30064 - Drafter/CAD Operator IV	28.13
30081 - Engineering Technician I	15.40
30082 - Engineering Technician II	18.41
30083 - Engineering Technician III	20.86
30084 - Engineering Technician IV	25.84
30085 - Engineering Technician V	31.61
30086 - Engineering Technician VI	38.25
30090 - Environmental Technician	23.49
30210 - Laboratory Technician	20.68
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	17.91
30362 - Paralegal/Legal Assistant II	22.13
30363 - Paralegal/Legal Assistant III	27.14
30364 - Paralegal/Legal Assistant IV	32.84
30390 - Photo-Optics Technician	25.41
30461 - Technical Writer I	22.67
30462 - Technical Writer II	27.72
30463 - Technical Writer III	31.57
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	22.86
30621 - Weather Observer, Senior	25.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.75
31030 - Bus Driver	15.09
31043 - Driver Courier	11.72
31260 - Parking and Lot Attendant	9.71
31290 - Shuttle Bus Driver	12.52
31310 - Taxi Driver	10.63
31361 - Truckdriver, Light	12.41
31362 - Truckdriver, Medium	13.11
31363 - Truckdriver, Heavy	19.23
31364 - Truckdriver, Tractor-Trailer	19.23
99000 - Miscellaneous Occupations	

99030 - Cashier	8.84
99050 - Desk Clerk	9.40
99095 - Embalmer	32.56
99251 - Laboratory Animal Caretaker I	10.53
99252 - Laboratory Animal Caretaker II	11.22
99310 - Mortician	32.56
99410 - Pest Controller	17.06
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	10.82
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.00
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2577 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.38
01012 - Accounting Clerk II		15.01
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		17.99
01040 - Court Reporter		15.32
01051 - Data Entry Operator I		11.06

01052 - Data Entry Operator II	12.33
01060 - Dispatcher, Motor Vehicle	15.86
01070 - Document Preparation Clerk	11.20
01090 - Duplicating Machine Operator	11.20
01111 - General Clerk I	11.64
01112 - General Clerk II	12.70
01113 - General Clerk III	14.25
01120 - Housing Referral Assistant	17.10
01141 - Messenger Courier	11.60
01191 - Order Clerk I	12.28
01192 - Order Clerk II	13.40
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	15.32
01263 - Personnel Assistant (Employment) III	17.09
01270 - Production Control Clerk	18.59
01280 - Receptionist	11.58
01290 - Rental Clerk	10.76
01300 - Scheduler, Maintenance	13.70
01311 - Secretary I	13.70
01312 - Secretary II	15.32
01313 - Secretary III	17.09
01320 - Service Order Dispatcher	13.12
01410 - Supply Technician	18.99
01420 - Survey Worker	14.54
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.05
01533 - Travel Clerk III	16.18
01611 - Word Processor I	11.98
01612 - Word Processor II	13.66
01613 - Word Processor III	15.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.21
05010 - Automotive Electrician	18.28
05040 - Automotive Glass Installer	17.51
05070 - Automotive Worker	15.36
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.26
05160 - Motor Equipment Metal Worker	17.51
05190 - Motor Vehicle Mechanic	16.98
05220 - Motor Vehicle Mechanic Helper	15.20
05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter, Automotive	18.28
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	12.77
05400 - Transmission Repair Specialist	19.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.97
07041 - Cook I	11.30
07042 - Cook II	12.68
07070 - Dishwasher	8.07
07130 - Food Service Worker	9.45
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	8.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.20
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	16.20
09090 - Furniture Refinisher Helper	13.47
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34

11060 - Elevator Operator	9.34
11090 - Gardener	13.66
11122 - Housekeeping Aide	11.66
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.51
11240 - Maid or Houseman	9.27
11260 - Pruner	11.46
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	11.51
11360 - Window Cleaner	12.88
12000 - Health Occupations	
12010 - Ambulance Driver	12.85
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	19.39
12015 - Certified Physical Therapist Assistant	20.59
12020 - Dental Assistant	15.70
12025 - Dental Hygienist	28.45
12030 - EKG Technician	19.41
12035 - Electroneurodiagnostic Technologist	19.41
12040 - Emergency Medical Technician	12.85
12071 - Licensed Practical Nurse I	14.73
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	14.05
12130 - Medical Laboratory Technician	19.88
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	30.31
12221 - Nursing Assistant I	10.08
12222 - Nursing Assistant II	11.33
12223 - Nursing Assistant III	12.37
12224 - Nursing Assistant IV	13.88
12235 - Optical Dispenser	14.76
12236 - Optical Technician	13.20
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.88
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96
12313 - Registered Nurse II, Specialist	29.96
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III, Anesthetist	36.24
12316 - Registered Nurse IV	41.98
12317 - Scheduler (Drug and Alcohol Testing)	20.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.66
13012 - Exhibits Specialist II	20.65
13013 - Exhibits Specialist III	25.26
13041 - Illustrator I	16.66
13042 - Illustrator II	20.65
13043 - Illustrator III	25.26
13047 - Librarian	23.03
13050 - Library Aide/Clerk	10.46
13054 - Library Information Technology Systems Administrator	20.65
13058 - Library Technician	15.04
13061 - Media Specialist I	14.90
13062 - Media Specialist II	16.66
13063 - Media Specialist III	18.58
13071 - Photographer I	14.42
13072 - Photographer II	16.54
13073 - Photographer III	20.49

13074 - Photographer IV		25.07
13075 - Photographer V		30.33
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.31
14042 - Computer Operator II		14.88
14043 - Computer Operator III		16.68
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.63
14160 - Personal Computer Support Technician		20.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38
15020 - Aircrew Training Devices Instructor (Rated)		31.91
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.32
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course Developer		23.52
15110 - Test Proctor		15.55
15120 - Tutor		15.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.13
16030 - Counter Attendant		11.13
16040 - Dry Cleaner		13.96
16070 - Finisher, Flatwork, Machine		11.13
16090 - Presser, Hand		11.13
16110 - Presser, Machine, Drycleaning		11.13
16130 - Presser, Machine, Shirts		11.13
16160 - Presser, Machine, Wearing Apparel, Laundry		11.13
16190 - Sewing Machine Operator		14.80
16220 - Tailor		15.62
16250 - Washer, Machine		12.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.20
19040 - Tool And Die Maker		21.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.29
21030 - Material Coordinator		18.59
21040 - Material Expediter		18.59
21050 - Material Handling Laborer		11.75
21071 - Order Filler		12.50
21080 - Production Line Worker (Food Processing)		14.29
21110 - Shipping Packer		14.43
21130 - Shipping/Receiving Clerk		14.43
21140 - Store Worker I		11.98
21150 - Stock Clerk		15.11
21210 - Tools And Parts Attendant		14.29
21410 - Warehouse Specialist		14.29
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.13
23021 - Aircraft Mechanic I		22.06
23022 - Aircraft Mechanic II		23.13
23023 - Aircraft Mechanic III		24.21

23040 - Aircraft Mechanic Helper	16.65
23050 - Aircraft, Painter	20.97
23060 - Aircraft Servicer	18.82
23080 - Aircraft Worker	19.87
23110 - Appliance Mechanic	18.54
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	29.22
23130 - Carpenter, Maintenance	18.91
23140 - Carpet Layer	19.13
23160 - Electrician, Maintenance	26.77
23181 - Electronics Technician Maintenance I	19.12
23182 - Electronics Technician Maintenance II	20.56
23183 - Electronics Technician Maintenance III	23.12
23260 - Fabric Worker	18.81
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	18.28
23370 - General Maintenance Worker	16.25
23380 - Ground Support Equipment Mechanic	22.06
23381 - Ground Support Equipment Servicer	18.82
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.90
23393 - Gunsmith III	22.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.34
23430 - Heavy Equipment Mechanic	20.72
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	20.99
23470 - Laborer	11.75
23510 - Locksmith	20.18
23530 - Machinery Maintenance Mechanic	21.55
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	24.21
23640 - Millwright	22.06
23710 - Office Appliance Repairer	21.13
23760 - Painter, Maintenance	17.17
23790 - Pipefitter, Maintenance	26.69
23810 - Plumber, Maintenance	22.17
23820 - Pneudraulic Systems Mechanic	22.06
23850 - Rigger	22.06
23870 - Scale Mechanic	19.90
23890 - Sheet-Metal Worker, Maintenance	22.53
23910 - Small Engine Mechanic	16.78
23931 - Telecommunications Mechanic I	21.20
23932 - Telecommunications Mechanic II	22.18
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	22.06
23970 - Woodcraft Worker	22.06
23980 - Woodworker	16.64
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	12.60
24610 - Chore Aide	9.64
24620 - Family Readiness And Support Services	15.71

Coordinator	
24630 - Homemaker	15.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	19.95
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	19.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.89
27007 - Baggage Inspector	11.52
27008 - Corrections Officer	18.85
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	14.16
27040 - Detention Officer	18.90
27070 - Firefighter	17.50
27101 - Guard I	11.52
27102 - Guard II	14.16
27131 - Police Officer I	22.51
27132 - Police Officer II	25.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.42
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.66
28210 - Gate Attendant/Gate Tender	13.78
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.41
28510 - Recreation Aide/Health Facility Attendant	11.25
28515 - Recreation Specialist	19.05
28630 - Sports Official	12.27
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.90
29020 - Hatch Tender	19.90
29030 - Line Handler	19.90
29041 - Stevedore I	18.81
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.62
30022 - Archeological Technician II	18.39
30023 - Archeological Technician III	23.15
30030 - Cartographic Technician	23.15
30040 - Civil Engineering Technician	21.88
30061 - Drafter/CAD Operator I	15.62
30062 - Drafter/CAD Operator II	18.39
30063 - Drafter/CAD Operator III	20.84
30064 - Drafter/CAD Operator IV	25.64
30081 - Engineering Technician I	13.27
30082 - Engineering Technician II	14.89
30083 - Engineering Technician III	17.44
30084 - Engineering Technician IV	21.30
30085 - Engineering Technician V	25.34
30086 - Engineering Technician VI	30.54
30090 - Environmental Technician	21.88
30210 - Laboratory Technician	19.55
30240 - Mathematical Technician	23.15
30361 - Paralegal/Legal Assistant I	17.13
30362 - Paralegal/Legal Assistant II	21.09
30363 - Paralegal/Legal Assistant III	25.78
30364 - Paralegal/Legal Assistant IV	31.21

30390 - Photo-Optics Technician		23.15
30461 - Technical Writer I		23.15
30462 - Technical Writer II		28.32
30463 - Technical Writer III		34.26
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.84
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.32
31030 - Bus Driver		14.39
31043 - Driver Courier		13.31
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		14.63
31310 - Taxi Driver		10.81
31361 - Truckdriver, Light		14.63
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		18.60
31364 - Truckdriver, Tractor-Trailer		18.60
99000 - Miscellaneous Occupations		
99030 - Cashier		8.73
99050 - Desk Clerk		9.63
99095 - Embalmer		26.25
99251 - Laboratory Animal Caretaker I		9.35
99252 - Laboratory Animal Caretaker II		9.94
99310 - Mortician		28.88
99410 - Pest Controller		18.90
99510 - Photofinishing Worker		12.62
99710 - Recycling Laborer		14.54
99711 - Recycling Specialist		16.37
99730 - Refuse Collector		13.45
99810 - Sales Clerk		11.75
99820 - School Crossing Guard		13.48
99830 - Survey Party Chief		26.89
99831 - Surveying Aide		15.72
99832 - Surveying Technician		20.64
99840 - Vending Machine Attendant		15.04
99841 - Vending Machine Repairer		17.51
99842 - Vending Machine Repairer Helper		15.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2578 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.38
01012 - Accounting Clerk II		15.01
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		17.99
01040 - Court Reporter		15.32
01051 - Data Entry Operator I		11.06
01052 - Data Entry Operator II		12.33
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		11.20
01090 - Duplicating Machine Operator		11.20
01111 - General Clerk I		11.64
01112 - General Clerk II		12.70
01113 - General Clerk III		14.25
01120 - Housing Referral Assistant		17.10
01141 - Messenger Courier		11.60
01191 - Order Clerk I		12.28
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		13.70
01262 - Personnel Assistant (Employment) II		15.32
01263 - Personnel Assistant (Employment) III		17.09
01270 - Production Control Clerk		18.59
01280 - Receptionist		11.58
01290 - Rental Clerk		10.76
01300 - Scheduler, Maintenance		13.70
01311 - Secretary I		13.70
01312 - Secretary II		15.32
01313 - Secretary III		17.09
01320 - Service Order Dispatcher		13.12
01410 - Supply Technician		18.99
01420 - Survey Worker		14.54
01531 - Travel Clerk I		13.94
01532 - Travel Clerk II		15.05
01533 - Travel Clerk III		16.18
01611 - Word Processor I		11.98
01612 - Word Processor II		13.66
01613 - Word Processor III		15.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.21
05010 - Automotive Electrician		18.28
05040 - Automotive Glass Installer		17.51
05070 - Automotive Worker		15.36
05110 - Mobile Equipment Servicer		15.77
05130 - Motor Equipment Metal Mechanic		19.26
05160 - Motor Equipment Metal Worker		17.51
05190 - Motor Vehicle Mechanic		16.98
05220 - Motor Vehicle Mechanic Helper		15.20
05250 - Motor Vehicle Upholstery Worker		16.73
05280 - Motor Vehicle Wrecker		17.51

05310 - Painter, Automotive	18.28
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	12.77
05400 - Transmission Repair Specialist	19.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.97
07041 - Cook I	11.30
07042 - Cook II	12.68
07070 - Dishwasher	8.07
07130 - Food Service Worker	9.45
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	8.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.20
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	16.20
09090 - Furniture Refinisher Helper	13.47
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34
11060 - Elevator Operator	9.34
11090 - Gardener	13.66
11122 - Housekeeping Aide	11.66
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.51
11240 - Maid or Houseman	9.27
11260 - Pruner	11.46
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	11.51
11360 - Window Cleaner	12.88
12000 - Health Occupations	
12010 - Ambulance Driver	12.85
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	19.39
12015 - Certified Physical Therapist Assistant	20.59
12020 - Dental Assistant	15.70
12025 - Dental Hygienist	28.45
12030 - EKG Technician	19.41
12035 - Electroneurodiagnostic Technologist	19.41
12040 - Emergency Medical Technician	12.85
12071 - Licensed Practical Nurse I	14.73
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	14.05
12130 - Medical Laboratory Technician	19.88
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	30.31
12221 - Nursing Assistant I	10.08
12222 - Nursing Assistant II	11.33
12223 - Nursing Assistant III	12.37
12224 - Nursing Assistant IV	13.88
12235 - Optical Dispenser	14.76
12236 - Optical Technician	13.20
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.88
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96
12313 - Registered Nurse II, Specialist	29.96
12314 - Registered Nurse III	36.24

12315 - Registered Nurse III, Anesthetist		36.24
12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		20.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.66
13012 - Exhibits Specialist II		20.65
13013 - Exhibits Specialist III		25.26
13041 - Illustrator I		16.66
13042 - Illustrator II		20.65
13043 - Illustrator III		25.26
13047 - Librarian		23.03
13050 - Library Aide/Clerk		10.46
13054 - Library Information Technology Systems Administrator		20.65
13058 - Library Technician		15.04
13061 - Media Specialist I		14.90
13062 - Media Specialist II		16.66
13063 - Media Specialist III		18.58
13071 - Photographer I		14.42
13072 - Photographer II		16.54
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.33
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.31
14042 - Computer Operator II		14.88
14043 - Computer Operator III		16.68
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.63
14160 - Personal Computer Support Technician		20.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38
15020 - Aircrew Training Devices Instructor (Rated)		31.91
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.32
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course Developer		23.52
15110 - Test Proctor		15.55
15120 - Tutor		15.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.13
16030 - Counter Attendant		11.13
16040 - Dry Cleaner		13.96
16070 - Finisher, Flatwork, Machine		11.13
16090 - Presser, Hand		11.13
16110 - Presser, Machine, Drycleaning		11.13
16130 - Presser, Machine, Shirts		11.13
16160 - Presser, Machine, Wearing Apparel, Laundry		11.13
16190 - Sewing Machine Operator		14.80
16220 - Tailor		15.62
16250 - Washer, Machine		12.32

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.20
19040 - Tool And Die Maker	21.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.29
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	11.75
21071 - Order Filler	12.50
21080 - Production Line Worker (Food Processing)	14.29
21110 - Shipping Packer	14.43
21130 - Shipping/Receiving Clerk	14.43
21140 - Store Worker I	11.98
21150 - Stock Clerk	15.11
21210 - Tools And Parts Attendant	14.29
21410 - Warehouse Specialist	14.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.13
23021 - Aircraft Mechanic I	22.06
23022 - Aircraft Mechanic II	23.13
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	16.65
23050 - Aircraft, Painter	20.97
23060 - Aircraft Servicer	18.82
23080 - Aircraft Worker	19.87
23110 - Appliance Mechanic	18.54
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	29.22
23130 - Carpenter, Maintenance	18.91
23140 - Carpet Layer	19.13
23160 - Electrician, Maintenance	26.77
23181 - Electronics Technician Maintenance I	19.12
23182 - Electronics Technician Maintenance II	20.56
23183 - Electronics Technician Maintenance III	23.12
23260 - Fabric Worker	18.81
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	18.28
23370 - General Maintenance Worker	16.25
23380 - Ground Support Equipment Mechanic	22.06
23381 - Ground Support Equipment Servicer	18.82
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.90
23393 - Gunsmith III	22.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.34
23430 - Heavy Equipment Mechanic	20.72
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	20.99
23470 - Laborer	11.75
23510 - Locksmith	20.18
23530 - Machinery Maintenance Mechanic	21.55
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	24.21
23640 - Millwright	22.06

23710 - Office Appliance Repairer	21.13
23760 - Painter, Maintenance	17.17
23790 - Pipefitter, Maintenance	26.69
23810 - Plumber, Maintenance	22.17
23820 - Pneudraulic Systems Mechanic	22.06
23850 - Rigger	22.06
23870 - Scale Mechanic	19.90
23890 - Sheet-Metal Worker, Maintenance	22.53
23910 - Small Engine Mechanic	16.78
23931 - Telecommunications Mechanic I	21.20
23932 - Telecommunications Mechanic II	22.18
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	22.06
23970 - Woodcraft Worker	22.06
23980 - Woodworker	16.64
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	12.60
24610 - Chore Aide	9.64
24620 - Family Readiness And Support Services Coordinator	15.71
24630 - Homemaker	15.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	19.95
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	19.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.89
27007 - Baggage Inspector	11.52
27008 - Corrections Officer	18.85
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	14.16
27040 - Detention Officer	18.90
27070 - Firefighter	17.50
27101 - Guard I	11.52
27102 - Guard II	14.16
27131 - Police Officer I	22.51
27132 - Police Officer II	25.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.42
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.66
28210 - Gate Attendant/Gate Tender	13.78
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.41
28510 - Recreation Aide/Health Facility Attendant	11.25
28515 - Recreation Specialist	19.05
28630 - Sports Official	12.27
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.90
29020 - Hatch Tender	19.90
29030 - Line Handler	19.90
29041 - Stevedore I	18.81
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.62

30022 - Archeological Technician II		18.39
30023 - Archeological Technician III		23.15
30030 - Cartographic Technician		23.15
30040 - Civil Engineering Technician		21.88
30061 - Drafter/CAD Operator I		15.62
30062 - Drafter/CAD Operator II		18.39
30063 - Drafter/CAD Operator III		20.84
30064 - Drafter/CAD Operator IV		25.64
30081 - Engineering Technician I		13.27
30082 - Engineering Technician II		14.89
30083 - Engineering Technician III		17.44
30084 - Engineering Technician IV		21.30
30085 - Engineering Technician V		25.34
30086 - Engineering Technician VI		30.54
30090 - Environmental Technician		21.88
30210 - Laboratory Technician		19.55
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		17.13
30362 - Paralegal/Legal Assistant II		21.09
30363 - Paralegal/Legal Assistant III		25.78
30364 - Paralegal/Legal Assistant IV		31.21
30390 - Photo-Optics Technician		23.15
30461 - Technical Writer I		23.15
30462 - Technical Writer II		28.32
30463 - Technical Writer III		34.26
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.84
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.32
31030 - Bus Driver		14.39
31043 - Driver Courier		13.31
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		14.63
31310 - Taxi Driver		10.81
31361 - Truckdriver, Light		14.63
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		18.60
31364 - Truckdriver, Tractor-Trailer		18.60
99000 - Miscellaneous Occupations		
99030 - Cashier		8.73
99050 - Desk Clerk		9.63
99095 - Embalmer		26.25
99251 - Laboratory Animal Caretaker I		9.35
99252 - Laboratory Animal Caretaker II		9.94
99310 - Mortician		28.88
99410 - Pest Controller		18.90
99510 - Photofinishing Worker		12.62
99710 - Recycling Laborer		14.54
99711 - Recycling Specialist		16.37
99730 - Refuse Collector		13.45
99810 - Sales Clerk		11.75
99820 - School Crossing Guard		13.48
99830 - Survey Party Chief		26.89
99831 - Surveying Aide		15.72
99832 - Surveying Technician		20.64
99840 - Vending Machine Attendant		15.04
99841 - Vending Machine Repairer		17.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2579 Revision No.: 12 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson, Lafayette, Rock, Sauk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		15.12
01013 - Accounting Clerk III		16.91
01020 - Administrative Assistant		20.72
01040 - Court Reporter		17.14
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.93
01060 - Dispatcher, Motor Vehicle		17.63
01070 - Document Preparation Clerk		13.76
01090 - Duplicating Machine Operator		13.76
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.46
01120 - Housing Referral Assistant		19.54
01141 - Messenger Courier		12.98
01191 - Order Clerk I		13.10
01192 - Order Clerk II		14.63
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.77
01270 - Production Control Clerk		20.77
01280 - Receptionist		13.12
01290 - Rental Clerk		12.76
01300 - Scheduler, Maintenance		15.32
01311 - Secretary I		15.32

01312 - Secretary II	17.14
01313 - Secretary III	19.54
01320 - Service Order Dispatcher	15.89
01410 - Supply Technician	20.72
01420 - Survey Worker	13.88
01531 - Travel Clerk I	13.14
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.37
01611 - Word Processor I	14.14
01612 - Word Processor II	15.87
01613 - Word Processor III	17.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.60
05010 - Automotive Electrician	18.47
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	15.56
05130 - Motor Equipment Metal Mechanic	19.01
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	19.01
05220 - Motor Vehicle Mechanic Helper	15.05
05250 - Motor Vehicle Upholstery Worker	17.50
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter, Automotive	17.76
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	12.71
05400 - Transmission Repair Specialist	19.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.18
07041 - Cook I	11.28
07042 - Cook II	12.65
07070 - Dishwasher	8.79
07130 - Food Service Worker	9.79
07210 - Meat Cutter	15.30
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.55
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.18
09130 - Upholsterer	17.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.39
11060 - Elevator Operator	12.39
11090 - Gardener	15.94
11122 - Housekeeping Aide	11.52
11150 - Janitor	11.74
11210 - Laborer, Grounds Maintenance	13.41
11240 - Maid or Houseman	9.88
11260 - Pruner	12.43
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	13.41
11360 - Window Cleaner	12.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.58
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.44
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	29.83
12030 - EKG Technician	26.74
12035 - Electroneurodiagnostic Technologist	26.74

12040 - Emergency Medical Technician		14.58
12071 - Licensed Practical Nurse I		15.79
12072 - Licensed Practical Nurse II		17.66
12073 - Licensed Practical Nurse III		19.70
12100 - Medical Assistant		15.26
12130 - Medical Laboratory Technician		19.04
12160 - Medical Record Clerk		15.88
12190 - Medical Record Technician		17.91
12195 - Medical Transcriptionist		16.67
12210 - Nuclear Medicine Technologist		32.90
12221 - Nursing Assistant I		10.56
12222 - Nursing Assistant II		11.88
12223 - Nursing Assistant III		12.96
12224 - Nursing Assistant IV		14.54
12235 - Optical Dispenser		14.84
12236 - Optical Technician		15.17
12250 - Pharmacy Technician		14.46
12280 - Phlebotomist		14.54
12305 - Radiologic Technologist		25.54
12311 - Registered Nurse I		24.18
12312 - Registered Nurse II		29.59
12313 - Registered Nurse II, Specialist		29.59
12314 - Registered Nurse III		35.80
12315 - Registered Nurse III, Anesthetist		35.80
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		21.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.70
13013 - Exhibits Specialist III		28.99
13041 - Illustrator I		19.13
13042 - Illustrator II		23.70
13043 - Illustrator III		28.99
13047 - Librarian		26.24
13050 - Library Aide/Clerk		12.42
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		14.64
13061 - Media Specialist I		16.27
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I		22.65
14072 - Computer Programmer II		26.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	28.51
15020 - Aircrew Training Devices Instructor (Rated)	32.22
15030 - Air Crew Training Devices Instructor (Pilot)	37.37
15050 - Computer Based Training Specialist / Instructor	28.51
15060 - Educational Technologist	28.86
15070 - Flight Instructor (Pilot)	37.37
15080 - Graphic Artist	20.97
15090 - Technical Instructor	18.25
15095 - Technical Instructor/Course Developer	22.33
15110 - Test Proctor	14.74
15120 - Tutor	14.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.17
16030 - Counter Attendant	9.17
16040 - Dry Cleaner	11.85
16070 - Finisher, Flatwork, Machine	9.17
16090 - Presser, Hand	9.17
16110 - Presser, Machine, Drycleaning	9.17
16130 - Presser, Machine, Shirts	9.17
16160 - Presser, Machine, Wearing Apparel, Laundry	9.17
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.60
16250 - Washer, Machine	10.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.79
19040 - Tool And Die Maker	23.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.16
21030 - Material Coordinator	20.77
21040 - Material Expediter	20.77
21050 - Material Handling Laborer	12.91
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	15.16
21110 - Shipping Packer	14.37
21130 - Shipping/Receiving Clerk	14.37
21140 - Store Worker I	14.11
21150 - Stock Clerk	17.81
21210 - Tools And Parts Attendant	15.16
21410 - Warehouse Specialist	15.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23021 - Aircraft Mechanic I	26.46
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	22.20
23050 - Aircraft, Painter	24.98
23060 - Aircraft Servicer	24.56
23080 - Aircraft Worker	25.75
23110 - Appliance Mechanic	17.76
23120 - Bicycle Repairer	12.64
23125 - Cable Splicer	25.44
23130 - Carpenter, Maintenance	20.33
23140 - Carpet Layer	20.87
23160 - Electrician, Maintenance	25.62
23181 - Electronics Technician Maintenance I	20.49
23182 - Electronics Technician Maintenance II	21.60
23183 - Electronics Technician Maintenance III	22.80
23260 - Fabric Worker	19.29
23290 - Fire Alarm System Mechanic	22.69
23310 - Fire Extinguisher Repairer	18.19
23311 - Fuel Distribution System Mechanic	21.83
23312 - Fuel Distribution System Operator	17.58
23370 - General Maintenance Worker	17.83

23380 - Ground Support Equipment Mechanic	26.46
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.75
23391 - Gunsmith I	18.19
23392 - Gunsmith II	20.40
23393 - Gunsmith III	22.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	21.29
23440 - Heavy Equipment Operator	26.28
23460 - Instrument Mechanic	22.43
23465 - Laboratory/Shelter Mechanic	21.50
23470 - Laborer	12.91
23510 - Locksmith	20.14
23530 - Machinery Maintenance Mechanic	20.57
23550 - Machinist, Maintenance	20.11
23580 - Maintenance Trades Helper	13.92
23591 - Metrology Technician I	22.43
23592 - Metrology Technician II	23.51
23593 - Metrology Technician III	24.63
23640 - Millwright	22.69
23710 - Office Appliance Repairer	21.78
23760 - Painter, Maintenance	19.23
23790 - Pipefitter, Maintenance	30.88
23810 - Plumber, Maintenance	29.99
23820 - Pneudraulic Systems Mechanic	22.69
23850 - Rigger	22.69
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	16.72
23931 - Telecommunications Mechanic I	25.63
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	21.65
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	19.97
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	10.46
24620 - Family Readiness And Support Services Coordinator	14.94
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.69
25040 - Sewage Plant Operator	21.50
25070 - Stationary Engineer	22.69
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	21.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	12.29
27008 - Corrections Officer	20.15
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	16.81
27040 - Detention Officer	20.15
27070 - Firefighter	17.91
27101 - Guard I	12.29
27102 - Guard II	16.81
27131 - Police Officer I	23.46

27132 - Police Officer II		26.61
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.37
28042 - Carnival Equipment Repairer		11.80
28043 - Carnival Equpment Worker		9.66
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.66
28515 - Recreation Specialist		15.24
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		16.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.11
29020 - Hatch Tender		21.01
29030 - Line Handler		21.01
29041 - Stevedore I		19.29
29042 - Stevedore II		22.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.04
30023 - Archeological Technician III		22.07
30030 - Cartographic Technician		22.07
30040 - Civil Engineering Technician		21.51
30061 - Drafter/CAD Operator I		16.08
30062 - Drafter/CAD Operator II		17.81
30063 - Drafter/CAD Operator III		19.87
30064 - Drafter/CAD Operator IV		24.45
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		16.29
30083 - Engineering Technician III		18.22
30084 - Engineering Technician IV		22.58
30085 - Engineering Technician V		27.62
30086 - Engineering Technician VI		33.41
30090 - Environmental Technician		19.92
30210 - Laboratory Technician		19.86
30240 - Mathematical Technician		22.07
30361 - Paralegal/Legal Assistant I		16.11
30362 - Paralegal/Legal Assistant II		20.43
30363 - Paralegal/Legal Assistant III		23.68
30364 - Paralegal/Legal Assistant IV		28.65
30390 - Photo-Optics Technician		22.07
30461 - Technical Writer I		21.20
30462 - Technical Writer II		25.94
30463 - Technical Writer III		31.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.87
30621 - Weather Observer, Senior	(see 2)	22.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.67
31030 - Bus Driver		16.48
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		15.13
31310 - Taxi Driver		12.68

31361 - Truckdriver, Light	15.13
31362 - Truckdriver, Medium	16.48
31363 - Truckdriver, Heavy	20.02
31364 - Truckdriver, Tractor-Trailer	20.02
99000 - Miscellaneous Occupations	
99030 - Cashier	9.51
99050 - Desk Clerk	9.85
99095 - Embalmer	29.30
99251 - Laboratory Animal Caretaker I	11.41
99252 - Laboratory Animal Caretaker II	12.14
99310 - Mortician	30.33
99410 - Pest Controller	20.54
99510 - Photofinishing Worker	13.09
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	18.63
99730 - Refuse Collector	16.21
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	11.89
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	18.06
99832 - Surveying Technician	18.91
99840 - Vending Machine Attendant	15.23
99841 - Vending Machine Repairer	17.80
99842 - Vending Machine Repairer Helper	15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2580 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson, Lafayette, Rock, Sauk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		15.12
01013 - Accounting Clerk III		16.91
01020 - Administrative Assistant		20.72
01040 - Court Reporter		17.14
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.93
01060 - Dispatcher, Motor Vehicle		17.63
01070 - Document Preparation Clerk		13.76
01090 - Duplicating Machine Operator		13.76
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.46
01120 - Housing Referral Assistant		19.54
01141 - Messenger Courier		12.98
01191 - Order Clerk I		13.10
01192 - Order Clerk II		14.63
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.77
01270 - Production Control Clerk		20.77
01280 - Receptionist		13.12
01290 - Rental Clerk		12.76
01300 - Scheduler, Maintenance		15.32
01311 - Secretary I		15.32
01312 - Secretary II		17.14
01313 - Secretary III		19.54
01320 - Service Order Dispatcher		15.89
01410 - Supply Technician		20.72
01420 - Survey Worker		13.88
01531 - Travel Clerk I		13.14
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.37
01611 - Word Processor I		14.14
01612 - Word Processor II		15.87
01613 - Word Processor III		17.75
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.60
05010 - Automotive Electrician		18.47
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		15.56
05130 - Motor Equipment Metal Mechanic		19.01
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		19.01
05220 - Motor Vehicle Mechanic Helper		15.05
05250 - Motor Vehicle Upholstery Worker		17.50
05280 - Motor Vehicle Wrecker		18.07
05310 - Painter, Automotive		17.76

05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	12.71
05400 - Transmission Repair Specialist	19.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.18
07041 - Cook I	11.28
07042 - Cook II	12.65
07070 - Dishwasher	8.79
07130 - Food Service Worker	9.79
07210 - Meat Cutter	15.30
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.55
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.18
09130 - Upholsterer	17.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.39
11060 - Elevator Operator	12.39
11090 - Gardener	15.94
11122 - Housekeeping Aide	11.52
11150 - Janitor	11.74
11210 - Laborer, Grounds Maintenance	13.41
11240 - Maid or Houseman	9.88
11260 - Pruner	12.43
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	13.41
11360 - Window Cleaner	12.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.58
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.44
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	29.83
12030 - EKG Technician	26.74
12035 - Electroneurodiagnostic Technologist	26.74
12040 - Emergency Medical Technician	14.58
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.70
12100 - Medical Assistant	15.26
12130 - Medical Laboratory Technician	19.04
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	32.90
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.88
12223 - Nursing Assistant III	12.96
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	14.84
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	14.46
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	25.54
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.59
12313 - Registered Nurse II, Specialist	29.59
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III, Anesthetist	35.80

12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		21.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.70
13013 - Exhibits Specialist III		28.99
13041 - Illustrator I		19.13
13042 - Illustrator II		23.70
13043 - Illustrator III		28.99
13047 - Librarian		26.24
13050 - Library Aide/Clerk		12.42
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		14.64
13061 - Media Specialist I		16.27
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I		22.65
14072 - Computer Programmer II		26.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		32.22
15030 - Air Crew Training Devices Instructor (Pilot)		37.37
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		28.86
15070 - Flight Instructor (Pilot)		37.37
15080 - Graphic Artist		20.97
15090 - Technical Instructor		18.25
15095 - Technical Instructor/Course Developer		22.33
15110 - Test Proctor		14.74
15120 - Tutor		14.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.17
16030 - Counter Attendant		9.17
16040 - Dry Cleaner		11.85
16070 - Finisher, Flatwork, Machine		9.17
16090 - Presser, Hand		9.17
16110 - Presser, Machine, Drycleaning		9.17
16130 - Presser, Machine, Shirts		9.17
16160 - Presser, Machine, Wearing Apparel, Laundry		9.17
16190 - Sewing Machine Operator		12.70
16220 - Tailor		13.60
16250 - Washer, Machine		10.08
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	18.79
19040 - Tool And Die Maker	23.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.16
21030 - Material Coordinator	20.77
21040 - Material Expediter	20.77
21050 - Material Handling Laborer	12.91
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	15.16
21110 - Shipping Packer	14.37
21130 - Shipping/Receiving Clerk	14.37
21140 - Store Worker I	14.11
21150 - Stock Clerk	17.81
21210 - Tools And Parts Attendant	15.16
21410 - Warehouse Specialist	15.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23021 - Aircraft Mechanic I	26.46
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	22.20
23050 - Aircraft, Painter	24.98
23060 - Aircraft Servicer	24.56
23080 - Aircraft Worker	25.75
23110 - Appliance Mechanic	17.76
23120 - Bicycle Repairer	12.64
23125 - Cable Splicer	25.44
23130 - Carpenter, Maintenance	20.33
23140 - Carpet Layer	20.87
23160 - Electrician, Maintenance	25.62
23181 - Electronics Technician Maintenance I	20.49
23182 - Electronics Technician Maintenance II	21.60
23183 - Electronics Technician Maintenance III	22.80
23260 - Fabric Worker	19.29
23290 - Fire Alarm System Mechanic	22.69
23310 - Fire Extinguisher Repairer	18.19
23311 - Fuel Distribution System Mechanic	21.83
23312 - Fuel Distribution System Operator	17.58
23370 - General Maintenance Worker	17.83
23380 - Ground Support Equipment Mechanic	26.46
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.75
23391 - Gunsmith I	18.19
23392 - Gunsmith II	20.40
23393 - Gunsmith III	22.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	21.29
23440 - Heavy Equipment Operator	26.28
23460 - Instrument Mechanic	22.43
23465 - Laboratory/Shelter Mechanic	21.50
23470 - Laborer	12.91
23510 - Locksmith	20.14
23530 - Machinery Maintenance Mechanic	20.57
23550 - Machinist, Maintenance	20.11
23580 - Maintenance Trades Helper	13.92
23591 - Metrology Technician I	22.43
23592 - Metrology Technician II	23.51
23593 - Metrology Technician III	24.63
23640 - Millwright	22.69
23710 - Office Appliance Repairer	21.78

23760 - Painter, Maintenance	19.23
23790 - Pipefitter, Maintenance	30.88
23810 - Plumber, Maintenance	29.99
23820 - Pneudraulic Systems Mechanic	22.69
23850 - Rigger	22.69
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	16.72
23931 - Telecommunications Mechanic I	25.63
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	21.65
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	19.97
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	10.46
24620 - Family Readiness And Support Services Coordinator	14.94
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.69
25040 - Sewage Plant Operator	21.50
25070 - Stationary Engineer	22.69
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	21.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	12.29
27008 - Corrections Officer	20.15
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	16.81
27040 - Detention Officer	20.15
27070 - Firefighter	17.91
27101 - Guard I	12.29
27102 - Guard II	16.81
27131 - Police Officer I	23.46
27132 - Police Officer II	26.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.37
28042 - Carnival Equipment Repairer	11.80
28043 - Carnival Equpment Worker	9.66
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	15.24
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.11
29020 - Hatch Tender	21.01
29030 - Line Handler	21.01
29041 - Stevedore I	19.29
29042 - Stevedore II	22.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.19
30022 - Archeological Technician II	18.04

30023 - Archeological Technician III		22.07
30030 - Cartographic Technician		22.07
30040 - Civil Engineering Technician		21.51
30061 - Drafter/CAD Operator I		16.08
30062 - Drafter/CAD Operator II		17.81
30063 - Drafter/CAD Operator III		19.87
30064 - Drafter/CAD Operator IV		24.45
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		16.29
30083 - Engineering Technician III		18.22
30084 - Engineering Technician IV		22.58
30085 - Engineering Technician V		27.62
30086 - Engineering Technician VI		33.41
30090 - Environmental Technician		19.92
30210 - Laboratory Technician		19.86
30240 - Mathematical Technician		22.07
30361 - Paralegal/Legal Assistant I		16.11
30362 - Paralegal/Legal Assistant II		20.43
30363 - Paralegal/Legal Assistant III		23.68
30364 - Paralegal/Legal Assistant IV		28.65
30390 - Photo-Optics Technician		22.07
30461 - Technical Writer I		21.20
30462 - Technical Writer II		25.94
30463 - Technical Writer III		31.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.87
30621 - Weather Observer, Senior	(see 2)	22.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.67
31030 - Bus Driver		16.48
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		15.13
31310 - Taxi Driver		12.68
31361 - Truckdriver, Light		15.13
31362 - Truckdriver, Medium		16.48
31363 - Truckdriver, Heavy		20.02
31364 - Truckdriver, Tractor-Trailer		20.02
99000 - Miscellaneous Occupations		
99030 - Cashier		9.51
99050 - Desk Clerk		9.85
99095 - Embalmer		29.30
99251 - Laboratory Animal Caretaker I		11.41
99252 - Laboratory Animal Caretaker II		12.14
99310 - Mortician		30.33
99410 - Pest Controller		20.54
99510 - Photofinishing Worker		13.09
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		18.63
99730 - Refuse Collector		16.21
99810 - Sales Clerk		12.91
99820 - School Crossing Guard		11.89
99830 - Survey Party Chief		24.43
99831 - Surveying Aide		18.06
99832 - Surveying Technician		18.91
99840 - Vending Machine Attendant		15.23
99841 - Vending Machine Repairer		17.80
99842 - Vending Machine Repairer Helper		15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2581 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.91
01020 - Administrative Assistant		25.48
01040 - Court Reporter		19.27
01051 - Data Entry Operator I		12.06
01052 - Data Entry Operator II		13.16
01060 - Dispatcher, Motor Vehicle		18.54
01070 - Document Preparation Clerk		13.07
01090 - Duplicating Machine Operator		13.07
01111 - General Clerk I		12.45
01112 - General Clerk II		13.58
01113 - General Clerk III		15.24
01120 - Housing Referral Assistant		19.28
01141 - Messenger Courier		12.30
01191 - Order Clerk I		11.37
01192 - Order Clerk II		13.73
01261 - Personnel Assistant (Employment) I		16.16
01262 - Personnel Assistant (Employment) II		17.65
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		21.90
01280 - Receptionist		13.77
01290 - Rental Clerk		16.16
01300 - Scheduler, Maintenance		15.45
01311 - Secretary I		15.45
01312 - Secretary II		17.29

01313 - Secretary III	19.28
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	25.48
01420 - Survey Worker	18.54
01531 - Travel Clerk I	13.47
01532 - Travel Clerk II	14.57
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.00
01612 - Word Processor II	16.16
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.91
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	21.91
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.85
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter, Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.25
07041 - Cook I	11.17
07042 - Cook II	12.52
07070 - Dishwasher	9.55
07130 - Food Service Worker	9.55
07210 - Meat Cutter	17.45
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.17
11060 - Elevator Operator	10.90
11090 - Gardener	17.48
11122 - Housekeeping Aide	12.41
11150 - Janitor	13.68
11210 - Laborer, Grounds Maintenance	14.66
11240 - Maid or Houseman	9.30
11260 - Pruner	13.58
11270 - Tractor Operator	14.72
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	19.01
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	20.02
12020 - Dental Assistant	15.98
12025 - Dental Hygienist	29.21
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	19.09

12071 - Licensed Practical Nurse I		18.41
12072 - Licensed Practical Nurse II		20.59
12073 - Licensed Practical Nurse III		22.96
12100 - Medical Assistant		14.75
12130 - Medical Laboratory Technician		16.74
12160 - Medical Record Clerk		15.96
12190 - Medical Record Technician		17.85
12195 - Medical Transcriptionist		16.17
12210 - Nuclear Medicine Technologist		33.75
12221 - Nursing Assistant I		10.38
12222 - Nursing Assistant II		11.67
12223 - Nursing Assistant III		12.73
12224 - Nursing Assistant IV		14.29
12235 - Optical Dispenser		16.65
12236 - Optical Technician		14.64
12250 - Pharmacy Technician		13.49
12280 - Phlebotomist		14.29
12305 - Radiologic Technologist		25.22
12311 - Registered Nurse I		25.22
12312 - Registered Nurse II		30.83
12313 - Registered Nurse II, Specialist		30.83
12314 - Registered Nurse III		37.30
12315 - Registered Nurse III, Anesthetist		37.30
12316 - Registered Nurse IV		44.70
12317 - Scheduler (Drug and Alcohol Testing)		24.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.69
13012 - Exhibits Specialist II		22.17
13013 - Exhibits Specialist III		27.12
13041 - Illustrator I		17.91
13042 - Illustrator II		20.31
13043 - Illustrator III		24.08
13047 - Librarian		24.45
13050 - Library Aide/Clerk		13.67
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		15.51
13061 - Media Specialist I		15.94
13062 - Media Specialist II		19.05
13063 - Media Specialist III		19.88
13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.85
13075 - Photographer V		32.48
13110 - Video Teleconference Technician		15.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I		26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39

15020 - Aircrew Training Devices Instructor (Rated)	39.07
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	33.39
15060 - Educational Technologist	27.81
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	21.52
15090 - Technical Instructor	19.14
15095 - Technical Instructor/Course Developer	23.40
15110 - Test Proctor	16.88
15120 - Tutor	16.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.94
19040 - Tool And Die Maker	28.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.25
21030 - Material Coordinator	21.90
21040 - Material Expediter	21.90
21050 - Material Handling Laborer	13.45
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	18.25
21110 - Shipping Packer	13.97
21130 - Shipping/Receiving Clerk	13.97
21140 - Store Worker I	14.36
21150 - Stock Clerk	18.13
21210 - Tools And Parts Attendant	18.25
21410 - Warehouse Specialist	18.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.52
23021 - Aircraft Mechanic I	21.45
23022 - Aircraft Mechanic II	22.52
23023 - Aircraft Mechanic III	23.64
23040 - Aircraft Mechanic Helper	16.82
23050 - Aircraft, Painter	21.01
23060 - Aircraft Servicer	18.74
23080 - Aircraft Worker	19.60
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	28.57
23130 - Carpenter, Maintenance	23.83
23140 - Carpet Layer	22.53
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	21.81
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23260 - Fabric Worker	20.01
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23312 - Fuel Distribution System Operator	22.50
23370 - General Maintenance Worker	18.76
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23391 - Gunsmith I	19.09
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23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.27
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23593 - Metrology Technician III	26.17
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23710 - Office Appliance Repairer	19.98
23760 - Painter, Maintenance	20.15
23790 - Pipefitter, Maintenance	30.31
23810 - Plumber, Maintenance	26.53
23820 - Pneudraulic Systems Mechanic	23.83
23850 - Rigger	23.83
23870 - Scale Mechanic	21.42
23890 - Sheet-Metal Worker, Maintenance	25.35
23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic I	23.28
23932 - Telecommunications Mechanic II	24.98
23950 - Telephone Lineman	22.17
23960 - Welder, Combination, Maintenance	22.81
23965 - Well Driller	23.83
23970 - Woodcraft Worker	23.83
23980 - Woodworker	18.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	15.22
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.59
25040 - Sewage Plant Operator	21.47
25070 - Stationary Engineer	21.59
25190 - Ventilation Equipment Tender	17.06
25210 - Water Treatment Plant Operator	21.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.63
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.63
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.63
27070 - Firefighter	21.47
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.46
28042 - Carnival Equipment Repairer 11.01
28043 - Carnival Equpment Worker 8.72
28210 - Gate Attendant/Gate Tender 13.37
28310 - Lifeguard 11.70
28350 - Park Attendant (Aide) 14.95
28510 - Recreation Aide/Health Facility Attendant 14.52
28515 - Recreation Specialist 18.42
28630 - Sports Official 11.90
28690 - Swimming Pool Operator 19.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.22
29020 - Hatch Tender 20.22
29030 - Line Handler 20.22
29041 - Stevedore I 19.76
29042 - Stevedore II 21.30
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16
30021 - Archeological Technician I 17.37
30022 - Archeological Technician II 19.77
30023 - Archeological Technician III 24.49
30030 - Cartographic Technician 24.49
30040 - Civil Engineering Technician 21.19
30061 - Drafter/CAD Operator I 17.37
30062 - Drafter/CAD Operator II 19.77
30063 - Drafter/CAD Operator III 22.04
30064 - Drafter/CAD Operator IV 27.11
30081 - Engineering Technician I 16.66
30082 - Engineering Technician II 18.71
30083 - Engineering Technician III 20.96
30084 - Engineering Technician IV 25.93
30085 - Engineering Technician V 31.73
30086 - Engineering Technician VI 38.36
30090 - Environmental Technician 22.52
30210 - Laboratory Technician 21.16
30240 - Mathematical Technician 25.93
30361 - Paralegal/Legal Assistant I 19.24
30362 - Paralegal/Legal Assistant II 24.79
30363 - Paralegal/Legal Assistant III 30.34
30364 - Paralegal/Legal Assistant IV 36.70
30390 - Photo-Optics Technician 25.93
30461 - Technical Writer I 21.06
30462 - Technical Writer II 25.76
30463 - Technical Writer III 31.17
30491 - Unexploded Ordnance (UXO) Technician I 22.74
30492 - Unexploded Ordnance (UXO) Technician II 27.51
30493 - Unexploded Ordnance (UXO) Technician III 32.97
30494 - Unexploded (UXO) Safety Escort 22.74
30495 - Unexploded (UXO) Sweep Personnel 22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 22.98
30621 - Weather Observer, Senior (see 2) 25.53
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 13.70
31030 - Bus Driver 20.47
31043 - Driver Courier 15.44
31260 - Parking and Lot Attendant 10.77
31290 - Shuttle Bus Driver 15.39
31310 - Taxi Driver 12.08
31361 - Truckdriver, Light 14.95

31362 - Truckdriver, Medium	19.55
31363 - Truckdriver, Heavy	22.78
31364 - Truckdriver, Tractor-Trailer	22.78
99000 - Miscellaneous Occupations	
99030 - Cashier	9.92
99050 - Desk Clerk	11.53
99095 - Embalmer	26.69
99251 - Laboratory Animal Caretaker I	10.53
99252 - Laboratory Animal Caretaker II	11.58
99310 - Mortician	28.04
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	19.48
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	16.10
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	11.18
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	14.17
99832 - Surveying Technician	19.46
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer Helper	14.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2582 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.91
01020 - Administrative Assistant		25.48
01040 - Court Reporter		19.27
01051 - Data Entry Operator I		12.06

01052 - Data Entry Operator II	13.16
01060 - Dispatcher, Motor Vehicle	18.54
01070 - Document Preparation Clerk	13.07
01090 - Duplicating Machine Operator	13.07
01111 - General Clerk I	12.45
01112 - General Clerk II	13.58
01113 - General Clerk III	15.24
01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	12.30
01191 - Order Clerk I	11.37
01192 - Order Clerk II	13.73
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	17.65
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	21.90
01280 - Receptionist	13.77
01290 - Rental Clerk	16.16
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.29
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	25.48
01420 - Survey Worker	18.54
01531 - Travel Clerk I	13.47
01532 - Travel Clerk II	14.57
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.00
01612 - Word Processor II	16.16
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.91
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	21.91
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.85
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter, Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.25
07041 - Cook I	11.17
07042 - Cook II	12.52
07070 - Dishwasher	9.55
07130 - Food Service Worker	9.55
07210 - Meat Cutter	17.45
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.17

11060 - Elevator Operator	10.90
11090 - Gardener	17.48
11122 - Housekeeping Aide	12.41
11150 - Janitor	13.68
11210 - Laborer, Grounds Maintenance	14.66
11240 - Maid or Houseman	9.30
11260 - Pruner	13.58
11270 - Tractor Operator	14.72
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	19.01
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	20.02
12020 - Dental Assistant	15.98
12025 - Dental Hygienist	29.21
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.75
12130 - Medical Laboratory Technician	16.74
12160 - Medical Record Clerk	15.96
12190 - Medical Record Technician	17.85
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine Technologist	33.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.73
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.64
12250 - Pharmacy Technician	13.49
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	25.22
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II, Specialist	30.83
12314 - Registered Nurse III	37.30
12315 - Registered Nurse III, Anesthetist	37.30
12316 - Registered Nurse IV	44.70
12317 - Scheduler (Drug and Alcohol Testing)	24.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	22.17
13013 - Exhibits Specialist III	27.12
13041 - Illustrator I	17.91
13042 - Illustrator II	20.31
13043 - Illustrator III	24.08
13047 - Librarian	24.45
13050 - Library Aide/Clerk	13.67
13054 - Library Information Technology Systems Administrator	22.09
13058 - Library Technician	15.51
13061 - Media Specialist I	15.94
13062 - Media Specialist II	19.05
13063 - Media Specialist III	19.88
13071 - Photographer I	15.83
13072 - Photographer II	17.71
13073 - Photographer III	21.94

13074 - Photographer IV		26.85
13075 - Photographer V		32.48
13110 - Video Teleconference Technician		15.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I		26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		27.81
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.52
15090 - Technical Instructor		19.14
15095 - Technical Instructor/Course Developer		23.40
15110 - Test Proctor		16.88
15120 - Tutor		16.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.94
19040 - Tool And Die Maker		28.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.25
21030 - Material Coordinator		21.90
21040 - Material Expediter		21.90
21050 - Material Handling Laborer		13.45
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		18.25
21110 - Shipping Packer		13.97
21130 - Shipping/Receiving Clerk		13.97
21140 - Store Worker I		14.36
21150 - Stock Clerk		18.13
21210 - Tools And Parts Attendant		18.25
21410 - Warehouse Specialist		18.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.52
23021 - Aircraft Mechanic I		21.45
23022 - Aircraft Mechanic II		22.52
23023 - Aircraft Mechanic III		23.64

23040 - Aircraft Mechanic Helper	16.82
23050 - Aircraft, Painter	21.01
23060 - Aircraft Servicer	18.74
23080 - Aircraft Worker	19.60
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	28.57
23130 - Carpenter, Maintenance	23.83
23140 - Carpet Layer	22.53
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	21.81
23182 - Electronics Technician Maintenance II	22.99
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	20.01
23290 - Fire Alarm System Mechanic	22.95
23310 - Fire Extinguisher Repairer	19.09
23311 - Fuel Distribution System Mechanic	24.43
23312 - Fuel Distribution System Operator	22.50
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	21.45
23381 - Ground Support Equipment Servicer	18.74
23382 - Ground Support Equipment Worker	19.60
23391 - Gunsmith I	19.09
23392 - Gunsmith II	21.42
23393 - Gunsmith III	23.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.27
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.43
23430 - Heavy Equipment Mechanic	23.48
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	23.83
23465 - Laboratory/Shelter Mechanic	22.58
23470 - Laborer	12.88
23510 - Locksmith	20.68
23530 - Machinery Maintenance Mechanic	24.11
23550 - Machinist, Maintenance	21.40
23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	23.83
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.17
23640 - Millwright	29.95
23710 - Office Appliance Repairer	19.98
23760 - Painter, Maintenance	20.15
23790 - Pipefitter, Maintenance	30.31
23810 - Plumber, Maintenance	26.53
23820 - Pneudraulic Systems Mechanic	23.83
23850 - Rigger	23.83
23870 - Scale Mechanic	21.42
23890 - Sheet-Metal Worker, Maintenance	25.35
23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic I	23.28
23932 - Telecommunications Mechanic II	24.98
23950 - Telephone Lineman	22.17
23960 - Welder, Combination, Maintenance	22.81
23965 - Well Driller	23.83
23970 - Woodcraft Worker	23.83
23980 - Woodworker	18.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services	15.22

Coordinator	
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.59
25040 - Sewage Plant Operator	21.47
25070 - Stationary Engineer	21.59
25190 - Ventilation Equipment Tender	17.06
25210 - Water Treatment Plant Operator	21.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.63
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.63
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.63
27070 - Firefighter	21.47
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.46
28042 - Carnival Equipment Repairer	11.01
28043 - Carnival Equpment Worker	8.72
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	18.42
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.22
29020 - Hatch Tender	20.22
29030 - Line Handler	20.22
29041 - Stevedore I	19.76
29042 - Stevedore II	21.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.37
30022 - Archeological Technician II	19.77
30023 - Archeological Technician III	24.49
30030 - Cartographic Technician	24.49
30040 - Civil Engineering Technician	21.19
30061 - Drafter/CAD Operator I	17.37
30062 - Drafter/CAD Operator II	19.77
30063 - Drafter/CAD Operator III	22.04
30064 - Drafter/CAD Operator IV	27.11
30081 - Engineering Technician I	16.66
30082 - Engineering Technician II	18.71
30083 - Engineering Technician III	20.96
30084 - Engineering Technician IV	25.93
30085 - Engineering Technician V	31.73
30086 - Engineering Technician VI	38.36
30090 - Environmental Technician	22.52
30210 - Laboratory Technician	21.16
30240 - Mathematical Technician	25.93
30361 - Paralegal/Legal Assistant I	19.24
30362 - Paralegal/Legal Assistant II	24.79
30363 - Paralegal/Legal Assistant III	30.34
30364 - Paralegal/Legal Assistant IV	36.70

30390 - Photo-Optics Technician		25.93
30461 - Technical Writer I		21.06
30462 - Technical Writer II		25.76
30463 - Technical Writer III		31.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.98
30621 - Weather Observer, Senior	(see 2)	25.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.70
31030 - Bus Driver		20.47
31043 - Driver Courier		15.44
31260 - Parking and Lot Attendant		10.77
31290 - Shuttle Bus Driver		15.39
31310 - Taxi Driver		12.08
31361 - Truckdriver, Light		14.95
31362 - Truckdriver, Medium		19.55
31363 - Truckdriver, Heavy		22.78
31364 - Truckdriver, Tractor-Trailer		22.78
99000 - Miscellaneous Occupations		
99030 - Cashier		9.92
99050 - Desk Clerk		11.53
99095 - Embalmer		26.69
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.58
99310 - Mortician		28.04
99410 - Pest Controller		18.16
99510 - Photofinishing Worker		13.47
99710 - Recycling Laborer		19.48
99711 - Recycling Specialist		21.25
99730 - Refuse Collector		16.10
99810 - Sales Clerk		13.11
99820 - School Crossing Guard		11.18
99830 - Survey Party Chief		21.38
99831 - Surveying Aide		14.17
99832 - Surveying Technician		19.46
99840 - Vending Machine Attendant		14.81
99841 - Vending Machine Repairer		16.91
99842 - Vending Machine Repairer Helper		14.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2587
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.55
01012 - Accounting Clerk II		14.87
01013 - Accounting Clerk III		15.75
01020 - Administrative Assistant		18.39
01040 - Court Reporter		14.85
01051 - Data Entry Operator I		11.31
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.94
01070 - Document Preparation Clerk		11.66
01090 - Duplicating Machine Operator		11.66
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65
01113 - General Clerk III		14.20
01120 - Housing Referral Assistant		16.57
01141 - Messenger Courier		10.85
01191 - Order Clerk I		11.43
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		16.67
01263 - Personnel Assistant (Employment) III		18.59
01270 - Production Control Clerk		20.37
01280 - Receptionist		11.27
01290 - Rental Clerk		10.58
01300 - Scheduler, Maintenance		13.28
01311 - Secretary I		13.28
01312 - Secretary II		14.85
01313 - Secretary III		16.57
01320 - Service Order Dispatcher		17.94
01410 - Supply Technician		18.41
01420 - Survey Worker		11.90
01531 - Travel Clerk I		11.69
01532 - Travel Clerk II		12.40
01533 - Travel Clerk III		13.06
01611 - Word Processor I		11.61
01612 - Word Processor II		13.03
01613 - Word Processor III		14.57
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.71
05010 - Automotive Electrician		18.73
05040 - Automotive Glass Installer		17.73
05070 - Automotive Worker		17.73
05110 - Mobile Equipment Servicer		15.77
05130 - Motor Equipment Metal Mechanic		19.71
05160 - Motor Equipment Metal Worker		17.73

05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.79
05250 - Motor Vehicle Upholstery Worker	16.75
05280 - Motor Vehicle Wrecker	17.73
05310 - Painter, Automotive	18.73
05340 - Radiator Repair Specialist	17.73
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.53
07041 - Cook I	9.71
07042 - Cook II	11.23
07070 - Dishwasher	8.69
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	8.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.12
09110 - Furniture Repairer, Minor	18.25
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.77
11060 - Elevator Operator	10.24
11090 - Gardener	14.36
11122 - Housekeeping Aide	9.67
11150 - Janitor	11.96
11210 - Laborer, Grounds Maintenance	13.56
11240 - Maid or Houseman	9.46
11260 - Pruner	12.43
11270 - Tractor Operator	14.65
11330 - Trail Maintenance Worker	13.56
11360 - Window Cleaner	13.36
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	16.63
12012 - Certified Occupational Therapist Assistant	21.12
12015 - Certified Physical Therapist Assistant	17.95
12020 - Dental Assistant	13.90
12025 - Dental Hygienist	27.78
12030 - EKG Technician	25.73
12035 - Electroneurodiagnostic Technologist	25.73
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.17
12072 - Licensed Practical Nurse II	16.97
12073 - Licensed Practical Nurse III	18.93
12100 - Medical Assistant	12.89
12130 - Medical Laboratory Technician	15.04
12160 - Medical Record Clerk	13.75
12190 - Medical Record Technician	16.08
12195 - Medical Transcriptionist	14.40
12210 - Nuclear Medicine Technologist	34.36
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.88
12235 - Optical Dispenser	13.95
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	23.13

12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		33.76
12315 - Registered Nurse III, Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		20.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.16
13012 - Exhibits Specialist II		20.03
13013 - Exhibits Specialist III		24.50
13041 - Illustrator I		15.78
13042 - Illustrator II		19.11
13043 - Illustrator III		25.27
13047 - Librarian		22.17
13050 - Library Aide/Clerk		11.54
13054 - Library Information Technology Systems Administrator		20.03
13058 - Library Technician		13.63
13061 - Media Specialist I		14.18
13062 - Media Specialist II		15.86
13063 - Media Specialist III		17.69
13071 - Photographer I		12.72
13072 - Photographer II		14.71
13073 - Photographer III		18.22
13074 - Photographer IV		22.28
13075 - Photographer V		26.96
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.42
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.42
14160 - Personal Computer Support Technician		21.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		35.04
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		27.45
15070 - Flight Instructor (Pilot)		35.04
15080 - Graphic Artist		16.61
15090 - Technical Instructor		18.90
15095 - Technical Instructor/Course Developer		23.12
15110 - Test Proctor		15.25
15120 - Tutor		15.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.68
16040 - Dry Cleaner		11.01
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67

16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.76
16220 - Tailor	12.42
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.65
19040 - Tool And Die Maker	26.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.23
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	13.12
21071 - Order Filler	12.58
21080 - Production Line Worker (Food Processing)	17.23
21110 - Shipping Packer	14.45
21130 - Shipping/Receiving Clerk	14.45
21140 - Store Worker I	11.07
21150 - Stock Clerk	15.35
21210 - Tools And Parts Attendant	17.23
21410 - Warehouse Specialist	17.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.13
23021 - Aircraft Mechanic I	21.90
23022 - Aircraft Mechanic II	23.13
23023 - Aircraft Mechanic III	24.47
23040 - Aircraft Mechanic Helper	16.44
23050 - Aircraft, Painter	20.81
23060 - Aircraft Servicer	18.61
23080 - Aircraft Worker	19.70
23110 - Appliance Mechanic	18.55
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	28.14
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	19.32
23160 - Electrician, Maintenance	23.31
23181 - Electronics Technician Maintenance I	24.08
23182 - Electronics Technician Maintenance II	25.74
23183 - Electronics Technician Maintenance III	27.36
23260 - Fabric Worker	18.25
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	16.93
23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	18.68
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	21.90
23381 - Ground Support Equipment Servicer	18.61
23382 - Ground Support Equipment Worker	19.70
23391 - Gunsmith I	16.93
23392 - Gunsmith II	19.57
23393 - Gunsmith III	22.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.71
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	20.97
23470 - Laborer	13.12
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	26.53
23550 - Machinist, Maintenance	19.80
23580 - Maintenance Trades Helper	14.65

23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	26.91
23710 - Office Appliance Repairer	18.55
23760 - Painter, Maintenance	18.55
23790 - Pipefitter, Maintenance	21.73
23810 - Plumber, Maintenance	20.40
23820 - Pneudraulic Systems Mechanic	22.35
23850 - Rigger	23.98
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	19.52
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.26
23950 - Telephone Lineman	21.47
23960 - Welder, Combination, Maintenance	22.45
23965 - Well Driller	19.52
23970 - Woodcraft Worker	22.35
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.96
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	12.67
24630 - Homemaker	13.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	21.79
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	21.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.62
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.96
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	18.96
27070 - Firefighter	22.79
27101 - Guard I	12.42
27102 - Guard II	15.45
27131 - Police Officer I	22.45
27132 - Police Officer II	24.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.60
28043 - Carnival Equpment Worker	10.26
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	15.39
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	17.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.77
29020 - Hatch Tender	22.77
29030 - Line Handler	22.77
29041 - Stevedore I	19.27
29042 - Stevedore II	24.65
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.88
30022 - Archeological Technician II		17.76
30023 - Archeological Technician III		22.01
30030 - Cartographic Technician		22.01
30040 - Civil Engineering Technician		22.50
30061 - Drafter/CAD Operator I		15.88
30062 - Drafter/CAD Operator II		17.76
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30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.49
30621 - Weather Observer, Senior	(see 2)	22.01
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31020 - Bus Aide		9.08
31030 - Bus Driver		14.37
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.94
31290 - Shuttle Bus Driver		14.56
31310 - Taxi Driver		10.89
31361 - Truckdriver, Light		14.56
31362 - Truckdriver, Medium		16.08
31363 - Truckdriver, Heavy		18.86
31364 - Truckdriver, Tractor-Trailer		18.86
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.52
99095 - Embalmer		25.64
99251 - Laboratory Animal Caretaker I		9.77
99252 - Laboratory Animal Caretaker II		10.62
99310 - Mortician		25.64
99410 - Pest Controller		15.38
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.96
99711 - Recycling Specialist		20.53
99730 - Refuse Collector		15.23
99810 - Sales Clerk		11.34
99820 - School Crossing Guard		13.79
99830 - Survey Party Chief		19.67

99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	10.47
99841 - Vending Machine Repairer	13.16
99842 - Vending Machine Repairer Helper	10.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2588 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.55
01012 - Accounting Clerk II		14.87
01013 - Accounting Clerk III		15.75
01020 - Administrative Assistant		18.39
01040 - Court Reporter		14.85
01051 - Data Entry Operator I		11.31
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.94
01070 - Document Preparation Clerk		11.66
01090 - Duplicating Machine Operator		11.66
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65
01113 - General Clerk III		14.20
01120 - Housing Referral Assistant		16.57
01141 - Messenger Courier		10.85
01191 - Order Clerk I		11.43
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		16.67
01263 - Personnel Assistant (Employment) III		18.59
01270 - Production Control Clerk		20.37
01280 - Receptionist		11.27

01290 - Rental Clerk	10.58
01300 - Scheduler, Maintenance	13.28
01311 - Secretary I	13.28
01312 - Secretary II	14.85
01313 - Secretary III	16.57
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	18.41
01420 - Survey Worker	11.90
01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.06
01611 - Word Processor I	11.61
01612 - Word Processor II	13.03
01613 - Word Processor III	14.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	18.73
05040 - Automotive Glass Installer	17.73
05070 - Automotive Worker	17.73
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.73
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.79
05250 - Motor Vehicle Upholstery Worker	16.75
05280 - Motor Vehicle Wrecker	17.73
05310 - Painter, Automotive	18.73
05340 - Radiator Repair Specialist	17.73
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.53
07041 - Cook I	9.71
07042 - Cook II	11.23
07070 - Dishwasher	8.69
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	8.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.12
09110 - Furniture Repairer, Minor	18.25
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.77
11060 - Elevator Operator	10.24
11090 - Gardener	14.36
11122 - Housekeeping Aide	9.67
11150 - Janitor	11.96
11210 - Laborer, Grounds Maintenance	13.56
11240 - Maid or Houseman	9.46
11260 - Pruner	12.43
11270 - Tractor Operator	14.65
11330 - Trail Maintenance Worker	13.56
11360 - Window Cleaner	13.36
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	16.63
12012 - Certified Occupational Therapist Assistant	21.12
12015 - Certified Physical Therapist Assistant	17.95
12020 - Dental Assistant	13.90

12025 - Dental Hygienist		27.78
12030 - EKG Technician		25.73
12035 - Electroneurodiagnostic Technologist		25.73
12040 - Emergency Medical Technician		14.54
12071 - Licensed Practical Nurse I		15.17
12072 - Licensed Practical Nurse II		16.97
12073 - Licensed Practical Nurse III		18.93
12100 - Medical Assistant		12.89
12130 - Medical Laboratory Technician		15.04
12160 - Medical Record Clerk		13.75
12190 - Medical Record Technician		16.08
12195 - Medical Transcriptionist		14.40
12210 - Nuclear Medicine Technologist		34.36
12221 - Nursing Assistant I		11.54
12222 - Nursing Assistant II		12.97
12223 - Nursing Assistant III		14.15
12224 - Nursing Assistant IV		15.88
12235 - Optical Dispenser		13.95
12236 - Optical Technician		15.17
12250 - Pharmacy Technician		14.61
12280 - Phlebotomist		15.88
12305 - Radiologic Technologist		23.13
12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		33.76
12315 - Registered Nurse III, Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		20.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.16
13012 - Exhibits Specialist II		20.03
13013 - Exhibits Specialist III		24.50
13041 - Illustrator I		15.78
13042 - Illustrator II		19.11
13043 - Illustrator III		25.27
13047 - Librarian		22.17
13050 - Library Aide/Clerk		11.54
13054 - Library Information Technology Systems Administrator		20.03
13058 - Library Technician		13.63
13061 - Media Specialist I		14.18
13062 - Media Specialist II		15.86
13063 - Media Specialist III		17.69
13071 - Photographer I		12.72
13072 - Photographer II		14.71
13073 - Photographer III		18.22
13074 - Photographer IV		22.28
13075 - Photographer V		26.96
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.42
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	14.42
14160 - Personal Computer Support Technician	21.37
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.31
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	35.04
15050 - Computer Based Training Specialist / Instructor	26.31
15060 - Educational Technologist	27.45
15070 - Flight Instructor (Pilot)	35.04
15080 - Graphic Artist	16.61
15090 - Technical Instructor	18.90
15095 - Technical Instructor/Course Developer	23.12
15110 - Test Proctor	15.25
15120 - Tutor	15.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.68
16040 - Dry Cleaner	11.01
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.76
16220 - Tailor	12.42
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.65
19040 - Tool And Die Maker	26.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.23
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	13.12
21071 - Order Filler	12.58
21080 - Production Line Worker (Food Processing)	17.23
21110 - Shipping Packer	14.45
21130 - Shipping/Receiving Clerk	14.45
21140 - Store Worker I	11.07
21150 - Stock Clerk	15.35
21210 - Tools And Parts Attendant	17.23
21410 - Warehouse Specialist	17.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.13
23021 - Aircraft Mechanic I	21.90
23022 - Aircraft Mechanic II	23.13
23023 - Aircraft Mechanic III	24.47
23040 - Aircraft Mechanic Helper	16.44
23050 - Aircraft, Painter	20.81
23060 - Aircraft Servicer	18.61
23080 - Aircraft Worker	19.70
23110 - Appliance Mechanic	18.55
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	28.14
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	19.32
23160 - Electrician, Maintenance	23.31
23181 - Electronics Technician Maintenance I	24.08
23182 - Electronics Technician Maintenance II	25.74
23183 - Electronics Technician Maintenance III	27.36
23260 - Fabric Worker	18.25
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	16.93

23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	18.68
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	21.90
23381 - Ground Support Equipment Servicer	18.61
23382 - Ground Support Equipment Worker	19.70
23391 - Gunsmith I	16.93
23392 - Gunsmith II	19.57
23393 - Gunsmith III	22.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.71
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	20.97
23470 - Laborer	13.12
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	26.53
23550 - Machinist, Maintenance	19.80
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	26.91
23710 - Office Appliance Repairer	18.55
23760 - Painter, Maintenance	18.55
23790 - Pipefitter, Maintenance	21.73
23810 - Plumber, Maintenance	20.40
23820 - Pneudraulic Systems Mechanic	22.35
23850 - Rigger	23.98
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	19.52
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.26
23950 - Telephone Lineman	21.47
23960 - Welder, Combination, Maintenance	22.45
23965 - Well Driller	19.52
23970 - Woodcraft Worker	22.35
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.96
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	12.67
24630 - Homemaker	13.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	21.79
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	21.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.62
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.96
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	18.96
27070 - Firefighter	22.79

27101 - Guard I		12.42
27102 - Guard II		15.45
27131 - Police Officer I		22.45
27132 - Police Officer II		24.95
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.87
28042 - Carnival Equipment Repairer		12.60
28043 - Carnival Equpment Worker		10.26
28210 - Gate Attendant/Gate Tender		15.21
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		17.01
28510 - Recreation Aide/Health Facility Attendant		12.42
28515 - Recreation Specialist		15.39
28630 - Sports Official		13.55
28690 - Swimming Pool Operator		17.04
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.77
29020 - Hatch Tender		22.77
29030 - Line Handler		22.77
29041 - Stevedore I		19.27
29042 - Stevedore II		24.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.88
30022 - Archeological Technician II		17.76
30023 - Archeological Technician III		22.01
30030 - Cartographic Technician		22.01
30040 - Civil Engineering Technician		22.50
30061 - Drafter/CAD Operator I		15.88
30062 - Drafter/CAD Operator II		17.76
30063 - Drafter/CAD Operator III		19.81
30064 - Drafter/CAD Operator IV		24.37
30081 - Engineering Technician I		14.32
30082 - Engineering Technician II		16.61
30083 - Engineering Technician III		17.97
30084 - Engineering Technician IV		22.27
30085 - Engineering Technician V		27.24
30086 - Engineering Technician VI		32.82
30090 - Environmental Technician		19.19
30210 - Laboratory Technician		18.06
30240 - Mathematical Technician		20.55
30361 - Paralegal/Legal Assistant I		16.02
30362 - Paralegal/Legal Assistant II		19.84
30363 - Paralegal/Legal Assistant III		24.27
30364 - Paralegal/Legal Assistant IV		29.37
30390 - Photo-Optics Technician		22.01
30461 - Technical Writer I		22.00
30462 - Technical Writer II		26.91
30463 - Technical Writer III		32.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.49
30621 - Weather Observer, Senior	(see 2)	22.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.08
31030 - Bus Driver		14.37
31043 - Driver Courier		13.40

31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	14.56
31310 - Taxi Driver	10.89
31361 - Truckdriver, Light	14.56
31362 - Truckdriver, Medium	16.08
31363 - Truckdriver, Heavy	18.86
31364 - Truckdriver, Tractor-Trailer	18.86
99000 - Miscellaneous Occupations	
99030 - Cashier	9.13
99050 - Desk Clerk	9.52
99095 - Embalmer	25.64
99251 - Laboratory Animal Caretaker I	9.77
99252 - Laboratory Animal Caretaker II	10.62
99310 - Mortician	25.64
99410 - Pest Controller	15.38
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.96
99711 - Recycling Specialist	20.53
99730 - Refuse Collector	15.23
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	10.47
99841 - Vending Machine Repairer	13.16
99842 - Vending Machine Repairer Helper	10.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3003 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin County of Kenosha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	17.25
01012 - Accounting Clerk II	19.37
01013 - Accounting Clerk III	21.66
01020 - Administrative Assistant	28.01
01040 - Court Reporter	20.25
01051 - Data Entry Operator I	14.81
01052 - Data Entry Operator II	16.15
01060 - Dispatcher, Motor Vehicle	22.93
01070 - Document Preparation Clerk	13.67
01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	12.73
01112 - General Clerk II	13.89
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	11.93
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01280 - Receptionist	13.53
01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.52
05010 - Automotive Electrician	25.16
05040 - Automotive Glass Installer	23.16
05070 - Automotive Worker	24.21
05110 - Mobile Equipment Servicer	22.29
05130 - Motor Equipment Metal Mechanic	28.64
05160 - Motor Equipment Metal Worker	24.21
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	19.29
05250 - Motor Vehicle Upholstery Worker	21.34
05280 - Motor Vehicle Wrecker	22.01
05310 - Painter, Automotive	22.87
05340 - Radiator Repair Specialist	22.01
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	28.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.85
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.74
09040 - Furniture Handler	15.34

09080 - Furniture Refinisher 20.42
09090 - Furniture Refinisher Helper 17.22
09110 - Furniture Repairer, Minor 18.96
09130 - Upholsterer 20.42
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.10
11060 - Elevator Operator 12.10
11090 - Gardener 15.23
11122 - Housekeeping Aide 12.75
11150 - Janitor 12.75
11210 - Laborer, Grounds Maintenance 13.50
11240 - Maid or Houseman 12.11
11260 - Pruner 12.35
11270 - Tractor Operator 14.51
11330 - Trail Maintenance Worker 13.50
11360 - Window Cleaner 13.03
12000 - Health Occupations
12010 - Ambulance Driver 17.39
12011 - Breath Alcohol Technician 18.40
12012 - Certified Occupational Therapist Assistant 24.95
12015 - Certified Physical Therapist Assistant 24.61
12020 - Dental Assistant 15.74
12025 - Dental Hygienist 34.27
12030 - EKG Technician 26.94
12035 - Electroneurodiagnostic Technologist 26.94
12040 - Emergency Medical Technician 17.39
12071 - Licensed Practical Nurse I 18.53
12072 - Licensed Practical Nurse II 20.72
12073 - Licensed Practical Nurse III 23.10
12100 - Medical Assistant 15.83
12130 - Medical Laboratory Technician 19.40
12160 - Medical Record Clerk 16.98
12190 - Medical Record Technician 18.38
12195 - Medical Transcriptionist 17.07
12210 - Nuclear Medicine Technologist 34.34
12221 - Nursing Assistant I 11.40
12222 - Nursing Assistant II 12.82
12223 - Nursing Assistant III 13.99
12224 - Nursing Assistant IV 15.71
12235 - Optical Dispenser 15.59
12236 - Optical Technician 17.48
12250 - Pharmacy Technician 15.58
12280 - Phlebotomist 15.71
12305 - Radiologic Technologist 31.10
12311 - Registered Nurse I 29.17
12312 - Registered Nurse II 32.57
12313 - Registered Nurse II, Specialist 32.57
12314 - Registered Nurse III 38.43
12315 - Registered Nurse III, Anesthetist 38.43
12316 - Registered Nurse IV 46.07
12317 - Scheduler (Drug and Alcohol Testing) 23.53
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.51
13012 - Exhibits Specialist II 26.56
13013 - Exhibits Specialist III 32.46
13041 - Illustrator I 21.63
13042 - Illustrator II 26.57
13043 - Illustrator III 32.62
13047 - Librarian 33.32
13050 - Library Aide/Clerk 14.14
13054 - Library Information Technology Systems Administrator 31.44
13058 - Library Technician 17.76

13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		17.84
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.75
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.49
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		17.17
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.49
21110 - Shipping Packer		16.36
21130 - Shipping/Receiving Clerk		16.36
21140 - Store Worker I		13.87
21150 - Stock Clerk		18.17
21210 - Tools And Parts Attendant		16.49

21410 - Warehouse Specialist	16.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	25.50
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	23.19
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.50
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	24.82
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.71
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	24.82
23592 - Metrology Technician II	26.08
23593 - Metrology Technician III	28.51
23640 - Millwright	28.64
23710 - Office Appliance Repairer	23.57
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	28.39
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	30.87
23950 - Telephone Lineman	26.00
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	26.00
23970 - Woodcraft Worker	26.76

23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.53
24580 - Child Care Center Clerk	14.36
24610 - Chore Aide	9.53
24620 - Family Readiness And Support Services Coordinator	16.09
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	27.75
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.99
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	19.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	16.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.32
29042 - Stevedore II	26.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.92
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	24.84
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	18.09
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	23.93

30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.60
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		18.78
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		12.55
31361 - Truckdriver, Light		17.30
31362 - Truckdriver, Medium		22.69
31363 - Truckdriver, Heavy		24.00
31364 - Truckdriver, Tractor-Trailer		24.00
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.28
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		11.56
99252 - Laboratory Animal Caretaker II		12.72
99310 - Mortician		33.52
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		14.41
99710 - Recycling Laborer		17.42
99711 - Recycling Specialist		20.04
99730 - Refuse Collector		16.29
99810 - Sales Clerk		13.81
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		25.47
99831 - Surveying Aide		15.15
99832 - Surveying Technician		20.76
99840 - Vending Machine Attendant		14.57
99841 - Vending Machine Repairer		16.63
99842 - Vending Machine Repairer Helper		14.57

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HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3004 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin County of Kenosha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25

01051 - Data Entry Operator I	14.81
01052 - Data Entry Operator II	16.15
01060 - Dispatcher, Motor Vehicle	22.93
01070 - Document Preparation Clerk	13.67
01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	12.73
01112 - General Clerk II	13.89
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	11.93
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01280 - Receptionist	13.53
01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.52
05010 - Automotive Electrician	25.16
05040 - Automotive Glass Installer	23.16
05070 - Automotive Worker	24.21
05110 - Mobile Equipment Servicer	22.29
05130 - Motor Equipment Metal Mechanic	28.64
05160 - Motor Equipment Metal Worker	24.21
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	19.29
05250 - Motor Vehicle Upholstery Worker	21.34
05280 - Motor Vehicle Wrecker	22.01
05310 - Painter, Automotive	22.87
05340 - Radiator Repair Specialist	22.01
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	28.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.85
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.74
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	20.42
09090 - Furniture Refinisher Helper	17.22
09110 - Furniture Repairer, Minor	18.96
09130 - Upholsterer	20.42
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	12.10
11060 - Elevator Operator	12.10
11090 - Gardener	15.23
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	24.95
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	34.27
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.56
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	21.63
13042 - Illustrator II	26.57
13043 - Illustrator III	32.62
13047 - Librarian	33.32
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	31.44
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	18.50
13072 - Photographer II	20.70

13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		17.84
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.75
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.49
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		17.17
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.49
21110 - Shipping Packer		16.36
21130 - Shipping/Receiving Clerk		16.36
21140 - Store Worker I		13.87
21150 - Stock Clerk		18.17
21210 - Tools And Parts Attendant		16.49
21410 - Warehouse Specialist		16.59
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.96
23021 - Aircraft Mechanic I		28.13
23022 - Aircraft Mechanic II		29.96

23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	25.50
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	23.19
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.50
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	24.82
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.71
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	24.82
23592 - Metrology Technician II	26.08
23593 - Metrology Technician III	28.51
23640 - Millwright	28.64
23710 - Office Appliance Repairer	23.57
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	28.39
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	30.87
23950 - Telephone Lineman	26.00
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	26.00
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.53
24580 - Child Care Center Clerk	14.36
24610 - Chore Aide	9.53

24620 - Family Readiness And Support Services Coordinator	16.09
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	27.75
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.99
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	19.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	16.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.32
29042 - Stevedore II	26.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.92
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	24.84
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	18.09
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	23.93
30210 - Laboratory Technician	22.13
30240 - Mathematical Technician	26.13
30361 - Paralegal/Legal Assistant I	20.60
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant III	31.89

30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		18.78
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		12.55
31361 - Truckdriver, Light		17.30
31362 - Truckdriver, Medium		22.69
31363 - Truckdriver, Heavy		24.00
31364 - Truckdriver, Tractor-Trailer		24.00
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.28
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		11.56
99252 - Laboratory Animal Caretaker II		12.72
99310 - Mortician		33.52
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		14.41
99710 - Recycling Laborer		17.42
99711 - Recycling Specialist		20.04
99730 - Refuse Collector		16.29
99810 - Sales Clerk		13.81
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		25.47
99831 - Surveying Aide		15.15
99832 - Surveying Technician		20.76
99840 - Vending Machine Attendant		14.57
99841 - Vending Machine Repairer		16.63
99842 - Vending Machine Repairer Helper		14.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3005
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.85
01020 - Administrative Assistant		22.42
01040 - Court Reporter		18.08
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		13.07
01060 - Dispatcher, Motor Vehicle		18.34
01070 - Document Preparation Clerk		12.11
01090 - Duplicating Machine Operator		12.11
01111 - General Clerk I		12.62
01112 - General Clerk II		14.36
01113 - General Clerk III		16.85
01120 - Housing Referral Assistant		20.17
01141 - Messenger Courier		10.20
01191 - Order Clerk I		13.76
01192 - Order Clerk II		16.86
01261 - Personnel Assistant (Employment) I		15.77
01262 - Personnel Assistant (Employment) II		18.63
01263 - Personnel Assistant (Employment) III		20.16
01270 - Production Control Clerk		19.88
01280 - Receptionist		12.89
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		16.17
01311 - Secretary I		16.17
01312 - Secretary II		18.11
01313 - Secretary III		20.17
01320 - Service Order Dispatcher		16.90
01410 - Supply Technician		22.42
01420 - Survey Worker		18.11
01531 - Travel Clerk I		13.14
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.37
01611 - Word Processor I		12.08
01612 - Word Processor II		14.56
01613 - Word Processor III		17.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.08
05010 - Automotive Electrician		19.74
05040 - Automotive Glass Installer		20.14
05070 - Automotive Worker		20.14
05110 - Mobile Equipment Servicer		18.22
05130 - Motor Equipment Metal Mechanic		22.08
05160 - Motor Equipment Metal Worker		20.14
05190 - Motor Vehicle Mechanic		22.08
05220 - Motor Vehicle Mechanic Helper		17.23

05250 - Motor Vehicle Upholstery Worker	19.19
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.12
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	22.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.06
07041 - Cook I	11.95
07042 - Cook II	13.06
07070 - Dishwasher	9.73
07130 - Food Service Worker	9.25
07210 - Meat Cutter	14.81
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.10
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	21.24
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.31
09130 - Upholsterer	21.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.70
11090 - Gardener	13.69
11122 - Housekeeping Aide	10.78
11150 - Janitor	11.45
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	9.38
11260 - Pruner	10.95
11270 - Tractor Operator	12.78
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	18.16
12012 - Certified Occupational Therapist Assistant	22.54
12015 - Certified Physical Therapist Assistant	20.49
12020 - Dental Assistant	15.50
12025 - Dental Hygienist	29.89
12030 - EKG Technician	27.15
12035 - Electroneurodiagnostic Technologist	27.15
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	16.23
12072 - Licensed Practical Nurse II	18.16
12073 - Licensed Practical Nurse III	20.25
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	17.08
12160 - Medical Record Clerk	13.59
12190 - Medical Record Technician	15.55
12195 - Medical Transcriptionist	15.51
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	10.65
12222 - Nursing Assistant II	11.97
12223 - Nursing Assistant III	13.06
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	15.07
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	13.99
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	22.19
12311 - Registered Nurse I	21.20
12312 - Registered Nurse II	28.00

12313 - Registered Nurse II, Specialist		28.00
12314 - Registered Nurse III		34.02
12315 - Registered Nurse III, Anesthetist		34.02
12316 - Registered Nurse IV		40.26
12317 - Scheduler (Drug and Alcohol Testing)		20.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		27.52
13041 - Illustrator I		19.93
13042 - Illustrator II		24.68
13043 - Illustrator III		27.45
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.87
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.40
13071 - Photographer I		15.62
13072 - Photographer II		17.47
13073 - Photographer III		21.64
13074 - Photographer IV		26.47
13075 - Photographer V		32.04
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.89
14044 - Computer Operator IV		22.09
14045 - Computer Operator V		24.47
14071 - Computer Programmer I	(see 1)	20.52
14072 - Computer Programmer II	(see 1)	24.42
14073 - Computer Programmer III	(see 1)	26.46
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		22.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		35.86
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		22.91
15070 - Flight Instructor (Pilot)		35.86
15080 - Graphic Artist		21.84
15090 - Technical Instructor		20.36
15095 - Technical Instructor/Course Developer		25.20
15110 - Test Proctor		18.82
15120 - Tutor		18.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.17
16030 - Counter Attendant		9.17
16040 - Dry Cleaner		11.85
16070 - Finisher, Flatwork, Machine		9.17
16090 - Presser, Hand		9.17
16110 - Presser, Machine, Drycleaning		9.17
16130 - Presser, Machine, Shirts		9.17
16160 - Presser, Machine, Wearing Apparel, Laundry		9.17
16190 - Sewing Machine Operator		12.70

16220 - Tailor	13.60
16250 - Washer, Machine	10.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.10
19040 - Tool And Die Maker	22.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.31
21030 - Material Coordinator	22.70
21040 - Material Expediter	22.70
21050 - Material Handling Laborer	14.31
21071 - Order Filler	12.06
21080 - Production Line Worker (Food Processing)	14.31
21110 - Shipping Packer	14.61
21130 - Shipping/Receiving Clerk	14.61
21140 - Store Worker I	13.16
21150 - Stock Clerk	17.25
21210 - Tools And Parts Attendant	16.25
21410 - Warehouse Specialist	15.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.90
23021 - Aircraft Mechanic I	24.67
23022 - Aircraft Mechanic II	25.90
23023 - Aircraft Mechanic III	26.94
23040 - Aircraft Mechanic Helper	18.18
23050 - Aircraft, Painter	23.36
23060 - Aircraft Servicer	20.85
23080 - Aircraft Worker	22.09
23110 - Appliance Mechanic	19.10
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	28.24
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.08
23160 - Electrician, Maintenance	26.29
23181 - Electronics Technician Maintenance I	21.29
23182 - Electronics Technician Maintenance II	22.63
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	20.85
23290 - Fire Alarm System Mechanic	24.67
23310 - Fire Extinguisher Repairer	19.49
23311 - Fuel Distribution System Mechanic	28.62
23312 - Fuel Distribution System Operator	22.43
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	24.67
23381 - Ground Support Equipment Servicer	20.85
23382 - Ground Support Equipment Worker	22.09
23391 - Gunsmith I	19.49
23392 - Gunsmith II	22.08
23393 - Gunsmith III	24.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.06
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	32.00
23460 - Instrument Mechanic	24.67
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	13.84
23510 - Locksmith	23.36
23530 - Machinery Maintenance Mechanic	23.70
23550 - Machinist, Maintenance	20.57
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.67
23592 - Metrology Technician II	25.90

23593 - Metrology Technician III	26.95
23640 - Millwright	24.20
23710 - Office Appliance Repairer	21.54
23760 - Painter, Maintenance	24.17
23790 - Pipefitter, Maintenance	31.52
23810 - Plumber, Maintenance	28.36
23820 - Pneudraulic Systems Mechanic	24.67
23850 - Rigger	24.67
23870 - Scale Mechanic	22.08
23890 - Sheet-Metal Worker, Maintenance	24.54
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	27.03
23932 - Telecommunications Mechanic II	28.08
23950 - Telephone Lineman	25.30
23960 - Welder, Combination, Maintenance	20.35
23965 - Well Driller	24.67
23970 - Woodcraft Worker	24.67
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.99
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	9.65
24620 - Family Readiness And Support Services Coordinator	13.11
24630 - Homemaker	16.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.67
25040 - Sewage Plant Operator	21.01
25070 - Stationary Engineer	24.67
25190 - Ventilation Equipment Tender	17.65
25210 - Water Treatment Plant Operator	21.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.54
27007 - Baggage Inspector	12.81
27008 - Corrections Officer	18.93
27010 - Court Security Officer	20.82
27030 - Detection Dog Handler	17.86
27040 - Detention Officer	18.93
27070 - Firefighter	22.90
27101 - Guard I	12.81
27102 - Guard II	17.86
27131 - Police Officer I	24.90
27132 - Police Officer II	27.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.11
28042 - Carnival Equipment Repairer	15.11
28043 - Carnival Equpment Worker	10.18
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.02
28515 - Recreation Specialist	16.38
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.49
29020 - Hatch Tender	21.49
29030 - Line Handler	21.49
29041 - Stevedore I	18.89
29042 - Stevedore II	22.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		18.94
30023 - Archeological Technician III		23.46
30030 - Cartographic Technician		25.05
30040 - Civil Engineering Technician		23.60
30061 - Drafter/CAD Operator I		16.57
30062 - Drafter/CAD Operator II		19.09
30063 - Drafter/CAD Operator III		21.17
30064 - Drafter/CAD Operator IV		26.01
30081 - Engineering Technician I		14.52
30082 - Engineering Technician II		16.32
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.24
30086 - Engineering Technician VI		36.61
30090 - Environmental Technician		23.46
30210 - Laboratory Technician		21.04
30240 - Mathematical Technician		23.46
30361 - Paralegal/Legal Assistant I		16.83
30362 - Paralegal/Legal Assistant II		22.58
30363 - Paralegal/Legal Assistant III		25.31
30364 - Paralegal/Legal Assistant IV		30.63
30390 - Photo-Optics Technician		23.46
30461 - Technical Writer I		21.55
30462 - Technical Writer II		26.38
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.17
30621 - Weather Observer, Senior	(see 2)	23.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.99
31030 - Bus Driver		18.74
31043 - Driver Courier		18.08
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		16.70
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.22
31363 - Truckdriver, Heavy		19.97
31364 - Truckdriver, Tractor-Trailer		19.97
99000 - Miscellaneous Occupations		
99030 - Cashier		9.37
99050 - Desk Clerk		9.69
99095 - Embalmer		23.02
99251 - Laboratory Animal Caretaker I		11.74
99252 - Laboratory Animal Caretaker II		12.33
99310 - Mortician		23.02
99410 - Pest Controller		16.68
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		17.85
99711 - Recycling Specialist		19.56
99730 - Refuse Collector		17.01
99810 - Sales Clerk		11.05
99820 - School Crossing Guard		13.70
99830 - Survey Party Chief		22.57
99831 - Surveying Aide		13.31
99832 - Surveying Technician		18.25

99840 - Vending Machine Attendant	16.52
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	15.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3006 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.85
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01040 - Court Reporter		18.08
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		13.07
01060 - Dispatcher, Motor Vehicle		18.34
01070 - Document Preparation Clerk		12.11
01090 - Duplicating Machine Operator		12.11
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01192 - Order Clerk II		16.86
01261 - Personnel Assistant (Employment) I		15.77
01262 - Personnel Assistant (Employment) II		18.63
01263 - Personnel Assistant (Employment) III		20.16
01270 - Production Control Clerk		19.88
01280 - Receptionist		12.89
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		16.17
01311 - Secretary I		16.17
01312 - Secretary II		18.11
01313 - Secretary III		20.17

01320 - Service Order Dispatcher	16.90
01410 - Supply Technician	22.42
01420 - Survey Worker	18.11
01531 - Travel Clerk I	13.14
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.37
01611 - Word Processor I	12.08
01612 - Word Processor II	14.56
01613 - Word Processor III	17.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.08
05010 - Automotive Electrician	19.74
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	18.22
05130 - Motor Equipment Metal Mechanic	22.08
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.08
05220 - Motor Vehicle Mechanic Helper	17.23
05250 - Motor Vehicle Upholstery Worker	19.19
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.12
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	22.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.06
07041 - Cook I	11.95
07042 - Cook II	13.06
07070 - Dishwasher	9.73
07130 - Food Service Worker	9.25
07210 - Meat Cutter	14.81
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.10
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	21.24
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.31
09130 - Upholsterer	21.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.70
11090 - Gardener	13.69
11122 - Housekeeping Aide	10.78
11150 - Janitor	11.45
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	9.38
11260 - Pruner	10.95
11270 - Tractor Operator	12.78
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	18.16
12012 - Certified Occupational Therapist Assistant	22.54
12015 - Certified Physical Therapist Assistant	20.49
12020 - Dental Assistant	15.50
12025 - Dental Hygienist	29.89
12030 - EKG Technician	27.15
12035 - Electroneurodiagnostic Technologist	27.15
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	16.23

12072 - Licensed Practical Nurse II		18.16
12073 - Licensed Practical Nurse III		20.25
12100 - Medical Assistant		14.63
12130 - Medical Laboratory Technician		17.08
12160 - Medical Record Clerk		13.59
12190 - Medical Record Technician		15.55
12195 - Medical Transcriptionist		15.51
12210 - Nuclear Medicine Technologist		39.73
12221 - Nursing Assistant I		10.65
12222 - Nursing Assistant II		11.97
12223 - Nursing Assistant III		13.06
12224 - Nursing Assistant IV		14.67
12235 - Optical Dispenser		15.07
12236 - Optical Technician		15.93
12250 - Pharmacy Technician		13.99
12280 - Phlebotomist		14.67
12305 - Radiologic Technologist		22.19
12311 - Registered Nurse I		21.20
12312 - Registered Nurse II		28.00
12313 - Registered Nurse II, Specialist		28.00
12314 - Registered Nurse III		34.02
12315 - Registered Nurse III, Anesthetist		34.02
12316 - Registered Nurse IV		40.26
12317 - Scheduler (Drug and Alcohol Testing)		20.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		27.52
13041 - Illustrator I		19.93
13042 - Illustrator II		24.68
13043 - Illustrator III		27.45
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.87
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.40
13071 - Photographer I		15.62
13072 - Photographer II		17.47
13073 - Photographer III		21.64
13074 - Photographer IV		26.47
13075 - Photographer V		32.04
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.89
14044 - Computer Operator IV		22.09
14045 - Computer Operator V		24.47
14071 - Computer Programmer I	(see 1)	20.52
14072 - Computer Programmer II	(see 1)	24.42
14073 - Computer Programmer III	(see 1)	26.46
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		22.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		32.92

15030 - Air Crew Training Devices Instructor (Pilot)	35.86
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	22.91
15070 - Flight Instructor (Pilot)	35.86
15080 - Graphic Artist	21.84
15090 - Technical Instructor	20.36
15095 - Technical Instructor/Course Developer	25.20
15110 - Test Proctor	18.82
15120 - Tutor	18.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.17
16030 - Counter Attendant	9.17
16040 - Dry Cleaner	11.85
16070 - Finisher, Flatwork, Machine	9.17
16090 - Presser, Hand	9.17
16110 - Presser, Machine, Drycleaning	9.17
16130 - Presser, Machine, Shirts	9.17
16160 - Presser, Machine, Wearing Apparel, Laundry	9.17
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.60
16250 - Washer, Machine	10.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.10
19040 - Tool And Die Maker	22.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.31
21030 - Material Coordinator	22.70
21040 - Material Expediter	22.70
21050 - Material Handling Laborer	14.31
21071 - Order Filler	12.06
21080 - Production Line Worker (Food Processing)	14.31
21110 - Shipping Packer	14.61
21130 - Shipping/Receiving Clerk	14.61
21140 - Store Worker I	13.16
21150 - Stock Clerk	17.25
21210 - Tools And Parts Attendant	16.25
21410 - Warehouse Specialist	15.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.90
23021 - Aircraft Mechanic I	24.67
23022 - Aircraft Mechanic II	25.90
23023 - Aircraft Mechanic III	26.94
23040 - Aircraft Mechanic Helper	18.18
23050 - Aircraft, Painter	23.36
23060 - Aircraft Servicer	20.85
23080 - Aircraft Worker	22.09
23110 - Appliance Mechanic	19.10
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	28.24
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.08
23160 - Electrician, Maintenance	26.29
23181 - Electronics Technician Maintenance I	21.29
23182 - Electronics Technician Maintenance II	22.63
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	20.85
23290 - Fire Alarm System Mechanic	24.67
23310 - Fire Extinguisher Repairer	19.49
23311 - Fuel Distribution System Mechanic	28.62
23312 - Fuel Distribution System Operator	22.43
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	24.67
23381 - Ground Support Equipment Servicer	20.85

23382 - Ground Support Equipment Worker	22.09
23391 - Gunsmith I	19.49
23392 - Gunsmith II	22.08
23393 - Gunsmith III	24.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.06
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	32.00
23460 - Instrument Mechanic	24.67
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	13.84
23510 - Locksmith	23.36
23530 - Machinery Maintenance Mechanic	23.70
23550 - Machinist, Maintenance	20.57
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.67
23592 - Metrology Technician II	25.90
23593 - Metrology Technician III	26.95
23640 - Millwright	24.20
23710 - Office Appliance Repairer	21.54
23760 - Painter, Maintenance	24.17
23790 - Pipefitter, Maintenance	31.52
23810 - Plumber, Maintenance	28.36
23820 - Pneudraulic Systems Mechanic	24.67
23850 - Rigger	24.67
23870 - Scale Mechanic	22.08
23890 - Sheet-Metal Worker, Maintenance	24.54
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	27.03
23932 - Telecommunications Mechanic II	28.08
23950 - Telephone Lineman	25.30
23960 - Welder, Combination, Maintenance	20.35
23965 - Well Driller	24.67
23970 - Woodcraft Worker	24.67
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.99
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	9.65
24620 - Family Readiness And Support Services Coordinator	13.11
24630 - Homemaker	16.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.67
25040 - Sewage Plant Operator	21.01
25070 - Stationary Engineer	24.67
25190 - Ventilation Equipment Tender	17.65
25210 - Water Treatment Plant Operator	21.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.54
27007 - Baggage Inspector	12.81
27008 - Corrections Officer	18.93
27010 - Court Security Officer	20.82
27030 - Detection Dog Handler	17.86
27040 - Detention Officer	18.93
27070 - Firefighter	22.90
27101 - Guard I	12.81
27102 - Guard II	17.86
27131 - Police Officer I	24.90
27132 - Police Officer II	27.66
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		14.11
28042 - Carnival Equipment Repairer		15.11
28043 - Carnival Equpment Worker		10.18
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.02
28515 - Recreation Specialist		16.38
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.39
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.49
29020 - Hatch Tender		21.49
29030 - Line Handler		21.49
29041 - Stevedore I		18.89
29042 - Stevedore II		22.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		18.94
30023 - Archeological Technician III		23.46
30030 - Cartographic Technician		25.05
30040 - Civil Engineering Technician		23.60
30061 - Drafter/CAD Operator I		16.57
30062 - Drafter/CAD Operator II		19.09
30063 - Drafter/CAD Operator III		21.17
30064 - Drafter/CAD Operator IV		26.01
30081 - Engineering Technician I		14.52
30082 - Engineering Technician II		16.32
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.24
30086 - Engineering Technician VI		36.61
30090 - Environmental Technician		23.46
30210 - Laboratory Technician		21.04
30240 - Mathematical Technician		23.46
30361 - Paralegal/Legal Assistant I		16.83
30362 - Paralegal/Legal Assistant II		22.58
30363 - Paralegal/Legal Assistant III		25.31
30364 - Paralegal/Legal Assistant IV		30.63
30390 - Photo-Optics Technician		23.46
30461 - Technical Writer I		21.55
30462 - Technical Writer II		26.38
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.17
30621 - Weather Observer, Senior	(see 2)	23.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.99
31030 - Bus Driver		18.74
31043 - Driver Courier		18.08
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		16.70
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.22

31363 - Truckdriver, Heavy	19.97
31364 - Truckdriver, Tractor-Trailer	19.97
99000 - Miscellaneous Occupations	
99030 - Cashier	9.37
99050 - Desk Clerk	9.69
99095 - Embalmer	23.02
99251 - Laboratory Animal Caretaker I	11.74
99252 - Laboratory Animal Caretaker II	12.33
99310 - Mortician	23.02
99410 - Pest Controller	16.68
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	17.85
99711 - Recycling Specialist	19.56
99730 - Refuse Collector	17.01
99810 - Sales Clerk	11.05
99820 - School Crossing Guard	13.70
99830 - Survey Party Chief	22.57
99831 - Surveying Aide	13.31
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	16.52
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	15.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3007 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.36
01012 - Accounting Clerk II		13.87
01013 - Accounting Clerk III		15.51
01020 - Administrative Assistant		17.10
01040 - Court Reporter		14.80

01051 - Data Entry Operator I	11.14
01052 - Data Entry Operator II	12.16
01060 - Dispatcher, Motor Vehicle	17.04
01070 - Document Preparation Clerk	11.36
01090 - Duplicating Machine Operator	11.36
01111 - General Clerk I	11.39
01112 - General Clerk II	12.43
01113 - General Clerk III	13.95
01120 - Housing Referral Assistant	15.91
01141 - Messenger Courier	12.98
01191 - Order Clerk I	12.52
01192 - Order Clerk II	13.66
01261 - Personnel Assistant (Employment) I	13.84
01262 - Personnel Assistant (Employment) II	15.48
01263 - Personnel Assistant (Employment) III	17.26
01270 - Production Control Clerk	17.28
01280 - Receptionist	10.88
01290 - Rental Clerk	11.72
01300 - Scheduler, Maintenance	12.75
01311 - Secretary I	12.75
01312 - Secretary II	14.26
01313 - Secretary III	15.91
01320 - Service Order Dispatcher	13.70
01410 - Supply Technician	17.67
01420 - Survey Worker	14.26
01531 - Travel Clerk I	10.48
01532 - Travel Clerk II	11.06
01533 - Travel Clerk III	11.64
01611 - Word Processor I	11.39
01612 - Word Processor II	12.75
01613 - Word Processor III	14.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.44
05010 - Automotive Electrician	17.51
05040 - Automotive Glass Installer	16.59
05070 - Automotive Worker	16.59
05110 - Mobile Equipment Servicer	14.75
05130 - Motor Equipment Metal Mechanic	18.44
05160 - Motor Equipment Metal Worker	16.59
05190 - Motor Vehicle Mechanic	18.44
05220 - Motor Vehicle Mechanic Helper	13.77
05250 - Motor Vehicle Upholstery Worker	15.70
05280 - Motor Vehicle Wrecker	16.59
05310 - Painter, Automotive	17.51
05340 - Radiator Repair Specialist	16.59
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	18.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.52
07041 - Cook I	11.11
07042 - Cook II	12.70
07070 - Dishwasher	7.80
07130 - Food Service Worker	8.68
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	9.82
11060 - Elevator Operator	9.82
11090 - Gardener	15.08
11122 - Housekeeping Aide	9.87
11150 - Janitor	10.98
11210 - Laborer, Grounds Maintenance	11.78
11240 - Maid or Houseman	8.48
11260 - Pruner	10.73
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	11.78
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.01
12015 - Certified Physical Therapist Assistant	21.12
12020 - Dental Assistant	14.17
12025 - Dental Hygienist	28.15
12030 - EKG Technician	22.09
12035 - Electroneurodiagnostic Technologist	22.09
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.99
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.70
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	14.99
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.34
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	11.49
12224 - Nursing Assistant IV	12.90
12235 - Optical Dispenser	18.13
12236 - Optical Technician	14.99
12250 - Pharmacy Technician	12.67
12280 - Phlebotomist	12.90
12305 - Radiologic Technologist	22.03
12311 - Registered Nurse I	20.96
12312 - Registered Nurse II	25.88
12313 - Registered Nurse II, Specialist	25.88
12314 - Registered Nurse III	31.05
12315 - Registered Nurse III, Anesthetist	31.05
12316 - Registered Nurse IV	37.52
12317 - Scheduler (Drug and Alcohol Testing)	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.51
13041 - Illustrator I	16.83
13042 - Illustrator II	20.86
13043 - Illustrator III	25.51
13047 - Librarian	23.09
13050 - Library Aide/Clerk	12.19
13054 - Library Information Technology Systems Administrator	20.86
13058 - Library Technician	16.63
13061 - Media Specialist I	15.05
13062 - Media Specialist II	16.83
13063 - Media Specialist III	18.77
13071 - Photographer I	15.05
13072 - Photographer II	16.83

13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		30.86
13110 - Video Teleconference Technician		15.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.27
14042 - Computer Operator II		15.77
14043 - Computer Operator III		17.93
14044 - Computer Operator IV		20.80
14045 - Computer Operator V		21.87
14071 - Computer Programmer I	(see 1)	24.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.27
14160 - Personal Computer Support Technician		20.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		39.26
15050 - Computer Based Training Specialist / Instructor		27.21
15060 - Educational Technologist		22.55
15070 - Flight Instructor (Pilot)		39.26
15080 - Graphic Artist		18.83
15090 - Technical Instructor		17.40
15095 - Technical Instructor/Course Developer		21.29
15110 - Test Proctor		14.05
15120 - Tutor		14.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.92
16030 - Counter Attendant		8.92
16040 - Dry Cleaner		10.29
16070 - Finisher, Flatwork, Machine		8.92
16090 - Presser, Hand		8.92
16110 - Presser, Machine, Drycleaning		8.92
16130 - Presser, Machine, Shirts		8.92
16160 - Presser, Machine, Wearing Apparel, Laundry		8.92
16190 - Sewing Machine Operator		10.74
16220 - Tailor		11.20
16250 - Washer, Machine		9.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.94
19040 - Tool And Die Maker		21.04
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.12
21030 - Material Coordinator		17.91
21040 - Material Expediter		17.91
21050 - Material Handling Laborer		10.63
21071 - Order Filler		10.69
21080 - Production Line Worker (Food Processing)		14.12
21110 - Shipping Packer		13.09
21130 - Shipping/Receiving Clerk		13.09
21140 - Store Worker I		10.87
21150 - Stock Clerk		14.50
21210 - Tools And Parts Attendant		14.12
21410 - Warehouse Specialist		14.12
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.60
23021 - Aircraft Mechanic I		20.57
23022 - Aircraft Mechanic II		21.60

23023 - Aircraft Mechanic III	22.68
23040 - Aircraft Mechanic Helper	15.36
23050 - Aircraft, Painter	18.63
23060 - Aircraft Servicer	17.51
23080 - Aircraft Worker	18.50
23110 - Appliance Mechanic	16.94
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	17.94
23181 - Electronics Technician Maintenance I	22.94
23182 - Electronics Technician Maintenance II	24.36
23183 - Electronics Technician Maintenance III	25.89
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.98
23311 - Fuel Distribution System Mechanic	17.94
23312 - Fuel Distribution System Operator	15.89
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	20.57
23381 - Ground Support Equipment Servicer	17.51
23382 - Ground Support Equipment Worker	18.50
23391 - Gunsmith I	15.32
23392 - Gunsmith II	15.89
23393 - Gunsmith III	17.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.61
23430 - Heavy Equipment Mechanic	17.94
23440 - Heavy Equipment Operator	17.94
23460 - Instrument Mechanic	17.94
23465 - Laboratory/Shelter Mechanic	16.88
23470 - Laborer	10.34
23510 - Locksmith	17.79
23530 - Machinery Maintenance Mechanic	22.41
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	17.94
23592 - Metrology Technician II	18.95
23593 - Metrology Technician III	19.99
23640 - Millwright	20.60
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	17.94
23850 - Rigger	17.94
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	19.56
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.64
23932 - Telecommunications Mechanic II	24.86
23950 - Telephone Lineman	17.84
23960 - Welder, Combination, Maintenance	17.94
23965 - Well Driller	17.94
23970 - Woodcraft Worker	17.94
23980 - Woodworker	14.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	13.51
24610 - Chore Aide	10.87

24620 - Family Readiness And Support Services Coordinator	12.88
24630 - Homemaker	13.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.58
25040 - Sewage Plant Operator	18.63
25070 - Stationary Engineer	21.58
25190 - Ventilation Equipment Tender	14.65
25210 - Water Treatment Plant Operator	18.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.37
27007 - Baggage Inspector	10.79
27008 - Corrections Officer	15.97
27010 - Court Security Officer	15.56
27030 - Detection Dog Handler	12.07
27040 - Detention Officer	15.97
27070 - Firefighter	15.56
27101 - Guard I	10.79
27102 - Guard II	12.07
27131 - Police Officer I	16.63
27132 - Police Officer II	18.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.79
28210 - Gate Attendant/Gate Tender	13.27
28310 - Lifeguard	11.83
28350 - Park Attendant (Aide)	14.85
28510 - Recreation Aide/Health Facility Attendant	10.84
28515 - Recreation Specialist	12.79
28630 - Sports Official	11.83
28690 - Swimming Pool Operator	17.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.72
29020 - Hatch Tender	18.72
29030 - Line Handler	18.72
29041 - Stevedore I	16.84
29042 - Stevedore II	18.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.03
30022 - Archeological Technician II	15.53
30023 - Archeological Technician III	20.83
30030 - Cartographic Technician	20.83
30040 - Civil Engineering Technician	21.34
30061 - Drafter/CAD Operator I	15.03
30062 - Drafter/CAD Operator II	16.81
30063 - Drafter/CAD Operator III	18.75
30064 - Drafter/CAD Operator IV	23.06
30081 - Engineering Technician I	15.73
30082 - Engineering Technician II	17.67
30083 - Engineering Technician III	19.78
30084 - Engineering Technician IV	24.51
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	36.27
30090 - Environmental Technician	20.83
30210 - Laboratory Technician	18.75
30240 - Mathematical Technician	20.83
30361 - Paralegal/Legal Assistant I	17.89
30362 - Paralegal/Legal Assistant II	22.17
30363 - Paralegal/Legal Assistant III	27.12

30364 - Paralegal/Legal Assistant IV		32.81
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		18.99
30462 - Technical Writer II		23.22
30463 - Technical Writer III		28.09
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		15.13
31043 - Driver Courier		12.87
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		11.05
31361 - Truckdriver, Light		13.39
31362 - Truckdriver, Medium		14.45
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.67
99050 - Desk Clerk		10.08
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		22.74
99410 - Pest Controller		14.15
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		15.48
99730 - Refuse Collector		12.29
99810 - Sales Clerk		13.02
99820 - School Crossing Guard		10.81
99830 - Survey Party Chief		18.16
99831 - Surveying Aide		10.88
99832 - Surveying Technician		16.52
99840 - Vending Machine Attendant		15.24
99841 - Vending Machine Repairer		18.36
99842 - Vending Machine Repairer Helper		15.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-3008 Revision No.: 16

State: Florida

Area: Florida County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.36
01012 - Accounting Clerk II		13.87
01013 - Accounting Clerk III		15.51
01020 - Administrative Assistant		17.10
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		11.14
01052 - Data Entry Operator II		12.16
01060 - Dispatcher, Motor Vehicle		17.04
01070 - Document Preparation Clerk		11.36
01090 - Duplicating Machine Operator		11.36
01111 - General Clerk I		11.39
01112 - General Clerk II		12.43
01113 - General Clerk III		13.95
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		12.98
01191 - Order Clerk I		12.52
01192 - Order Clerk II		13.66
01261 - Personnel Assistant (Employment) I		13.84
01262 - Personnel Assistant (Employment) II		15.48
01263 - Personnel Assistant (Employment) III		17.26
01270 - Production Control Clerk		17.28
01280 - Receptionist		10.88
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		12.75
01311 - Secretary I		12.75
01312 - Secretary II		14.26
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		17.67
01420 - Survey Worker		14.26
01531 - Travel Clerk I		10.48
01532 - Travel Clerk II		11.06
01533 - Travel Clerk III		11.64
01611 - Word Processor I		11.39
01612 - Word Processor II		12.75
01613 - Word Processor III		14.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.44
05010 - Automotive Electrician		17.51
05040 - Automotive Glass Installer		16.59
05070 - Automotive Worker		16.59
05110 - Mobile Equipment Servicer		14.75
05130 - Motor Equipment Metal Mechanic		18.44
05160 - Motor Equipment Metal Worker		16.59
05190 - Motor Vehicle Mechanic		18.44
05220 - Motor Vehicle Mechanic Helper		13.77
05250 - Motor Vehicle Upholstery Worker		15.70
05280 - Motor Vehicle Wrecker		16.59
05310 - Painter, Automotive		17.51

05340 - Radiator Repair Specialist	16.59
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	18.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.52
07041 - Cook I	11.11
07042 - Cook II	12.70
07070 - Dishwasher	7.80
07130 - Food Service Worker	8.68
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.82
11060 - Elevator Operator	9.82
11090 - Gardener	15.08
11122 - Housekeeping Aide	9.87
11150 - Janitor	10.98
11210 - Laborer, Grounds Maintenance	11.78
11240 - Maid or Houseman	8.48
11260 - Pruner	10.73
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	11.78
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.01
12015 - Certified Physical Therapist Assistant	21.12
12020 - Dental Assistant	14.17
12025 - Dental Hygienist	28.15
12030 - EKG Technician	22.09
12035 - Electroneurodiagnostic Technologist	22.09
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.99
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.70
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	14.99
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.34
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	11.49
12224 - Nursing Assistant IV	12.90
12235 - Optical Dispenser	18.13
12236 - Optical Technician	14.99
12250 - Pharmacy Technician	12.67
12280 - Phlebotomist	12.90
12305 - Radiologic Technologist	22.03
12311 - Registered Nurse I	20.96
12312 - Registered Nurse II	25.88
12313 - Registered Nurse II, Specialist	25.88
12314 - Registered Nurse III	31.05
12315 - Registered Nurse III, Anesthetist	31.05

12316 - Registered Nurse IV		37.52
12317 - Scheduler (Drug and Alcohol Testing)		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.51
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.51
13047 - Librarian		23.09
13050 - Library Aide/Clerk		12.19
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		16.63
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		15.05
13072 - Photographer II		16.83
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		30.86
13110 - Video Teleconference Technician		15.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.27
14042 - Computer Operator II		15.77
14043 - Computer Operator III		17.93
14044 - Computer Operator IV		20.80
14045 - Computer Operator V		21.87
14071 - Computer Programmer I	(see 1)	24.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.27
14160 - Personal Computer Support Technician		20.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		39.26
15050 - Computer Based Training Specialist / Instructor		27.21
15060 - Educational Technologist		22.55
15070 - Flight Instructor (Pilot)		39.26
15080 - Graphic Artist		18.83
15090 - Technical Instructor		17.40
15095 - Technical Instructor/Course Developer		21.29
15110 - Test Proctor		14.05
15120 - Tutor		14.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.92
16030 - Counter Attendant		8.92
16040 - Dry Cleaner		10.29
16070 - Finisher, Flatwork, Machine		8.92
16090 - Presser, Hand		8.92
16110 - Presser, Machine, Drycleaning		8.92
16130 - Presser, Machine, Shirts		8.92
16160 - Presser, Machine, Wearing Apparel, Laundry		8.92
16190 - Sewing Machine Operator		10.74
16220 - Tailor		11.20
16250 - Washer, Machine		9.36
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	16.94
19040 - Tool And Die Maker	21.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.12
21030 - Material Coordinator	17.91
21040 - Material Expediter	17.91
21050 - Material Handling Laborer	10.63
21071 - Order Filler	10.69
21080 - Production Line Worker (Food Processing)	14.12
21110 - Shipping Packer	13.09
21130 - Shipping/Receiving Clerk	13.09
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.50
21210 - Tools And Parts Attendant	14.12
21410 - Warehouse Specialist	14.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.60
23021 - Aircraft Mechanic I	20.57
23022 - Aircraft Mechanic II	21.60
23023 - Aircraft Mechanic III	22.68
23040 - Aircraft Mechanic Helper	15.36
23050 - Aircraft, Painter	18.63
23060 - Aircraft Servicer	17.51
23080 - Aircraft Worker	18.50
23110 - Appliance Mechanic	16.94
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	17.94
23181 - Electronics Technician Maintenance I	22.94
23182 - Electronics Technician Maintenance II	24.36
23183 - Electronics Technician Maintenance III	25.89
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.98
23311 - Fuel Distribution System Mechanic	17.94
23312 - Fuel Distribution System Operator	15.89
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	20.57
23381 - Ground Support Equipment Servicer	17.51
23382 - Ground Support Equipment Worker	18.50
23391 - Gunsmith I	15.32
23392 - Gunsmith II	15.89
23393 - Gunsmith III	17.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.61
23430 - Heavy Equipment Mechanic	17.94
23440 - Heavy Equipment Operator	17.94
23460 - Instrument Mechanic	17.94
23465 - Laboratory/Shelter Mechanic	16.88
23470 - Laborer	10.34
23510 - Locksmith	17.79
23530 - Machinery Maintenance Mechanic	22.41
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	17.94
23592 - Metrology Technician II	18.95
23593 - Metrology Technician III	19.99
23640 - Millwright	20.60
23710 - Office Appliance Repairer	17.79

23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	17.94
23850 - Rigger	17.94
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	19.56
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.64
23932 - Telecommunications Mechanic II	24.86
23950 - Telephone Lineman	17.84
23960 - Welder, Combination, Maintenance	17.94
23965 - Well Driller	17.94
23970 - Woodcraft Worker	17.94
23980 - Woodworker	14.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	13.51
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	12.88
24630 - Homemaker	13.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.58
25040 - Sewage Plant Operator	18.63
25070 - Stationary Engineer	21.58
25190 - Ventilation Equipment Tender	14.65
25210 - Water Treatment Plant Operator	18.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.37
27007 - Baggage Inspector	10.79
27008 - Corrections Officer	15.97
27010 - Court Security Officer	15.56
27030 - Detection Dog Handler	12.07
27040 - Detention Officer	15.97
27070 - Firefighter	15.56
27101 - Guard I	10.79
27102 - Guard II	12.07
27131 - Police Officer I	16.63
27132 - Police Officer II	18.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.79
28210 - Gate Attendant/Gate Tender	13.27
28310 - Lifeguard	11.83
28350 - Park Attendant (Aide)	14.85
28510 - Recreation Aide/Health Facility Attendant	10.84
28515 - Recreation Specialist	12.79
28630 - Sports Official	11.83
28690 - Swimming Pool Operator	17.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.72
29020 - Hatch Tender	18.72
29030 - Line Handler	18.72
29041 - Stevedore I	16.84
29042 - Stevedore II	18.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.03
30022 - Archeological Technician II	15.53

30023 - Archeological Technician III		20.83
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		21.34
30061 - Drafter/CAD Operator I		15.03
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		23.06
30081 - Engineering Technician I		15.73
30082 - Engineering Technician II		17.67
30083 - Engineering Technician III		19.78
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.27
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		17.89
30362 - Paralegal/Legal Assistant II		22.17
30363 - Paralegal/Legal Assistant III		27.12
30364 - Paralegal/Legal Assistant IV		32.81
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		18.99
30462 - Technical Writer II		23.22
30463 - Technical Writer III		28.09
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		15.13
31043 - Driver Courier		12.87
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		11.05
31361 - Truckdriver, Light		13.39
31362 - Truckdriver, Medium		14.45
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.67
99050 - Desk Clerk		10.08
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		22.74
99410 - Pest Controller		14.15
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		15.48
99730 - Refuse Collector		12.29
99810 - Sales Clerk		13.02
99820 - School Crossing Guard		10.81
99830 - Survey Party Chief		18.16
99831 - Surveying Aide		10.88
99832 - Surveying Technician		16.52
99840 - Vending Machine Attendant		15.24
99841 - Vending Machine Repairer		18.36
99842 - Vending Machine Repairer Helper		15.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3009 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado County of Larimer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.72
01012 - Accounting Clerk II		16.52
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		21.10

01040 - Court Reporter	19.21
01051 - Data Entry Operator I	11.91
01052 - Data Entry Operator II	12.99
01060 - Dispatcher, Motor Vehicle	19.21
01070 - Document Preparation Clerk	12.99
01090 - Duplicating Machine Operator	12.99
01111 - General Clerk I	14.35
01112 - General Clerk II	15.66
01113 - General Clerk III	17.57
01120 - Housing Referral Assistant	20.57
01141 - Messenger Courier	12.28
01191 - Order Clerk I	13.51
01192 - Order Clerk II	14.77
01261 - Personnel Assistant (Employment) I	15.26
01262 - Personnel Assistant (Employment) II	18.23
01263 - Personnel Assistant (Employment) III	19.04
01270 - Production Control Clerk	19.91
01280 - Receptionist	14.17
01290 - Rental Clerk	15.91
01300 - Scheduler, Maintenance	16.49
01311 - Secretary I	16.49
01312 - Secretary II	18.45
01313 - Secretary III	20.57
01320 - Service Order Dispatcher	16.64
01410 - Supply Technician	22.86
01420 - Survey Worker	18.23
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.19
01611 - Word Processor I	12.99
01612 - Word Processor II	15.19
01613 - Word Processor III	18.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.14
05010 - Automotive Electrician	23.00
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.40
05110 - Mobile Equipment Servicer	19.81
05130 - Motor Equipment Metal Mechanic	23.00
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	23.00
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	21.40
05280 - Motor Vehicle Wrecker	21.40
05310 - Painter, Automotive	22.15
05340 - Radiator Repair Specialist	21.40
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	23.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.82
07041 - Cook I	10.68
07042 - Cook II	12.35
07070 - Dishwasher	8.97
07130 - Food Service Worker	9.48
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	10.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	17.33
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	17.91

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.76
11060 - Elevator Operator	11.09
11090 - Gardener	17.23
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.15
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	9.25
11260 - Pruner	11.13
11270 - Tractor Operator	14.54
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	22.60
12015 - Certified Physical Therapist Assistant	22.02
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	35.32
12030 - EKG Technician	26.32
12035 - Electroneurodiagnostic Technologist	26.32
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	16.64
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	15.62
12130 - Medical Laboratory Technician	14.72
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.79
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	35.78
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.00
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.51
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.92
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	26.02
12311 - Registered Nurse I	24.43
12312 - Registered Nurse II	29.88
12313 - Registered Nurse II, Specialist	29.88
12314 - Registered Nurse III	36.15
12315 - Registered Nurse III, Anesthetist	36.15
12316 - Registered Nurse IV	43.33
12317 - Scheduler (Drug and Alcohol Testing)	22.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.76
13012 - Exhibits Specialist II	25.72
13013 - Exhibits Specialist III	31.46
13041 - Illustrator I	20.82
13042 - Illustrator II	25.80
13043 - Illustrator III	31.56
13047 - Librarian	28.48
13050 - Library Aide/Clerk	16.53
13054 - Library Information Technology Systems Administrator	25.72
13058 - Library Technician	17.26
13061 - Media Specialist I	18.55
13062 - Media Specialist II	20.76
13063 - Media Specialist III	23.14
13071 - Photographer I	17.92

13072 - Photographer II		20.03
13073 - Photographer III		24.82
13074 - Photographer IV		30.37
13075 - Photographer V		35.20
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.85
14042 - Computer Operator II		18.86
14043 - Computer Operator III		20.41
14044 - Computer Operator IV		23.35
14045 - Computer Operator V		25.85
14071 - Computer Programmer I	(see 1)	21.77
14072 - Computer Programmer II	(see 1)	26.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.85
14160 - Personal Computer Support Technician		23.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.62
15020 - Aircrew Training Devices Instructor (Rated)		44.31
15030 - Air Crew Training Devices Instructor (Pilot)		53.10
15050 - Computer Based Training Specialist / Instructor		36.62
15060 - Educational Technologist		30.71
15070 - Flight Instructor (Pilot)		53.10
15080 - Graphic Artist		22.00
15090 - Technical Instructor		21.70
15095 - Technical Instructor/Course Developer		26.57
15110 - Test Proctor		17.69
15120 - Tutor		17.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		13.57
16220 - Tailor		14.42
16250 - Washer, Machine		10.93
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.10
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.01
21030 - Material Coordinator		19.91
21040 - Material Expediter		19.91
21050 - Material Handling Laborer		13.05
21071 - Order Filler		12.64
21080 - Production Line Worker (Food Processing)		16.01
21110 - Shipping Packer		13.61
21130 - Shipping/Receiving Clerk		13.61
21140 - Store Worker I		11.44
21150 - Stock Clerk		15.69
21210 - Tools And Parts Attendant		16.01
21410 - Warehouse Specialist		16.01
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.01
23021 - Aircraft Mechanic I		20.92

23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	23.94
23040 - Aircraft Mechanic Helper	16.80
23050 - Aircraft, Painter	21.08
23060 - Aircraft Servicer	19.12
23080 - Aircraft Worker	19.44
23110 - Appliance Mechanic	22.06
23120 - Bicycle Repairer	15.33
23125 - Cable Splicer	26.16
23130 - Carpenter, Maintenance	19.80
23140 - Carpet Layer	19.39
23160 - Electrician, Maintenance	21.51
23181 - Electronics Technician Maintenance I	24.71
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	28.17
23260 - Fabric Worker	18.04
23290 - Fire Alarm System Mechanic	22.96
23310 - Fire Extinguisher Repairer	16.69
23311 - Fuel Distribution System Mechanic	24.35
23312 - Fuel Distribution System Operator	19.60
23370 - General Maintenance Worker	16.39
23380 - Ground Support Equipment Mechanic	20.92
23381 - Ground Support Equipment Servicer	19.12
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	16.69
23392 - Gunsmith II	19.39
23393 - Gunsmith III	22.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.28
23430 - Heavy Equipment Mechanic	21.52
23440 - Heavy Equipment Operator	20.49
23460 - Instrument Mechanic	22.10
23465 - Laboratory/Shelter Mechanic	20.70
23470 - Laborer	12.29
23510 - Locksmith	19.64
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist, Maintenance	20.49
23580 - Maintenance Trades Helper	15.31
23591 - Metrology Technician I	22.10
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.45
23640 - Millwright	22.10
23710 - Office Appliance Repairer	19.65
23760 - Painter, Maintenance	19.64
23790 - Pipefitter, Maintenance	24.47
23810 - Plumber, Maintenance	23.58
23820 - Pneudraulic Systems Mechanic	22.10
23850 - Rigger	22.10
23870 - Scale Mechanic	19.39
23890 - Sheet-Metal Worker, Maintenance	20.38
23910 - Small Engine Mechanic	17.73
23931 - Telecommunications Mechanic I	26.82
23932 - Telecommunications Mechanic II	27.64
23950 - Telephone Lineman	22.10
23960 - Welder, Combination, Maintenance	18.89
23965 - Well Driller	22.10
23970 - Woodcraft Worker	12.59
23980 - Woodworker	17.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.55
24580 - Child Care Center Clerk	14.26

24610 - Chore Aide	10.11
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	14.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.00
25040 - Sewage Plant Operator	24.31
25070 - Stationary Engineer	24.00
25190 - Ventilation Equipment Tender	17.44
25210 - Water Treatment Plant Operator	24.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.49
27007 - Baggage Inspector	11.67
27008 - Corrections Officer	24.11
27010 - Court Security Officer	24.11
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	24.11
27070 - Firefighter	24.48
27101 - Guard I	11.67
27102 - Guard II	17.87
27131 - Police Officer I	29.91
27132 - Police Officer II	33.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.67
28042 - Carnival Equipment Repairer	12.59
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	12.13
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	14.11
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	19.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.60
29020 - Hatch Tender	21.60
29030 - Line Handler	21.60
29041 - Stevedore I	21.00
29042 - Stevedore II	26.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.39
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.47
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.16
30021 - Archeological Technician I	18.23
30022 - Archeological Technician II	20.40
30023 - Archeological Technician III	25.28
30030 - Cartographic Technician	25.28
30040 - Civil Engineering Technician	21.73
30061 - Drafter/CAD Operator I	18.23
30062 - Drafter/CAD Operator II	20.40
30063 - Drafter/CAD Operator III	22.75
30064 - Drafter/CAD Operator IV	27.99
30081 - Engineering Technician I	16.53
30082 - Engineering Technician II	18.55
30083 - Engineering Technician III	20.77
30084 - Engineering Technician IV	25.71
30085 - Engineering Technician V	31.39
30086 - Engineering Technician VI	37.98
30090 - Environmental Technician	24.38
30210 - Laboratory Technician	21.74
30240 - Mathematical Technician	25.28
30361 - Paralegal/Legal Assistant I	19.12
30362 - Paralegal/Legal Assistant II	23.19

30363 - Paralegal/Legal Assistant III		28.40
30364 - Paralegal/Legal Assistant IV		34.35
30390 - Photo-Optics Technician		25.28
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.05
30463 - Technical Writer III		31.52
30491 - Unexploded Ordnance (UXO) Technician I		24.40
30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.75
30621 - Weather Observer, Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.28
31030 - Bus Driver		19.72
31043 - Driver Courier		12.75
31260 - Parking and Lot Attendant		11.01
31290 - Shuttle Bus Driver		15.93
31310 - Taxi Driver		11.72
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		20.56
31363 - Truckdriver, Heavy		21.16
31364 - Truckdriver, Tractor-Trailer		21.16
99000 - Miscellaneous Occupations		
99030 - Cashier		11.45
99050 - Desk Clerk		10.54
99095 - Embalmer		25.39
99251 - Laboratory Animal Caretaker I		10.54
99252 - Laboratory Animal Caretaker II		11.44
99310 - Mortician		25.39
99410 - Pest Controller		19.86
99510 - Photofinishing Worker		12.82
99710 - Recycling Laborer		17.29
99711 - Recycling Specialist		20.81
99730 - Refuse Collector		15.51
99810 - Sales Clerk		12.01
99820 - School Crossing Guard		12.70
99830 - Survey Party Chief		17.03
99831 - Surveying Aide		10.88
99832 - Surveying Technician		17.84
99840 - Vending Machine Attendant		17.04
99841 - Vending Machine Repairer		20.21
99842 - Vending Machine Repairer Helper		17.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-3010

State: Colorado

Area: Colorado County of Larimer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.72
01012 - Accounting Clerk II		16.52
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		21.10
01040 - Court Reporter		19.21
01051 - Data Entry Operator I		11.91
01052 - Data Entry Operator II		12.99
01060 - Dispatcher, Motor Vehicle		19.21
01070 - Document Preparation Clerk		12.99
01090 - Duplicating Machine Operator		12.99
01111 - General Clerk I		14.35
01112 - General Clerk II		15.66
01113 - General Clerk III		17.57
01120 - Housing Referral Assistant		20.57
01141 - Messenger Courier		12.28
01191 - Order Clerk I		13.51
01192 - Order Clerk II		14.77
01261 - Personnel Assistant (Employment) I		15.26
01262 - Personnel Assistant (Employment) II		18.23
01263 - Personnel Assistant (Employment) III		19.04
01270 - Production Control Clerk		19.91
01280 - Receptionist		14.17
01290 - Rental Clerk		15.91
01300 - Scheduler, Maintenance		16.49
01311 - Secretary I		16.49
01312 - Secretary II		18.45
01313 - Secretary III		20.57
01320 - Service Order Dispatcher		16.64
01410 - Supply Technician		22.86
01420 - Survey Worker		18.23
01531 - Travel Clerk I		13.55
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.19
01611 - Word Processor I		12.99
01612 - Word Processor II		15.19
01613 - Word Processor III		18.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.14
05010 - Automotive Electrician		23.00
05040 - Automotive Glass Installer		21.40
05070 - Automotive Worker		21.40
05110 - Mobile Equipment Servicer		19.81
05130 - Motor Equipment Metal Mechanic		23.00
05160 - Motor Equipment Metal Worker		21.40
05190 - Motor Vehicle Mechanic		23.00
05220 - Motor Vehicle Mechanic Helper		18.48
05250 - Motor Vehicle Upholstery Worker		21.40
05280 - Motor Vehicle Wrecker		21.40

05310 - Painter, Automotive	22.15
05340 - Radiator Repair Specialist	21.40
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	23.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.82
07041 - Cook I	10.68
07042 - Cook II	12.35
07070 - Dishwasher	8.97
07130 - Food Service Worker	9.48
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	10.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	17.33
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.76
11060 - Elevator Operator	11.09
11090 - Gardener	17.23
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.15
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	9.25
11260 - Pruner	11.13
11270 - Tractor Operator	14.54
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	22.60
12015 - Certified Physical Therapist Assistant	22.02
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	35.32
12030 - EKG Technician	26.32
12035 - Electroneurodiagnostic Technologist	26.32
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	16.64
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	15.62
12130 - Medical Laboratory Technician	14.72
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.79
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	35.78
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.00
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.51
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.92
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	26.02
12311 - Registered Nurse I	24.43
12312 - Registered Nurse II	29.88
12313 - Registered Nurse II, Specialist	29.88
12314 - Registered Nurse III	36.15

12315 - Registered Nurse III, Anesthetist		36.15
12316 - Registered Nurse IV		43.33
12317 - Scheduler (Drug and Alcohol Testing)		22.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.76
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		20.82
13042 - Illustrator II		25.80
13043 - Illustrator III		31.56
13047 - Librarian		28.48
13050 - Library Aide/Clerk		16.53
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		17.26
13061 - Media Specialist I		18.55
13062 - Media Specialist II		20.76
13063 - Media Specialist III		23.14
13071 - Photographer I		17.92
13072 - Photographer II		20.03
13073 - Photographer III		24.82
13074 - Photographer IV		30.37
13075 - Photographer V		35.20
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.85
14042 - Computer Operator II		18.86
14043 - Computer Operator III		20.41
14044 - Computer Operator IV		23.35
14045 - Computer Operator V		25.85
14071 - Computer Programmer I	(see 1)	21.77
14072 - Computer Programmer II	(see 1)	26.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.85
14160 - Personal Computer Support Technician		23.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.62
15020 - Aircrew Training Devices Instructor (Rated)		44.31
15030 - Air Crew Training Devices Instructor (Pilot)		53.10
15050 - Computer Based Training Specialist / Instructor		36.62
15060 - Educational Technologist		30.71
15070 - Flight Instructor (Pilot)		53.10
15080 - Graphic Artist		22.00
15090 - Technical Instructor		21.70
15095 - Technical Instructor/Course Developer		26.57
15110 - Test Proctor		17.69
15120 - Tutor		17.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		13.57
16220 - Tailor		14.42
16250 - Washer, Machine		10.93

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.10
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.01
21030 - Material Coordinator	19.91
21040 - Material Expediter	19.91
21050 - Material Handling Laborer	13.05
21071 - Order Filler	12.64
21080 - Production Line Worker (Food Processing)	16.01
21110 - Shipping Packer	13.61
21130 - Shipping/Receiving Clerk	13.61
21140 - Store Worker I	11.44
21150 - Stock Clerk	15.69
21210 - Tools And Parts Attendant	16.01
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	20.92
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	23.94
23040 - Aircraft Mechanic Helper	16.80
23050 - Aircraft, Painter	21.08
23060 - Aircraft Servicer	19.12
23080 - Aircraft Worker	19.44
23110 - Appliance Mechanic	22.06
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23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.45
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23810 - Plumber, Maintenance	23.58
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23850 - Rigger	22.10
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23890 - Sheet-Metal Worker, Maintenance	20.38
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23931 - Telecommunications Mechanic I	26.82
23932 - Telecommunications Mechanic II	27.64
23950 - Telephone Lineman	22.10
23960 - Welder, Combination, Maintenance	18.89
23965 - Well Driller	22.10
23970 - Woodcraft Worker	12.59
23980 - Woodworker	17.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.55
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	10.11
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	14.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.00
25040 - Sewage Plant Operator	24.31
25070 - Stationary Engineer	24.00
25190 - Ventilation Equipment Tender	17.44
25210 - Water Treatment Plant Operator	24.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.49
27007 - Baggage Inspector	11.67
27008 - Corrections Officer	24.11
27010 - Court Security Officer	24.11
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	24.11
27070 - Firefighter	24.48
27101 - Guard I	11.67
27102 - Guard II	17.87
27131 - Police Officer I	29.91
27132 - Police Officer II	33.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.67
28042 - Carnival Equipment Repairer	12.59
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	12.13
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	14.11
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	19.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.60
29020 - Hatch Tender	21.60
29030 - Line Handler	21.60
29041 - Stevedore I	21.00
29042 - Stevedore II	26.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.39
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.47
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.16
30021 - Archeological Technician I	18.23

30022 - Archeological Technician II		20.40
30023 - Archeological Technician III		25.28
30030 - Cartographic Technician		25.28
30040 - Civil Engineering Technician		21.73
30061 - Drafter/CAD Operator I		18.23
30062 - Drafter/CAD Operator II		20.40
30063 - Drafter/CAD Operator III		22.75
30064 - Drafter/CAD Operator IV		27.99
30081 - Engineering Technician I		16.53
30082 - Engineering Technician II		18.55
30083 - Engineering Technician III		20.77
30084 - Engineering Technician IV		25.71
30085 - Engineering Technician V		31.39
30086 - Engineering Technician VI		37.98
30090 - Environmental Technician		24.38
30210 - Laboratory Technician		21.74
30240 - Mathematical Technician		25.28
30361 - Paralegal/Legal Assistant I		19.12
30362 - Paralegal/Legal Assistant II		23.19
30363 - Paralegal/Legal Assistant III		28.40
30364 - Paralegal/Legal Assistant IV		34.35
30390 - Photo-Optics Technician		25.28
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.05
30463 - Technical Writer III		31.52
30491 - Unexploded Ordnance (UXO) Technician I		24.40
30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.75
30621 - Weather Observer, Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.28
31030 - Bus Driver		19.72
31043 - Driver Courier		12.75
31260 - Parking and Lot Attendant		11.01
31290 - Shuttle Bus Driver		15.93
31310 - Taxi Driver		11.72
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		20.56
31363 - Truckdriver, Heavy		21.16
31364 - Truckdriver, Tractor-Trailer		21.16
99000 - Miscellaneous Occupations		
99030 - Cashier		11.45
99050 - Desk Clerk		10.54
99095 - Embalmer		25.39
99251 - Laboratory Animal Caretaker I		10.54
99252 - Laboratory Animal Caretaker II		11.44
99310 - Mortician		25.39
99410 - Pest Controller		19.86
99510 - Photofinishing Worker		12.82
99710 - Recycling Laborer		17.29
99711 - Recycling Specialist		20.81
99730 - Refuse Collector		15.51
99810 - Sales Clerk		12.01
99820 - School Crossing Guard		12.70
99830 - Survey Party Chief		17.03
99831 - Surveying Aide		10.88
99832 - Surveying Technician		17.84
99840 - Vending Machine Attendant		17.04
99841 - Vending Machine Repairer		20.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-3011
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.95
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.45
01280 - Receptionist		13.67
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35

01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.68
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90

12071 - Licensed Practical Nurse I		17.61
12072 - Licensed Practical Nurse II		19.72
12073 - Licensed Practical Nurse III		21.34
12100 - Medical Assistant		14.38
12130 - Medical Laboratory Technician		22.29
12160 - Medical Record Clerk		15.74
12190 - Medical Record Technician		19.47
12195 - Medical Transcriptionist		18.11
12210 - Nuclear Medicine Technologist		33.56
12221 - Nursing Assistant I		11.25
12222 - Nursing Assistant II		12.27
12223 - Nursing Assistant III		13.40
12224 - Nursing Assistant IV		15.04
12235 - Optical Dispenser		19.36
12236 - Optical Technician		17.61
12250 - Pharmacy Technician		17.78
12280 - Phlebotomist		15.04
12305 - Radiologic Technologist		26.11
12311 - Registered Nurse I		29.83
12312 - Registered Nurse II		32.20
12313 - Registered Nurse II, Specialist		32.20
12314 - Registered Nurse III		44.14
12315 - Registered Nurse III, Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		24.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.96
13043 - Illustrator III		37.90
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		22.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.27
13074 - Photographer IV		33.95
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 2,1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52

15020 - Aircrew Training Devices Instructor (Rated)	39.35
15030 - Air Crew Training Devices Instructor (Pilot)	50.79
15050 - Computer Based Training Specialist / Instructor	32.52
15060 - Educational Technologist	30.30
15070 - Flight Instructor (Pilot)	50.79
15080 - Graphic Artist	29.92
15090 - Technical Instructor	26.84
15095 - Technical Instructor/Course Developer	32.69
15110 - Test Proctor	21.80
15120 - Tutor	21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.00
16030 - Counter Attendant	10.00
16040 - Dry Cleaner	13.34
16070 - Finisher, Flatwork, Machine	10.00
16090 - Presser, Hand	10.00
16110 - Presser, Machine, Drycleaning	10.00
16130 - Presser, Machine, Shirts	10.00
16160 - Presser, Machine, Wearing Apparel, Laundry	10.00
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.18
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.11
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	17.19
21150 - Stock Clerk	21.86
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.37
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91

23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.14
28042 - Carnival Equipment Repairer		14.65
28043 - Carnival Equpment Worker		12.22
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		16.32
28510 - Recreation Aide/Health Facility Attendant		11.16
28515 - Recreation Specialist		16.58
28630 - Sports Official		13.00
28690 - Swimming Pool Operator		20.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.58
29020 - Hatch Tender		22.58
29030 - Line Handler		22.58
29041 - Stevedore I		21.82
29042 - Stevedore II		23.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 3)	38.88
30011 - Air Traffic Control Specialist, Station (HFO)	(see 3)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 3)	29.53
30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		27.83
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		23.52
30210 - Laboratory Technician		21.70
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		27.83
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24.80
30621 - Weather Observer, Senior	(see 3)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.37
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08

31362 - Truckdriver, Medium	19.61
31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99030 - Cashier	10.62
99050 - Desk Clerk	11.40
99095 - Embalmer	26.66
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99310 - Mortician	33.88
99410 - Pest Controller	17.53
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	17.40
99711 - Recycling Specialist	19.31
99730 - Refuse Collector	15.45
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	17.14
99841 - Vending Machine Repairer	21.54
99842 - Vending Machine Repairer Helper	17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3012 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96

01013 - Accounting Clerk III	18.77
01020 - Administrative Assistant	26.95
01040 - Court Reporter	19.80
01051 - Data Entry Operator I	13.85
01052 - Data Entry Operator II	15.12
01060 - Dispatcher, Motor Vehicle	21.98
01070 - Document Preparation Clerk	15.38
01090 - Duplicating Machine Operator	15.38
01111 - General Clerk I	13.37
01112 - General Clerk II	14.60
01113 - General Clerk III	16.39
01120 - Housing Referral Assistant	22.04
01141 - Messenger Courier	11.47
01191 - Order Clerk I	14.16
01192 - Order Clerk II	15.95
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	21.45
01280 - Receptionist	13.67
01290 - Rental Clerk	15.38
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.68
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50

09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.38
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.96
13043 - Illustrator III	37.90
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75

13063 - Media Specialist III		22.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.27
13074 - Photographer IV		33.95
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		29.92
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.11
21050 - Material Handling Laborer		18.05
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		17.19
21150 - Stock Clerk		21.86
21210 - Tools And Parts Attendant		20.65
21410 - Warehouse Specialist		20.65
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	29.30
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.37
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	16.58
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	22.58
29030 - Line Handler	22.58
29041 - Stevedore I	21.82
29042 - Stevedore II	23.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
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31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.85
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		11.40
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.63
99252 - Laboratory Animal Caretaker II		15.18
99310 - Mortician		33.88
99410 - Pest Controller		17.53
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		17.40
99711 - Recycling Specialist		19.31
99730 - Refuse Collector		15.45
99810 - Sales Clerk		12.17
99820 - School Crossing Guard		12.22
99830 - Survey Party Chief		24.92
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.54
99842 - Vending Machine Repairer Helper		17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-3013
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		21.70
01040 - Court Reporter		19.57
01051 - Data Entry Operator I		11.48
01052 - Data Entry Operator II		13.67
01060 - Dispatcher, Motor Vehicle		19.57
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		12.22
01112 - General Clerk II		13.41
01113 - General Clerk III		14.97
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		10.64
01191 - Order Clerk I		12.65
01192 - Order Clerk II		14.05
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		22.37
01270 - Production Control Clerk		20.67
01280 - Receptionist		11.30
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
01313 - Secretary III		19.46
01320 - Service Order Dispatcher		15.19
01410 - Supply Technician		21.70
01420 - Survey Worker		19.16
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.52
01611 - Word Processor I		14.38
01612 - Word Processor II		16.91
01613 - Word Processor III		19.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33

05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	11.57
07042 - Cook II	13.13
07070 - Dishwasher	9.08
07130 - Food Service Worker	9.08
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.06
11060 - Elevator Operator	10.82
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	11.43
11240 - Maid or Houseman	9.30
11260 - Pruner	11.06
11270 - Tractor Operator	13.39
11330 - Trail Maintenance Worker	11.43
11360 - Window Cleaner	12.55
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.24
12012 - Certified Occupational Therapist Assistant	23.08
12015 - Certified Physical Therapist Assistant	22.95
12020 - Dental Assistant	16.21
12025 - Dental Hygienist	25.55
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	13.81
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.74
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	14.31
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	13.19
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	13.70
12210 - Nuclear Medicine Technologist	29.62
12221 - Nursing Assistant I	8.85
12222 - Nursing Assistant II	9.95
12223 - Nursing Assistant III	10.86
12224 - Nursing Assistant IV	12.18
12235 - Optical Dispenser	16.56
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.07

12305 - Radiologic Technologist		23.39
12311 - Registered Nurse I		22.07
12312 - Registered Nurse II		27.00
12313 - Registered Nurse II, Specialist		27.00
12314 - Registered Nurse III		32.66
12315 - Registered Nurse III, Anesthetist		32.66
12316 - Registered Nurse IV		39.15
12317 - Scheduler (Drug and Alcohol Testing)		20.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		13.48
13072 - Photographer II		17.03
13073 - Photographer III		19.82
13074 - Photographer IV		22.84
13075 - Photographer V		26.61
13110 - Video Teleconference Technician		15.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.96
14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	22.56
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.96
14160 - Personal Computer Support Technician		22.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.85
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.85
15060 - Educational Technologist		28.30
15070 - Flight Instructor (Pilot)		41.83
15080 - Graphic Artist		22.27
15090 - Technical Instructor		20.47
15095 - Technical Instructor/Course Developer		22.27
15110 - Test Proctor		17.57
15120 - Tutor		17.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.38
16030 - Counter Attendant		9.38
16040 - Dry Cleaner		11.71
16070 - Finisher, Flatwork, Machine		9.38
16090 - Presser, Hand		9.38
16110 - Presser, Machine, Drycleaning		9.38

16130 - Presser, Machine, Shirts	9.38
16160 - Presser, Machine, Wearing Apparel, Laundry	9.38
16190 - Sewing Machine Operator	12.46
16220 - Tailor	13.23
16250 - Washer, Machine	10.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.51
19040 - Tool And Die Maker	25.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	19.93
21040 - Material Expediter	19.93
21050 - Material Handling Laborer	13.65
21071 - Order Filler	14.51
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	14.35
21150 - Stock Clerk	18.82
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.84
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.84
23023 - Aircraft Mechanic III	27.81
23040 - Aircraft Mechanic Helper	20.56
23050 - Aircraft, Painter	24.69
23060 - Aircraft Servicer	23.16
23080 - Aircraft Worker	24.27
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	28.12
23130 - Carpenter, Maintenance	20.54
23140 - Carpet Layer	22.43
23160 - Electrician, Maintenance	24.84
23181 - Electronics Technician Maintenance I	22.61
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	29.45
23260 - Fabric Worker	18.85
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	19.92
23370 - General Maintenance Worker	19.52
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	23.16
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	17.73
23392 - Gunsmith II	20.12
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.28
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	24.25
23460 - Instrument Mechanic	21.99
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.07
23510 - Locksmith	20.54
23530 - Machinery Maintenance Mechanic	29.40
23550 - Machinist, Maintenance	21.37

23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	21.99
23592 - Metrology Technician II	22.79
23593 - Metrology Technician III	23.55
23640 - Millwright	27.53
23710 - Office Appliance Repairer	20.72
23760 - Painter, Maintenance	23.89
23790 - Pipefitter, Maintenance	27.15
23810 - Plumber, Maintenance	24.36
23820 - Pneudraulic Systems Mechanic	21.93
23850 - Rigger	21.89
23870 - Scale Mechanic	20.12
23890 - Sheet-Metal Worker, Maintenance	28.12
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.36
23950 - Telephone Lineman	21.09
23960 - Welder, Combination, Maintenance	21.30
23965 - Well Driller	22.03
23970 - Woodcraft Worker	21.89
23980 - Woodworker	17.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	9.19
24620 - Family Readiness And Support Services Coordinator	12.19
24630 - Homemaker	15.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.94
25040 - Sewage Plant Operator	20.25
25070 - Stationary Engineer	20.94
25190 - Ventilation Equipment Tender	16.59
25210 - Water Treatment Plant Operator	19.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.29
27007 - Baggage Inspector	11.62
27008 - Corrections Officer	19.54
27010 - Court Security Officer	19.09
27030 - Detection Dog Handler	17.48
27040 - Detention Officer	19.54
27070 - Firefighter	17.08
27101 - Guard I	11.62
27102 - Guard II	16.95
27131 - Police Officer I	20.76
27132 - Police Officer II	23.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.79
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.90
28210 - Gate Attendant/Gate Tender	14.38
28310 - Lifeguard	10.92
28350 - Park Attendant (Aide)	16.08
28510 - Recreation Aide/Health Facility Attendant	11.74
28515 - Recreation Specialist	16.98
28630 - Sports Official	12.81
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.12
29020 - Hatch Tender	20.12
29030 - Line Handler	20.12
29041 - Stevedore I	18.41
29042 - Stevedore II	20.05

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.03
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		23.57
30030 - Cartographic Technician		26.76
30040 - Civil Engineering Technician		19.99
30061 - Drafter/CAD Operator I		19.30
30062 - Drafter/CAD Operator II		21.59
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		18.89
30082 - Engineering Technician II		21.20
30083 - Engineering Technician III		23.71
30084 - Engineering Technician IV		29.38
30085 - Engineering Technician V		35.94
30086 - Engineering Technician VI		43.48
30090 - Environmental Technician		21.73
30210 - Laboratory Technician		18.74
30240 - Mathematical Technician		26.45
30361 - Paralegal/Legal Assistant I		16.42
30362 - Paralegal/Legal Assistant II		20.94
30363 - Paralegal/Legal Assistant III		25.64
30364 - Paralegal/Legal Assistant IV		31.01
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.21
30463 - Technical Writer III		35.36
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.77
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.70
31030 - Bus Driver		15.59
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		10.02
31290 - Shuttle Bus Driver		14.81
31310 - Taxi Driver		10.47
31361 - Truckdriver, Light		14.81
31362 - Truckdriver, Medium		17.78
31363 - Truckdriver, Heavy		18.96
31364 - Truckdriver, Tractor-Trailer		18.96
99000 - Miscellaneous Occupations		
99030 - Cashier		9.26
99050 - Desk Clerk		12.25
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.46
99252 - Laboratory Animal Caretaker II		12.24
99310 - Mortician		29.78
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		14.39
99710 - Recycling Laborer		16.31
99711 - Recycling Specialist		19.10
99730 - Refuse Collector		14.89
99810 - Sales Clerk		12.06
99820 - School Crossing Guard		10.14

99830 - Survey Party Chief	19.34
99831 - Surveying Aide	11.01
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	11.76
99841 - Vending Machine Repairer	14.75
99842 - Vending Machine Repairer Helper	11.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3014 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		21.70
01040 - Court Reporter		19.57
01051 - Data Entry Operator I		11.48
01052 - Data Entry Operator II		13.67
01060 - Dispatcher, Motor Vehicle		19.57
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		12.22
01112 - General Clerk II		13.41
01113 - General Clerk III		14.97
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		10.64
01191 - Order Clerk I		12.65
01192 - Order Clerk II		14.05
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		22.37
01270 - Production Control Clerk		20.67
01280 - Receptionist		11.30
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.66

01311 - Secretary I	15.66
01312 - Secretary II	17.51
01313 - Secretary III	19.46
01320 - Service Order Dispatcher	15.19
01410 - Supply Technician	21.70
01420 - Survey Worker	19.16
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.38
01612 - Word Processor II	16.91
01613 - Word Processor III	19.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	11.57
07042 - Cook II	13.13
07070 - Dishwasher	9.08
07130 - Food Service Worker	9.08
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.06
11060 - Elevator Operator	10.82
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	11.43
11240 - Maid or Houseman	9.30
11260 - Pruner	11.06
11270 - Tractor Operator	13.39
11330 - Trail Maintenance Worker	11.43
11360 - Window Cleaner	12.55
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.24
12012 - Certified Occupational Therapist Assistant	23.08
12015 - Certified Physical Therapist Assistant	22.95
12020 - Dental Assistant	16.21
12025 - Dental Hygienist	25.55
12030 - EKG Technician	25.38

12035 - Electroneurodiagnostic Technologist		25.38
12040 - Emergency Medical Technician		13.81
12071 - Licensed Practical Nurse I		14.97
12072 - Licensed Practical Nurse II		16.74
12073 - Licensed Practical Nurse III		18.67
12100 - Medical Assistant		14.31
12130 - Medical Laboratory Technician		16.32
12160 - Medical Record Clerk		13.19
12190 - Medical Record Technician		16.38
12195 - Medical Transcriptionist		13.70
12210 - Nuclear Medicine Technologist		29.62
12221 - Nursing Assistant I		8.85
12222 - Nursing Assistant II		9.95
12223 - Nursing Assistant III		10.86
12224 - Nursing Assistant IV		12.18
12235 - Optical Dispenser		16.56
12236 - Optical Technician		14.38
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		14.07
12305 - Radiologic Technologist		23.39
12311 - Registered Nurse I		22.07
12312 - Registered Nurse II		27.00
12313 - Registered Nurse II, Specialist		27.00
12314 - Registered Nurse III		32.66
12315 - Registered Nurse III, Anesthetist		32.66
12316 - Registered Nurse IV		39.15
12317 - Scheduler (Drug and Alcohol Testing)		20.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		13.48
13072 - Photographer II		17.03
13073 - Photographer III		19.82
13074 - Photographer IV		22.84
13075 - Photographer V		26.61
13110 - Video Teleconference Technician		15.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.96
14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	22.56
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.96
14160 - Personal Computer Support Technician		22.10

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.85
15020 - Aircrew Training Devices Instructor (Rated)	34.88
15030 - Air Crew Training Devices Instructor (Pilot)	41.83
15050 - Computer Based Training Specialist / Instructor	28.85
15060 - Educational Technologist	28.30
15070 - Flight Instructor (Pilot)	41.83
15080 - Graphic Artist	22.27
15090 - Technical Instructor	20.47
15095 - Technical Instructor/Course Developer	22.27
15110 - Test Proctor	17.57
15120 - Tutor	17.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.38
16030 - Counter Attendant	9.38
16040 - Dry Cleaner	11.71
16070 - Finisher, Flatwork, Machine	9.38
16090 - Presser, Hand	9.38
16110 - Presser, Machine, Drycleaning	9.38
16130 - Presser, Machine, Shirts	9.38
16160 - Presser, Machine, Wearing Apparel, Laundry	9.38
16190 - Sewing Machine Operator	12.46
16220 - Tailor	13.23
16250 - Washer, Machine	10.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.51
19040 - Tool And Die Maker	25.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	19.93
21040 - Material Expediter	19.93
21050 - Material Handling Laborer	13.65
21071 - Order Filler	14.51
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	14.35
21150 - Stock Clerk	18.82
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.84
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.84
23023 - Aircraft Mechanic III	27.81
23040 - Aircraft Mechanic Helper	20.56
23050 - Aircraft, Painter	24.69
23060 - Aircraft Servicer	23.16
23080 - Aircraft Worker	24.27
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	28.12
23130 - Carpenter, Maintenance	20.54
23140 - Carpet Layer	22.43
23160 - Electrician, Maintenance	24.84
23181 - Electronics Technician Maintenance I	22.61
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	29.45
23260 - Fabric Worker	18.85
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	19.92

23370 - General Maintenance Worker	19.52
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	23.16
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	17.73
23392 - Gunsmith II	20.12
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.28
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	24.25
23460 - Instrument Mechanic	21.99
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.07
23510 - Locksmith	20.54
23530 - Machinery Maintenance Mechanic	29.40
23550 - Machinist, Maintenance	21.37
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	21.99
23592 - Metrology Technician II	22.79
23593 - Metrology Technician III	23.55
23640 - Millwright	27.53
23710 - Office Appliance Repairer	20.72
23760 - Painter, Maintenance	23.89
23790 - Pipefitter, Maintenance	27.15
23810 - Plumber, Maintenance	24.36
23820 - Pneudraulic Systems Mechanic	21.93
23850 - Rigger	21.89
23870 - Scale Mechanic	20.12
23890 - Sheet-Metal Worker, Maintenance	28.12
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.36
23950 - Telephone Lineman	21.09
23960 - Welder, Combination, Maintenance	21.30
23965 - Well Driller	22.03
23970 - Woodcraft Worker	21.89
23980 - Woodworker	17.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	9.19
24620 - Family Readiness And Support Services Coordinator	12.19
24630 - Homemaker	15.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.94
25040 - Sewage Plant Operator	20.25
25070 - Stationary Engineer	20.94
25190 - Ventilation Equipment Tender	16.59
25210 - Water Treatment Plant Operator	19.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.29
27007 - Baggage Inspector	11.62
27008 - Corrections Officer	19.54
27010 - Court Security Officer	19.09
27030 - Detection Dog Handler	17.48
27040 - Detention Officer	19.54
27070 - Firefighter	17.08
27101 - Guard I	11.62
27102 - Guard II	16.95

27131 - Police Officer I		20.76
27132 - Police Officer II		23.04
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.79
28042 - Carnival Equipment Repairer		11.29
28043 - Carnival Equpment Worker		8.90
28210 - Gate Attendant/Gate Tender		14.38
28310 - Lifeguard		10.92
28350 - Park Attendant (Aide)		16.08
28510 - Recreation Aide/Health Facility Attendant		11.74
28515 - Recreation Specialist		16.98
28630 - Sports Official		12.81
28690 - Swimming Pool Operator		16.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.12
29020 - Hatch Tender		20.12
29030 - Line Handler		20.12
29041 - Stevedore I		18.41
29042 - Stevedore II		20.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.03
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		23.57
30030 - Cartographic Technician		26.76
30040 - Civil Engineering Technician		19.99
30061 - Drafter/CAD Operator I		19.30
30062 - Drafter/CAD Operator II		21.59
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		18.89
30082 - Engineering Technician II		21.20
30083 - Engineering Technician III		23.71
30084 - Engineering Technician IV		29.38
30085 - Engineering Technician V		35.94
30086 - Engineering Technician VI		43.48
30090 - Environmental Technician		21.73
30210 - Laboratory Technician		18.74
30240 - Mathematical Technician		26.45
30361 - Paralegal/Legal Assistant I		16.42
30362 - Paralegal/Legal Assistant II		20.94
30363 - Paralegal/Legal Assistant III		25.64
30364 - Paralegal/Legal Assistant IV		31.01
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.21
30463 - Technical Writer III		35.36
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.77
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.70
31030 - Bus Driver		15.59
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		10.02
31290 - Shuttle Bus Driver		14.81

31310 - Taxi Driver	10.47
31361 - Truckdriver, Light	14.81
31362 - Truckdriver, Medium	17.78
31363 - Truckdriver, Heavy	18.96
31364 - Truckdriver, Tractor-Trailer	18.96
99000 - Miscellaneous Occupations	
99030 - Cashier	9.26
99050 - Desk Clerk	12.25
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.46
99252 - Laboratory Animal Caretaker II	12.24
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	16.31
99711 - Recycling Specialist	19.10
99730 - Refuse Collector	14.89
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	19.34
99831 - Surveying Aide	11.01
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	11.76
99841 - Vending Machine Repairer	14.75
99842 - Vending Machine Repairer Helper	11.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3015 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92

01013 - Accounting Clerk III	22.30
01020 - Administrative Assistant	31.41
01040 - Court Reporter	21.84
01051 - Data Entry Operator I	14.38
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.21
01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.40
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.35
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.54
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.56
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.85
07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	15.27
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	16.02

09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	17.75
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.08
13012 - Exhibits Specialist II	23.63
13013 - Exhibits Specialist III	28.91
13041 - Illustrator I	20.12
13042 - Illustrator II	24.91
13043 - Illustrator III	30.48
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95

13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.47
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15090 - Technical Instructor		23.68
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.03
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		14.44
21080 - Production Line Worker (Food Processing)		18.03
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		14.98
21150 - Stock Clerk		17.06
21210 - Tools And Parts Attendant		18.03
21410 - Warehouse Specialist		18.03
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	26.97
23021 - Aircraft Mechanic I	25.69
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	28.29
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	16.17
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	12.96
24580 - Child Care Center Clerk	16.16
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.94
24630 - Homemaker	17.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	20.94
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.83
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.83
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.24
29042 - Stevedore II	24.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	19.80
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	26.85
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	27.98

30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		12.29
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.45
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.20
99050 - Desk Clerk		11.78
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.25
99310 - Mortician		29.35
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		16.17
99711 - Recycling Specialist		18.01
99730 - Refuse Collector		15.26
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.60
99832 - Surveying Technician		18.63
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		17.79
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3016
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.35
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63
01612 - Word Processor II		17.67
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.54
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15
05070 - Automotive Worker		22.15
05110 - Mobile Equipment Servicer		19.89
05130 - Motor Equipment Metal Mechanic		24.10
05160 - Motor Equipment Metal Worker		22.15
05190 - Motor Vehicle Mechanic		24.10

05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.56
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.85
07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	15.27
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	16.02
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	17.75
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64

12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.47
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15090 - Technical Instructor		23.68
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88

16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.66
16250 - Washer, Machine 10.88
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.14
19040 - Tool And Die Maker 24.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.03
21030 - Material Coordinator 22.03
21040 - Material Expediter 22.03
21050 - Material Handling Laborer 13.83
21071 - Order Filler 14.44
21080 - Production Line Worker (Food Processing) 18.03
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 15.09
21140 - Store Worker I 14.98
21150 - Stock Clerk 17.06
21210 - Tools And Parts Attendant 18.03
21410 - Warehouse Specialist 18.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.97
23021 - Aircraft Mechanic I 25.69
23022 - Aircraft Mechanic II 26.97
23023 - Aircraft Mechanic III 28.29
23040 - Aircraft Mechanic Helper 17.74
23050 - Aircraft, Painter 21.98
23060 - Aircraft Servicer 19.76
23080 - Aircraft Worker 21.01
23110 - Appliance Mechanic 21.54
23120 - Bicycle Repairer 16.17
23125 - Cable Splicer 26.02
23130 - Carpenter, Maintenance 21.40
23140 - Carpet Layer 21.27
23160 - Electrician, Maintenance 27.98
23181 - Electronics Technician Maintenance I 24.94
23182 - Electronics Technician Maintenance II 26.07
23183 - Electronics Technician Maintenance III 27.06
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 22.91
23310 - Fire Extinguisher Repairer 18.92
23311 - Fuel Distribution System Mechanic 25.38
23312 - Fuel Distribution System Operator 21.21
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 25.69
23381 - Ground Support Equipment Servicer 19.76
23382 - Ground Support Equipment Worker 21.01
23391 - Gunsmith I 19.39
23392 - Gunsmith II 21.13
23393 - Gunsmith III 22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 24.56
23430 - Heavy Equipment Mechanic 22.91
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 23.58
23465 - Laboratory/Shelter Mechanic 21.91
23470 - Laborer 14.98
23510 - Locksmith 21.90
23530 - Machinery Maintenance Mechanic 23.12
23550 - Machinist, Maintenance 21.87
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 23.58

23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.96
24580 - Child Care Center Clerk	16.16
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.94
24630 - Homemaker	17.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	20.94
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.83
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.83
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.24
29042 - Stevedore II	24.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		19.80
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.98
30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		12.29
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.45
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.20
99050 - Desk Clerk		11.78
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.25
99310 - Mortician		29.35
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		16.17
99711 - Recycling Specialist		18.01
99730 - Refuse Collector		15.26
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.60

99832 - Surveying Technician	18.63
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-3017 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43

01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	17.04
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.81
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.76
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18

12025 - Dental Hygienist		44.75
12030 - EKG Technician		27.67
12035 - Electroneurodiagnostic Technologist		27.67
12040 - Emergency Medical Technician		20.41
12071 - Licensed Practical Nurse I		19.07
12072 - Licensed Practical Nurse II		21.35
12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		15.01
12130 - Medical Laboratory Technician		18.04
12160 - Medical Record Clerk		17.42
12190 - Medical Record Technician		19.50
12195 - Medical Transcriptionist		18.77
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.17
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.58
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	18.92
14160 - Personal Computer Support Technician	26.22
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.47
15020 - Aircrew Training Devices Instructor (Rated)	44.06
15030 - Air Crew Training Devices Instructor (Pilot)	52.81
15050 - Computer Based Training Specialist / Instructor	34.23
15060 - Educational Technologist	35.31
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	26.80
15090 - Technical Instructor	25.08
15095 - Technical Instructor/Course Developer	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.88
16030 - Counter Attendant	9.88
16040 - Dry Cleaner	12.94
16070 - Finisher, Flatwork, Machine	9.88
16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	12.98
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	12.28
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	23.10
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62

23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	17.23
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	13.83
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.77
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.77
27040 - Detention Officer	22.80
27070 - Firefighter	24.63

27101 - Guard I		12.71
27102 - Guard II		17.77
27131 - Police Officer I		26.52
27132 - Police Officer II		29.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.49
28042 - Carnival Equipment Repairer		13.46
28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		13.01
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		17.15
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.13
29020 - Hatch Tender		23.13
29030 - Line Handler		23.13
29041 - Stevedore I		21.31
29042 - Stevedore II		24.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.25
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.63
30621 - Weather Observer, Senior	(see 2)	27.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98

31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	15.66
31362 - Truckdriver, Medium	17.90
31363 - Truckdriver, Heavy	19.18
31364 - Truckdriver, Tractor-Trailer	19.18
99000 - Miscellaneous Occupations	
99030 - Cashier	10.00
99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	20.53
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	19.42
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3018 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30

01020 - Administrative Assistant	31.41
01040 - Court Reporter	21.84
01051 - Data Entry Operator I	14.38
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.21
01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.40
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	17.04
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.81
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94

09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.76
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.61
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36

13071 - Photographer I		16.65
13072 - Photographer II		18.58
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		34.23
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		12.98
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		12.28
21150 - Stock Clerk		16.86
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.21

23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	23.10
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	17.23
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	13.83
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79

24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.77
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.77
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.77
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.15
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36

30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.63
30621 - Weather Observer, Senior	(see 2)	27.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.00
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		20.53
99730 - Refuse Collector		16.40
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.63
99832 - Surveying Technician		19.42
99840 - Vending Machine Attendant		14.43
99841 - Vending Machine Repairer		18.73
99842 - Vending Machine Repairer Helper		14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3019
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.13
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63
01612 - Word Processor II		17.67
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.26
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15
05070 - Automotive Worker		22.15
05110 - Mobile Equipment Servicer		19.04
05130 - Motor Equipment Metal Mechanic		24.78
05160 - Motor Equipment Metal Worker		22.15

05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11

12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88

16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	14.62
21071 - Order Filler	13.00
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	15.54
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	17.25
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	13.83
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27

23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	16.02
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	19.44
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	19.44
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.96
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.54
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		21.29
99730 - Refuse Collector		16.40
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94

99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-3020 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07

01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67

12035 - Electroneurodiagnostic Technologist		27.67
12040 - Emergency Medical Technician		20.41
12071 - Licensed Practical Nurse I		19.07
12072 - Licensed Practical Nurse II		21.35
12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		15.01
12130 - Medical Laboratory Technician		18.04
12160 - Medical Record Clerk		17.42
12190 - Medical Record Technician		19.50
12195 - Medical Transcriptionist		18.77
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.17
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.47
15020 - Aircrew Training Devices Instructor (Rated)	44.06
15030 - Air Crew Training Devices Instructor (Pilot)	52.81
15050 - Computer Based Training Specialist / Instructor	36.47
15060 - Educational Technologist	35.31
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	26.80
15090 - Technical Instructor	25.08
15095 - Technical Instructor/Course Developer	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.88
16030 - Counter Attendant	9.88
16040 - Dry Cleaner	12.94
16070 - Finisher, Flatwork, Machine	9.88
16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	14.62
21071 - Order Filler	13.00
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	15.54
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	17.25

23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	13.83
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	16.02
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	19.44
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	19.44

27131 - Police Officer I		26.52
27132 - Police Officer II		29.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.49
28042 - Carnival Equipment Repairer		13.46
28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		13.01
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		17.96
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.13
29020 - Hatch Tender		23.13
29030 - Line Handler		23.13
29041 - Stevedore I		21.31
29042 - Stevedore II		24.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.54
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66

31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	15.66
31362 - Truckdriver, Medium	17.90
31363 - Truckdriver, Heavy	19.18
31364 - Truckdriver, Tractor-Trailer	19.18
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	21.29
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3023 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.99
01012 - Accounting Clerk II	16.83
01013 - Accounting Clerk III	19.25
01020 - Administrative Assistant	22.03
01040 - Court Reporter	18.71
01051 - Data Entry Operator I	14.42
01052 - Data Entry Operator II	15.53
01060 - Dispatcher, Motor Vehicle	16.10
01070 - Document Preparation Clerk	14.60
01090 - Duplicating Machine Operator	14.60
01111 - General Clerk I	13.39
01112 - General Clerk II	14.61
01113 - General Clerk III	17.13
01120 - Housing Referral Assistant	20.85
01141 - Messenger Courier	13.55
01191 - Order Clerk I	13.28
01192 - Order Clerk II	14.87
01261 - Personnel Assistant (Employment) I	15.85
01262 - Personnel Assistant (Employment) II	17.73
01263 - Personnel Assistant (Employment) III	19.76
01270 - Production Control Clerk	24.02
01280 - Receptionist	13.13
01290 - Rental Clerk	14.11
01300 - Scheduler, Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.71
01313 - Secretary III	20.85
01320 - Service Order Dispatcher	14.74
01410 - Supply Technician	22.03
01420 - Survey Worker	16.62
01531 - Travel Clerk I	12.40
01532 - Travel Clerk II	13.50
01533 - Travel Clerk III	14.24
01611 - Word Processor I	13.75
01612 - Word Processor II	17.11
01613 - Word Processor III	19.15
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.76
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal Mechanic	22.84
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	20.87
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter, Automotive	20.00
05340 - Radiator Repair Specialist	19.34
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	20.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.05
07041 - Cook I	12.70
07042 - Cook II	15.10
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.25
07210 - Meat Cutter	19.06
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer, Minor	20.87
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.20
11060 - Elevator Operator	12.20
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.40
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	10.96
11260 - Pruner	12.66
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	14.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	17.24
12012 - Certified Occupational Therapist Assistant	24.68
12015 - Certified Physical Therapist Assistant	24.04
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.89
12030 - EKG Technician	25.36
12035 - Electroneurodiagnostic Technologist	25.36
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	19.15
12072 - Licensed Practical Nurse II	21.43
12073 - Licensed Practical Nurse III	23.88
12100 - Medical Assistant	14.45
12130 - Medical Laboratory Technician	20.53
12160 - Medical Record Clerk	16.15
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	41.13
12221 - Nursing Assistant I	11.15
12222 - Nursing Assistant II	12.54
12223 - Nursing Assistant III	13.68
12224 - Nursing Assistant IV	15.37
12235 - Optical Dispenser	21.43
12236 - Optical Technician	16.95
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	15.37
12305 - Radiologic Technologist	27.63
12311 - Registered Nurse I	25.81
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.21
12315 - Registered Nurse III, Anesthetist	38.21
12316 - Registered Nurse IV	45.33
12317 - Scheduler (Drug and Alcohol Testing)	24.60
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.39
13012 - Exhibits Specialist II	24.04
13013 - Exhibits Specialist III	29.38
13041 - Illustrator I	19.39
13042 - Illustrator II	24.04
13043 - Illustrator III	29.37
13047 - Librarian	26.60
13050 - Library Aide/Clerk	13.41
13054 - Library Information Technology Systems	24.09

Administrator		
13058 - Library Technician		17.70
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.37
13063 - Media Specialist III		21.59
13071 - Photographer I		15.98
13072 - Photographer II		19.01
13073 - Photographer III		23.53
13074 - Photographer IV		28.81
13075 - Photographer V		34.85
13110 - Video Teleconference Technician		17.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.56
14043 - Computer Operator III		19.63
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		42.01
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist		31.14
15070 - Flight Instructor (Pilot)		42.01
15080 - Graphic Artist		22.12
15090 - Technical Instructor		21.01
15095 - Technical Instructor/Course Developer		26.19
15110 - Test Proctor		16.95
15120 - Tutor		16.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.18
16030 - Counter Attendant		10.18
16040 - Dry Cleaner		12.48
16070 - Finisher, Flatwork, Machine		10.18
16090 - Presser, Hand		10.18
16110 - Presser, Machine, Drycleaning		10.18
16130 - Presser, Machine, Shirts		10.18
16160 - Presser, Machine, Wearing Apparel, Laundry		10.18
16190 - Sewing Machine Operator		13.28
16220 - Tailor		14.18
16250 - Washer, Machine		10.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.10
19040 - Tool And Die Maker		25.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.37
21030 - Material Coordinator		21.97
21040 - Material Expediter		22.39
21050 - Material Handling Laborer		13.77
21071 - Order Filler		12.31
21080 - Production Line Worker (Food Processing)		15.37
21110 - Shipping Packer		16.90
21130 - Shipping/Receiving Clerk		14.82
21140 - Store Worker I		14.50

21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	15.37
21410 - Warehouse Specialist	16.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.16
23021 - Aircraft Mechanic I	26.31
23022 - Aircraft Mechanic II	27.16
23023 - Aircraft Mechanic III	27.87
23040 - Aircraft Mechanic Helper	22.40
23050 - Aircraft, Painter	25.59
23060 - Aircraft Servicer	24.04
23080 - Aircraft Worker	24.76
23110 - Appliance Mechanic	21.66
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	29.74
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.36
23160 - Electrician, Maintenance	25.16
23181 - Electronics Technician Maintenance I	24.54
23182 - Electronics Technician Maintenance II	25.35
23183 - Electronics Technician Maintenance III	26.07
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	23.00
23311 - Fuel Distribution System Mechanic	23.75
23312 - Fuel Distribution System Operator	23.18
23370 - General Maintenance Worker	21.49
23380 - Ground Support Equipment Mechanic	26.31
23381 - Ground Support Equipment Servicer	24.04
23382 - Ground Support Equipment Worker	24.76
23391 - Gunsmith I	20.91
23392 - Gunsmith II	22.36
23393 - Gunsmith III	23.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.43
23430 - Heavy Equipment Mechanic	23.75
23440 - Heavy Equipment Operator	24.12
23460 - Instrument Mechanic	23.75
23465 - Laboratory/Shelter Mechanic	23.10
23470 - Laborer	13.79
23510 - Locksmith	23.10
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist, Maintenance	23.00
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	23.75
23592 - Metrology Technician II	24.52
23593 - Metrology Technician III	25.16
23640 - Millwright	23.75
23710 - Office Appliance Repairer	23.10
23760 - Painter, Maintenance	21.14
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	21.76
23820 - Pneudraulic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	22.36
23890 - Sheet-Metal Worker, Maintenance	26.87
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	23.75
23932 - Telecommunications Mechanic II	24.52
23950 - Telephone Lineman	23.75
23960 - Welder, Combination, Maintenance	23.00

23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.75
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	12.84
24620 - Family Readiness And Support Services Coordinator	17.98
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	23.51
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant Operator	23.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.00
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	23.84
27010 - Court Security Officer	23.84
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	23.84
27070 - Firefighter	21.70
27101 - Guard I	13.95
27102 - Guard II	20.07
27131 - Police Officer I	26.07
27132 - Police Officer II	28.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.56
28042 - Carnival Equipment Repairer	11.14
28043 - Carnival Equpment Worker	10.38
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	20.27
28630 - Sports Official	13.32
28690 - Swimming Pool Operator	16.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.82
29020 - Hatch Tender	23.82
29030 - Line Handler	23.82
29041 - Stevedore I	21.65
29042 - Stevedore II	26.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.72
30022 - Archeological Technician II	20.95
30023 - Archeological Technician III	25.94
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	27.77
30061 - Drafter/CAD Operator I	18.72
30062 - Drafter/CAD Operator II	20.95
30063 - Drafter/CAD Operator III	23.34
30064 - Drafter/CAD Operator IV	28.74
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.76
30083 - Engineering Technician III	21.33
30084 - Engineering Technician IV	26.00
30085 - Engineering Technician V	31.78

30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		26.25
30210 - Laboratory Technician		22.92
30240 - Mathematical Technician		25.96
30361 - Paralegal/Legal Assistant I		18.90
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.55
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		25.40
30461 - Technical Writer I		25.94
30462 - Technical Writer II		31.74
30463 - Technical Writer III		38.40
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.34
30621 - Weather Observer, Senior	(see 2)	25.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.84
31030 - Bus Driver		14.96
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		12.46
31290 - Shuttle Bus Driver		16.50
31310 - Taxi Driver		14.54
31361 - Truckdriver, Light		16.50
31362 - Truckdriver, Medium		17.73
31363 - Truckdriver, Heavy		18.96
31364 - Truckdriver, Tractor-Trailer		18.96
99000 - Miscellaneous Occupations		
99030 - Cashier		10.17
99050 - Desk Clerk		12.08
99095 - Embalmer		27.39
99251 - Laboratory Animal Caretaker I		12.27
99252 - Laboratory Animal Caretaker II		12.73
99310 - Mortician		27.39
99410 - Pest Controller		19.03
99510 - Photofinishing Worker		13.17
99710 - Recycling Laborer		17.20
99711 - Recycling Specialist		19.52
99730 - Refuse Collector		16.69
99810 - Sales Clerk		12.58
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		22.92
99831 - Surveying Aide		14.38
99832 - Surveying Technician		21.38
99840 - Vending Machine Attendant		16.21
99841 - Vending Machine Repairer		18.24
99842 - Vending Machine Repairer Helper		16.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3024
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.99
01012 - Accounting Clerk II		16.83
01013 - Accounting Clerk III		19.25
01020 - Administrative Assistant		22.03
01040 - Court Reporter		18.71
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.53
01060 - Dispatcher, Motor Vehicle		16.10
01070 - Document Preparation Clerk		14.60
01090 - Duplicating Machine Operator		14.60
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		17.13
01120 - Housing Referral Assistant		20.85
01141 - Messenger Courier		13.55
01191 - Order Clerk I		13.28
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.85
01262 - Personnel Assistant (Employment) II		17.73
01263 - Personnel Assistant (Employment) III		19.76
01270 - Production Control Clerk		24.02
01280 - Receptionist		13.13
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		16.72
01311 - Secretary I		16.72
01312 - Secretary II		18.71
01313 - Secretary III		20.85
01320 - Service Order Dispatcher		14.74
01410 - Supply Technician		22.03
01420 - Survey Worker		16.62
01531 - Travel Clerk I		12.40
01532 - Travel Clerk II		13.50
01533 - Travel Clerk III		14.24
01611 - Word Processor I		13.75
01612 - Word Processor II		17.11
01613 - Word Processor III		19.15

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.76
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal Mechanic	22.84
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	20.87
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter, Automotive	20.00
05340 - Radiator Repair Specialist	19.34
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	20.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.05
07041 - Cook I	12.70
07042 - Cook II	15.10
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.25
07210 - Meat Cutter	19.06
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer, Minor	20.87
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.20
11060 - Elevator Operator	12.20
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.40
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	10.96
11260 - Pruner	12.66
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	14.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	17.24
12012 - Certified Occupational Therapist Assistant	24.68
12015 - Certified Physical Therapist Assistant	24.04
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.89
12030 - EKG Technician	25.36
12035 - Electroneurodiagnostic Technologist	25.36
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	19.15
12072 - Licensed Practical Nurse II	21.43
12073 - Licensed Practical Nurse III	23.88
12100 - Medical Assistant	14.45
12130 - Medical Laboratory Technician	20.53
12160 - Medical Record Clerk	16.15
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	41.13
12221 - Nursing Assistant I	11.15

12222 - Nursing Assistant II		12.54
12223 - Nursing Assistant III		13.68
12224 - Nursing Assistant IV		15.37
12235 - Optical Dispenser		21.43
12236 - Optical Technician		16.95
12250 - Pharmacy Technician		14.32
12280 - Phlebotomist		15.37
12305 - Radiologic Technologist		27.63
12311 - Registered Nurse I		25.81
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.21
12315 - Registered Nurse III, Anesthetist		38.21
12316 - Registered Nurse IV		45.33
12317 - Scheduler (Drug and Alcohol Testing)		24.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.39
13012 - Exhibits Specialist II		24.04
13013 - Exhibits Specialist III		29.38
13041 - Illustrator I		19.39
13042 - Illustrator II		24.04
13043 - Illustrator III		29.37
13047 - Librarian		26.60
13050 - Library Aide/Clerk		13.41
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		17.70
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.37
13063 - Media Specialist III		21.59
13071 - Photographer I		15.98
13072 - Photographer II		19.01
13073 - Photographer III		23.53
13074 - Photographer IV		28.81
13075 - Photographer V		34.85
13110 - Video Teleconference Technician		17.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.56
14043 - Computer Operator III		19.63
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		42.01
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist		31.14
15070 - Flight Instructor (Pilot)		42.01
15080 - Graphic Artist		22.12
15090 - Technical Instructor		21.01
15095 - Technical Instructor/Course Developer		26.19
15110 - Test Proctor		16.95
15120 - Tutor		16.95

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	10.18
16030 - Counter Attendant	10.18
16040 - Dry Cleaner	12.48
16070 - Finisher, Flatwork, Machine	10.18
16090 - Presser, Hand	10.18
16110 - Presser, Machine, Drycleaning	10.18
16130 - Presser, Machine, Shirts	10.18
16160 - Presser, Machine, Wearing Apparel, Laundry	10.18
16190 - Sewing Machine Operator	13.28
16220 - Tailor	14.18
16250 - Washer, Machine	10.76

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	23.10
19040 - Tool And Die Maker	25.87

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	15.37
21030 - Material Coordinator	21.97
21040 - Material Expediter	22.39
21050 - Material Handling Laborer	13.77
21071 - Order Filler	12.31
21080 - Production Line Worker (Food Processing)	15.37
21110 - Shipping Packer	16.90
21130 - Shipping/Receiving Clerk	14.82
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	15.37
21410 - Warehouse Specialist	16.42

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	27.16
23021 - Aircraft Mechanic I	26.31
23022 - Aircraft Mechanic II	27.16
23023 - Aircraft Mechanic III	27.87
23040 - Aircraft Mechanic Helper	22.40
23050 - Aircraft, Painter	25.59
23060 - Aircraft Servicer	24.04
23080 - Aircraft Worker	24.76
23110 - Appliance Mechanic	21.66
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	29.74
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.36
23160 - Electrician, Maintenance	25.16
23181 - Electronics Technician Maintenance I	24.54
23182 - Electronics Technician Maintenance II	25.35
23183 - Electronics Technician Maintenance III	26.07
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	23.00
23311 - Fuel Distribution System Mechanic	23.75
23312 - Fuel Distribution System Operator	23.18
23370 - General Maintenance Worker	21.49
23380 - Ground Support Equipment Mechanic	26.31
23381 - Ground Support Equipment Servicer	24.04
23382 - Ground Support Equipment Worker	24.76
23391 - Gunsmith I	20.91
23392 - Gunsmith II	22.36
23393 - Gunsmith III	23.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.43
23430 - Heavy Equipment Mechanic	23.75

23440 - Heavy Equipment Operator	24.12
23460 - Instrument Mechanic	23.75
23465 - Laboratory/Shelter Mechanic	23.10
23470 - Laborer	13.79
23510 - Locksmith	23.10
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist, Maintenance	23.00
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	23.75
23592 - Metrology Technician II	24.52
23593 - Metrology Technician III	25.16
23640 - Millwright	23.75
23710 - Office Appliance Repairer	23.10
23760 - Painter, Maintenance	21.14
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	21.76
23820 - Pneudraulic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	22.36
23890 - Sheet-Metal Worker, Maintenance	26.87
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	23.75
23932 - Telecommunications Mechanic II	24.52
23950 - Telephone Lineman	23.75
23960 - Welder, Combination, Maintenance	23.00
23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.75
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	12.84
24620 - Family Readiness And Support Services Coordinator	17.98
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	23.51
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant Operator	23.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.00
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	23.84
27010 - Court Security Officer	23.84
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	23.84
27070 - Firefighter	21.70
27101 - Guard I	13.95
27102 - Guard II	20.07
27131 - Police Officer I	26.07
27132 - Police Officer II	28.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.56
28042 - Carnival Equipment Repairer	11.14
28043 - Carnival Equpment Worker	10.38
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	20.27
28630 - Sports Official	13.32

28690 - Swimming Pool Operator		16.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.82
29020 - Hatch Tender		23.82
29030 - Line Handler		23.82
29041 - Stevedore I		21.65
29042 - Stevedore II		26.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.94
30021 - Archeological Technician I		18.72
30022 - Archeological Technician II		20.95
30023 - Archeological Technician III		25.94
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		27.77
30061 - Drafter/CAD Operator I		18.72
30062 - Drafter/CAD Operator II		20.95
30063 - Drafter/CAD Operator III		23.34
30064 - Drafter/CAD Operator IV		28.74
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.76
30083 - Engineering Technician III		21.33
30084 - Engineering Technician IV		26.00
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		26.25
30210 - Laboratory Technician		22.92
30240 - Mathematical Technician		25.96
30361 - Paralegal/Legal Assistant I		18.90
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.55
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		25.40
30461 - Technical Writer I		25.94
30462 - Technical Writer II		31.74
30463 - Technical Writer III		38.40
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.34
30621 - Weather Observer, Senior	(see 2)	25.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.84
31030 - Bus Driver		14.96
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		12.46
31290 - Shuttle Bus Driver		16.50
31310 - Taxi Driver		14.54
31361 - Truckdriver, Light		16.50
31362 - Truckdriver, Medium		17.73
31363 - Truckdriver, Heavy		18.96
31364 - Truckdriver, Tractor-Trailer		18.96
99000 - Miscellaneous Occupations		
99030 - Cashier		10.17
99050 - Desk Clerk		12.08
99095 - Embalmer		27.39
99251 - Laboratory Animal Caretaker I		12.27
99252 - Laboratory Animal Caretaker II		12.73
99310 - Mortician		27.39

99410 - Pest Controller	19.03
99510 - Photofinishing Worker	13.17
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	19.52
99730 - Refuse Collector	16.69
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	22.92
99831 - Surveying Aide	14.38
99832 - Surveying Technician	21.38
99840 - Vending Machine Attendant	16.21
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	16.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-3025 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.91
01012 - Accounting Clerk II		13.36
01013 - Accounting Clerk III		14.94
01020 - Administrative Assistant		18.59
01040 - Court Reporter		13.20
01051 - Data Entry Operator I		10.98

01052 - Data Entry Operator II	11.98
01060 - Dispatcher, Motor Vehicle	15.94
01070 - Document Preparation Clerk	11.50
01090 - Duplicating Machine Operator	11.50
01111 - General Clerk I	10.51
01112 - General Clerk II	11.47
01113 - General Clerk III	12.87
01120 - Housing Referral Assistant	15.18
01141 - Messenger Courier	10.13
01191 - Order Clerk I	11.87
01192 - Order Clerk II	12.95
01261 - Personnel Assistant (Employment) I	12.36
01262 - Personnel Assistant (Employment) II	13.82
01263 - Personnel Assistant (Employment) III	15.41
01270 - Production Control Clerk	16.30
01280 - Receptionist	11.00
01290 - Rental Clerk	10.16
01300 - Scheduler, Maintenance	11.80
01311 - Secretary I	11.80
01312 - Secretary II	13.20
01313 - Secretary III	15.18
01320 - Service Order Dispatcher	13.70
01410 - Supply Technician	18.59
01420 - Survey Worker	12.35
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	10.52
01612 - Word Processor II	11.80
01613 - Word Processor III	13.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.11
05010 - Automotive Electrician	16.33
05040 - Automotive Glass Installer	15.56
05070 - Automotive Worker	15.56
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.11
05160 - Motor Equipment Metal Worker	15.56
05190 - Motor Vehicle Mechanic	17.11
05220 - Motor Vehicle Mechanic Helper	13.20
05250 - Motor Vehicle Upholstery Worker	14.76
05280 - Motor Vehicle Wrecker	15.56
05310 - Painter, Automotive	16.33
05340 - Radiator Repair Specialist	15.56
05370 - Tire Repairer	10.36
05400 - Transmission Repair Specialist	17.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.87
07042 - Cook II	12.08
07070 - Dishwasher	8.40
07130 - Food Service Worker	8.96
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	7.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	10.27
09080 - Furniture Refinisher	15.16
09090 - Furniture Refinisher Helper	12.03
09110 - Furniture Repairer, Minor	13.64
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.41

11060 - Elevator Operator	9.27
11090 - Gardener	14.63
11122 - Housekeeping Aide	10.20
11150 - Janitor	10.21
11210 - Laborer, Grounds Maintenance	11.68
11240 - Maid or Houseman	9.42
11260 - Pruner	10.68
11270 - Tractor Operator	13.65
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	11.17
12000 - Health Occupations	
12010 - Ambulance Driver	14.37
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	17.53
12015 - Certified Physical Therapist Assistant	14.56
12020 - Dental Assistant	15.38
12025 - Dental Hygienist	29.52
12030 - EKG Technician	23.93
12035 - Electroneurodiagnostic Technologist	23.93
12040 - Emergency Medical Technician	14.37
12071 - Licensed Practical Nurse I	12.85
12072 - Licensed Practical Nurse II	14.37
12073 - Licensed Practical Nurse III	16.03
12100 - Medical Assistant	12.43
12130 - Medical Laboratory Technician	15.01
12160 - Medical Record Clerk	12.86
12190 - Medical Record Technician	16.23
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	26.56
12221 - Nursing Assistant I	10.10
12222 - Nursing Assistant II	11.35
12223 - Nursing Assistant III	12.39
12224 - Nursing Assistant IV	13.90
12235 - Optical Dispenser	14.85
12236 - Optical Technician	12.83
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	21.44
12312 - Registered Nurse II	26.23
12313 - Registered Nurse II, Specialist	26.23
12314 - Registered Nurse III	31.73
12315 - Registered Nurse III, Anesthetist	31.73
12316 - Registered Nurse IV	38.03
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.11
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.89
13041 - Illustrator I	14.90
13042 - Illustrator II	18.46
13043 - Illustrator III	22.59
13047 - Librarian	20.44
13050 - Library Aide/Clerk	11.87
13054 - Library Information Technology Systems Administrator	18.46
13058 - Library Technician	14.45
13061 - Media Specialist I	13.48
13062 - Media Specialist II	14.90
13063 - Media Specialist III	16.62
13071 - Photographer I	13.62
13072 - Photographer II	15.24
13073 - Photographer III	18.89

13074 - Photographer IV		23.10
13075 - Photographer V		27.95
13110 - Video Teleconference Technician		12.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		27.41
15060 - Educational Technologist		21.32
15070 - Flight Instructor (Pilot)		43.93
15080 - Graphic Artist		19.72
15090 - Technical Instructor		16.17
15095 - Technical Instructor/Course Developer		19.78
15110 - Test Proctor		13.05
15120 - Tutor		13.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.39
19040 - Tool And Die Maker		21.28
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.05
21030 - Material Coordinator		16.30
21040 - Material Expediter		16.30
21050 - Material Handling Laborer		12.78
21071 - Order Filler		10.24
21080 - Production Line Worker (Food Processing)		13.05
21110 - Shipping Packer		13.77
21130 - Shipping/Receiving Clerk		13.77
21140 - Store Worker I		10.81
21150 - Stock Clerk		14.18
21210 - Tools And Parts Attendant		13.05
21410 - Warehouse Specialist		13.05
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.49
23021 - Aircraft Mechanic I		22.32
23022 - Aircraft Mechanic II		23.49
23023 - Aircraft Mechanic III		24.65

23040 - Aircraft Mechanic Helper	16.45
23050 - Aircraft, Painter	20.42
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.01
23110 - Appliance Mechanic	17.39
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	26.24
23130 - Carpenter, Maintenance	16.26
23140 - Carpet Layer	16.36
23160 - Electrician, Maintenance	19.32
23181 - Electronics Technician Maintenance I	21.42
23182 - Electronics Technician Maintenance II	22.77
23183 - Electronics Technician Maintenance III	24.09
23260 - Fabric Worker	15.35
23290 - Fire Alarm System Mechanic	18.40
23310 - Fire Extinguisher Repairer	14.37
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	14.05
23380 - Ground Support Equipment Mechanic	22.32
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.01
23391 - Gunsmith I	14.37
23392 - Gunsmith II	16.36
23393 - Gunsmith III	18.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	18.89
23440 - Heavy Equipment Operator	17.74
23460 - Instrument Mechanic	18.40
23465 - Laboratory/Shelter Mechanic	17.39
23470 - Laborer	10.91
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	18.38
23550 - Machinist, Maintenance	15.88
23580 - Maintenance Trades Helper	13.40
23591 - Metrology Technician I	18.40
23592 - Metrology Technician II	19.36
23593 - Metrology Technician III	20.32
23640 - Millwright	18.40
23710 - Office Appliance Repairer	18.83
23760 - Painter, Maintenance	15.16
23790 - Pipefitter, Maintenance	20.76
23810 - Plumber, Maintenance	18.51
23820 - Pneudraulic Systems Mechanic	18.40
23850 - Rigger	18.40
23870 - Scale Mechanic	16.36
23890 - Sheet-Metal Worker, Maintenance	16.26
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	22.70
23932 - Telecommunications Mechanic II	23.89
23950 - Telephone Lineman	18.40
23960 - Welder, Combination, Maintenance	15.88
23965 - Well Driller	18.40
23970 - Woodcraft Worker	18.40
23980 - Woodworker	13.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.38
24580 - Child Care Center Clerk	10.87
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services	11.42

Coordinator	
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.50
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	20.50
25190 - Ventilation Equipment Tender	14.78
25210 - Water Treatment Plant Operator	20.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.98
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	15.42
27010 - Court Security Officer	15.42
27030 - Detection Dog Handler	13.98
27040 - Detention Officer	15.42
27070 - Firefighter	15.42
27101 - Guard I	11.98
27102 - Guard II	13.98
27131 - Police Officer I	18.52
27132 - Police Officer II	20.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.14
28042 - Carnival Equipment Repairer	10.84
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.77
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.40
28510 - Recreation Aide/Health Facility Attendant	11.24
28515 - Recreation Specialist	16.08
28630 - Sports Official	12.27
28690 - Swimming Pool Operator	15.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.90
29020 - Hatch Tender	16.90
29030 - Line Handler	16.90
29041 - Stevedore I	15.50
29042 - Stevedore II	17.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	17.87
30023 - Archeological Technician III	22.15
30030 - Cartographic Technician	22.15
30040 - Civil Engineering Technician	17.93
30061 - Drafter/CAD Operator I	15.98
30062 - Drafter/CAD Operator II	17.87
30063 - Drafter/CAD Operator III	19.93
30064 - Drafter/CAD Operator IV	24.52
30081 - Engineering Technician I	13.24
30082 - Engineering Technician II	14.86
30083 - Engineering Technician III	16.62
30084 - Engineering Technician IV	20.60
30085 - Engineering Technician V	25.42
30086 - Engineering Technician VI	30.48
30090 - Environmental Technician	22.15
30210 - Laboratory Technician	19.93
30240 - Mathematical Technician	22.15
30361 - Paralegal/Legal Assistant I	17.67
30362 - Paralegal/Legal Assistant II	21.88
30363 - Paralegal/Legal Assistant III	26.76
30364 - Paralegal/Legal Assistant IV	32.38

30390 - Photo-Optics Technician		22.15
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.93
30621 - Weather Observer, Senior	(see 2)	22.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.45
31030 - Bus Driver		13.99
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.74
31290 - Shuttle Bus Driver		14.08
31310 - Taxi Driver		9.95
31361 - Truckdriver, Light		14.08
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		16.68
31364 - Truckdriver, Tractor-Trailer		16.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03
99050 - Desk Clerk		8.97
99095 - Embalmer		25.11
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		25.11
99410 - Pest Controller		17.77
99510 - Photofinishing Worker		12.22
99710 - Recycling Laborer		13.38
99711 - Recycling Specialist		15.63
99730 - Refuse Collector		12.24
99810 - Sales Clerk		11.66
99820 - School Crossing Guard		11.94
99830 - Survey Party Chief		16.62
99831 - Surveying Aide		10.95
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		13.65
99841 - Vending Machine Repairer		16.31
99842 - Vending Machine Repairer Helper		13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-3026 Revision No.: 16

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.91
01012 - Accounting Clerk II		13.36
01013 - Accounting Clerk III		14.94
01020 - Administrative Assistant		18.59
01040 - Court Reporter		13.20
01051 - Data Entry Operator I		10.98
01052 - Data Entry Operator II		11.98
01060 - Dispatcher, Motor Vehicle		15.94
01070 - Document Preparation Clerk		11.50
01090 - Duplicating Machine Operator		11.50
01111 - General Clerk I		10.51
01112 - General Clerk II		11.47
01113 - General Clerk III		12.87
01120 - Housing Referral Assistant		15.18
01141 - Messenger Courier		10.13
01191 - Order Clerk I		11.87
01192 - Order Clerk II		12.95
01261 - Personnel Assistant (Employment) I		12.36
01262 - Personnel Assistant (Employment) II		13.82
01263 - Personnel Assistant (Employment) III		15.41
01270 - Production Control Clerk		16.30
01280 - Receptionist		11.00
01290 - Rental Clerk		10.16
01300 - Scheduler, Maintenance		11.80
01311 - Secretary I		11.80
01312 - Secretary II		13.20
01313 - Secretary III		15.18
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		18.59
01420 - Survey Worker		12.35
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		10.52
01612 - Word Processor II		11.80
01613 - Word Processor III		13.20
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.11
05010 - Automotive Electrician		16.33
05040 - Automotive Glass Installer		15.56
05070 - Automotive Worker		15.56
05110 - Mobile Equipment Servicer		13.96
05130 - Motor Equipment Metal Mechanic		17.11
05160 - Motor Equipment Metal Worker		15.56

05190 - Motor Vehicle Mechanic	17.11
05220 - Motor Vehicle Mechanic Helper	13.20
05250 - Motor Vehicle Upholstery Worker	14.76
05280 - Motor Vehicle Wrecker	15.56
05310 - Painter, Automotive	16.33
05340 - Radiator Repair Specialist	15.56
05370 - Tire Repairer	10.36
05400 - Transmission Repair Specialist	17.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.87
07042 - Cook II	12.08
07070 - Dishwasher	8.40
07130 - Food Service Worker	8.96
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	7.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	10.27
09080 - Furniture Refinisher	15.16
09090 - Furniture Refinisher Helper	12.03
09110 - Furniture Repairer, Minor	13.64
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	9.27
11090 - Gardener	14.63
11122 - Housekeeping Aide	10.20
11150 - Janitor	10.21
11210 - Laborer, Grounds Maintenance	11.68
11240 - Maid or Houseman	9.42
11260 - Pruner	10.68
11270 - Tractor Operator	13.65
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	11.17
12000 - Health Occupations	
12010 - Ambulance Driver	14.37
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	17.53
12015 - Certified Physical Therapist Assistant	14.56
12020 - Dental Assistant	15.38
12025 - Dental Hygienist	29.52
12030 - EKG Technician	23.93
12035 - Electroneurodiagnostic Technologist	23.93
12040 - Emergency Medical Technician	14.37
12071 - Licensed Practical Nurse I	12.85
12072 - Licensed Practical Nurse II	14.37
12073 - Licensed Practical Nurse III	16.03
12100 - Medical Assistant	12.43
12130 - Medical Laboratory Technician	15.01
12160 - Medical Record Clerk	12.86
12190 - Medical Record Technician	16.23
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	26.56
12221 - Nursing Assistant I	10.10
12222 - Nursing Assistant II	11.35
12223 - Nursing Assistant III	12.39
12224 - Nursing Assistant IV	13.90
12235 - Optical Dispenser	14.85
12236 - Optical Technician	12.83
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	22.95

12311 - Registered Nurse I	21.44
12312 - Registered Nurse II	26.23
12313 - Registered Nurse II, Specialist	26.23
12314 - Registered Nurse III	31.73
12315 - Registered Nurse III, Anesthetist	31.73
12316 - Registered Nurse IV	38.03
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.11
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.89
13041 - Illustrator I	14.90
13042 - Illustrator II	18.46
13043 - Illustrator III	22.59
13047 - Librarian	20.44
13050 - Library Aide/Clerk	11.87
13054 - Library Information Technology Systems Administrator	18.46
13058 - Library Technician	14.45
13061 - Media Specialist I	13.48
13062 - Media Specialist II	14.90
13063 - Media Specialist III	16.62
13071 - Photographer I	13.62
13072 - Photographer II	15.24
13073 - Photographer III	18.89
13074 - Photographer IV	23.10
13075 - Photographer V	27.95
13110 - Video Teleconference Technician	12.54
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.10
14042 - Computer Operator II	15.85
14043 - Computer Operator III	17.59
14044 - Computer Operator IV	19.49
14045 - Computer Operator V	21.71
14071 - Computer Programmer I	19.46
14072 - Computer Programmer II	24.12
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.51
14160 - Personal Computer Support Technician	22.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.93
15020 - Aircrew Training Devices Instructor (Rated)	37.42
15030 - Air Crew Training Devices Instructor (Pilot)	43.93
15050 - Computer Based Training Specialist / Instructor	27.41
15060 - Educational Technologist	21.32
15070 - Flight Instructor (Pilot)	43.93
15080 - Graphic Artist	19.72
15090 - Technical Instructor	16.17
15095 - Technical Instructor/Course Developer	19.78
15110 - Test Proctor	13.05
15120 - Tutor	13.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.03
16030 - Counter Attendant	9.03
16040 - Dry Cleaner	10.82
16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03

16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.39
19040 - Tool And Die Maker	21.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.05
21030 - Material Coordinator	16.30
21040 - Material Expediter	16.30
21050 - Material Handling Laborer	12.78
21071 - Order Filler	10.24
21080 - Production Line Worker (Food Processing)	13.05
21110 - Shipping Packer	13.77
21130 - Shipping/Receiving Clerk	13.77
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.18
21210 - Tools And Parts Attendant	13.05
21410 - Warehouse Specialist	13.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.49
23021 - Aircraft Mechanic I	22.32
23022 - Aircraft Mechanic II	23.49
23023 - Aircraft Mechanic III	24.65
23040 - Aircraft Mechanic Helper	16.45
23050 - Aircraft, Painter	20.42
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.01
23110 - Appliance Mechanic	17.39
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	26.24
23130 - Carpenter, Maintenance	16.26
23140 - Carpet Layer	16.36
23160 - Electrician, Maintenance	19.32
23181 - Electronics Technician Maintenance I	21.42
23182 - Electronics Technician Maintenance II	22.77
23183 - Electronics Technician Maintenance III	24.09
23260 - Fabric Worker	15.35
23290 - Fire Alarm System Mechanic	18.40
23310 - Fire Extinguisher Repairer	14.37
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	14.05
23380 - Ground Support Equipment Mechanic	22.32
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.01
23391 - Gunsmith I	14.37
23392 - Gunsmith II	16.36
23393 - Gunsmith III	18.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	18.89
23440 - Heavy Equipment Operator	17.74
23460 - Instrument Mechanic	18.40
23465 - Laboratory/Shelter Mechanic	17.39
23470 - Laborer	10.91
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	18.38
23550 - Machinist, Maintenance	15.88
23580 - Maintenance Trades Helper	13.40

23591 - Metrology Technician I	18.40
23592 - Metrology Technician II	19.36
23593 - Metrology Technician III	20.32
23640 - Millwright	18.40
23710 - Office Appliance Repairer	18.83
23760 - Painter, Maintenance	15.16
23790 - Pipefitter, Maintenance	20.76
23810 - Plumber, Maintenance	18.51
23820 - Pneudraulic Systems Mechanic	18.40
23850 - Rigger	18.40
23870 - Scale Mechanic	16.36
23890 - Sheet-Metal Worker, Maintenance	16.26
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	22.70
23932 - Telecommunications Mechanic II	23.89
23950 - Telephone Lineman	18.40
23960 - Welder, Combination, Maintenance	15.88
23965 - Well Driller	18.40
23970 - Woodcraft Worker	18.40
23980 - Woodworker	13.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.38
24580 - Child Care Center Clerk	10.87
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	11.42
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.50
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	20.50
25190 - Ventilation Equipment Tender	14.78
25210 - Water Treatment Plant Operator	20.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.98
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	15.42
27010 - Court Security Officer	15.42
27030 - Detection Dog Handler	13.98
27040 - Detention Officer	15.42
27070 - Firefighter	15.42
27101 - Guard I	11.98
27102 - Guard II	13.98
27131 - Police Officer I	18.52
27132 - Police Officer II	20.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.14
28042 - Carnival Equipment Repairer	10.84
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.77
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.40
28510 - Recreation Aide/Health Facility Attendant	11.24
28515 - Recreation Specialist	16.08
28630 - Sports Official	12.27
28690 - Swimming Pool Operator	15.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.90
29020 - Hatch Tender	16.90
29030 - Line Handler	16.90
29041 - Stevedore I	15.50
29042 - Stevedore II	17.98
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		17.87
30023 - Archeological Technician III		22.15
30030 - Cartographic Technician		22.15
30040 - Civil Engineering Technician		17.93
30061 - Drafter/CAD Operator I		15.98
30062 - Drafter/CAD Operator II		17.87
30063 - Drafter/CAD Operator III		19.93
30064 - Drafter/CAD Operator IV		24.52
30081 - Engineering Technician I		13.24
30082 - Engineering Technician II		14.86
30083 - Engineering Technician III		16.62
30084 - Engineering Technician IV		20.60
30085 - Engineering Technician V		25.42
30086 - Engineering Technician VI		30.48
30090 - Environmental Technician		22.15
30210 - Laboratory Technician		19.93
30240 - Mathematical Technician		22.15
30361 - Paralegal/Legal Assistant I		17.67
30362 - Paralegal/Legal Assistant II		21.88
30363 - Paralegal/Legal Assistant III		26.76
30364 - Paralegal/Legal Assistant IV		32.38
30390 - Photo-Optics Technician		22.15
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	19.93
30621 - Weather Observer, Senior	(see 1)	22.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.45
31030 - Bus Driver		13.99
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.74
31290 - Shuttle Bus Driver		14.08
31310 - Taxi Driver		9.95
31361 - Truckdriver, Light		14.08
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		16.68
31364 - Truckdriver, Tractor-Trailer		16.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03
99050 - Desk Clerk		8.97
99095 - Embalmer		25.11
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		25.11
99410 - Pest Controller		17.77
99510 - Photofinishing Worker		12.22
99710 - Recycling Laborer		13.38
99711 - Recycling Specialist		15.63
99730 - Refuse Collector		12.24
99810 - Sales Clerk		11.66
99820 - School Crossing Guard		11.94
99830 - Survey Party Chief		16.62

99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.65
99841 - Vending Machine Repairer	16.31
99842 - Vending Machine Repairer Helper	13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3027 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89

01020 - Administrative Assistant	30.93
01040 - Court Reporter	21.64
01051 - Data Entry Operator I	14.71
01052 - Data Entry Operator II	16.05
01060 - Dispatcher, Motor Vehicle	25.79
01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	19.01
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.92
01191 - Order Clerk I	17.52
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	12.29
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.12
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.38
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter, Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	15.73
07042 - Cook II	16.80
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.33
07210 - Meat Cutter	19.45
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09080 - Furniture Refinisher	20.20
09090 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer, Minor	18.97

09130 - Upholsterer	21.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.59
11060 - Elevator Operator	11.59
11090 - Gardener	17.87
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.57
12000 - Health Occupations	
12010 - Ambulance Driver	23.13
12011 - Breath Alcohol Technician	23.13
12012 - Certified Occupational Therapist Assistant	24.05
12015 - Certified Physical Therapist Assistant	22.00
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	34.57
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	23.13
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	16.81
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.49
12210 - Nuclear Medicine Technologist	36.01
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	23.68
12236 - Optical Technician	17.73
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.35
13012 - Exhibits Specialist II	32.65
13013 - Exhibits Specialist III	40.66
13041 - Illustrator I	28.07
13042 - Illustrator II	35.08
13043 - Illustrator III	44.73
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.01
13062 - Media Specialist II	25.63
13063 - Media Specialist III	28.45

13071 - Photographer I		18.78
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		20.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.92
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.19
15110 - Test Proctor		21.25
15120 - Tutor		21.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		12.33
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		13.12
16220 - Tailor		14.02
16250 - Washer, Machine		10.62
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.09
19040 - Tool And Die Maker		26.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		16.25
21071 - Order Filler		14.53
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		14.50
21150 - Stock Clerk		17.54
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.37

23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft, Painter	25.52
23060 - Aircraft Servicer	25.77
23080 - Aircraft Worker	26.54
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	35.32
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	23.07
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	22.15
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	22.87
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	26.18
23312 - Fuel Distribution System Operator	24.62
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.05
23393 - Gunsmith III	25.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.67
23430 - Heavy Equipment Mechanic	25.29
23440 - Heavy Equipment Operator	27.59
23460 - Instrument Mechanic	25.36
23465 - Laboratory/Shelter Mechanic	24.82
23470 - Laborer	12.96
23510 - Locksmith	25.01
23530 - Machinery Maintenance Mechanic	23.89
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	25.36
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	23.58
23710 - Office Appliance Repairer	21.39
23760 - Painter, Maintenance	25.03
23790 - Pipefitter, Maintenance	29.16
23810 - Plumber, Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	25.59
23850 - Rigger	25.52
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker, Maintenance	24.10
23910 - Small Engine Mechanic	19.54
23931 - Telecommunications Mechanic I	27.95
23932 - Telecommunications Mechanic II	28.88
23950 - Telephone Lineman	28.50
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	20.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75

24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	22.25
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	25.92
25210 - Water Treatment Plant Operator	25.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.48
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.18
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	15.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.15
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	20.29
30022 - Archeological Technician II	22.42
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	25.11
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.42
30063 - Drafter/CAD Operator III	24.89
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.34
30090 - Environmental Technician	23.43
30210 - Laboratory Technician	22.20
30240 - Mathematical Technician	27.27
30361 - Paralegal/Legal Assistant I	23.36

30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		25.57
30462 - Technical Writer II		31.26
30463 - Technical Writer III		37.86
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.58
31030 - Bus Driver		19.89
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		14.44
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		12.50
99095 - Embalmer		30.71
99251 - Laboratory Animal Caretaker I		14.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		37.16
99410 - Pest Controller		16.68
99510 - Photofinishing Worker		14.75
99710 - Recycling Laborer		19.55
99711 - Recycling Specialist		21.46
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.73
99820 - School Crossing Guard		13.75
99830 - Survey Party Chief		24.88
99831 - Surveying Aide		17.10
99832 - Surveying Technician		22.59
99840 - Vending Machine Attendant		16.54
99841 - Vending Machine Repairer		18.62
99842 - Vending Machine Repairer Helper		16.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3028 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		17.52
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		12.29
01532 - Travel Clerk II		13.39
01533 - Travel Clerk III		14.12
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.38
05010 - Automotive Electrician		29.52
05040 - Automotive Glass Installer		28.55
05070 - Automotive Worker		28.55
05110 - Mobile Equipment Servicer		26.80
05130 - Motor Equipment Metal Mechanic		30.34
05160 - Motor Equipment Metal Worker		28.55
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		25.82
05250 - Motor Vehicle Upholstery Worker		27.72
05280 - Motor Vehicle Wrecker		28.55
05310 - Painter, Automotive		28.79
05340 - Radiator Repair Specialist		26.95

05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	15.73
07042 - Cook II	16.80
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.33
07210 - Meat Cutter	19.45
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09080 - Furniture Refinisher	20.20
09090 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	21.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.59
11060 - Elevator Operator	11.59
11090 - Gardener	17.87
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.57
12000 - Health Occupations	
12010 - Ambulance Driver	23.13
12011 - Breath Alcohol Technician	23.13
12012 - Certified Occupational Therapist Assistant	24.05
12015 - Certified Physical Therapist Assistant	22.00
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	34.57
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	23.13
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	16.81
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.49
12210 - Nuclear Medicine Technologist	36.01
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	23.68
12236 - Optical Technician	17.73
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.20

12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		18.78
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		20.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.92
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.19
15110 - Test Proctor		21.25
15120 - Tutor		21.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		12.33
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		13.12
16220 - Tailor		14.02
16250 - Washer, Machine		10.62
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.09

19040 - Tool And Die Maker	26.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft, Painter	25.52
23060 - Aircraft Servicer	25.77
23080 - Aircraft Worker	26.54
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	35.32
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	23.07
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	22.15
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	22.87
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	26.18
23312 - Fuel Distribution System Operator	24.62
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.05
23393 - Gunsmith III	25.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.67
23430 - Heavy Equipment Mechanic	25.29
23440 - Heavy Equipment Operator	27.59
23460 - Instrument Mechanic	25.36
23465 - Laboratory/Shelter Mechanic	24.82
23470 - Laborer	12.96
23510 - Locksmith	25.01
23530 - Machinery Maintenance Mechanic	23.89
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	25.36
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	23.58
23710 - Office Appliance Repairer	21.39
23760 - Painter, Maintenance	25.03

23790 - Pipefitter, Maintenance	29.16
23810 - Plumber, Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	25.59
23850 - Rigger	25.52
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker, Maintenance	24.10
23910 - Small Engine Mechanic	19.54
23931 - Telecommunications Mechanic I	27.95
23932 - Telecommunications Mechanic II	28.88
23950 - Telephone Lineman	28.50
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	20.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	22.25
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	25.92
25210 - Water Treatment Plant Operator	25.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.48
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.18
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	15.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.15
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	20.29
30022 - Archeological Technician II	22.42
30023 - Archeological Technician III	27.27

30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		25.11
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.42
30063 - Drafter/CAD Operator III		24.89
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.34
30090 - Environmental Technician		23.43
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		27.27
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		25.57
30462 - Technical Writer II		31.26
30463 - Technical Writer III		37.86
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.58
31030 - Bus Driver		19.89
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		14.44
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		12.50
99095 - Embalmer		30.71
99251 - Laboratory Animal Caretaker I		14.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		37.16
99410 - Pest Controller		16.68
99510 - Photofinishing Worker		14.75
99710 - Recycling Laborer		19.55
99711 - Recycling Specialist		21.46
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.73
99820 - School Crossing Guard		13.75
99830 - Survey Party Chief		24.88
99831 - Surveying Aide		17.10
99832 - Surveying Technician		22.59
99840 - Vending Machine Attendant		16.54
99841 - Vending Machine Repairer		18.62
99842 - Vending Machine Repairer Helper		16.54

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on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3029 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.13
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.48
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27

01060 - Dispatcher, Motor Vehicle	18.43
01070 - Document Preparation Clerk	13.83
01090 - Duplicating Machine Operator	13.83
01111 - General Clerk I	12.51
01112 - General Clerk II	13.65
01113 - General Clerk III	15.32
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	10.73
01191 - Order Clerk I	13.34
01192 - Order Clerk II	14.56
01261 - Personnel Assistant (Employment) I	15.50
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.25
01270 - Production Control Clerk	20.25
01280 - Receptionist	12.80
01290 - Rental Clerk	14.60
01300 - Scheduler, Maintenance	15.97
01311 - Secretary I	15.97
01312 - Secretary II	17.85
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	14.77
01410 - Supply Technician	20.90
01420 - Survey Worker	17.89
01531 - Travel Clerk I	13.05
01532 - Travel Clerk II	14.18
01533 - Travel Clerk III	15.34
01611 - Word Processor I	12.97
01612 - Word Processor II	14.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.64
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.84
05070 - Automotive Worker	19.84
05110 - Mobile Equipment Servicer	18.24
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.84
05190 - Motor Vehicle Mechanic	22.59
05220 - Motor Vehicle Mechanic Helper	17.48
05250 - Motor Vehicle Upholstery Worker	19.06
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter, Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.21
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	14.44
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	15.89
09110 - Furniture Repairer, Minor	17.58
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.21
11060 - Elevator Operator	14.00

11090 - Gardener	15.45
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	11.47
11260 - Pruner	12.52
11270 - Tractor Operator	15.20
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.17
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.48
12224 - Nursing Assistant IV	14.00
12235 - Optical Dispenser	16.13
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	22.75
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II, Specialist	28.48
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III, Anesthetist	34.45
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	12.57
13054 - Library Information Technology Systems Administrator	24.16
13058 - Library Technician	14.65
13061 - Media Specialist I	17.43
13062 - Media Specialist II	19.50
13063 - Media Specialist III	21.75
13071 - Photographer I	16.13
13072 - Photographer II	18.46
13073 - Photographer III	22.04
13074 - Photographer IV	26.31

13075 - Photographer V		31.63
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		25.50
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.06
21030 - Material Coordinator		22.09
21040 - Material Expediter		22.09
21050 - Material Handling Laborer		14.86
21071 - Order Filler		13.87
21080 - Production Line Worker (Food Processing)		19.79
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		14.30
21140 - Store Worker I		14.24
21150 - Stock Clerk		17.52
21210 - Tools And Parts Attendant		17.80
21410 - Warehouse Specialist		19.79
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.62
23021 - Aircraft Mechanic I		23.56
23022 - Aircraft Mechanic II		24.62
23023 - Aircraft Mechanic III		25.70
23040 - Aircraft Mechanic Helper		18.93

23050 - Aircraft, Painter	26.83
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.45
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.43
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.08
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	14.27

24630 - Homemaker	16.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.25
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.25
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.12
28042 - Carnival Equipment Repairer	14.73
28043 - Carnival Equpment Worker	12.21
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	19.49
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.62
29042 - Stevedore II	27.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.11
30022 - Archeological Technician II	21.38
30023 - Archeological Technician III	25.30
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	23.55
30061 - Drafter/CAD Operator I	19.11
30062 - Drafter/CAD Operator II	21.38
30063 - Drafter/CAD Operator III	23.84
30064 - Drafter/CAD Operator IV	28.82
30081 - Engineering Technician I	16.30
30082 - Engineering Technician II	18.29
30083 - Engineering Technician III	20.46
30084 - Engineering Technician IV	25.37
30085 - Engineering Technician V	31.05
30086 - Engineering Technician VI	37.54
30090 - Environmental Technician	23.31
30210 - Laboratory Technician	21.29
30240 - Mathematical Technician	26.02
30361 - Paralegal/Legal Assistant I	18.94
30362 - Paralegal/Legal Assistant II	23.45
30363 - Paralegal/Legal Assistant III	28.69
30364 - Paralegal/Legal Assistant IV	34.72
30390 - Photo-Optics Technician	26.02

30461 - Technical Writer I		21.09
30462 - Technical Writer II		25.78
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.86
31030 - Bus Driver		18.85
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		11.95
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		13.81
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		19.60
31364 - Truckdriver, Tractor-Trailer		20.50
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		10.54
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.19
99310 - Mortician		25.86
99410 - Pest Controller		19.93
99510 - Photofinishing Worker		14.20
99710 - Recycling Laborer		18.46
99711 - Recycling Specialist		20.93
99730 - Refuse Collector		17.23
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		12.31
99830 - Survey Party Chief		20.48
99831 - Surveying Aide		11.30
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.34
99841 - Vending Machine Repairer		18.40
99842 - Vending Machine Repairer Helper		14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

    (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

    (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-3030

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.13
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.48
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.32
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		10.73
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant (Employment) I		15.50
01262 - Personnel Assistant (Employment) II		18.43
01263 - Personnel Assistant (Employment) III		20.25
01270 - Production Control Clerk		20.25
01280 - Receptionist		12.80
01290 - Rental Clerk		14.60
01300 - Scheduler, Maintenance		15.97
01311 - Secretary I		15.97
01312 - Secretary II		17.85
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.77
01410 - Supply Technician		20.90
01420 - Survey Worker		17.89
01531 - Travel Clerk I		13.05
01532 - Travel Clerk II		14.18
01533 - Travel Clerk III		15.34
01611 - Word Processor I		12.97
01612 - Word Processor II		14.60
01613 - Word Processor III		18.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.64
05010 - Automotive Electrician		20.63
05040 - Automotive Glass Installer		19.84
05070 - Automotive Worker		19.84
05110 - Mobile Equipment Servicer		18.24
05130 - Motor Equipment Metal Mechanic		21.75
05160 - Motor Equipment Metal Worker		19.84
05190 - Motor Vehicle Mechanic		22.59
05220 - Motor Vehicle Mechanic Helper		17.48
05250 - Motor Vehicle Upholstery Worker		19.06
05280 - Motor Vehicle Wrecker		19.84

05310 - Painter, Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.21
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	14.44
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	15.89
09110 - Furniture Repairer, Minor	17.58
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.21
11060 - Elevator Operator	14.00
11090 - Gardener	15.45
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	11.47
11260 - Pruner	12.52
11270 - Tractor Operator	15.20
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.17
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.48
12224 - Nursing Assistant IV	14.00
12235 - Optical Dispenser	16.13
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	22.75
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II, Specialist	28.48
12314 - Registered Nurse III	34.45

12315 - Registered Nurse III, Anesthetist		34.45
12316 - Registered Nurse IV		41.29
12317 - Scheduler (Drug and Alcohol Testing)		21.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		14.65
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.13
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.06
21030 - Material Coordinator	22.09
21040 - Material Expediter	22.09
21050 - Material Handling Laborer	14.86
21071 - Order Filler	13.87
21080 - Production Line Worker (Food Processing)	19.79
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	14.30
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.62
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft, Painter	26.83
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.45
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.43
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77

23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.08
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	16.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.25
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.25
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.12
28042 - Carnival Equipment Repairer	14.73
28043 - Carnival Equpment Worker	12.21
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	19.49
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.62
29042 - Stevedore II	27.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.11

30022 - Archeological Technician II		21.38
30023 - Archeological Technician III		25.30
30030 - Cartographic Technician		26.01
30040 - Civil Engineering Technician		23.55
30061 - Drafter/CAD Operator I		19.11
30062 - Drafter/CAD Operator II		21.38
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		28.82
30081 - Engineering Technician I		16.30
30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.31
30210 - Laboratory Technician		21.29
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		18.94
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant III		28.69
30364 - Paralegal/Legal Assistant IV		34.72
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		21.09
30462 - Technical Writer II		25.78
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.86
31030 - Bus Driver		18.85
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		11.95
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		13.81
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		19.60
31364 - Truckdriver, Tractor-Trailer		20.50
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		10.54
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.19
99310 - Mortician		25.86
99410 - Pest Controller		19.93
99510 - Photofinishing Worker		14.20
99710 - Recycling Laborer		18.46
99711 - Recycling Specialist		20.93
99730 - Refuse Collector		17.23
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		12.31
99830 - Survey Party Chief		20.48
99831 - Surveying Aide		11.30
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.34
99841 - Vending Machine Repairer		18.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3031 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.63
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.06
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.32
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		10.73
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant (Employment) I		15.50
01262 - Personnel Assistant (Employment) II		18.43
01263 - Personnel Assistant (Employment) III		20.25
01270 - Production Control Clerk		20.25
01280 - Receptionist		12.80
01290 - Rental Clerk		14.60

01300 - Scheduler, Maintenance	15.97
01311 - Secretary I	15.97
01312 - Secretary II	17.85
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	14.77
01410 - Supply Technician	20.90
01420 - Survey Worker	17.89
01531 - Travel Clerk I	13.05
01532 - Travel Clerk II	14.18
01533 - Travel Clerk III	15.34
01611 - Word Processor I	12.97
01612 - Word Processor II	14.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.64
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	20.44
05110 - Mobile Equipment Servicer	19.14
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	20.44
05190 - Motor Vehicle Mechanic	21.75
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	19.79
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter, Automotive	23.21
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	21.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.43
07041 - Cook I	13.57
07042 - Cook II	14.43
07070 - Dishwasher	11.00
07130 - Food Service Worker	11.00
07210 - Meat Cutter	14.43
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	15.66
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	16.81
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	13.92
11090 - Gardener	14.85
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	9.91
11260 - Pruner	12.52
11270 - Tractor Operator	14.81
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88

12030 - EKG Technician		26.59
12035 - Electroneurodiagnostic Technologist		26.59
12040 - Emergency Medical Technician		17.41
12071 - Licensed Practical Nurse I		15.67
12072 - Licensed Practical Nurse II		17.54
12073 - Licensed Practical Nurse III		19.56
12100 - Medical Assistant		13.92
12130 - Medical Laboratory Technician		18.94
12160 - Medical Record Clerk		12.53
12190 - Medical Record Technician		14.02
12195 - Medical Transcriptionist		14.46
12210 - Nuclear Medicine Technologist		30.60
12221 - Nursing Assistant I		10.17
12222 - Nursing Assistant II		11.44
12223 - Nursing Assistant III		12.48
12224 - Nursing Assistant IV		14.00
12235 - Optical Dispenser		16.13
12236 - Optical Technician		15.60
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		14.00
12305 - Radiologic Technologist		22.75
12311 - Registered Nurse I		23.88
12312 - Registered Nurse II		28.48
12313 - Registered Nurse II, Specialist		28.48
12314 - Registered Nurse III		34.45
12315 - Registered Nurse III, Anesthetist		34.45
12316 - Registered Nurse IV		41.29
12317 - Scheduler (Drug and Alcohol Testing)		21.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		15.73
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.13
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22

14160 - Personal Computer Support Technician	22.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.21
15020 - Aircrew Training Devices Instructor (Rated)	40.15
15030 - Air Crew Training Devices Instructor (Pilot)	45.01
15050 - Computer Based Training Specialist / Instructor	33.21
15060 - Educational Technologist	30.30
15070 - Flight Instructor (Pilot)	45.01
15080 - Graphic Artist	23.15
15090 - Technical Instructor	20.43
15095 - Technical Instructor/Course Developer	24.99
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	13.60
16070 - Finisher, Flatwork, Machine	10.07
16090 - Presser, Hand	10.07
16110 - Presser, Machine, Drycleaning	10.07
16130 - Presser, Machine, Shirts	10.07
16160 - Presser, Machine, Wearing Apparel, Laundry	10.07
16190 - Sewing Machine Operator	14.81
16220 - Tailor	15.96
16250 - Washer, Machine	11.23
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.06
21030 - Material Coordinator	22.09
21040 - Material Expediter	22.09
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.12
21080 - Production Line Worker (Food Processing)	17.06
21110 - Shipping Packer	15.66
21130 - Shipping/Receiving Clerk	15.66
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.06
21410 - Warehouse Specialist	17.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.62
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft, Painter	27.46
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.54
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42

23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.21
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.40
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.35
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.41
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.04
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52

27102 - Guard II		17.04
27131 - Police Officer I		25.86
27132 - Police Officer II		28.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.56
28042 - Carnival Equipment Repairer		11.99
28043 - Carnival Equpment Worker		10.00
28210 - Gate Attendant/Gate Tender		14.06
28310 - Lifeguard		12.53
28350 - Park Attendant (Aide)		15.73
28510 - Recreation Aide/Health Facility Attendant		11.48
28515 - Recreation Specialist		15.94
28630 - Sports Official		12.53
28690 - Swimming Pool Operator		16.73
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.92
29020 - Hatch Tender		25.92
29030 - Line Handler		25.92
29041 - Stevedore I		24.62
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		19.11
30022 - Archeological Technician II		21.38
30023 - Archeological Technician III		25.30
30030 - Cartographic Technician		26.01
30040 - Civil Engineering Technician		23.55
30061 - Drafter/CAD Operator I		19.11
30062 - Drafter/CAD Operator II		21.38
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		28.82
30081 - Engineering Technician I		16.30
30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.31
30210 - Laboratory Technician		21.29
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		18.94
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant III		28.69
30364 - Paralegal/Legal Assistant IV		34.72
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		21.09
30462 - Technical Writer II		25.78
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.87
31030 - Bus Driver		19.37
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		12.44

31290 - Shuttle Bus Driver	17.36
31310 - Taxi Driver	14.06
31361 - Truckdriver, Light	17.36
31362 - Truckdriver, Medium	17.61
31363 - Truckdriver, Heavy	18.61
31364 - Truckdriver, Tractor-Trailer	18.61
99000 - Miscellaneous Occupations	
99030 - Cashier	10.15
99050 - Desk Clerk	9.11
99095 - Embalmer	28.05
99251 - Laboratory Animal Caretaker I	12.14
99252 - Laboratory Animal Caretaker II	12.85
99310 - Mortician	28.05
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	12.87
99710 - Recycling Laborer	17.78
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	16.62
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	11.62
99830 - Survey Party Chief	21.40
99831 - Surveying Aide	11.11
99832 - Surveying Technician	17.01
99840 - Vending Machine Attendant	14.34
99841 - Vending Machine Repairer	18.40
99842 - Vending Machine Repairer Helper	14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3032 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.63
01012 - Accounting Clerk II		14.75

01013 - Accounting Clerk III	17.06
01020 - Administrative Assistant	20.90
01040 - Court Reporter	18.43
01051 - Data Entry Operator I	12.16
01052 - Data Entry Operator II	13.27
01060 - Dispatcher, Motor Vehicle	18.43
01070 - Document Preparation Clerk	13.83
01090 - Duplicating Machine Operator	13.83
01111 - General Clerk I	12.51
01112 - General Clerk II	13.65
01113 - General Clerk III	15.32
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	10.73
01191 - Order Clerk I	13.34
01192 - Order Clerk II	14.56
01261 - Personnel Assistant (Employment) I	15.50
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.25
01270 - Production Control Clerk	20.25
01280 - Receptionist	12.80
01290 - Rental Clerk	14.60
01300 - Scheduler, Maintenance	15.97
01311 - Secretary I	15.97
01312 - Secretary II	17.85
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	14.77
01410 - Supply Technician	20.90
01420 - Survey Worker	17.89
01531 - Travel Clerk I	13.05
01532 - Travel Clerk II	14.18
01533 - Travel Clerk III	15.34
01611 - Word Processor I	12.97
01612 - Word Processor II	14.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.64
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	20.44
05110 - Mobile Equipment Servicer	19.14
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	20.44
05190 - Motor Vehicle Mechanic	21.75
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	19.79
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter, Automotive	23.21
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	21.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.43
07041 - Cook I	13.57
07042 - Cook II	14.43
07070 - Dishwasher	11.00
07130 - Food Service Worker	11.00
07210 - Meat Cutter	14.43
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	15.66
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	16.81

09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	13.92
11090 - Gardener	14.85
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	9.91
11260 - Pruner	12.52
11270 - Tractor Operator	14.81
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	17.41
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.17
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.48
12224 - Nursing Assistant IV	14.00
12235 - Optical Dispenser	16.13
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.00
12305 - Radiologic Technologist	22.75
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II, Specialist	28.48
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III, Anesthetist	34.45
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	12.57
13054 - Library Information Technology Systems Administrator	24.16
13058 - Library Technician	15.73
13061 - Media Specialist I	17.43
13062 - Media Specialist II	19.50

13063 - Media Specialist III		21.75
13071 - Photographer I		16.13
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		25.50
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.06
21030 - Material Coordinator		22.09
21040 - Material Expediter		22.09
21050 - Material Handling Laborer		15.24
21071 - Order Filler		15.12
21080 - Production Line Worker (Food Processing)		17.06
21110 - Shipping Packer		15.66
21130 - Shipping/Receiving Clerk		15.66
21140 - Store Worker I		14.24
21150 - Stock Clerk		17.52
21210 - Tools And Parts Attendant		17.06
21410 - Warehouse Specialist		17.06
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	24.62
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft, Painter	27.46
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.54
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.21
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.40
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	11.35
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.41
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.04
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.04
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	10.00
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	15.94
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	16.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.62
29042 - Stevedore II	27.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.11
30022 - Archeological Technician II	21.38
30023 - Archeological Technician III	25.30
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	23.55
30061 - Drafter/CAD Operator I	19.11
30062 - Drafter/CAD Operator II	21.38
30063 - Drafter/CAD Operator III	23.84
30064 - Drafter/CAD Operator IV	28.82
30081 - Engineering Technician I	16.30
30082 - Engineering Technician II	18.29
30083 - Engineering Technician III	20.46
30084 - Engineering Technician IV	25.37
30085 - Engineering Technician V	31.05
30086 - Engineering Technician VI	37.54
30090 - Environmental Technician	23.31
30210 - Laboratory Technician	21.29
30240 - Mathematical Technician	26.02

30361 - Paralegal/Legal Assistant I		18.94
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant III		28.69
30364 - Paralegal/Legal Assistant IV		34.72
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		21.09
30462 - Technical Writer II		25.78
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.87
31030 - Bus Driver		19.37
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		12.44
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		14.06
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		18.61
31364 - Truckdriver, Tractor-Trailer		18.61
99000 - Miscellaneous Occupations		
99030 - Cashier		10.15
99050 - Desk Clerk		9.11
99095 - Embalmer		28.05
99251 - Laboratory Animal Caretaker I		12.14
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician		28.05
99410 - Pest Controller		19.93
99510 - Photofinishing Worker		12.87
99710 - Recycling Laborer		17.78
99711 - Recycling Specialist		20.18
99730 - Refuse Collector		16.62
99810 - Sales Clerk		11.36
99820 - School Crossing Guard		11.62
99830 - Survey Party Chief		21.40
99831 - Surveying Aide		11.11
99832 - Surveying Technician		17.01
99840 - Vending Machine Attendant		14.34
99841 - Vending Machine Repairer		18.40
99842 - Vending Machine Repairer Helper		14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-3033
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		17.64
01040 - Court Reporter		17.18
01051 - Data Entry Operator I		10.89
01052 - Data Entry Operator II		12.29
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		12.11
01090 - Duplicating Machine Operator		12.11
01111 - General Clerk I		11.37
01112 - General Clerk II		12.41
01113 - General Clerk III		13.92
01120 - Housing Referral Assistant		16.33
01141 - Messenger Courier		10.35
01191 - Order Clerk I		10.98
01192 - Order Clerk II		13.07
01261 - Personnel Assistant (Employment) I		14.24
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.77
01270 - Production Control Clerk		19.11
01280 - Receptionist		11.28
01290 - Rental Clerk		13.09
01300 - Scheduler, Maintenance		13.09
01311 - Secretary I		13.09
01312 - Secretary II		14.64
01313 - Secretary III		16.33
01320 - Service Order Dispatcher		12.45
01410 - Supply Technician		17.64
01420 - Survey Worker		12.91
01531 - Travel Clerk I		11.16
01532 - Travel Clerk II		11.93
01533 - Travel Clerk III		12.71
01611 - Word Processor I		12.69
01612 - Word Processor II		14.24
01613 - Word Processor III		15.93
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.33
05010 - Automotive Electrician		20.25
05040 - Automotive Glass Installer		19.43
05070 - Automotive Worker		18.80

05110 - Mobile Equipment Servicer	17.06
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	18.80
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	15.93
05250 - Motor Vehicle Upholstery Worker	18.16
05280 - Motor Vehicle Wrecker	18.80
05310 - Painter, Automotive	20.25
05340 - Radiator Repair Specialist	18.80
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.59
07041 - Cook I	10.08
07042 - Cook II	11.82
07070 - Dishwasher	7.77
07130 - Food Service Worker	9.09
07210 - Meat Cutter	14.46
07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.32
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	17.32
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.53
09130 - Upholsterer	17.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.37
11060 - Elevator Operator	9.37
11090 - Gardener	14.58
11122 - Housekeeping Aide	9.89
11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	8.86
11260 - Pruner	9.60
11270 - Tractor Operator	12.60
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.18
12000 - Health Occupations	
12010 - Ambulance Driver	15.59
12011 - Breath Alcohol Technician	16.21
12012 - Certified Occupational Therapist Assistant	22.78
12015 - Certified Physical Therapist Assistant	23.13
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	29.32
12030 - EKG Technician	22.21
12035 - Electroneurodiagnostic Technologist	22.21
12040 - Emergency Medical Technician	15.59
12071 - Licensed Practical Nurse I	14.86
12072 - Licensed Practical Nurse II	16.86
12073 - Licensed Practical Nurse III	18.80
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	16.31
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.56
12210 - Nuclear Medicine Technologist	29.36
12221 - Nursing Assistant I	9.06
12222 - Nursing Assistant II	10.19
12223 - Nursing Assistant III	11.12
12224 - Nursing Assistant IV	12.48
12235 - Optical Dispenser	18.28
12236 - Optical Technician	13.43

12250 - Pharmacy Technician		16.44
12280 - Phlebotomist		12.48
12305 - Radiologic Technologist		22.15
12311 - Registered Nurse I		18.23
12312 - Registered Nurse II		22.30
12313 - Registered Nurse II, Specialist		22.30
12314 - Registered Nurse III		26.98
12315 - Registered Nurse III, Anesthetist		26.99
12316 - Registered Nurse IV		32.33
12317 - Scheduler (Drug and Alcohol Testing)		19.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.75
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		20.75
13042 - Illustrator II		25.72
13043 - Illustrator III		31.46
13047 - Librarian		28.47
13050 - Library Aide/Clerk		10.99
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		15.46
13061 - Media Specialist I		17.99
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.15
13071 - Photographer I		16.28
13072 - Photographer II		19.26
13073 - Photographer III		23.46
13074 - Photographer IV		27.60
13075 - Photographer V		33.38
13110 - Video Teleconference Technician		13.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.88
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	24.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.33
14160 - Personal Computer Support Technician		19.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.64
15020 - Aircrew Training Devices Instructor (Rated)		34.65
15030 - Air Crew Training Devices Instructor (Pilot)		38.04
15050 - Computer Based Training Specialist / Instructor		28.53
15060 - Educational Technologist		27.32
15070 - Flight Instructor (Pilot)		38.04
15080 - Graphic Artist		22.25
15090 - Technical Instructor		20.31
15095 - Technical Instructor/Course Developer		24.85
15110 - Test Proctor		15.65
15120 - Tutor		15.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.56
16030 - Counter Attendant		8.56
16040 - Dry Cleaner		10.32
16070 - Finisher, Flatwork, Machine		8.56

16090 - Presser, Hand	8.56
16110 - Presser, Machine, Drycleaning	8.56
16130 - Presser, Machine, Shirts	8.56
16160 - Presser, Machine, Wearing Apparel, Laundry	8.56
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.51
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.79
19040 - Tool And Die Maker	21.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.20
21030 - Material Coordinator	19.11
21040 - Material Expediter	19.11
21050 - Material Handling Laborer	11.08
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.20
21110 - Shipping Packer	13.39
21130 - Shipping/Receiving Clerk	13.39
21140 - Store Worker I	10.97
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.20
21410 - Warehouse Specialist	14.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.98
23021 - Aircraft Mechanic I	22.79
23022 - Aircraft Mechanic II	23.98
23023 - Aircraft Mechanic III	25.17
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	20.12
23060 - Aircraft Servicer	18.90
23080 - Aircraft Worker	19.98
23110 - Appliance Mechanic	17.79
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	23.44
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	18.73
23181 - Electronics Technician Maintenance I	23.61
23182 - Electronics Technician Maintenance II	25.31
23183 - Electronics Technician Maintenance III	27.02
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	18.73
23310 - Fire Extinguisher Repairer	14.98
23311 - Fuel Distribution System Mechanic	18.73
23312 - Fuel Distribution System Operator	15.83
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	22.79
23381 - Ground Support Equipment Servicer	18.90
23382 - Ground Support Equipment Worker	19.98
23391 - Gunsmith I	13.78
23392 - Gunsmith II	16.15
23393 - Gunsmith III	18.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.73
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.67
23430 - Heavy Equipment Mechanic	18.25
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	18.73
23465 - Laboratory/Shelter Mechanic	16.50
23470 - Laborer	11.08
23510 - Locksmith	17.79

23530 - Machinery Maintenance Mechanic	23.23
23550 - Machinist, Maintenance	18.73
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	18.73
23592 - Metrology Technician II	19.67
23593 - Metrology Technician III	20.65
23640 - Millwright	18.73
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	18.73
23850 - Rigger	18.73
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	18.73
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.87
23932 - Telecommunications Mechanic II	25.09
23950 - Telephone Lineman	19.24
23960 - Welder, Combination, Maintenance	18.73
23965 - Well Driller	18.92
23970 - Woodcraft Worker	18.73
23980 - Woodworker	14.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.53
24580 - Child Care Center Clerk	11.89
24610 - Chore Aide	8.97
24620 - Family Readiness And Support Services Coordinator	10.71
24630 - Homemaker	13.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.49
25040 - Sewage Plant Operator	17.85
25070 - Stationary Engineer	18.49
25190 - Ventilation Equipment Tender	13.80
25210 - Water Treatment Plant Operator	17.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.26
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	18.33
27010 - Court Security Officer	18.33
27030 - Detection Dog Handler	13.44
27040 - Detention Officer	18.33
27070 - Firefighter	17.75
27101 - Guard I	11.94
27102 - Guard II	13.44
27131 - Police Officer I	18.88
27132 - Police Officer II	20.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.78
28042 - Carnival Equipment Repairer	10.49
28043 - Carnival Equpment Worker	8.17
28210 - Gate Attendant/Gate Tender	12.96
28310 - Lifeguard	12.54
28350 - Park Attendant (Aide)	14.50
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	14.75
28630 - Sports Official	10.76
28690 - Swimming Pool Operator	14.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.22
29020 - Hatch Tender	20.22
29030 - Line Handler	20.22

29041 - Stevedore I		19.04
29042 - Stevedore II		21.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.29
30022 - Archeological Technician II		15.37
30023 - Archeological Technician III		21.13
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		23.18
30061 - Drafter/CAD Operator I		16.72
30062 - Drafter/CAD Operator II		18.70
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.38
30081 - Engineering Technician I		14.15
30082 - Engineering Technician II		15.88
30083 - Engineering Technician III		17.77
30084 - Engineering Technician IV		22.01
30085 - Engineering Technician V		26.93
30086 - Engineering Technician VI		32.58
30090 - Environmental Technician		20.67
30210 - Laboratory Technician		21.04
30240 - Mathematical Technician		23.18
30361 - Paralegal/Legal Assistant I		17.07
30362 - Paralegal/Legal Assistant II		21.15
30363 - Paralegal/Legal Assistant III		25.88
30364 - Paralegal/Legal Assistant IV		31.30
30390 - Photo-Optics Technician		23.18
30461 - Technical Writer I		21.21
30462 - Technical Writer II		25.94
30463 - Technical Writer III		31.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.77
31030 - Bus Driver		14.07
31043 - Driver Courier		11.57
31260 - Parking and Lot Attendant		8.59
31290 - Shuttle Bus Driver		13.34
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		13.34
31362 - Truckdriver, Medium		13.85
31363 - Truckdriver, Heavy		14.23
31364 - Truckdriver, Tractor-Trailer		14.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.61
99050 - Desk Clerk		9.47
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.88
99252 - Laboratory Animal Caretaker II		11.89
99310 - Mortician		23.44
99410 - Pest Controller		15.40
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.55
99711 - Recycling Specialist		15.19
99730 - Refuse Collector		12.09

99810 - Sales Clerk	12.37
99820 - School Crossing Guard	11.08
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	9.28
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	12.43
99841 - Vending Machine Repairer	14.99
99842 - Vending Machine Repairer Helper	12.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3034 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		17.64
01040 - Court Reporter		17.18
01051 - Data Entry Operator I		10.89
01052 - Data Entry Operator II		12.29
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		12.11
01090 - Duplicating Machine Operator		12.11
01111 - General Clerk I		11.37
01112 - General Clerk II		12.41
01113 - General Clerk III		13.92
01120 - Housing Referral Assistant		16.33
01141 - Messenger Courier		10.35
01191 - Order Clerk I		10.98
01192 - Order Clerk II		13.07
01261 - Personnel Assistant (Employment) I		14.24
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.77
01270 - Production Control Clerk		19.11
01280 - Receptionist		11.28

01290 - Rental Clerk	13.09
01300 - Scheduler, Maintenance	13.09
01311 - Secretary I	13.09
01312 - Secretary II	14.64
01313 - Secretary III	16.33
01320 - Service Order Dispatcher	12.45
01410 - Supply Technician	17.64
01420 - Survey Worker	12.91
01531 - Travel Clerk I	11.16
01532 - Travel Clerk II	11.93
01533 - Travel Clerk III	12.71
01611 - Word Processor I	12.69
01612 - Word Processor II	14.24
01613 - Word Processor III	15.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.33
05010 - Automotive Electrician	20.25
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	18.80
05110 - Mobile Equipment Servicer	17.06
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	18.80
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	15.93
05250 - Motor Vehicle Upholstery Worker	18.16
05280 - Motor Vehicle Wrecker	18.80
05310 - Painter, Automotive	20.25
05340 - Radiator Repair Specialist	18.80
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.59
07041 - Cook I	10.08
07042 - Cook II	11.82
07070 - Dishwasher	7.77
07130 - Food Service Worker	9.09
07210 - Meat Cutter	14.46
07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.32
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	17.32
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.53
09130 - Upholsterer	17.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.37
11060 - Elevator Operator	9.37
11090 - Gardener	14.58
11122 - Housekeeping Aide	9.89
11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	8.86
11260 - Pruner	9.60
11270 - Tractor Operator	12.60
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.18
12000 - Health Occupations	
12010 - Ambulance Driver	15.59
12011 - Breath Alcohol Technician	16.21
12012 - Certified Occupational Therapist Assistant	22.78
12015 - Certified Physical Therapist Assistant	23.13
12020 - Dental Assistant	14.96

12025 - Dental Hygienist		29.32
12030 - EKG Technician		22.21
12035 - Electroneurodiagnostic Technologist		22.21
12040 - Emergency Medical Technician		15.59
12071 - Licensed Practical Nurse I		14.86
12072 - Licensed Practical Nurse II		16.86
12073 - Licensed Practical Nurse III		18.80
12100 - Medical Assistant		12.44
12130 - Medical Laboratory Technician		16.31
12160 - Medical Record Clerk		13.21
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		14.56
12210 - Nuclear Medicine Technologist		29.36
12221 - Nursing Assistant I		9.06
12222 - Nursing Assistant II		10.19
12223 - Nursing Assistant III		11.12
12224 - Nursing Assistant IV		12.48
12235 - Optical Dispenser		18.28
12236 - Optical Technician		13.43
12250 - Pharmacy Technician		16.44
12280 - Phlebotomist		12.48
12305 - Radiologic Technologist		22.15
12311 - Registered Nurse I		18.23
12312 - Registered Nurse II		22.30
12313 - Registered Nurse II, Specialist		22.30
12314 - Registered Nurse III		26.98
12315 - Registered Nurse III, Anesthetist		26.99
12316 - Registered Nurse IV		32.33
12317 - Scheduler (Drug and Alcohol Testing)		19.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.75
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		20.75
13042 - Illustrator II		25.72
13043 - Illustrator III		31.46
13047 - Librarian		28.47
13050 - Library Aide/Clerk		10.99
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		15.46
13061 - Media Specialist I		17.99
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.15
13071 - Photographer I		16.28
13072 - Photographer II		19.26
13073 - Photographer III		23.46
13074 - Photographer IV		27.60
13075 - Photographer V		33.38
13110 - Video Teleconference Technician		13.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.88
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	24.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	14.33
14160 - Personal Computer Support Technician	19.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.64
15020 - Aircrew Training Devices Instructor (Rated)	34.65
15030 - Air Crew Training Devices Instructor (Pilot)	38.04
15050 - Computer Based Training Specialist / Instructor	28.53
15060 - Educational Technologist	27.32
15070 - Flight Instructor (Pilot)	38.04
15080 - Graphic Artist	22.25
15090 - Technical Instructor	20.31
15095 - Technical Instructor/Course Developer	24.85
15110 - Test Proctor	15.65
15120 - Tutor	15.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.56
16030 - Counter Attendant	8.56
16040 - Dry Cleaner	10.32
16070 - Finisher, Flatwork, Machine	8.56
16090 - Presser, Hand	8.56
16110 - Presser, Machine, Drycleaning	8.56
16130 - Presser, Machine, Shirts	8.56
16160 - Presser, Machine, Wearing Apparel, Laundry	8.56
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.51
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.79
19040 - Tool And Die Maker	21.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.20
21030 - Material Coordinator	19.11
21040 - Material Expediter	19.11
21050 - Material Handling Laborer	11.08
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.20
21110 - Shipping Packer	13.39
21130 - Shipping/Receiving Clerk	13.39
21140 - Store Worker I	10.97
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.20
21410 - Warehouse Specialist	14.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.98
23021 - Aircraft Mechanic I	22.79
23022 - Aircraft Mechanic II	23.98
23023 - Aircraft Mechanic III	25.17
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	20.12
23060 - Aircraft Servicer	18.90
23080 - Aircraft Worker	19.98
23110 - Appliance Mechanic	17.79
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	23.44
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	18.73
23181 - Electronics Technician Maintenance I	23.61
23182 - Electronics Technician Maintenance II	25.31
23183 - Electronics Technician Maintenance III	27.02
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	18.73
23310 - Fire Extinguisher Repairer	14.98

23311 - Fuel Distribution System Mechanic	18.73
23312 - Fuel Distribution System Operator	15.83
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	22.79
23381 - Ground Support Equipment Servicer	18.90
23382 - Ground Support Equipment Worker	19.98
23391 - Gunsmith I	13.78
23392 - Gunsmith II	16.15
23393 - Gunsmith III	18.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.73
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.67
23430 - Heavy Equipment Mechanic	18.25
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	18.73
23465 - Laboratory/Shelter Mechanic	16.50
23470 - Laborer	11.08
23510 - Locksmith	17.79
23530 - Machinery Maintenance Mechanic	23.23
23550 - Machinist, Maintenance	18.73
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	18.73
23592 - Metrology Technician II	19.67
23593 - Metrology Technician III	20.65
23640 - Millwright	18.73
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	18.73
23850 - Rigger	18.73
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	18.73
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.87
23932 - Telecommunications Mechanic II	25.09
23950 - Telephone Lineman	19.24
23960 - Welder, Combination, Maintenance	18.73
23965 - Well Driller	18.92
23970 - Woodcraft Worker	18.73
23980 - Woodworker	14.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.53
24580 - Child Care Center Clerk	11.89
24610 - Chore Aide	8.97
24620 - Family Readiness And Support Services Coordinator	10.71
24630 - Homemaker	13.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.49
25040 - Sewage Plant Operator	17.85
25070 - Stationary Engineer	18.49
25190 - Ventilation Equipment Tender	13.80
25210 - Water Treatment Plant Operator	17.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.26
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	18.33
27010 - Court Security Officer	18.33
27030 - Detection Dog Handler	13.44
27040 - Detention Officer	18.33
27070 - Firefighter	17.75

27101 - Guard I		11.94
27102 - Guard II		13.44
27131 - Police Officer I		18.88
27132 - Police Officer II		20.98
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		9.78
28042 - Carnival Equipment Repairer		10.49
28043 - Carnival Equpment Worker		8.17
28210 - Gate Attendant/Gate Tender		12.96
28310 - Lifeguard		12.54
28350 - Park Attendant (Aide)		14.50
28510 - Recreation Aide/Health Facility Attendant		11.43
28515 - Recreation Specialist		14.75
28630 - Sports Official		10.76
28690 - Swimming Pool Operator		14.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.22
29020 - Hatch Tender		20.22
29030 - Line Handler		20.22
29041 - Stevedore I		19.04
29042 - Stevedore II		21.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.29
30022 - Archeological Technician II		15.37
30023 - Archeological Technician III		21.13
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		23.18
30061 - Drafter/CAD Operator I		16.72
30062 - Drafter/CAD Operator II		18.70
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.38
30081 - Engineering Technician I		14.15
30082 - Engineering Technician II		15.88
30083 - Engineering Technician III		17.77
30084 - Engineering Technician IV		22.01
30085 - Engineering Technician V		26.93
30086 - Engineering Technician VI		32.58
30090 - Environmental Technician		20.67
30210 - Laboratory Technician		21.04
30240 - Mathematical Technician		23.18
30361 - Paralegal/Legal Assistant I		17.07
30362 - Paralegal/Legal Assistant II		21.15
30363 - Paralegal/Legal Assistant III		25.88
30364 - Paralegal/Legal Assistant IV		31.30
30390 - Photo-Optics Technician		23.18
30461 - Technical Writer I		21.21
30462 - Technical Writer II		25.94
30463 - Technical Writer III		31.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.77
31030 - Bus Driver		14.07
31043 - Driver Courier		11.57

31260 - Parking and Lot Attendant	8.59
31290 - Shuttle Bus Driver	13.34
31310 - Taxi Driver	10.84
31361 - Truckdriver, Light	13.34
31362 - Truckdriver, Medium	13.85
31363 - Truckdriver, Heavy	14.23
31364 - Truckdriver, Tractor-Trailer	14.23
99000 - Miscellaneous Occupations	
99030 - Cashier	8.61
99050 - Desk Clerk	9.47
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.88
99252 - Laboratory Animal Caretaker II	11.89
99310 - Mortician	23.44
99410 - Pest Controller	15.40
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.55
99711 - Recycling Specialist	15.19
99730 - Refuse Collector	12.09
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	11.08
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	9.28
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	12.43
99841 - Vending Machine Repairer	14.99
99842 - Vending Machine Repairer Helper	12.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3035 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	12.45
01012 - Accounting Clerk II	13.97
01013 - Accounting Clerk III	15.63
01020 - Administrative Assistant	19.21
01040 - Court Reporter	14.47
01051 - Data Entry Operator I	10.55
01052 - Data Entry Operator II	11.51
01060 - Dispatcher, Motor Vehicle	14.01
01070 - Document Preparation Clerk	11.63
01090 - Duplicating Machine Operator	11.63
01111 - General Clerk I	10.52
01112 - General Clerk II	11.49
01113 - General Clerk III	12.89
01120 - Housing Referral Assistant	16.14
01141 - Messenger Courier	10.23
01191 - Order Clerk I	11.88
01192 - Order Clerk II	12.97
01261 - Personnel Assistant (Employment) I	14.52
01262 - Personnel Assistant (Employment) II	16.24
01263 - Personnel Assistant (Employment) III	18.11
01270 - Production Control Clerk	20.17
01280 - Receptionist	11.49
01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90

09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	15.11

13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37
14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72

21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	8.17
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91

23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31
30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
30064 - Drafter/CAD Operator IV	24.70
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	20.66

30210 - Laboratory Technician	17.36
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.31
30461 - Technical Writer I	22.15
30462 - Technical Writer II	27.11
30463 - Technical Writer III	32.79
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
30621 - Weather Observer, Senior	22.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/

or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3036 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89

01120 - Housing Referral Assistant	16.14
01141 - Messenger Courier	10.23
01191 - Order Clerk I	11.88
01192 - Order Clerk II	12.97
01261 - Personnel Assistant (Employment) I	14.52
01262 - Personnel Assistant (Employment) II	16.24
01263 - Personnel Assistant (Employment) III	18.11
01270 - Production Control Clerk	20.17
01280 - Receptionist	11.49
01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67

11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	15.11
13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37

14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03

23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	8.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	9.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.68
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14

25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31
30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
30064 - Drafter/CAD Operator IV	24.70
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	20.66
30210 - Laboratory Technician	17.36
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.31
30461 - Technical Writer I	22.15
30462 - Technical Writer II	27.11
30463 - Technical Writer III	32.97
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
30621 - Weather Observer, Senior	22.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3037 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		16.14
01141 - Messenger Courier		10.23
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01280 - Receptionist		11.49
01290 - Rental Clerk		11.39

01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85

12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	16.11
13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37
14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39

14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.16
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43

23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	18.73
23440 - Heavy Equipment Operator	19.03
23460 - Instrument Mechanic	18.73
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17

27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31
30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
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30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
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30240 - Mathematical Technician	22.31
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30494 - Unexploded (UXO) Safety Escort	22.74
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30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
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31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13

31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
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99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
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99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3038 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		16.14
01141 - Messenger Courier		10.23
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01280 - Receptionist		11.49
01290 - Rental Clerk		11.39
01300 - Scheduler, Maintenance		12.94
01311 - Secretary I		12.94
01312 - Secretary II		14.47
01313 - Secretary III		16.14
01320 - Service Order Dispatcher		13.40
01410 - Supply Technician		19.21
01420 - Survey Worker		13.72
01531 - Travel Clerk I		12.75
01532 - Travel Clerk II		13.39
01533 - Travel Clerk III		14.00
01611 - Word Processor I		12.59
01612 - Word Processor II		14.13
01613 - Word Processor III		15.81

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52

12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	15.11
13061 - Media Specialist I	16.16
13062 - Media Specialist II	8.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37
14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	9.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67

23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.63
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14

28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31
30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
30064 - Drafter/CAD Operator IV	24.70
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	20.66
30210 - Laboratory Technician	17.36
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.31
30461 - Technical Writer I	22.15
30462 - Technical Writer II	27.11
30463 - Technical Writer III	32.79
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
30621 - Weather Observer, Senior	22.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25

99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3039
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		18.78
01040 - Court Reporter		17.56
01051 - Data Entry Operator I		12.38
01052 - Data Entry Operator II		13.51
01060 - Dispatcher, Motor Vehicle		18.67
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		13.19
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		17.07
01270 - Production Control Clerk		21.31
01280 - Receptionist		12.39
01290 - Rental Clerk		11.24
01300 - Scheduler, Maintenance		15.70
01311 - Secretary I		15.70
01312 - Secretary II		17.56
01313 - Secretary III		19.59
01320 - Service Order Dispatcher		16.62
01410 - Supply Technician		20.25
01420 - Survey Worker		17.44
01531 - Travel Clerk I		14.01
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.22
01611 - Word Processor I		13.32
01612 - Word Processor II		14.95
01613 - Word Processor III		16.72
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.27
05010 - Automotive Electrician		16.40
05040 - Automotive Glass Installer		15.72
05070 - Automotive Worker		15.72
05110 - Mobile Equipment Servicer		14.52
05130 - Motor Equipment Metal Mechanic		17.08
05160 - Motor Equipment Metal Worker		15.72
05190 - Motor Vehicle Mechanic		17.86
05220 - Motor Vehicle Mechanic Helper		13.84

05250 - Motor Vehicle Upholstery Worker	15.20
05280 - Motor Vehicle Wrecker	15.72
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.72
05370 - Tire Repairer	12.59
05400 - Transmission Repair Specialist	17.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24
12072 - Licensed Practical Nurse II	15.93
12073 - Licensed Practical Nurse III	17.77
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	18.86
12160 - Medical Record Clerk	14.63
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	15.90
12210 - Nuclear Medicine Technologist	35.02
12221 - Nursing Assistant I	10.78
12222 - Nursing Assistant II	12.12
12223 - Nursing Assistant III	13.23
12224 - Nursing Assistant IV	14.84
12235 - Optical Dispenser	16.48
12236 - Optical Technician	11.65
12250 - Pharmacy Technician	14.18
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	26.50
12311 - Registered Nurse I	19.59
12312 - Registered Nurse II	23.96

12313 - Registered Nurse II, Specialist		23.96
12314 - Registered Nurse III		28.99
12315 - Registered Nurse III, Anesthetist		28.99
12316 - Registered Nurse IV		34.74
12317 - Scheduler (Drug and Alcohol Testing)		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		25.40
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.03
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		15.96
15120 - Tutor		15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		15.22

16220 - Tailor	16.09
16250 - Washer, Machine	12.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.56
19040 - Tool And Die Maker	24.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.45
21030 - Material Coordinator	21.31
21040 - Material Expediter	21.31
21050 - Material Handling Laborer	13.98
21071 - Order Filler	12.27
21080 - Production Line Worker (Food Processing)	14.45
21110 - Shipping Packer	13.34
21130 - Shipping/Receiving Clerk	13.34
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.13
21210 - Tools And Parts Attendant	14.45
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.33
23021 - Aircraft Mechanic I	22.45
23022 - Aircraft Mechanic II	23.33
23023 - Aircraft Mechanic III	24.22
23040 - Aircraft Mechanic Helper	16.98
23050 - Aircraft, Painter	20.76
23060 - Aircraft Servicer	18.93
23080 - Aircraft Worker	19.74
23110 - Appliance Mechanic	21.55
23120 - Bicycle Repairer	12.59
23125 - Cable Splicer	25.70
23130 - Carpenter, Maintenance	18.16
23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
23381 - Ground Support Equipment Servicer	18.93
23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34

23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	17.78
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.78
27070 - Firefighter	19.76
27101 - Guard I	13.21
27102 - Guard II	16.09
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.78
28042 - Carnival Equipment Repairer	11.23
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	14.65
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.72
29020 - Hatch Tender	20.72
29030 - Line Handler	20.72
29041 - Stevedore I	19.87
29042 - Stevedore II	21.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.02
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		23.43
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30210 - Laboratory Technician		23.02
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30390 - Photo-Optics Technician		25.58
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11
31363 - Truckdriver, Heavy		18.58
31364 - Truckdriver, Tractor-Trailer		18.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.55
99050 - Desk Clerk		8.78
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		12.10
99310 - Mortician		25.36
99410 - Pest Controller		18.41
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		18.71
99711 - Recycling Specialist		20.77
99730 - Refuse Collector		17.08
99810 - Sales Clerk		11.12
99820 - School Crossing Guard		14.52
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		13.23
99832 - Surveying Technician		17.27

99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3040 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		18.78
01040 - Court Reporter		17.56
01051 - Data Entry Operator I		12.38
01052 - Data Entry Operator II		13.51
01060 - Dispatcher, Motor Vehicle		18.67
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		13.19
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		17.07
01270 - Production Control Clerk		21.31
01280 - Receptionist		12.39
01290 - Rental Clerk		11.24
01300 - Scheduler, Maintenance		15.70
01311 - Secretary I		15.70
01312 - Secretary II		17.56
01313 - Secretary III		19.59

01320 - Service Order Dispatcher	16.62
01410 - Supply Technician	20.25
01420 - Survey Worker	17.44
01531 - Travel Clerk I	14.01
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.22
01611 - Word Processor I	13.32
01612 - Word Processor II	14.95
01613 - Word Processor III	16.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.27
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.72
05070 - Automotive Worker	15.72
05110 - Mobile Equipment Servicer	14.52
05130 - Motor Equipment Metal Mechanic	17.08
05160 - Motor Equipment Metal Worker	15.72
05190 - Motor Vehicle Mechanic	17.86
05220 - Motor Vehicle Mechanic Helper	13.84
05250 - Motor Vehicle Upholstery Worker	15.20
05280 - Motor Vehicle Wrecker	15.72
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.72
05370 - Tire Repairer	12.59
05400 - Transmission Repair Specialist	17.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24

12072 - Licensed Practical Nurse II		15.93
12073 - Licensed Practical Nurse III		17.77
12100 - Medical Assistant		14.65
12130 - Medical Laboratory Technician		18.86
12160 - Medical Record Clerk		14.63
12190 - Medical Record Technician		17.14
12195 - Medical Transcriptionist		15.90
12210 - Nuclear Medicine Technologist		35.02
12221 - Nursing Assistant I		10.78
12222 - Nursing Assistant II		12.12
12223 - Nursing Assistant III		13.23
12224 - Nursing Assistant IV		14.84
12235 - Optical Dispenser		16.48
12236 - Optical Technician		11.65
12250 - Pharmacy Technician		14.18
12280 - Phlebotomist		14.84
12305 - Radiologic Technologist		26.50
12311 - Registered Nurse I		19.59
12312 - Registered Nurse II		23.96
12313 - Registered Nurse II, Specialist		23.96
12314 - Registered Nurse III		28.99
12315 - Registered Nurse III, Anesthetist		28.99
12316 - Registered Nurse IV		34.74
12317 - Scheduler (Drug and Alcohol Testing)		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22

15030 - Air Crew Training Devices Instructor (Pilot)	41.01
15050 - Computer Based Training Specialist / Instructor	29.12
15060 - Educational Technologist	25.40
15070 - Flight Instructor (Pilot)	41.01
15080 - Graphic Artist	20.03
15090 - Technical Instructor	19.78
15095 - Technical Instructor/Course Developer	24.20
15110 - Test Proctor	15.96
15120 - Tutor	15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.42
16030 - Counter Attendant	11.42
16040 - Dry Cleaner	14.39
16070 - Finisher, Flatwork, Machine	11.42
16090 - Presser, Hand	11.42
16110 - Presser, Machine, Drycleaning	11.42
16130 - Presser, Machine, Shirts	11.42
16160 - Presser, Machine, Wearing Apparel, Laundry	11.42
16190 - Sewing Machine Operator	15.22
16220 - Tailor	16.09
16250 - Washer, Machine	12.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.56
19040 - Tool And Die Maker	24.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.45
21030 - Material Coordinator	21.31
21040 - Material Expediter	21.31
21050 - Material Handling Laborer	13.98
21071 - Order Filler	12.27
21080 - Production Line Worker (Food Processing)	14.45
21110 - Shipping Packer	13.34
21130 - Shipping/Receiving Clerk	13.34
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.13
21210 - Tools And Parts Attendant	14.45
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.33
23021 - Aircraft Mechanic I	22.45
23022 - Aircraft Mechanic II	23.33
23023 - Aircraft Mechanic III	24.22
23040 - Aircraft Mechanic Helper	16.98
23050 - Aircraft, Painter	20.76
23060 - Aircraft Servicer	18.93
23080 - Aircraft Worker	19.74
23110 - Appliance Mechanic	21.55
23120 - Bicycle Repairer	12.59
23125 - Cable Splicer	25.70
23130 - Carpenter, Maintenance	18.16
23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
23381 - Ground Support Equipment Servicer	18.93

23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	17.78
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.78
27070 - Firefighter	19.76
27101 - Guard I	13.21
27102 - Guard II	16.09
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		10.78
28042 - Carnival Equipment Repairer		11.23
28043 - Carnival Equpment Worker		9.13
28210 - Gate Attendant/Gate Tender		14.96
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		11.99
28515 - Recreation Specialist		14.65
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		16.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.72
29020 - Hatch Tender		20.72
29030 - Line Handler		20.72
29041 - Stevedore I		19.87
29042 - Stevedore II		21.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.02
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		23.43
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30210 - Laboratory Technician		23.02
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30390 - Photo-Optics Technician		25.58
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11

31363 - Truckdriver, Heavy	18.58
31364 - Truckdriver, Tractor-Trailer	18.58
99000 - Miscellaneous Occupations	
99030 - Cashier	8.55
99050 - Desk Clerk	8.78
99095 - Embalmer	25.36
99251 - Laboratory Animal Caretaker I	11.29
99252 - Laboratory Animal Caretaker II	12.10
99310 - Mortician	25.36
99410 - Pest Controller	18.41
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	18.71
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	17.08
99810 - Sales Clerk	11.12
99820 - School Crossing Guard	14.52
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3041 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi County of Tallahatchie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92
01020 - Administrative Assistant		15.98
01040 - Court Reporter		13.46

01051 - Data Entry Operator I	10.88
01052 - Data Entry Operator II	11.87
01060 - Dispatcher, Motor Vehicle	13.46
01070 - Document Preparation Clerk	11.67
01090 - Duplicating Machine Operator	11.67
01111 - General Clerk I	11.11
01112 - General Clerk II	11.80
01113 - General Clerk III	13.57
01120 - Housing Referral Assistant	14.25
01141 - Messenger Courier	9.25
01191 - Order Clerk I	11.38
01192 - Order Clerk II	13.40
01261 - Personnel Assistant (Employment) I	12.70
01262 - Personnel Assistant (Employment) II	14.20
01263 - Personnel Assistant (Employment) III	15.84
01270 - Production Control Clerk	17.31
01280 - Receptionist	9.85
01290 - Rental Clerk	11.72
01300 - Scheduler, Maintenance	11.72
01311 - Secretary I	11.42
01312 - Secretary II	12.77
01313 - Secretary III	14.25
01320 - Service Order Dispatcher	12.31
01410 - Supply Technician	16.25
01420 - Survey Worker	11.94
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.64
01533 - Travel Clerk III	12.25
01611 - Word Processor I	11.06
01612 - Word Processor II	12.42
01613 - Word Processor III	13.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.38
05010 - Automotive Electrician	15.70
05040 - Automotive Glass Installer	15.02
05070 - Automotive Worker	15.02
05110 - Mobile Equipment Servicer	13.61
05130 - Motor Equipment Metal Mechanic	16.38
05160 - Motor Equipment Metal Worker	15.02
05190 - Motor Vehicle Mechanic	16.38
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	15.02
05310 - Painter, Automotive	15.70
05340 - Radiator Repair Specialist	15.02
05370 - Tire Repairer	12.52
05400 - Transmission Repair Specialist	16.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.37
07041 - Cook I	9.35
07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.01
12011 - Breath Alcohol Technician	14.01
12012 - Certified Occupational Therapist Assistant	20.25
12015 - Certified Physical Therapist Assistant	21.31
12020 - Dental Assistant	11.59
12025 - Dental Hygienist	22.74
12030 - EKG Technician	20.31
12035 - Electroneurodiagnostic Technologist	20.31
12040 - Emergency Medical Technician	14.14
12071 - Licensed Practical Nurse I	13.61
12072 - Licensed Practical Nurse II	15.57
12073 - Licensed Practical Nurse III	16.98
12100 - Medical Assistant	11.94
12130 - Medical Laboratory Technician	15.02
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.05
12210 - Nuclear Medicine Technologist	30.67
12221 - Nursing Assistant I	8.93
12222 - Nursing Assistant II	10.04
12223 - Nursing Assistant III	10.96
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	13.42
12236 - Optical Technician	13.07
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	21.16
12311 - Registered Nurse I	22.46
12312 - Registered Nurse II	27.47
12313 - Registered Nurse II, Specialist	27.47
12314 - Registered Nurse III	33.23
12315 - Registered Nurse III, Anesthetist	33.23
12316 - Registered Nurse IV	39.83
12317 - Scheduler (Drug and Alcohol Testing)	18.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.32
13012 - Exhibits Specialist II	17.67
13013 - Exhibits Specialist III	21.61
13041 - Illustrator I	14.27
13042 - Illustrator II	17.67
13043 - Illustrator III	21.61
13047 - Librarian	19.56
13050 - Library Aide/Clerk	10.26
13054 - Library Information Technology Systems Administrator	17.67
13058 - Library Technician	12.66
13061 - Media Specialist I	12.75
13062 - Media Specialist II	14.32
13063 - Media Specialist III	15.90
13071 - Photographer I	14.22
13072 - Photographer II	14.70

13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07
14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		35.55
15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.13
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.55
16220 - Tailor		9.98
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.90
19040 - Tool And Die Maker		18.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.08
21030 - Material Coordinator		17.31
21040 - Material Expediter		17.31
21050 - Material Handling Laborer		11.13
21071 - Order Filler		10.54
21080 - Production Line Worker (Food Processing)		12.27
21110 - Shipping Packer		13.06
21130 - Shipping/Receiving Clerk		13.06
21140 - Store Worker I		11.12
21150 - Stock Clerk		13.88
21210 - Tools And Parts Attendant		13.07
21410 - Warehouse Specialist		13.07
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.01
23021 - Aircraft Mechanic I		21.08
23022 - Aircraft Mechanic II		22.01

23023 - Aircraft Mechanic III 22.94
23040 - Aircraft Mechanic Helper 16.58
23050 - Aircraft, Painter 19.91
23060 - Aircraft Servicer 18.37
23080 - Aircraft Worker 19.32
23110 - Appliance Mechanic 14.95
23120 - Bicycle Repairer 12.52
23125 - Cable Splicer 19.84
23130 - Carpenter, Maintenance 14.95
23140 - Carpet Layer 14.30
23160 - Electrician, Maintenance 18.12
23181 - Electronics Technician Maintenance I 18.05
23182 - Electronics Technician Maintenance II 18.98
23183 - Electronics Technician Maintenance III 19.86
23260 - Fabric Worker 14.14
23290 - Fire Alarm System Mechanic 15.60
23310 - Fire Extinguisher Repairer 13.54
23311 - Fuel Distribution System Mechanic 19.57
23312 - Fuel Distribution System Operator 15.88
23370 - General Maintenance Worker 15.02
23380 - Ground Support Equipment Mechanic 21.08
23381 - Ground Support Equipment Servicer 18.37
23382 - Ground Support Equipment Worker 19.32
23391 - Gunsmith I 13.54
23392 - Gunsmith II 15.16
23393 - Gunsmith III 16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic 15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 16.29
23430 - Heavy Equipment Mechanic 17.06
23440 - Heavy Equipment Operator 15.28
23460 - Instrument Mechanic 18.03
23465 - Laboratory/Shelter Mechanic 15.94
23470 - Laborer 10.00
23510 - Locksmith 14.95
23530 - Machinery Maintenance Mechanic 17.65
23550 - Machinist, Maintenance 15.62
23580 - Maintenance Trades Helper 12.31
23591 - Metrology Technician I 18.03
23592 - Metrology Technician II 18.83
23593 - Metrology Technician III 19.62
23640 - Millwright 19.58
23710 - Office Appliance Repairer 14.95
23760 - Painter, Maintenance 14.95
23790 - Pipefitter, Maintenance 15.60
23810 - Plumber, Maintenance 14.95
23820 - Pneudraulic Systems Mechanic 16.68
23850 - Rigger 18.15
23870 - Scale Mechanic 15.16
23890 - Sheet-Metal Worker, Maintenance 15.60
23910 - Small Engine Mechanic 14.30
23931 - Telecommunications Mechanic I 23.63
23932 - Telecommunications Mechanic II 25.93
23950 - Telephone Lineman 19.99
23960 - Welder, Combination, Maintenance 15.60
23965 - Well Driller 17.16
23970 - Woodcraft Worker 17.16
23980 - Woodworker 12.96

24000 - Personal Needs Occupations

24570 - Child Care Attendant 9.15
24580 - Child Care Center Clerk 12.91
24610 - Chore Aide 8.45

24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	8.80
27008 - Corrections Officer	13.02
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.02
27070 - Firefighter	13.62
27101 - Guard I	8.80
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Equpment Worker	10.84
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.61
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	15.89
29030 - Line Handler	15.89
29041 - Stevedore I	15.25
29042 - Stevedore II	16.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.48
30022 - Archeological Technician II	16.19
30023 - Archeological Technician III	20.06
30030 - Cartographic Technician	20.06
30040 - Civil Engineering Technician	16.17
30061 - Drafter/CAD Operator I	14.48
30062 - Drafter/CAD Operator II	16.19
30063 - Drafter/CAD Operator III	18.06
30064 - Drafter/CAD Operator IV	22.22
30081 - Engineering Technician I	12.53
30082 - Engineering Technician II	14.06
30083 - Engineering Technician III	15.73
30084 - Engineering Technician IV	19.49
30085 - Engineering Technician V	23.84
30086 - Engineering Technician VI	28.84
30090 - Environmental Technician	20.06
30210 - Laboratory Technician	20.69
30240 - Mathematical Technician	20.06
30361 - Paralegal/Legal Assistant I	14.85
30362 - Paralegal/Legal Assistant II	18.40
30363 - Paralegal/Legal Assistant III	22.51

30364 - Paralegal/Legal Assistant IV		27.23
30390 - Photo-Optics Technician		20.06
30461 - Technical Writer I		20.06
30462 - Technical Writer II		24.54
30463 - Technical Writer III		29.43
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.06
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02
99410 - Pest Controller		14.22
99510 - Photofinishing Worker		15.84
99710 - Recycling Laborer		11.87
99711 - Recycling Specialist		13.49
99730 - Refuse Collector		11.02
99810 - Sales Clerk		10.87
99820 - School Crossing Guard		9.48
99830 - Survey Party Chief		17.92
99831 - Surveying Aide		12.06
99832 - Surveying Technician		16.53
99840 - Vending Machine Attendant		12.10
99841 - Vending Machine Repairer		14.67
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-3042 Revision No.: 3

State: Mississippi

Area: Mississippi County of Tallahatchie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92
01020 - Administrative Assistant		15.98
01040 - Court Reporter		13.46
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.87
01060 - Dispatcher, Motor Vehicle		13.46
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		11.11
01112 - General Clerk II		11.80
01113 - General Clerk III		13.57
01120 - Housing Referral Assistant		14.25
01141 - Messenger Courier		9.25
01191 - Order Clerk I		11.38
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		12.70
01262 - Personnel Assistant (Employment) II		14.20
01263 - Personnel Assistant (Employment) III		15.84
01270 - Production Control Clerk		17.31
01280 - Receptionist		9.85
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		11.72
01311 - Secretary I		11.42
01312 - Secretary II		12.77
01313 - Secretary III		14.25
01320 - Service Order Dispatcher		12.31
01410 - Supply Technician		16.25
01420 - Survey Worker		11.94
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.64
01533 - Travel Clerk III		12.25
01611 - Word Processor I		11.06
01612 - Word Processor II		12.42
01613 - Word Processor III		13.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.38
05010 - Automotive Electrician		15.70
05040 - Automotive Glass Installer		15.02
05070 - Automotive Worker		15.02
05110 - Mobile Equipment Servicer		13.61
05130 - Motor Equipment Metal Mechanic		16.38
05160 - Motor Equipment Metal Worker		15.02
05190 - Motor Vehicle Mechanic		16.38
05220 - Motor Vehicle Mechanic Helper		12.88
05250 - Motor Vehicle Upholstery Worker		14.27
05280 - Motor Vehicle Wrecker		15.02
05310 - Painter, Automotive		15.70

05340 - Radiator Repair Specialist	15.02
05370 - Tire Repairer	12.52
05400 - Transmission Repair Specialist	16.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.37
07041 - Cook I	9.35
07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.01
12011 - Breath Alcohol Technician	14.01
12012 - Certified Occupational Therapist Assistant	20.25
12015 - Certified Physical Therapist Assistant	21.31
12020 - Dental Assistant	11.59
12025 - Dental Hygienist	22.74
12030 - EKG Technician	20.31
12035 - Electroneurodiagnostic Technologist	20.31
12040 - Emergency Medical Technician	14.14
12071 - Licensed Practical Nurse I	13.61
12072 - Licensed Practical Nurse II	15.57
12073 - Licensed Practical Nurse III	16.98
12100 - Medical Assistant	11.94
12130 - Medical Laboratory Technician	15.02
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.05
12210 - Nuclear Medicine Technologist	30.67
12221 - Nursing Assistant I	8.93
12222 - Nursing Assistant II	10.04
12223 - Nursing Assistant III	10.96
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	13.42
12236 - Optical Technician	13.07
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	21.16
12311 - Registered Nurse I	22.46
12312 - Registered Nurse II	27.47
12313 - Registered Nurse II, Specialist	27.47
12314 - Registered Nurse III	33.23
12315 - Registered Nurse III, Anesthetist	33.23

12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.32
13012 - Exhibits Specialist II		17.67
13013 - Exhibits Specialist III		21.61
13041 - Illustrator I		14.27
13042 - Illustrator II		17.67
13043 - Illustrator III		21.61
13047 - Librarian		19.56
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		17.67
13058 - Library Technician		12.66
13061 - Media Specialist I		12.75
13062 - Media Specialist II		14.32
13063 - Media Specialist III		15.90
13071 - Photographer I		14.22
13072 - Photographer II		14.70
13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07
14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
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15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.13
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.55
16220 - Tailor		9.98
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	15.90
19040 - Tool And Die Maker	18.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.08
21030 - Material Coordinator	17.31
21040 - Material Expediter	17.31
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21080 - Production Line Worker (Food Processing)	12.27
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21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	11.12
21150 - Stock Clerk	13.88
21210 - Tools And Parts Attendant	13.07
21410 - Warehouse Specialist	13.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	21.08
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	22.94
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.37
23080 - Aircraft Worker	19.32
23110 - Appliance Mechanic	14.95
23120 - Bicycle Repairer	12.52
23125 - Cable Splicer	19.84
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.30
23160 - Electrician, Maintenance	18.12
23181 - Electronics Technician Maintenance I	18.05
23182 - Electronics Technician Maintenance II	18.98
23183 - Electronics Technician Maintenance III	19.86
23260 - Fabric Worker	14.14
23290 - Fire Alarm System Mechanic	15.60
23310 - Fire Extinguisher Repairer	13.54
23311 - Fuel Distribution System Mechanic	19.57
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	18.37
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	13.54
23392 - Gunsmith II	15.16
23393 - Gunsmith III	16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	17.06
23440 - Heavy Equipment Operator	15.28
23460 - Instrument Mechanic	18.03
23465 - Laboratory/Shelter Mechanic	15.94
23470 - Laborer	10.00
23510 - Locksmith	14.95
23530 - Machinery Maintenance Mechanic	17.65
23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	12.31
23591 - Metrology Technician I	18.03
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.62
23640 - Millwright	19.58
23710 - Office Appliance Repairer	14.95

23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	15.60
23810 - Plumber, Maintenance	14.95
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	18.15
23870 - Scale Mechanic	15.16
23890 - Sheet-Metal Worker, Maintenance	15.60
23910 - Small Engine Mechanic	14.30
23931 - Telecommunications Mechanic I	23.63
23932 - Telecommunications Mechanic II	25.93
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	17.16
23970 - Woodcraft Worker	17.16
23980 - Woodworker	12.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	8.80
27008 - Corrections Officer	13.02
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.02
27070 - Firefighter	13.62
27101 - Guard I	8.80
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Equpment Worker	10.84
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.61
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	15.89
29030 - Line Handler	15.89
29041 - Stevedore I	15.25
29042 - Stevedore II	16.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.48
30022 - Archeological Technician II	16.19

30023 - Archeological Technician III		20.06
30030 - Cartographic Technician		20.06
30040 - Civil Engineering Technician		16.17
30061 - Drafter/CAD Operator I		14.48
30062 - Drafter/CAD Operator II		16.19
30063 - Drafter/CAD Operator III		18.06
30064 - Drafter/CAD Operator IV		22.22
30081 - Engineering Technician I		12.53
30082 - Engineering Technician II		14.06
30083 - Engineering Technician III		15.73
30084 - Engineering Technician IV		19.49
30085 - Engineering Technician V		23.84
30086 - Engineering Technician VI		28.84
30090 - Environmental Technician		20.06
30210 - Laboratory Technician		20.69
30240 - Mathematical Technician		20.06
30361 - Paralegal/Legal Assistant I		14.85
30362 - Paralegal/Legal Assistant II		18.40
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.23
30390 - Photo-Optics Technician		20.06
30461 - Technical Writer I		20.06
30462 - Technical Writer II		24.54
30463 - Technical Writer III		29.43
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.06
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02
99410 - Pest Controller		14.22
99510 - Photofinishing Worker		15.84
99710 - Recycling Laborer		11.87
99711 - Recycling Specialist		13.49
99730 - Refuse Collector		11.02
99810 - Sales Clerk		10.87
99820 - School Crossing Guard		9.48
99830 - Survey Party Chief		17.92
99831 - Surveying Aide		12.06
99832 - Surveying Technician		16.53
99840 - Vending Machine Attendant		12.10
99841 - Vending Machine Repairer		76.40
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2001 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.93
01012 - Accounting Clerk II		13.39
01013 - Accounting Clerk III		15.02
01020 - Administrative Assistant		20.97
01040 - Court Reporter		14.60
01051 - Data Entry Operator I		10.84
01052 - Data Entry Operator II		11.82
01060 - Dispatcher, Motor Vehicle		16.78
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.34
01112 - General Clerk II		11.45
01113 - General Clerk III		12.67
01120 - Housing Referral Assistant		16.28
01141 - Messenger Courier		9.46
01191 - Order Clerk I		10.60
01192 - Order Clerk II		11.92
01261 - Personnel Assistant (Employment) I		13.46
01262 - Personnel Assistant (Employment) II		15.05
01263 - Personnel Assistant (Employment) III		16.79
01270 - Production Control Clerk		19.71
01280 - Receptionist		10.67
01290 - Rental Clerk		10.78
01300 - Scheduler, Maintenance		13.05
01311 - Secretary I		13.05
01312 - Secretary II		14.60

01313 - Secretary III	16.28
01320 - Service Order Dispatcher	16.32
01410 - Supply Technician	20.03
01420 - Survey Worker	12.53
01531 - Travel Clerk I	10.90
01532 - Travel Clerk II	11.64
01533 - Travel Clerk III	12.32
01611 - Word Processor I	12.34
01612 - Word Processor II	13.86
01613 - Word Processor III	15.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.40
05010 - Automotive Electrician	16.05
05040 - Automotive Glass Installer	15.24
05070 - Automotive Worker	15.24
05110 - Mobile Equipment Servicer	13.53
05130 - Motor Equipment Metal Mechanic	16.90
05160 - Motor Equipment Metal Worker	15.24
05190 - Motor Vehicle Mechanic	16.90
05220 - Motor Vehicle Mechanic Helper	12.72
05250 - Motor Vehicle Upholstery Worker	15.24
05280 - Motor Vehicle Wrecker	15.24
05310 - Painter, Automotive	16.05
05340 - Radiator Repair Specialist	15.24
05370 - Tire Repairer	10.65
05400 - Transmission Repair Specialist	16.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.55
07041 - Cook I	12.03
07042 - Cook II	13.55
07070 - Dishwasher	9.17
07130 - Food Service Worker	9.17
07210 - Meat Cutter	13.55
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.00
09040 - Furniture Handler	9.94
09080 - Furniture Refinisher	13.81
09090 - Furniture Refinisher Helper	11.22
09110 - Furniture Repairer, Minor	12.52
09130 - Upholsterer	13.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.53
11060 - Elevator Operator	9.53
11090 - Gardener	13.62
11122 - Housekeeping Aide	9.52
11150 - Janitor	9.52
11210 - Laborer, Grounds Maintenance	11.08
11240 - Maid or Houseman	8.37
11260 - Pruner	10.30
11270 - Tractor Operator	12.59
11330 - Trail Maintenance Worker	11.08
11360 - Window Cleaner	10.13
12000 - Health Occupations	
12010 - Ambulance Driver	14.56
12011 - Breath Alcohol Technician	14.56
12012 - Certified Occupational Therapist Assistant	21.47
12015 - Certified Physical Therapist Assistant	21.47
12020 - Dental Assistant	13.55
12025 - Dental Hygienist	27.87
12030 - EKG Technician	21.56
12035 - Electroneurodiagnostic Technologist	21.56
12040 - Emergency Medical Technician	14.56

12071 - Licensed Practical Nurse I		13.02
12072 - Licensed Practical Nurse II		14.56
12073 - Licensed Practical Nurse III		16.24
12100 - Medical Assistant		11.79
12130 - Medical Laboratory Technician		14.80
12160 - Medical Record Clerk		11.15
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		13.74
12210 - Nuclear Medicine Technologist		25.79
12221 - Nursing Assistant I		9.95
12222 - Nursing Assistant II		11.19
12223 - Nursing Assistant III		12.21
12224 - Nursing Assistant IV		13.70
12235 - Optical Dispenser		13.70
12236 - Optical Technician		13.17
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.70
12305 - Radiologic Technologist		20.09
12311 - Registered Nurse I		23.04
12312 - Registered Nurse II		28.18
12313 - Registered Nurse II, Specialist		28.18
12314 - Registered Nurse III		34.09
12315 - Registered Nurse III, Anesthetist		34.09
12316 - Registered Nurse IV		40.86
12317 - Scheduler (Drug and Alcohol Testing)		18.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.41
13012 - Exhibits Specialist II		20.34
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		16.41
13042 - Illustrator II		20.34
13043 - Illustrator III		24.88
13047 - Librarian		22.52
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		11.93
13061 - Media Specialist I		14.67
13062 - Media Specialist II		16.41
13063 - Media Specialist III		18.30
13071 - Photographer I		11.06
13072 - Photographer II		12.65
13073 - Photographer III		18.16
13074 - Photographer IV		20.88
13075 - Photographer V		25.26
13110 - Video Teleconference Technician		14.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.28
14042 - Computer Operator II		14.86
14043 - Computer Operator III		16.57
14044 - Computer Operator IV		18.41
14045 - Computer Operator V		20.39
14071 - Computer Programmer I	(see 1)	17.17
14072 - Computer Programmer II	(see 1)	21.27
14073 - Computer Programmer III	(see 1)	26.02
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.28
14160 - Personal Computer Support Technician		18.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.38

15020 - Aircrew Training Devices Instructor (Rated)	30.70
15030 - Air Crew Training Devices Instructor (Pilot)	36.80
15050 - Computer Based Training Specialist / Instructor	25.38
15060 - Educational Technologist	26.90
15070 - Flight Instructor (Pilot)	36.80
15080 - Graphic Artist	21.00
15090 - Technical Instructor	20.24
15095 - Technical Instructor/Course Developer	24.76
15110 - Test Proctor	16.33
15120 - Tutor	16.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.58
16030 - Counter Attendant	8.58
16040 - Dry Cleaner	10.26
16070 - Finisher, Flatwork, Machine	8.58
16090 - Presser, Hand	8.58
16110 - Presser, Machine, Drycleaning	8.58
16130 - Presser, Machine, Shirts	8.58
16160 - Presser, Machine, Wearing Apparel, Laundry	8.58
16190 - Sewing Machine Operator	10.83
16220 - Tailor	11.37
16250 - Washer, Machine	9.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.07
19040 - Tool And Die Maker	21.44
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.45
21030 - Material Coordinator	19.71
21040 - Material Expediter	19.71
21050 - Material Handling Laborer	11.80
21071 - Order Filler	12.46
21080 - Production Line Worker (Food Processing)	13.45
21110 - Shipping Packer	12.55
21130 - Shipping/Receiving Clerk	12.55
21140 - Store Worker I	12.34
21150 - Stock Clerk	15.26
21210 - Tools And Parts Attendant	13.45
21410 - Warehouse Specialist	13.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.97
23021 - Aircraft Mechanic I	17.12
23022 - Aircraft Mechanic II	17.97
23023 - Aircraft Mechanic III	18.88
23040 - Aircraft Mechanic Helper	13.35
23050 - Aircraft, Painter	16.36
23060 - Aircraft Servicer	14.84
23080 - Aircraft Worker	15.60
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	10.60
23125 - Cable Splicer	19.24
23130 - Carpenter, Maintenance	14.93
23140 - Carpet Layer	15.62
23160 - Electrician, Maintenance	18.87
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23312 - Fuel Distribution System Operator	18.97
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23391 - Gunsmith I	14.11
23392 - Gunsmith II	15.62
23393 - Gunsmith III	17.12
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23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	16.12
23460 - Instrument Mechanic	21.53
23465 - Laboratory/Shelter Mechanic	16.36
23470 - Laborer	11.80
23510 - Locksmith	16.36
23530 - Machinery Maintenance Mechanic	19.23
23550 - Machinist, Maintenance	17.40
23580 - Maintenance Trades Helper	11.32
23591 - Metrology Technician I	20.04
23592 - Metrology Technician II	20.91
23593 - Metrology Technician III	21.78
23640 - Millwright	17.86
23710 - Office Appliance Repairer	15.59
23760 - Painter, Maintenance	16.38
23790 - Pipefitter, Maintenance	17.12
23810 - Plumber, Maintenance	16.71
23820 - Pneudraulic Systems Mechanic	17.12
23850 - Rigger	17.12
23870 - Scale Mechanic	15.62
23890 - Sheet-Metal Worker, Maintenance	17.49
23910 - Small Engine Mechanic	14.93
23931 - Telecommunications Mechanic I	19.13
23932 - Telecommunications Mechanic II	20.10
23950 - Telephone Lineman	17.39
23960 - Welder, Combination, Maintenance	15.80
23965 - Well Driller	17.12
23970 - Woodcraft Worker	17.12
23980 - Woodworker	13.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.77
24610 - Chore Aide	8.37
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	13.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.85
25040 - Sewage Plant Operator	19.92
25070 - Stationary Engineer	20.85
25190 - Ventilation Equipment Tender	16.25
25210 - Water Treatment Plant Operator	19.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.41
27007 - Baggage Inspector	11.90
27008 - Corrections Officer	15.52
27010 - Court Security Officer	16.15
27030 - Detection Dog Handler	13.31
27040 - Detention Officer	15.52
27070 - Firefighter	17.59
27101 - Guard I	11.90
27102 - Guard II	13.31
27131 - Police Officer I	17.25
27132 - Police Officer II	18.69

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.75
28042 - Carnival Equipment Repairer 11.46
28043 - Carnival Equpment Worker 8.73
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.61
28515 - Recreation Specialist 16.36
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 17.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.40
29020 - Hatch Tender 18.40
29030 - Line Handler 18.40
29041 - Stevedore I 17.25
29042 - Stevedore II 19.27
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16
30021 - Archeological Technician I 13.81
30022 - Archeological Technician II 15.06
30023 - Archeological Technician III 18.68
30030 - Cartographic Technician 20.59
30040 - Civil Engineering Technician 17.95
30061 - Drafter/CAD Operator I 14.72
30062 - Drafter/CAD Operator II 16.72
30063 - Drafter/CAD Operator III 18.07
30064 - Drafter/CAD Operator IV 22.24
30081 - Engineering Technician I 13.75
30082 - Engineering Technician II 14.72
30083 - Engineering Technician III 17.27
30084 - Engineering Technician IV 21.40
30085 - Engineering Technician V 26.17
30086 - Engineering Technician VI 28.78
30090 - Environmental Technician 20.23
30210 - Laboratory Technician 20.19
30240 - Mathematical Technician 20.59
30361 - Paralegal/Legal Assistant I 16.06
30362 - Paralegal/Legal Assistant II 19.90
30363 - Paralegal/Legal Assistant III 24.95
30364 - Paralegal/Legal Assistant IV 29.27
30390 - Photo-Optics Technician 20.59
30461 - Technical Writer I 18.74
30462 - Technical Writer II 22.92
30463 - Technical Writer III 26.34
30491 - Unexploded Ordnance (UXO) Technician I 22.74
30492 - Unexploded Ordnance (UXO) Technician II 27.51
30493 - Unexploded Ordnance (UXO) Technician III 32.97
30494 - Unexploded (UXO) Safety Escort 22.74
30495 - Unexploded (UXO) Sweep Personnel 22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 18.25
30621 - Weather Observer, Senior (see 2) 20.27
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 12.52
31030 - Bus Driver 15.70
31043 - Driver Courier 13.55
31260 - Parking and Lot Attendant 10.76
31290 - Shuttle Bus Driver 13.92
31310 - Taxi Driver 12.82
31361 - Truckdriver, Light 13.92

31362 - Truckdriver, Medium	14.65
31363 - Truckdriver, Heavy	17.90
31364 - Truckdriver, Tractor-Trailer	17.90
99000 - Miscellaneous Occupations	
99030 - Cashier	7.67
99050 - Desk Clerk	8.87
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.06
99252 - Laboratory Animal Caretaker II	11.69
99310 - Mortician	23.05
99410 - Pest Controller	12.15
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.49
99711 - Recycling Specialist	14.20
99730 - Refuse Collector	10.86
99810 - Sales Clerk	10.56
99820 - School Crossing Guard	13.27
99830 - Survey Party Chief	14.05
99831 - Surveying Aide	9.19
99832 - Surveying Technician	12.61
99840 - Vending Machine Attendant	16.23
99841 - Vending Machine Repairer	18.99
99842 - Vending Machine Repairer Helper	16.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2002 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.93
01012 - Accounting Clerk II		13.39
01013 - Accounting Clerk III		15.02
01020 - Administrative Assistant		20.97
01040 - Court Reporter		14.60
01051 - Data Entry Operator I		10.84

01052 - Data Entry Operator II	11.82
01060 - Dispatcher, Motor Vehicle	16.78
01070 - Document Preparation Clerk	11.63
01090 - Duplicating Machine Operator	11.63
01111 - General Clerk I	10.34
01112 - General Clerk II	11.45
01113 - General Clerk III	12.67
01120 - Housing Referral Assistant	16.28
01141 - Messenger Courier	9.46
01191 - Order Clerk I	10.60
01192 - Order Clerk II	11.92
01261 - Personnel Assistant (Employment) I	13.46
01262 - Personnel Assistant (Employment) II	15.05
01263 - Personnel Assistant (Employment) III	16.79
01270 - Production Control Clerk	19.71
01280 - Receptionist	10.67
01290 - Rental Clerk	10.78
01300 - Scheduler, Maintenance	13.05
01311 - Secretary I	13.05
01312 - Secretary II	14.60
01313 - Secretary III	16.28
01320 - Service Order Dispatcher	16.32
01410 - Supply Technician	20.03
01420 - Survey Worker	12.53
01531 - Travel Clerk I	10.90
01532 - Travel Clerk II	11.64
01533 - Travel Clerk III	12.32
01611 - Word Processor I	12.34
01612 - Word Processor II	13.86
01613 - Word Processor III	15.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.40
05010 - Automotive Electrician	16.05
05040 - Automotive Glass Installer	15.24
05070 - Automotive Worker	15.24
05110 - Mobile Equipment Servicer	13.53
05130 - Motor Equipment Metal Mechanic	16.90
05160 - Motor Equipment Metal Worker	15.24
05190 - Motor Vehicle Mechanic	16.90
05220 - Motor Vehicle Mechanic Helper	12.72
05250 - Motor Vehicle Upholstery Worker	15.24
05280 - Motor Vehicle Wrecker	15.24
05310 - Painter, Automotive	16.05
05340 - Radiator Repair Specialist	15.24
05370 - Tire Repairer	10.65
05400 - Transmission Repair Specialist	16.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.55
07041 - Cook I	12.03
07042 - Cook II	13.55
07070 - Dishwasher	9.17
07130 - Food Service Worker	9.17
07210 - Meat Cutter	13.55
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.00
09040 - Furniture Handler	9.94
09080 - Furniture Refinisher	13.81
09090 - Furniture Refinisher Helper	11.22
09110 - Furniture Repairer, Minor	12.52
09130 - Upholsterer	13.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.53

11060 - Elevator Operator	9.53
11090 - Gardener	13.62
11122 - Housekeeping Aide	9.52
11150 - Janitor	9.52
11210 - Laborer, Grounds Maintenance	11.08
11240 - Maid or Houseman	8.37
11260 - Pruner	10.30
11270 - Tractor Operator	12.59
11330 - Trail Maintenance Worker	11.08
11360 - Window Cleaner	10.13
12000 - Health Occupations	
12010 - Ambulance Driver	14.56
12011 - Breath Alcohol Technician	14.56
12012 - Certified Occupational Therapist Assistant	21.47
12015 - Certified Physical Therapist Assistant	21.47
12020 - Dental Assistant	13.55
12025 - Dental Hygienist	27.87
12030 - EKG Technician	21.56
12035 - Electroneurodiagnostic Technologist	21.56
12040 - Emergency Medical Technician	14.56
12071 - Licensed Practical Nurse I	13.02
12072 - Licensed Practical Nurse II	14.56
12073 - Licensed Practical Nurse III	16.24
12100 - Medical Assistant	11.79
12130 - Medical Laboratory Technician	14.80
12160 - Medical Record Clerk	11.15
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.74
12210 - Nuclear Medicine Technologist	25.79
12221 - Nursing Assistant I	9.95
12222 - Nursing Assistant II	11.19
12223 - Nursing Assistant III	12.21
12224 - Nursing Assistant IV	13.70
12235 - Optical Dispenser	13.70
12236 - Optical Technician	13.17
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.70
12305 - Radiologic Technologist	20.09
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.18
12313 - Registered Nurse II, Specialist	28.18
12314 - Registered Nurse III	34.09
12315 - Registered Nurse III, Anesthetist	34.09
12316 - Registered Nurse IV	40.86
12317 - Scheduler (Drug and Alcohol Testing)	18.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.41
13012 - Exhibits Specialist II	20.34
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	16.41
13042 - Illustrator II	20.34
13043 - Illustrator III	24.88
13047 - Librarian	22.52
13050 - Library Aide/Clerk	10.80
13054 - Library Information Technology Systems Administrator	20.34
13058 - Library Technician	11.93
13061 - Media Specialist I	14.67
13062 - Media Specialist II	16.41
13063 - Media Specialist III	18.30
13071 - Photographer I	11.06
13072 - Photographer II	12.65
13073 - Photographer III	18.16

13074 - Photographer IV		20.88
13075 - Photographer V		25.26
13110 - Video Teleconference Technician		14.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.28
14042 - Computer Operator II		14.86
14043 - Computer Operator III		16.57
14044 - Computer Operator IV		18.41
14045 - Computer Operator V		20.39
14071 - Computer Programmer I	(see 1)	17.17
14072 - Computer Programmer II	(see 1)	21.27
14073 - Computer Programmer III	(see 1)	26.02
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.28
14160 - Personal Computer Support Technician		18.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.38
15020 - Aircrew Training Devices Instructor (Rated)		30.70
15030 - Air Crew Training Devices Instructor (Pilot)		36.80
15050 - Computer Based Training Specialist / Instructor		25.38
15060 - Educational Technologist		26.90
15070 - Flight Instructor (Pilot)		36.80
15080 - Graphic Artist		21.00
15090 - Technical Instructor		20.24
15095 - Technical Instructor/Course Developer		24.76
15110 - Test Proctor		16.33
15120 - Tutor		16.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.58
16030 - Counter Attendant		8.58
16040 - Dry Cleaner		10.26
16070 - Finisher, Flatwork, Machine		8.58
16090 - Presser, Hand		8.58
16110 - Presser, Machine, Drycleaning		8.58
16130 - Presser, Machine, Shirts		8.58
16160 - Presser, Machine, Wearing Apparel, Laundry		8.58
16190 - Sewing Machine Operator		10.83
16220 - Tailor		11.37
16250 - Washer, Machine		9.13
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.07
19040 - Tool And Die Maker		21.44
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.45
21030 - Material Coordinator		19.71
21040 - Material Expediter		19.71
21050 - Material Handling Laborer		11.80
21071 - Order Filler		12.46
21080 - Production Line Worker (Food Processing)		13.45
21110 - Shipping Packer		12.55
21130 - Shipping/Receiving Clerk		12.55
21140 - Store Worker I		12.34
21150 - Stock Clerk		15.26
21210 - Tools And Parts Attendant		13.45
21410 - Warehouse Specialist		13.45
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		17.97
23021 - Aircraft Mechanic I		17.12
23022 - Aircraft Mechanic II		17.97
23023 - Aircraft Mechanic III		18.88

23040 - Aircraft Mechanic Helper	13.35
23050 - Aircraft, Painter	16.36
23060 - Aircraft Servicer	14.84
23080 - Aircraft Worker	15.60
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	10.60
23125 - Cable Splicer	19.24
23130 - Carpenter, Maintenance	14.93
23140 - Carpet Layer	15.62
23160 - Electrician, Maintenance	18.87
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.56
23183 - Electronics Technician Maintenance III	23.61
23260 - Fabric Worker	14.85
23290 - Fire Alarm System Mechanic	17.12
23310 - Fire Extinguisher Repairer	14.11
23311 - Fuel Distribution System Mechanic	23.03
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	16.06
23380 - Ground Support Equipment Mechanic	17.12
23381 - Ground Support Equipment Servicer	14.84
23382 - Ground Support Equipment Worker	15.60
23391 - Gunsmith I	14.11
23392 - Gunsmith II	15.62
23393 - Gunsmith III	17.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	16.12
23460 - Instrument Mechanic	21.53
23465 - Laboratory/Shelter Mechanic	16.36
23470 - Laborer	11.80
23510 - Locksmith	16.36
23530 - Machinery Maintenance Mechanic	19.23
23550 - Machinist, Maintenance	17.40
23580 - Maintenance Trades Helper	11.32
23591 - Metrology Technician I	20.04
23592 - Metrology Technician II	20.91
23593 - Metrology Technician III	21.78
23640 - Millwright	17.86
23710 - Office Appliance Repairer	15.59
23760 - Painter, Maintenance	16.38
23790 - Pipefitter, Maintenance	17.12
23810 - Plumber, Maintenance	16.71
23820 - Pneudraulic Systems Mechanic	17.12
23850 - Rigger	17.12
23870 - Scale Mechanic	15.62
23890 - Sheet-Metal Worker, Maintenance	17.49
23910 - Small Engine Mechanic	14.93
23931 - Telecommunications Mechanic I	19.13
23932 - Telecommunications Mechanic II	20.10
23950 - Telephone Lineman	17.39
23960 - Welder, Combination, Maintenance	15.80
23965 - Well Driller	17.12
23970 - Woodcraft Worker	17.12
23980 - Woodworker	13.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.77
24610 - Chore Aide	8.37
24620 - Family Readiness And Support Services	13.52

Coordinator	
24630 - Homemaker	13.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.85
25040 - Sewage Plant Operator	19.92
25070 - Stationary Engineer	20.85
25190 - Ventilation Equipment Tender	16.25
25210 - Water Treatment Plant Operator	19.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.41
27007 - Baggage Inspector	11.90
27008 - Corrections Officer	15.52
27010 - Court Security Officer	16.15
27030 - Detection Dog Handler	13.31
27040 - Detention Officer	15.52
27070 - Firefighter	17.59
27101 - Guard I	11.90
27102 - Guard II	13.31
27131 - Police Officer I	17.25
27132 - Police Officer II	18.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.75
28042 - Carnival Equipment Repairer	11.46
28043 - Carnival Equpment Worker	8.73
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.61
28515 - Recreation Specialist	16.36
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	17.25
29042 - Stevedore II	19.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.81
30022 - Archeological Technician II	15.06
30023 - Archeological Technician III	18.68
30030 - Cartographic Technician	20.59
30040 - Civil Engineering Technician	17.95
30061 - Drafter/CAD Operator I	14.72
30062 - Drafter/CAD Operator II	16.72
30063 - Drafter/CAD Operator III	18.07
30064 - Drafter/CAD Operator IV	22.24
30081 - Engineering Technician I	13.75
30082 - Engineering Technician II	14.72
30083 - Engineering Technician III	17.27
30084 - Engineering Technician IV	21.40
30085 - Engineering Technician V	26.17
30086 - Engineering Technician VI	28.78
30090 - Environmental Technician	20.23
30210 - Laboratory Technician	20.19
30240 - Mathematical Technician	20.59
30361 - Paralegal/Legal Assistant I	16.06
30362 - Paralegal/Legal Assistant II	19.90
30363 - Paralegal/Legal Assistant III	24.95
30364 - Paralegal/Legal Assistant IV	29.27

30390 - Photo-Optics Technician		20.59
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.92
30463 - Technical Writer III		26.34
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.25
30621 - Weather Observer, Senior	(see 2)	20.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.52
31030 - Bus Driver		15.70
31043 - Driver Courier		13.55
31260 - Parking and Lot Attendant		10.76
31290 - Shuttle Bus Driver		13.92
31310 - Taxi Driver		12.82
31361 - Truckdriver, Light		13.92
31362 - Truckdriver, Medium		14.65
31363 - Truckdriver, Heavy		17.90
31364 - Truckdriver, Tractor-Trailer		17.90
99000 - Miscellaneous Occupations		
99030 - Cashier		7.67
99050 - Desk Clerk		8.87
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.06
99252 - Laboratory Animal Caretaker II		11.69
99310 - Mortician		23.05
99410 - Pest Controller		12.15
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.49
99711 - Recycling Specialist		14.20
99730 - Refuse Collector		10.86
99810 - Sales Clerk		10.56
99820 - School Crossing Guard		13.27
99830 - Survey Party Chief		14.05
99831 - Surveying Aide		9.19
99832 - Surveying Technician		12.61
99840 - Vending Machine Attendant		16.23
99841 - Vending Machine Repairer		18.99
99842 - Vending Machine Repairer Helper		16.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2003
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Bibb, Blount, Cullman, Fayette, Greene, Hale, Jefferson, Lamar, Marengo, Perry, Pickens, Shelby, St Clair, Tuscaloosa, Walker

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		20.68
01040 - Court Reporter		17.92
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.47
01090 - Duplicating Machine Operator		12.47
01111 - General Clerk I		13.41
01112 - General Clerk II		14.66
01113 - General Clerk III		16.52
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		10.42
01191 - Order Clerk I		13.42
01192 - Order Clerk II		14.83
01261 - Personnel Assistant (Employment) I		17.24
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		20.67
01280 - Receptionist		12.47
01290 - Rental Clerk		14.86
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.26
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		16.44
01410 - Supply Technician		22.50
01420 - Survey Worker		17.92
01531 - Travel Clerk I		10.99
01532 - Travel Clerk II		11.68
01533 - Travel Clerk III		12.41
01611 - Word Processor I		14.45
01612 - Word Processor II		15.82
01613 - Word Processor III		18.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.33
05010 - Automotive Electrician		17.57
05040 - Automotive Glass Installer		16.60
05070 - Automotive Worker		16.60
05110 - Mobile Equipment Servicer		14.02
05130 - Motor Equipment Metal Mechanic		18.53
05160 - Motor Equipment Metal Worker		16.60
05190 - Motor Vehicle Mechanic		17.83
05220 - Motor Vehicle Mechanic Helper		14.05

05250 - Motor Vehicle Upholstery Worker	15.63
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.57
05340 - Radiator Repair Specialist	16.60
05370 - Tire Repairer	11.71
05400 - Transmission Repair Specialist	18.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.25
07041 - Cook I	8.54
07042 - Cook II	9.67
07070 - Dishwasher	8.20
07130 - Food Service Worker	8.72
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.44
09040 - Furniture Handler	10.18
09080 - Furniture Refinisher	15.44
09090 - Furniture Refinisher Helper	11.95
09110 - Furniture Repairer, Minor	13.64
09130 - Upholsterer	15.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	9.15
11090 - Gardener	11.73
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	8.43
11260 - Pruner	10.67
11270 - Tractor Operator	11.83
11330 - Trail Maintenance Worker	10.63
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	15.95
12011 - Breath Alcohol Technician	15.95
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	23.08
12020 - Dental Assistant	13.62
12025 - Dental Hygienist	24.96
12030 - EKG Technician	21.05
12035 - Electroneurodiagnostic Technologist	21.05
12040 - Emergency Medical Technician	15.95
12071 - Licensed Practical Nurse I	14.47
12072 - Licensed Practical Nurse II	16.19
12073 - Licensed Practical Nurse III	18.06
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	15.29
12160 - Medical Record Clerk	12.66
12190 - Medical Record Technician	14.17
12195 - Medical Transcriptionist	14.36
12210 - Nuclear Medicine Technologist	28.00
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.47
12223 - Nursing Assistant III	11.43
12224 - Nursing Assistant IV	12.82
12235 - Optical Dispenser	15.15
12236 - Optical Technician	14.12
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.82
12305 - Radiologic Technologist	21.70
12311 - Registered Nurse I	24.27
12312 - Registered Nurse II	29.69

12313 - Registered Nurse II, Specialist		29.69
12314 - Registered Nurse III		35.91
12315 - Registered Nurse III, Anesthetist		35.91
12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		19.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.27
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		17.27
13042 - Illustrator II		21.42
13043 - Illustrator III		25.39
13047 - Librarian		22.85
13050 - Library Aide/Clerk		10.24
13054 - Library Information Technology Systems Administrator		20.43
13058 - Library Technician		12.34
13061 - Media Specialist I		14.73
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.38
13071 - Photographer I		14.73
13072 - Photographer II		16.48
13073 - Photographer III		20.43
13074 - Photographer IV		24.99
13075 - Photographer V		30.23
13110 - Video Teleconference Technician		16.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I		23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.23
15030 - Air Crew Training Devices Instructor (Pilot)		38.85
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		26.48
15070 - Flight Instructor (Pilot)		38.85
15080 - Graphic Artist		22.41
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.12
15110 - Test Proctor		16.57
15120 - Tutor		16.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.40
16030 - Counter Attendant		8.40
16040 - Dry Cleaner		10.30
16070 - Finisher, Flatwork, Machine		8.40
16090 - Presser, Hand		8.40
16110 - Presser, Machine, Drycleaning		8.40
16130 - Presser, Machine, Shirts		8.40
16160 - Presser, Machine, Wearing Apparel, Laundry		8.40
16190 - Sewing Machine Operator		10.90

16220 - Tailor	11.50
16250 - Washer, Machine	10.72
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.21
19040 - Tool And Die Maker	20.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.88
21030 - Material Coordinator	19.39
21040 - Material Expediter	19.39
21050 - Material Handling Laborer	12.57
21071 - Order Filler	10.30
21080 - Production Line Worker (Food Processing)	13.88
21110 - Shipping Packer	13.38
21130 - Shipping/Receiving Clerk	13.38
21140 - Store Worker I	9.98
21150 - Stock Clerk	14.06
21210 - Tools And Parts Attendant	13.88
21410 - Warehouse Specialist	13.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.46
23021 - Aircraft Mechanic I	22.07
23022 - Aircraft Mechanic II	23.46
23023 - Aircraft Mechanic III	24.83
23040 - Aircraft Mechanic Helper	16.11
23050 - Aircraft, Painter	20.32
23060 - Aircraft Servicer	18.38
23080 - Aircraft Worker	19.53
23110 - Appliance Mechanic	18.46
23120 - Bicycle Repairer	12.88
23125 - Cable Splicer	25.02
23130 - Carpenter, Maintenance	17.40
23140 - Carpet Layer	17.26
23160 - Electrician, Maintenance	20.18
23181 - Electronics Technician Maintenance I	21.06
23182 - Electronics Technician Maintenance II	22.51
23183 - Electronics Technician Maintenance III	24.03
23260 - Fabric Worker	16.05
23290 - Fire Alarm System Mechanic	18.15
23310 - Fire Extinguisher Repairer	15.23
23311 - Fuel Distribution System Mechanic	24.08
23312 - Fuel Distribution System Operator	18.15
23370 - General Maintenance Worker	16.20
23380 - Ground Support Equipment Mechanic	22.07
23381 - Ground Support Equipment Servicer	18.38
23382 - Ground Support Equipment Worker	19.53
23391 - Gunsmith I	14.81
23392 - Gunsmith II	17.27
23393 - Gunsmith III	19.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.20
23430 - Heavy Equipment Mechanic	21.83
23440 - Heavy Equipment Operator	17.34
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	18.46
23470 - Laborer	11.87
23510 - Locksmith	17.95
23530 - Machinery Maintenance Mechanic	20.09
23550 - Machinist, Maintenance	19.22
23580 - Maintenance Trades Helper	13.59
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	23.67

23593 - Metrology Technician III	25.06
23640 - Millwright	18.86
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	16.72
23790 - Pipefitter, Maintenance	19.03
23810 - Plumber, Maintenance	17.83
23820 - Pneudraulic Systems Mechanic	19.71
23850 - Rigger	19.71
23870 - Scale Mechanic	17.27
23890 - Sheet-Metal Worker, Maintenance	17.94
23910 - Small Engine Mechanic	16.64
23931 - Telecommunications Mechanic I	25.37
23932 - Telecommunications Mechanic II	30.76
23950 - Telephone Lineman	21.53
23960 - Welder, Combination, Maintenance	16.11
23965 - Well Driller	19.69
23970 - Woodcraft Worker	19.71
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	8.21
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	13.83
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.72
27007 - Baggage Inspector	9.87
27008 - Corrections Officer	18.22
27010 - Court Security Officer	18.99
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.22
27070 - Firefighter	20.70
27101 - Guard I	9.87
27102 - Guard II	13.87
27131 - Police Officer I	20.26
27132 - Police Officer II	22.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.45
28043 - Carnival Equpment Worker	8.33
28210 - Gate Attendant/Gate Tender	12.32
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.06
28515 - Recreation Specialist	12.49
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.99
29020 - Hatch Tender	18.99
29030 - Line Handler	18.99
29041 - Stevedore I	16.68
29042 - Stevedore II	20.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66

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30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.80
30621 - Weather Observer, Senior	(see 2)	23.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.33
31030 - Bus Driver		14.76
31043 - Driver Courier		14.18
31260 - Parking and Lot Attendant		9.12
31290 - Shuttle Bus Driver		14.65
31310 - Taxi Driver		10.90
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		18.35
31363 - Truckdriver, Heavy		19.52
31364 - Truckdriver, Tractor-Trailer		19.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.51
99050 - Desk Clerk		10.65
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		11.96
99252 - Laboratory Animal Caretaker II		13.13
99310 - Mortician		21.58
99410 - Pest Controller		16.32
99510 - Photofinishing Worker		14.08
99710 - Recycling Laborer		13.23
99711 - Recycling Specialist		16.14
99730 - Refuse Collector		11.87
99810 - Sales Clerk		12.40
99820 - School Crossing Guard		9.20
99830 - Survey Party Chief		19.14
99831 - Surveying Aide		11.63
99832 - Surveying Technician		15.96

99840 - Vending Machine Attendant	14.48
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	14.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2004 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Bibb, Blount, Cullman, Fayette, Greene, Hale, Jefferson, Lamar, Marengo, Perry, Pickens, Shelby, St Clair, Tuscaloosa, Walker

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		20.68
01040 - Court Reporter		17.92
01051 - Data Entry Operator I		13.96
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		12.47
01090 - Duplicating Machine Operator		12.47
01111 - General Clerk I		13.41
01112 - General Clerk II		14.66
01113 - General Clerk III		16.52
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		10.42
01191 - Order Clerk I		13.42
01192 - Order Clerk II		14.83
01261 - Personnel Assistant (Employment) I		17.24
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		20.67
01280 - Receptionist		12.47
01290 - Rental Clerk		14.86
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.26

01313 - Secretary III	20.52
01320 - Service Order Dispatcher	16.44
01410 - Supply Technician	22.50
01420 - Survey Worker	17.92
01531 - Travel Clerk I	10.99
01532 - Travel Clerk II	11.68
01533 - Travel Clerk III	12.41
01611 - Word Processor I	14.45
01612 - Word Processor II	15.82
01613 - Word Processor III	18.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.33
05010 - Automotive Electrician	17.57
05040 - Automotive Glass Installer	16.60
05070 - Automotive Worker	16.60
05110 - Mobile Equipment Servicer	14.02
05130 - Motor Equipment Metal Mechanic	18.53
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	17.83
05220 - Motor Vehicle Mechanic Helper	14.05
05250 - Motor Vehicle Upholstery Worker	15.63
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.57
05340 - Radiator Repair Specialist	16.60
05370 - Tire Repairer	11.71
05400 - Transmission Repair Specialist	18.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.25
07041 - Cook I	8.54
07042 - Cook II	9.67
07070 - Dishwasher	8.20
07130 - Food Service Worker	8.72
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.44
09040 - Furniture Handler	10.18
09080 - Furniture Refinisher	15.44
09090 - Furniture Refinisher Helper	11.95
09110 - Furniture Repairer, Minor	13.64
09130 - Upholsterer	15.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	9.15
11090 - Gardener	11.73
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	8.43
11260 - Pruner	10.67
11270 - Tractor Operator	11.83
11330 - Trail Maintenance Worker	10.63
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	15.95
12011 - Breath Alcohol Technician	15.95
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	23.08
12020 - Dental Assistant	13.62
12025 - Dental Hygienist	24.96
12030 - EKG Technician	21.05
12035 - Electroneurodiagnostic Technologist	21.05
12040 - Emergency Medical Technician	15.95

12071 - Licensed Practical Nurse I		14.47
12072 - Licensed Practical Nurse II		16.19
12073 - Licensed Practical Nurse III		18.06
12100 - Medical Assistant		13.28
12130 - Medical Laboratory Technician		15.29
12160 - Medical Record Clerk		12.66
12190 - Medical Record Technician		14.17
12195 - Medical Transcriptionist		14.36
12210 - Nuclear Medicine Technologist		28.00
12221 - Nursing Assistant I		9.31
12222 - Nursing Assistant II		10.47
12223 - Nursing Assistant III		11.43
12224 - Nursing Assistant IV		12.82
12235 - Optical Dispenser		15.15
12236 - Optical Technician		14.12
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		12.82
12305 - Radiologic Technologist		21.70
12311 - Registered Nurse I		24.27
12312 - Registered Nurse II		29.69
12313 - Registered Nurse II, Specialist		29.69
12314 - Registered Nurse III		35.91
12315 - Registered Nurse III, Anesthetist		35.91
12316 - Registered Nurse IV		43.04
12317 - Scheduler (Drug and Alcohol Testing)		19.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.27
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		17.27
13042 - Illustrator II		21.42
13043 - Illustrator III		25.39
13047 - Librarian		22.85
13050 - Library Aide/Clerk		10.24
13054 - Library Information Technology Systems Administrator		20.43
13058 - Library Technician		12.34
13061 - Media Specialist I		14.73
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.38
13071 - Photographer I		14.73
13072 - Photographer II		16.48
13073 - Photographer III		20.43
13074 - Photographer IV		24.99
13075 - Photographer V		30.23
13110 - Video Teleconference Technician		16.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.92
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.43
14071 - Computer Programmer I		23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.92
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29

15020 - Aircrew Training Devices Instructor (Rated)	34.23
15030 - Air Crew Training Devices Instructor (Pilot)	38.85
15050 - Computer Based Training Specialist / Instructor	29.28
15060 - Educational Technologist	26.48
15070 - Flight Instructor (Pilot)	38.85
15080 - Graphic Artist	22.41
15090 - Technical Instructor	20.53
15095 - Technical Instructor/Course Developer	25.12
15110 - Test Proctor	16.57
15120 - Tutor	16.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.40
16030 - Counter Attendant	8.40
16040 - Dry Cleaner	10.30
16070 - Finisher, Flatwork, Machine	8.40
16090 - Presser, Hand	8.40
16110 - Presser, Machine, Drycleaning	8.40
16130 - Presser, Machine, Shirts	8.40
16160 - Presser, Machine, Wearing Apparel, Laundry	8.40
16190 - Sewing Machine Operator	10.90
16220 - Tailor	11.50
16250 - Washer, Machine	10.72
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.21
19040 - Tool And Die Maker	20.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.88
21030 - Material Coordinator	19.39
21040 - Material Expediter	19.39
21050 - Material Handling Laborer	12.57
21071 - Order Filler	10.30
21080 - Production Line Worker (Food Processing)	13.88
21110 - Shipping Packer	13.38
21130 - Shipping/Receiving Clerk	13.38
21140 - Store Worker I	9.98
21150 - Stock Clerk	14.06
21210 - Tools And Parts Attendant	13.88
21410 - Warehouse Specialist	13.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.46
23021 - Aircraft Mechanic I	22.07
23022 - Aircraft Mechanic II	23.46
23023 - Aircraft Mechanic III	24.83
23040 - Aircraft Mechanic Helper	16.11
23050 - Aircraft, Painter	20.32
23060 - Aircraft Servicer	18.38
23080 - Aircraft Worker	19.53
23110 - Appliance Mechanic	18.46
23120 - Bicycle Repairer	12.88
23125 - Cable Splicer	25.02
23130 - Carpenter, Maintenance	17.40
23140 - Carpet Layer	17.26
23160 - Electrician, Maintenance	20.18
23181 - Electronics Technician Maintenance I	21.06
23182 - Electronics Technician Maintenance II	22.51
23183 - Electronics Technician Maintenance III	24.03
23260 - Fabric Worker	16.05
23290 - Fire Alarm System Mechanic	18.15
23310 - Fire Extinguisher Repairer	15.23
23311 - Fuel Distribution System Mechanic	24.08
23312 - Fuel Distribution System Operator	18.15
23370 - General Maintenance Worker	16.20
23380 - Ground Support Equipment Mechanic	22.07

23381 - Ground Support Equipment Servicer	18.38
23382 - Ground Support Equipment Worker	19.53
23391 - Gunsmith I	14.81
23392 - Gunsmith II	17.27
23393 - Gunsmith III	19.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.20
23430 - Heavy Equipment Mechanic	21.83
23440 - Heavy Equipment Operator	17.34
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	18.46
23470 - Laborer	11.87
23510 - Locksmith	17.95
23530 - Machinery Maintenance Mechanic	20.09
23550 - Machinist, Maintenance	19.22
23580 - Maintenance Trades Helper	13.59
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	23.67
23593 - Metrology Technician III	25.06
23640 - Millwright	18.86
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	16.72
23790 - Pipefitter, Maintenance	19.03
23810 - Plumber, Maintenance	17.83
23820 - Pneudraulic Systems Mechanic	19.71
23850 - Rigger	19.71
23870 - Scale Mechanic	17.27
23890 - Sheet-Metal Worker, Maintenance	17.94
23910 - Small Engine Mechanic	16.64
23931 - Telecommunications Mechanic I	25.37
23932 - Telecommunications Mechanic II	30.76
23950 - Telephone Lineman	21.53
23960 - Welder, Combination, Maintenance	16.11
23965 - Well Driller	19.69
23970 - Woodcraft Worker	19.71
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	15.30
24610 - Chore Aide	8.21
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	19.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	13.83
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.72
27007 - Baggage Inspector	9.87
27008 - Corrections Officer	18.22
27010 - Court Security Officer	18.99
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.22
27070 - Firefighter	20.70
27101 - Guard I	9.87
27102 - Guard II	13.87
27131 - Police Officer I	20.26
27132 - Police Officer II	22.49

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.45
28043 - Carnival Equpment Worker	8.33
28210 - Gate Attendant/Gate Tender	12.32
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.06
28515 - Recreation Specialist	12.49
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.99
29020 - Hatch Tender	18.99
29030 - Line Handler	18.99
29041 - Stevedore I	16.68
29042 - Stevedore II	20.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.61
30022 - Archeological Technician II	18.58
30023 - Archeological Technician III	23.03
30030 - Cartographic Technician	23.03
30040 - Civil Engineering Technician	22.60
30061 - Drafter/CAD Operator I	16.61
30062 - Drafter/CAD Operator II	18.58
30063 - Drafter/CAD Operator III	22.03
30064 - Drafter/CAD Operator IV	25.20
30081 - Engineering Technician I	15.74
30082 - Engineering Technician II	17.65
30083 - Engineering Technician III	19.75
30084 - Engineering Technician IV	24.48
30085 - Engineering Technician V	29.94
30086 - Engineering Technician VI	36.22
30090 - Environmental Technician	22.51
30210 - Laboratory Technician	20.73
30240 - Mathematical Technician	23.13
30361 - Paralegal/Legal Assistant I	18.40
30362 - Paralegal/Legal Assistant II	22.81
30363 - Paralegal/Legal Assistant III	27.90
30364 - Paralegal/Legal Assistant IV	33.75
30390 - Photo-Optics Technician	23.13
30461 - Technical Writer I	19.00
30462 - Technical Writer II	23.25
30463 - Technical Writer III	26.90
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.80
30621 - Weather Observer, Senior (see 2)	23.10
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.33
31030 - Bus Driver	14.76
31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	9.12
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	10.90
31361 - Truckdriver, Light	14.65

31362 - Truckdriver, Medium	18.35
31363 - Truckdriver, Heavy	19.52
31364 - Truckdriver, Tractor-Trailer	19.52
99000 - Miscellaneous Occupations	
99030 - Cashier	10.51
99050 - Desk Clerk	10.65
99095 - Embalmer	21.58
99251 - Laboratory Animal Caretaker I	11.96
99252 - Laboratory Animal Caretaker II	13.13
99310 - Mortician	21.58
99410 - Pest Controller	16.32
99510 - Photofinishing Worker	14.08
99710 - Recycling Laborer	13.23
99711 - Recycling Specialist	16.14
99730 - Refuse Collector	11.87
99810 - Sales Clerk	12.40
99820 - School Crossing Guard	9.20
99830 - Survey Party Chief	19.14
99831 - Surveying Aide	11.63
99832 - Surveying Technician	15.96
99840 - Vending Machine Attendant	14.48
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	14.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2005 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Barbour, Coffee, Dale, Geneva, Henry, Houston

Georgia Counties of Clay, Early, Miller, Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		15.35

01013 - Accounting Clerk III	17.35
01020 - Administrative Assistant	19.30
01040 - Court Reporter	14.03
01051 - Data Entry Operator I	9.76
01052 - Data Entry Operator II	10.65
01060 - Dispatcher, Motor Vehicle	15.41
01070 - Document Preparation Clerk	10.86
01090 - Duplicating Machine Operator	10.86
01111 - General Clerk I	9.79
01112 - General Clerk II	13.35
01113 - General Clerk III	15.04
01120 - Housing Referral Assistant	16.41
01141 - Messenger Courier	8.91
01191 - Order Clerk I	11.76
01192 - Order Clerk II	13.45
01261 - Personnel Assistant (Employment) I	14.87
01262 - Personnel Assistant (Employment) II	18.04
01263 - Personnel Assistant (Employment) III	18.54
01270 - Production Control Clerk	17.18
01280 - Receptionist	10.57
01290 - Rental Clerk	9.74
01300 - Scheduler, Maintenance	12.27
01311 - Secretary I	12.27
01312 - Secretary II	14.03
01313 - Secretary III	16.41
01320 - Service Order Dispatcher	13.07
01410 - Supply Technician	19.30
01420 - Survey Worker	14.03
01531 - Travel Clerk I	11.62
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.07
01611 - Word Processor I	10.93
01612 - Word Processor II	12.58
01613 - Word Processor III	14.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.64
05010 - Automotive Electrician	17.01
05040 - Automotive Glass Installer	16.13
05070 - Automotive Worker	16.13
05110 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	17.93
05160 - Motor Equipment Metal Worker	16.09
05190 - Motor Vehicle Mechanic	17.93
05220 - Motor Vehicle Mechanic Helper	13.35
05250 - Motor Vehicle Upholstery Worker	15.16
05280 - Motor Vehicle Wrecker	16.13
05310 - Painter, Automotive	17.01
05340 - Radiator Repair Specialist	16.13
05370 - Tire Repairer	11.20
05400 - Transmission Repair Specialist	17.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.89
07041 - Cook I	8.20
07042 - Cook II	9.89
07070 - Dishwasher	7.58
07130 - Food Service Worker	8.19
07210 - Meat Cutter	13.41
07260 - Waiter/Waitress	7.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.04
09040 - Furniture Handler	10.97
09080 - Furniture Refinisher	16.04
09090 - Furniture Refinisher Helper	12.67

09110 - Furniture Repairer, Minor	14.35
09130 - Upholsterer	16.04
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.81
11060 - Elevator Operator	8.77
11090 - Gardener	11.88
11122 - Housekeeping Aide	8.05
11150 - Janitor	8.77
11210 - Laborer, Grounds Maintenance	10.09
11240 - Maid or Houseman	7.98
11260 - Pruner	9.43
11270 - Tractor Operator	11.67
11330 - Trail Maintenance Worker	10.09
11360 - Window Cleaner	9.38
12000 - Health Occupations	
12010 - Ambulance Driver	13.82
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	21.66
12015 - Certified Physical Therapist Assistant	22.95
12020 - Dental Assistant	13.83
12025 - Dental Hygienist	20.20
12030 - EKG Technician	23.94
12035 - Electroneurodiagnostic Technologist	23.94
12040 - Emergency Medical Technician	13.82
12071 - Licensed Practical Nurse I	14.12
12072 - Licensed Practical Nurse II	15.79
12073 - Licensed Practical Nurse III	17.61
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	14.80
12160 - Medical Record Clerk	11.22
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.34
12210 - Nuclear Medicine Technologist	34.60
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.73
12223 - Nursing Assistant III	11.70
12224 - Nursing Assistant IV	13.13
12235 - Optical Dispenser	14.96
12236 - Optical Technician	14.12
12250 - Pharmacy Technician	13.36
12280 - Phlebotomist	13.13
12305 - Radiologic Technologist	22.96
12311 - Registered Nurse I	20.72
12312 - Registered Nurse II	25.34
12313 - Registered Nurse II, Specialist	25.34
12314 - Registered Nurse III	30.68
12315 - Registered Nurse III, Anesthetist	30.68
12316 - Registered Nurse IV	36.77
12317 - Scheduler (Drug and Alcohol Testing)	19.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.47
13012 - Exhibits Specialist II	19.18
13013 - Exhibits Specialist III	23.42
13041 - Illustrator I	15.00
13042 - Illustrator II	18.59
13043 - Illustrator III	22.74
13047 - Librarian	20.68
13050 - Library Aide/Clerk	12.01
13054 - Library Information Technology Systems Administrator	18.68
13058 - Library Technician	15.47
13061 - Media Specialist I	13.41
13062 - Media Specialist II	15.00

13063 - Media Specialist III		16.73
13071 - Photographer I		13.41
13072 - Photographer II		16.60
13073 - Photographer III		20.25
13074 - Photographer IV		24.77
13075 - Photographer V		29.98
13110 - Video Teleconference Technician		13.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.41
14042 - Computer Operator II		17.31
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		24.99
14071 - Computer Programmer I		18.49
14072 - Computer Programmer II		24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.81
15020 - Aircrew Training Devices Instructor (Rated)		32.43
15030 - Air Crew Training Devices Instructor (Pilot)		36.77
15050 - Computer Based Training Specialist / Instructor		26.81
15060 - Educational Technologist		26.81
15070 - Flight Instructor (Pilot)		36.77
15080 - Graphic Artist		25.02
15090 - Technical Instructor		20.44
15095 - Technical Instructor/Course Developer		25.00
15110 - Test Proctor		16.49
15120 - Tutor		16.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.48
16030 - Counter Attendant		8.48
16040 - Dry Cleaner		10.28
16070 - Finisher, Flatwork, Machine		11.28
16090 - Presser, Hand		8.48
16110 - Presser, Machine, Drycleaning		8.48
16130 - Presser, Machine, Shirts		8.48
16160 - Presser, Machine, Wearing Apparel, Laundry		8.48
16190 - Sewing Machine Operator		10.88
16220 - Tailor		11.50
16250 - Washer, Machine		12.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.38
19040 - Tool And Die Maker		22.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.94
21030 - Material Coordinator		18.58
21040 - Material Expediter		18.58
21050 - Material Handling Laborer		9.81
21071 - Order Filler		10.40
21080 - Production Line Worker (Food Processing)		12.94
21110 - Shipping Packer		11.78
21130 - Shipping/Receiving Clerk		11.78
21140 - Store Worker I		11.92
21150 - Stock Clerk		14.74
21210 - Tools And Parts Attendant		12.94
21410 - Warehouse Specialist		12.94
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	17.74
23021 - Aircraft Mechanic I	16.90
23022 - Aircraft Mechanic II	17.74
23023 - Aircraft Mechanic III	18.61
23040 - Aircraft Mechanic Helper	12.56
23050 - Aircraft, Painter	17.30
23060 - Aircraft Servicer	14.25
23080 - Aircraft Worker	16.70
23110 - Appliance Mechanic	15.25
23120 - Bicycle Repairer	10.97
23125 - Cable Splicer	22.16
23130 - Carpenter, Maintenance	16.48
23140 - Carpet Layer	15.24
23160 - Electrician, Maintenance	16.90
23181 - Electronics Technician Maintenance I	15.25
23182 - Electronics Technician Maintenance II	18.48
23183 - Electronics Technician Maintenance III	19.49
23260 - Fabric Worker	13.40
23290 - Fire Alarm System Mechanic	16.90
23310 - Fire Extinguisher Repairer	13.53
23311 - Fuel Distribution System Mechanic	17.82
23312 - Fuel Distribution System Operator	14.27
23370 - General Maintenance Worker	15.01
23380 - Ground Support Equipment Mechanic	16.90
23381 - Ground Support Equipment Servicer	14.25
23382 - Ground Support Equipment Worker	16.70
23391 - Gunsmith I	13.53
23392 - Gunsmith II	15.24
23393 - Gunsmith III	16.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.79
23430 - Heavy Equipment Mechanic	19.01
23440 - Heavy Equipment Operator	16.65
23460 - Instrument Mechanic	18.14
23465 - Laboratory/Shelter Mechanic	16.04
23470 - Laborer	9.81
23510 - Locksmith	16.04
23530 - Machinery Maintenance Mechanic	19.01
23550 - Machinist, Maintenance	17.14
23580 - Maintenance Trades Helper	13.81
23591 - Metrology Technician I	18.14
23592 - Metrology Technician II	19.23
23593 - Metrology Technician III	20.18
23640 - Millwright	16.90
23710 - Office Appliance Repairer	16.44
23760 - Painter, Maintenance	15.54
23790 - Pipefitter, Maintenance	20.04
23810 - Plumber, Maintenance	18.98
23820 - Pneudraulic Systems Mechanic	16.90
23850 - Rigger	16.90
23870 - Scale Mechanic	15.24
23890 - Sheet-Metal Worker, Maintenance	15.83
23910 - Small Engine Mechanic	14.23
23931 - Telecommunications Mechanic I	18.13
23932 - Telecommunications Mechanic II	19.03
23950 - Telephone Lineman	21.38
23960 - Welder, Combination, Maintenance	17.31
23965 - Well Driller	16.90
23970 - Woodcraft Worker	16.90
23980 - Woodworker	13.53
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	9.22
24580 - Child Care Center Clerk	13.29
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	11.92
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.11
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	19.15
25190 - Ventilation Equipment Tender	13.28
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.28
27007 - Baggage Inspector	10.60
27008 - Corrections Officer	15.05
27010 - Court Security Officer	15.05
27030 - Detection Dog Handler	13.28
27040 - Detention Officer	14.23
27070 - Firefighter	15.05
27101 - Guard I	10.60
27102 - Guard II	13.28
27131 - Police Officer I	17.31
27132 - Police Officer II	19.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.44
28042 - Carnival Equipment Repairer	8.39
28043 - Carnival Equpment Worker	7.29
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	15.40
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.24
29020 - Hatch Tender	15.24
29030 - Line Handler	15.24
29041 - Stevedore I	14.35
29042 - Stevedore II	16.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.83
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.26
30022 - Archeological Technician II	18.18
30023 - Archeological Technician III	22.53
30030 - Cartographic Technician	22.53
30040 - Civil Engineering Technician	16.86
30061 - Drafter/CAD Operator I	16.26
30062 - Drafter/CAD Operator II	18.18
30063 - Drafter/CAD Operator III	20.28
30064 - Drafter/CAD Operator IV	24.96
30081 - Engineering Technician I	14.31
30082 - Engineering Technician II	16.26
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.24
30085 - Engineering Technician V	26.53
30086 - Engineering Technician VI	30.86
30090 - Environmental Technician	22.53
30210 - Laboratory Technician	21.41
30240 - Mathematical Technician	22.54

30361 - Paralegal/Legal Assistant I		16.54
30362 - Paralegal/Legal Assistant II		20.25
30363 - Paralegal/Legal Assistant III		23.99
30364 - Paralegal/Legal Assistant IV		29.37
30390 - Photo-Optics Technician		22.54
30461 - Technical Writer I		21.85
30462 - Technical Writer II		26.72
30463 - Technical Writer III		32.33
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.28
30621 - Weather Observer, Senior	(see 2)	22.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.85
31030 - Bus Driver		14.20
31043 - Driver Courier		12.61
31260 - Parking and Lot Attendant		10.23
31290 - Shuttle Bus Driver		13.77
31310 - Taxi Driver		12.61
31361 - Truckdriver, Light		13.77
31362 - Truckdriver, Medium		14.20
31363 - Truckdriver, Heavy		18.95
31364 - Truckdriver, Tractor-Trailer		19.88
99000 - Miscellaneous Occupations		
99030 - Cashier		7.68
99050 - Desk Clerk		8.16
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		11.17
99252 - Laboratory Animal Caretaker II		11.73
99310 - Mortician		21.58
99410 - Pest Controller		12.27
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.14
99711 - Recycling Specialist		12.89
99730 - Refuse Collector		10.38
99810 - Sales Clerk		10.36
99820 - School Crossing Guard		12.71
99830 - Survey Party Chief		16.40
99831 - Surveying Aide		10.94
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		13.11
99841 - Vending Machine Repairer		16.09
99842 - Vending Machine Repairer Helper		13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2006
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Barbour, Coffee, Dale, Geneva, Henry, Houston

Georgia Counties of Clay, Early, Miller, Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		19.30
01040 - Court Reporter		14.03
01051 - Data Entry Operator I		9.76
01052 - Data Entry Operator II		10.65
01060 - Dispatcher, Motor Vehicle		15.41
01070 - Document Preparation Clerk		10.86
01090 - Duplicating Machine Operator		10.86
01111 - General Clerk I		9.79
01112 - General Clerk II		13.35
01113 - General Clerk III		15.04
01120 - Housing Referral Assistant		16.41
01141 - Messenger Courier		8.91
01191 - Order Clerk I		11.76
01192 - Order Clerk II		13.45
01261 - Personnel Assistant (Employment) I		14.87
01262 - Personnel Assistant (Employment) II		18.04
01263 - Personnel Assistant (Employment) III		18.54
01270 - Production Control Clerk		17.18
01280 - Receptionist		10.57
01290 - Rental Clerk		9.74
01300 - Scheduler, Maintenance		12.27
01311 - Secretary I		12.27
01312 - Secretary II		14.03
01313 - Secretary III		16.41
01320 - Service Order Dispatcher		13.07
01410 - Supply Technician		19.30
01420 - Survey Worker		14.03
01531 - Travel Clerk I		11.62
01532 - Travel Clerk II		12.40
01533 - Travel Clerk III		13.07
01611 - Word Processor I		10.93
01612 - Word Processor II		12.58
01613 - Word Processor III		14.08
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.64
05010 - Automotive Electrician		17.01
05040 - Automotive Glass Installer		16.13
05070 - Automotive Worker		16.13
05110 - Mobile Equipment Servicer		14.26
05130 - Motor Equipment Metal Mechanic		17.93

05160 - Motor Equipment Metal Worker	16.09
05190 - Motor Vehicle Mechanic	17.93
05220 - Motor Vehicle Mechanic Helper	13.35
05250 - Motor Vehicle Upholstery Worker	15.16
05280 - Motor Vehicle Wrecker	16.13
05310 - Painter, Automotive	17.01
05340 - Radiator Repair Specialist	16.13
05370 - Tire Repairer	11.20
05400 - Transmission Repair Specialist	17.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.89
07041 - Cook I	8.20
07042 - Cook II	9.89
07070 - Dishwasher	7.58
07130 - Food Service Worker	8.19
07210 - Meat Cutter	13.41
07260 - Waiter/Waitress	7.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.04
09040 - Furniture Handler	10.97
09080 - Furniture Refinisher	16.04
09090 - Furniture Refinisher Helper	12.67
09110 - Furniture Repairer, Minor	14.35
09130 - Upholsterer	16.04
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.81
11060 - Elevator Operator	8.77
11090 - Gardener	11.88
11122 - Housekeeping Aide	8.05
11150 - Janitor	8.77
11210 - Laborer, Grounds Maintenance	10.09
11240 - Maid or Houseman	7.98
11260 - Pruner	9.43
11270 - Tractor Operator	11.67
11330 - Trail Maintenance Worker	10.09
11360 - Window Cleaner	9.38
12000 - Health Occupations	
12010 - Ambulance Driver	13.82
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	21.66
12015 - Certified Physical Therapist Assistant	22.95
12020 - Dental Assistant	13.83
12025 - Dental Hygienist	20.20
12030 - EKG Technician	23.94
12035 - Electroneurodiagnostic Technologist	23.94
12040 - Emergency Medical Technician	13.82
12071 - Licensed Practical Nurse I	14.12
12072 - Licensed Practical Nurse II	15.79
12073 - Licensed Practical Nurse III	17.61
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	14.80
12160 - Medical Record Clerk	11.22
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.34
12210 - Nuclear Medicine Technologist	34.60
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.73
12223 - Nursing Assistant III	11.70
12224 - Nursing Assistant IV	13.13
12235 - Optical Dispenser	14.96
12236 - Optical Technician	14.12
12250 - Pharmacy Technician	13.36
12280 - Phlebotomist	13.13

12305 - Radiologic Technologist		22.96
12311 - Registered Nurse I		20.72
12312 - Registered Nurse II		25.34
12313 - Registered Nurse II, Specialist		25.34
12314 - Registered Nurse III		30.68
12315 - Registered Nurse III, Anesthetist		30.68
12316 - Registered Nurse IV		36.77
12317 - Scheduler (Drug and Alcohol Testing)		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.47
13012 - Exhibits Specialist II		19.18
13013 - Exhibits Specialist III		23.42
13041 - Illustrator I		15.00
13042 - Illustrator II		18.59
13043 - Illustrator III		22.74
13047 - Librarian		20.68
13050 - Library Aide/Clerk		12.01
13054 - Library Information Technology Systems Administrator		18.68
13058 - Library Technician		15.47
13061 - Media Specialist I		13.41
13062 - Media Specialist II		15.00
13063 - Media Specialist III		16.73
13071 - Photographer I		13.41
13072 - Photographer II		16.60
13073 - Photographer III		20.25
13074 - Photographer IV		24.77
13075 - Photographer V		29.98
13110 - Video Teleconference Technician		13.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.41
14042 - Computer Operator II		17.31
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.57
14045 - Computer Operator V		24.99
14071 - Computer Programmer I	(see 1)	18.49
14072 - Computer Programmer II	(see 1)	24.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		23.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.81
15020 - Aircrew Training Devices Instructor (Rated)		32.43
15030 - Air Crew Training Devices Instructor (Pilot)		36.77
15050 - Computer Based Training Specialist / Instructor		26.81
15060 - Educational Technologist		26.81
15070 - Flight Instructor (Pilot)		36.77
15080 - Graphic Artist		25.02
15090 - Technical Instructor		20.44
15095 - Technical Instructor/Course Developer		25.00
15110 - Test Proctor		16.49
15120 - Tutor		16.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.48
16030 - Counter Attendant		8.48
16040 - Dry Cleaner		10.28
16070 - Finisher, Flatwork, Machine		11.28
16090 - Presser, Hand		8.48
16110 - Presser, Machine, Drycleaning		8.48

16130 - Presser, Machine, Shirts	8.48
16160 - Presser, Machine, Wearing Apparel, Laundry	8.48
16190 - Sewing Machine Operator	10.88
16220 - Tailor	11.50
16250 - Washer, Machine	12.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.38
19040 - Tool And Die Maker	22.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.94
21030 - Material Coordinator	18.58
21040 - Material Expediter	18.58
21050 - Material Handling Laborer	9.81
21071 - Order Filler	10.40
21080 - Production Line Worker (Food Processing)	12.94
21110 - Shipping Packer	11.78
21130 - Shipping/Receiving Clerk	11.78
21140 - Store Worker I	11.92
21150 - Stock Clerk	14.74
21210 - Tools And Parts Attendant	12.94
21410 - Warehouse Specialist	12.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.74
23021 - Aircraft Mechanic I	16.90
23022 - Aircraft Mechanic II	17.74
23023 - Aircraft Mechanic III	18.61
23040 - Aircraft Mechanic Helper	12.56
23050 - Aircraft, Painter	17.30
23060 - Aircraft Servicer	14.25
23080 - Aircraft Worker	16.70
23110 - Appliance Mechanic	15.25
23120 - Bicycle Repairer	10.97
23125 - Cable Splicer	22.16
23130 - Carpenter, Maintenance	16.48
23140 - Carpet Layer	15.24
23160 - Electrician, Maintenance	16.90
23181 - Electronics Technician Maintenance I	15.25
23182 - Electronics Technician Maintenance II	18.48
23183 - Electronics Technician Maintenance III	19.49
23260 - Fabric Worker	13.40
23290 - Fire Alarm System Mechanic	16.90
23310 - Fire Extinguisher Repairer	13.53
23311 - Fuel Distribution System Mechanic	17.82
23312 - Fuel Distribution System Operator	14.27
23370 - General Maintenance Worker	15.01
23380 - Ground Support Equipment Mechanic	16.90
23381 - Ground Support Equipment Servicer	14.25
23382 - Ground Support Equipment Worker	16.70
23391 - Gunsmith I	13.53
23392 - Gunsmith II	15.24
23393 - Gunsmith III	16.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.79
23430 - Heavy Equipment Mechanic	19.01
23440 - Heavy Equipment Operator	16.65
23460 - Instrument Mechanic	18.14
23465 - Laboratory/Shelter Mechanic	16.04
23470 - Laborer	9.81
23510 - Locksmith	16.04
23530 - Machinery Maintenance Mechanic	19.01
23550 - Machinist, Maintenance	17.14

23580 - Maintenance Trades Helper	13.81
23591 - Metrology Technician I	18.14
23592 - Metrology Technician II	19.23
23593 - Metrology Technician III	20.18
23640 - Millwright	16.90
23710 - Office Appliance Repairer	16.44
23760 - Painter, Maintenance	15.54
23790 - Pipefitter, Maintenance	20.04
23810 - Plumber, Maintenance	18.98
23820 - Pneudraulic Systems Mechanic	16.90
23850 - Rigger	16.90
23870 - Scale Mechanic	15.24
23890 - Sheet-Metal Worker, Maintenance	15.83
23910 - Small Engine Mechanic	14.23
23931 - Telecommunications Mechanic I	18.13
23932 - Telecommunications Mechanic II	19.03
23950 - Telephone Lineman	21.38
23960 - Welder, Combination, Maintenance	17.31
23965 - Well Driller	16.90
23970 - Woodcraft Worker	16.90
23980 - Woodworker	13.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.22
24580 - Child Care Center Clerk	13.29
24610 - Chore Aide	10.98
24620 - Family Readiness And Support Services Coordinator	11.92
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.11
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	19.15
25190 - Ventilation Equipment Tender	13.28
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.28
27007 - Baggage Inspector	10.60
27008 - Corrections Officer	15.05
27010 - Court Security Officer	15.05
27030 - Detection Dog Handler	13.28
27040 - Detention Officer	14.23
27070 - Firefighter	15.05
27101 - Guard I	10.60
27102 - Guard II	13.28
27131 - Police Officer I	17.31
27132 - Police Officer II	19.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.44
28042 - Carnival Equipment Repairer	8.39
28043 - Carnival Equpment Worker	7.29
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	15.40
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.24
29020 - Hatch Tender	15.24
29030 - Line Handler	15.24
29041 - Stevedore I	14.35
29042 - Stevedore II	16.04

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.83
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.26
30022 - Archeological Technician II		18.18
30023 - Archeological Technician III		22.53
30030 - Cartographic Technician		22.53
30040 - Civil Engineering Technician		16.86
30061 - Drafter/CAD Operator I		16.26
30062 - Drafter/CAD Operator II		18.18
30063 - Drafter/CAD Operator III		20.28
30064 - Drafter/CAD Operator IV		24.96
30081 - Engineering Technician I		14.31
30082 - Engineering Technician II		16.26
30083 - Engineering Technician III		18.18
30084 - Engineering Technician IV		22.24
30085 - Engineering Technician V		26.53
30086 - Engineering Technician VI		30.86
30090 - Environmental Technician		22.53
30210 - Laboratory Technician		21.41
30240 - Mathematical Technician		22.54
30361 - Paralegal/Legal Assistant I		16.54
30362 - Paralegal/Legal Assistant II		20.25
30363 - Paralegal/Legal Assistant III		23.99
30364 - Paralegal/Legal Assistant IV		29.37
30390 - Photo-Optics Technician		22.54
30461 - Technical Writer I		21.85
30462 - Technical Writer II		26.72
30463 - Technical Writer III		32.33
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.28
30621 - Weather Observer, Senior	(see 2)	22.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.85
31030 - Bus Driver		14.20
31043 - Driver Courier		12.61
31260 - Parking and Lot Attendant		10.23
31290 - Shuttle Bus Driver		13.77
31310 - Taxi Driver		12.61
31361 - Truckdriver, Light		13.77
31362 - Truckdriver, Medium		14.20
31363 - Truckdriver, Heavy		18.95
31364 - Truckdriver, Tractor-Trailer		19.88
99000 - Miscellaneous Occupations		
99030 - Cashier		7.68
99050 - Desk Clerk		8.16
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		11.17
99252 - Laboratory Animal Caretaker II		11.73
99310 - Mortician		21.58
99410 - Pest Controller		12.27
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.14
99711 - Recycling Specialist		12.89
99730 - Refuse Collector		10.38
99810 - Sales Clerk		10.36
99820 - School Crossing Guard		12.71

99830 - Survey Party Chief	16.40
99831 - Surveying Aide	10.94
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.11
99841 - Vending Machine Repairer	16.09
99842 - Vending Machine Repairer Helper	13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2007 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston

Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		14.65
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		21.27
01040 - Court Reporter		17.16
01051 - Data Entry Operator I		11.95
01052 - Data Entry Operator II		13.89
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		12.47
01090 - Duplicating Machine Operator		12.47
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.86
01120 - Housing Referral Assistant		19.14
01141 - Messenger Courier		10.07
01191 - Order Clerk I		12.66
01192 - Order Clerk II		15.27

01261 - Personnel Assistant (Employment) I	14.18
01262 - Personnel Assistant (Employment) II	15.86
01263 - Personnel Assistant (Employment) III	17.70
01270 - Production Control Clerk	19.18
01280 - Receptionist	11.86
01290 - Rental Clerk	12.97
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83
01410 - Supply Technician	21.27
01420 - Survey Worker	16.81
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	13.12
01612 - Word Processor II	14.73
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.25
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	17.78
05220 - Motor Vehicle Mechanic Helper	13.93
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter, Automotive	17.00
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	12.75
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	9.14
07042 - Cook II	10.27
07070 - Dishwasher	7.82
07130 - Food Service Worker	8.09
07210 - Meat Cutter	14.21
07260 - Waiter/Waitress	7.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.02
11090 - Gardener	12.11
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	8.67
11260 - Pruner	9.28
11270 - Tractor Operator	12.08
11330 - Trail Maintenance Worker	10.00
11360 - Window Cleaner	10.97
12000 - Health Occupations	

12010 - Ambulance Driver	15.85
12011 - Breath Alcohol Technician	16.00
12012 - Certified Occupational Therapist Assistant	21.95
12015 - Certified Physical Therapist Assistant	21.95
12020 - Dental Assistant	16.00
12025 - Dental Hygienist	22.48
12030 - EKG Technician	23.45
12035 - Electroneurodiagnostic Technologist	23.45
12040 - Emergency Medical Technician	15.85
12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	16.00
12073 - Licensed Practical Nurse III	17.84
12100 - Medical Assistant	11.87
12130 - Medical Laboratory Technician	14.07
12160 - Medical Record Clerk	12.41
12190 - Medical Record Technician	14.96
12195 - Medical Transcriptionist	13.59
12210 - Nuclear Medicine Technologist	30.65
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	15.05
12236 - Optical Technician	12.56
12250 - Pharmacy Technician	13.36
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.97
12315 - Registered Nurse III, Anesthetist	33.97
12316 - Registered Nurse IV	40.70
12317 - Scheduler (Drug and Alcohol Testing)	19.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.09
13012 - Exhibits Specialist II	24.89
13013 - Exhibits Specialist III	30.45
13041 - Illustrator I	20.09
13042 - Illustrator II	24.89
13043 - Illustrator III	30.45
13047 - Librarian	27.56
13050 - Library Aide/Clerk	15.94
13054 - Library Information Technology Systems Administrator	24.89
13058 - Library Technician	16.14
13061 - Media Specialist I	17.96
13062 - Media Specialist II	20.09
13063 - Media Specialist III	22.40
13071 - Photographer I	16.19
13072 - Photographer II	18.70
13073 - Photographer III	22.40
13074 - Photographer IV	27.38
13075 - Photographer V	33.23
13110 - Video Teleconference Technician	17.96
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.55
14042 - Computer Operator II	19.13
14043 - Computer Operator III	20.49
14044 - Computer Operator IV	26.16
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	25.00
14072 - Computer Programmer II (see 1)	

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		30.52
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		22.01
15090 - Technical Instructor		18.91
15095 - Technical Instructor/Course Developer		23.11
15110 - Test Proctor		17.16
15120 - Tutor		17.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.30
16030 - Counter Attendant		8.30
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.30
16090 - Presser, Hand		8.30
16110 - Presser, Machine, Drycleaning		8.30
16130 - Presser, Machine, Shirts		8.30
16160 - Presser, Machine, Wearing Apparel, Laundry		8.30
16190 - Sewing Machine Operator		11.03
16220 - Tailor		11.64
16250 - Washer, Machine		9.00
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.44
19040 - Tool And Die Maker		29.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.82
21030 - Material Coordinator		19.18
21040 - Material Expediter		19.18
21050 - Material Handling Laborer		10.48
21071 - Order Filler		10.87
21080 - Production Line Worker (Food Processing)		14.82
21110 - Shipping Packer		12.98
21130 - Shipping/Receiving Clerk		12.98
21140 - Store Worker I		12.06
21150 - Stock Clerk		16.35
21210 - Tools And Parts Attendant		14.82
21410 - Warehouse Specialist		14.82
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.61
23021 - Aircraft Mechanic I		22.24
23022 - Aircraft Mechanic II		23.35
23023 - Aircraft Mechanic III		24.52
23040 - Aircraft Mechanic Helper		17.44
23050 - Aircraft, Painter		19.32
23060 - Aircraft Servicer		19.34
23080 - Aircraft Worker		20.27
23110 - Appliance Mechanic		18.04
23120 - Bicycle Repairer		14.66
23125 - Cable Splicer		19.76
23130 - Carpenter, Maintenance		17.56
23140 - Carpet Layer		17.29
23160 - Electrician, Maintenance		23.21
23181 - Electronics Technician Maintenance I		19.44

23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	16.54
23290 - Fire Alarm System Mechanic	18.79
23310 - Fire Extinguisher Repairer	15.72
23311 - Fuel Distribution System Mechanic	18.79
23312 - Fuel Distribution System Operator	16.80
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.30
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	17.99
23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	18.59
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.74
23640 - Millwright	20.67
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	19.29
23810 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	18.83
23850 - Rigger	18.83
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic I	18.89
23932 - Telecommunications Mechanic II	20.87
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.83
23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services Coordinator	12.61
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.83
27007 - Baggage Inspector	10.85

27008 - Corrections Officer		15.28
27010 - Court Security Officer		16.82
27030 - Detection Dog Handler		13.55
27040 - Detention Officer		15.28
27070 - Firefighter		16.82
27101 - Guard I		10.85
27102 - Guard II		13.55
27131 - Police Officer I		18.64
27132 - Police Officer II		20.71
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.11
28042 - Carnival Equipment Repairer		10.62
28043 - Carnival Equpment Worker		8.38
28210 - Gate Attendant/Gate Tender		14.06
28310 - Lifeguard		12.21
28350 - Park Attendant (Aide)		15.73
28510 - Recreation Aide/Health Facility Attendant		11.48
28515 - Recreation Specialist		17.94
28630 - Sports Official		12.53
28690 - Swimming Pool Operator		15.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.70
29020 - Hatch Tender		17.70
29030 - Line Handler		17.70
29041 - Stevedore I		16.90
29042 - Stevedore II		18.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		22.83
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.48
30210 - Laboratory Technician		18.92
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		18.54
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.01
30390 - Photo-Optics Technician		25.48
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.06
30463 - Technical Writer III		31.52
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.21

30621 - Weather Observer, Senior (see 3)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.71
31030 - Bus Driver	13.94
31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	10.11
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	10.90
31361 - Truckdriver, Light	16.25
31362 - Truckdriver, Medium	16.82
31363 - Truckdriver, Heavy	17.62
31364 - Truckdriver, Tractor-Trailer	17.62
99000 - Miscellaneous Occupations	
99030 - Cashier	9.30
99050 - Desk Clerk	8.43
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	8.61
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	22.65
99410 - Pest Controller	12.76
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.30
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	12.71
99830 - Survey Party Chief	17.75
99831 - Surveying Aide	10.94
99832 - Surveying Technician	14.97
99840 - Vending Machine Attendant	13.90
99841 - Vending Machine Repairer	15.93
99842 - Vending Machine Repairer Helper	13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2008 Revision No.: 19 Date Of Last Revision: 07/25/2014

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston

Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		14.65
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		21.27
01040 - Court Reporter		17.16
01051 - Data Entry Operator I		11.95
01052 - Data Entry Operator II		13.89
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		12.47
01090 - Duplicating Machine Operator		12.47
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.86
01120 - Housing Referral Assistant		19.14
01141 - Messenger Courier		10.07
01191 - Order Clerk I		12.66
01192 - Order Clerk II		15.27
01261 - Personnel Assistant (Employment) I		14.18
01262 - Personnel Assistant (Employment) II		15.86
01263 - Personnel Assistant (Employment) III		17.70
01270 - Production Control Clerk		19.18
01280 - Receptionist		11.86
01290 - Rental Clerk		12.97
01300 - Scheduler, Maintenance		15.32
01311 - Secretary I		15.32
01312 - Secretary II		17.16
01313 - Secretary III		19.14
01320 - Service Order Dispatcher		13.83
01410 - Supply Technician		21.27
01420 - Survey Worker		16.81
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.72
01533 - Travel Clerk III		12.50
01611 - Word Processor I		13.12
01612 - Word Processor II		14.73
01613 - Word Processor III		16.48
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.25
05010 - Automotive Electrician		18.61
05040 - Automotive Glass Installer		17.74
05070 - Automotive Worker		17.74
05110 - Mobile Equipment Servicer		16.08
05130 - Motor Equipment Metal Mechanic		19.47
05160 - Motor Equipment Metal Worker		17.74
05190 - Motor Vehicle Mechanic		17.78
05220 - Motor Vehicle Mechanic Helper		13.93
05250 - Motor Vehicle Upholstery Worker		16.93
05280 - Motor Vehicle Wrecker		17.74
05310 - Painter, Automotive		17.00

05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	12.75
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	9.14
07042 - Cook II	10.27
07070 - Dishwasher	7.82
07130 - Food Service Worker	8.09
07210 - Meat Cutter	14.21
07260 - Waiter/Waitress	7.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.02
11090 - Gardener	12.11
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	8.67
11260 - Pruner	9.28
11270 - Tractor Operator	12.08
11330 - Trail Maintenance Worker	10.00
11360 - Window Cleaner	10.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.85
12011 - Breath Alcohol Technician	16.00
12012 - Certified Occupational Therapist Assistant	21.95
12015 - Certified Physical Therapist Assistant	21.95
12020 - Dental Assistant	16.00
12025 - Dental Hygienist	22.48
12030 - EKG Technician	23.45
12035 - Electroneurodiagnostic Technologist	23.45
12040 - Emergency Medical Technician	15.85
12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	16.00
12073 - Licensed Practical Nurse III	17.84
12100 - Medical Assistant	11.87
12130 - Medical Laboratory Technician	14.07
12160 - Medical Record Clerk	12.41
12190 - Medical Record Technician	14.96
12195 - Medical Transcriptionist	13.59
12210 - Nuclear Medicine Technologist	30.65
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	15.05
12236 - Optical Technician	12.56
12250 - Pharmacy Technician	13.36
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.97
12315 - Registered Nurse III, Anesthetist	33.97

12316 - Registered Nurse IV		40.70
12317 - Scheduler (Drug and Alcohol Testing)		19.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.45
13041 - Illustrator I		20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		16.14
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.19
13072 - Photographer II		18.70
13073 - Photographer III		22.40
13074 - Photographer IV		27.38
13075 - Photographer V		33.23
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		26.16
14045 - Computer Operator V		27.62
14071 - Computer Programmer I		25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		30.52
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		22.01
15090 - Technical Instructor		18.91
15095 - Technical Instructor/Course Developer		23.11
15110 - Test Proctor		17.16
15120 - Tutor		17.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.30
16030 - Counter Attendant		8.30
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.30
16090 - Presser, Hand		8.30
16110 - Presser, Machine, Drycleaning		8.30
16130 - Presser, Machine, Shirts		8.30
16160 - Presser, Machine, Wearing Apparel, Laundry		8.30
16190 - Sewing Machine Operator		11.03
16220 - Tailor		11.64
16250 - Washer, Machine		9.00
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	24.44
19040 - Tool And Die Maker	29.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.82
21030 - Material Coordinator	19.18
21040 - Material Expediter	19.18
21050 - Material Handling Laborer	10.48
21071 - Order Filler	10.87
21080 - Production Line Worker (Food Processing)	14.82
21110 - Shipping Packer	12.98
21130 - Shipping/Receiving Clerk	12.98
21140 - Store Worker I	12.06
21150 - Stock Clerk	16.35
21210 - Tools And Parts Attendant	14.82
21410 - Warehouse Specialist	14.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.61
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft, Painter	19.32
23060 - Aircraft Servicer	19.34
23080 - Aircraft Worker	20.27
23110 - Appliance Mechanic	18.04
23120 - Bicycle Repairer	14.66
23125 - Cable Splicer	19.76
23130 - Carpenter, Maintenance	17.56
23140 - Carpet Layer	17.29
23160 - Electrician, Maintenance	23.21
23181 - Electronics Technician Maintenance I	19.44
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	16.54
23290 - Fire Alarm System Mechanic	18.79
23310 - Fire Extinguisher Repairer	15.72
23311 - Fuel Distribution System Mechanic	18.79
23312 - Fuel Distribution System Operator	16.80
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.30
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	17.99
23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	18.59
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.74
23640 - Millwright	20.67
23710 - Office Appliance Repairer	22.90

23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	19.29
23810 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	18.83
23850 - Rigger	18.83
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic I	18.89
23932 - Telecommunications Mechanic II	20.87
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.83
23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services Coordinator	12.61
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.83
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	15.28
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	13.55
27040 - Detention Officer	15.28
27070 - Firefighter	16.82
27101 - Guard I	10.85
27102 - Guard II	13.55
27131 - Police Officer I	18.64
27132 - Police Officer II	20.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.62
28043 - Carnival Equpment Worker	8.38
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.70
29020 - Hatch Tender	17.70
29030 - Line Handler	17.70
29041 - Stevedore I	16.90
29042 - Stevedore II	18.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.60
30022 - Archeological Technician II	20.81

30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		22.83
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI		40.89
30090 - Environmental Technician		25.48
30210 - Laboratory Technician		18.92
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		18.54
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.01
30390 - Photo-Optics Technician		25.48
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.06
30463 - Technical Writer III		31.52
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.21
30621 - Weather Observer, Senior	(see 3)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.71
31030 - Bus Driver		13.94
31043 - Driver Courier		14.96
31260 - Parking and Lot Attendant		10.11
31290 - Shuttle Bus Driver		16.25
31310 - Taxi Driver		10.90
31361 - Truckdriver, Light		16.25
31362 - Truckdriver, Medium		16.82
31363 - Truckdriver, Heavy		17.62
31364 - Truckdriver, Tractor-Trailer		17.62
99000 - Miscellaneous Occupations		
99030 - Cashier		9.30
99050 - Desk Clerk		8.43
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		8.61
99252 - Laboratory Animal Caretaker II		13.46
99310 - Mortician		22.65
99410 - Pest Controller		12.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.15
99711 - Recycling Specialist		16.30
99730 - Refuse Collector		12.79
99810 - Sales Clerk		11.63
99820 - School Crossing Guard		12.71
99830 - Survey Party Chief		17.75
99831 - Surveying Aide		10.94
99832 - Surveying Technician		14.97
99840 - Vending Machine Attendant		13.90
99841 - Vending Machine Repairer		15.93
99842 - Vending Machine Repairer Helper		13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2009 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington, Escambia, Mobile, Monroe, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.38
01020 - Administrative Assistant		20.41
01040 - Court Reporter		17.96
01051 - Data Entry Operator I		9.97
01052 - Data Entry Operator II		12.18
01060 - Dispatcher, Motor Vehicle		17.96
01070 - Document Preparation Clerk		12.18
01090 - Duplicating Machine Operator		12.18
01111 - General Clerk I		11.79
01112 - General Clerk II		12.86
01113 - General Clerk III		14.45
01120 - Housing Referral Assistant		18.44
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.24
01192 - Order Clerk II		13.35

01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	19.71
01280 - Receptionist	10.22
01290 - Rental Clerk	14.27
01300 - Scheduler, Maintenance	14.73
01311 - Secretary I	14.73
01312 - Secretary II	16.55
01313 - Secretary III	18.44
01320 - Service Order Dispatcher	17.01
01410 - Supply Technician	20.41
01420 - Survey Worker	17.56
01531 - Travel Clerk I	11.41
01532 - Travel Clerk II	12.12
01533 - Travel Clerk III	12.71
01611 - Word Processor I	12.68
01612 - Word Processor II	14.27
01613 - Word Processor III	16.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.02
05010 - Automotive Electrician	16.05
05040 - Automotive Glass Installer	14.40
05070 - Automotive Worker	14.40
05110 - Mobile Equipment Servicer	12.57
05130 - Motor Equipment Metal Mechanic	16.05
05160 - Motor Equipment Metal Worker	14.40
05190 - Motor Vehicle Mechanic	16.05
05220 - Motor Vehicle Mechanic Helper	11.94
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	14.40
05310 - Painter, Automotive	15.98
05340 - Radiator Repair Specialist	15.43
05370 - Tire Repairer	11.30
05400 - Transmission Repair Specialist	16.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.92
07041 - Cook I	9.19
07042 - Cook II	10.40
07070 - Dishwasher	7.58
07130 - Food Service Worker	8.18
07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.36
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	14.50
09090 - Furniture Refinisher Helper	12.35
09110 - Furniture Repairer, Minor	13.34
09130 - Upholsterer	15.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.43
11060 - Elevator Operator	9.43
11090 - Gardener	12.49
11122 - Housekeeping Aide	9.27
11150 - Janitor	9.27
11210 - Laborer, Grounds Maintenance	10.04
11240 - Maid or Houseman	7.79
11260 - Pruner	12.90
11270 - Tractor Operator	12.28
11330 - Trail Maintenance Worker	10.04
11360 - Window Cleaner	9.95
12000 - Health Occupations	

12010 - Ambulance Driver		14.10
12011 - Breath Alcohol Technician		14.74
12012 - Certified Occupational Therapist Assistant		21.43
12015 - Certified Physical Therapist Assistant		20.41
12020 - Dental Assistant		12.47
12025 - Dental Hygienist		27.40
12030 - EKG Technician		20.45
12035 - Electroneurodiagnostic Technologist		20.36
12040 - Emergency Medical Technician		14.10
12071 - Licensed Practical Nurse I		14.48
12072 - Licensed Practical Nurse II		16.20
12073 - Licensed Practical Nurse III		18.07
12100 - Medical Assistant		12.73
12130 - Medical Laboratory Technician		14.14
12160 - Medical Record Clerk		12.87
12190 - Medical Record Technician		13.55
12195 - Medical Transcriptionist		13.87
12210 - Nuclear Medicine Technologist		27.40
12221 - Nursing Assistant I		9.48
12222 - Nursing Assistant II		10.66
12223 - Nursing Assistant III		11.63
12224 - Nursing Assistant IV		13.05
12235 - Optical Dispenser		15.23
12236 - Optical Technician		14.48
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.05
12305 - Radiologic Technologist		21.73
12311 - Registered Nurse I		20.59
12312 - Registered Nurse II		25.19
12313 - Registered Nurse II, Specialist		25.19
12314 - Registered Nurse III		30.47
12315 - Registered Nurse III, Anesthetist		30.47
12316 - Registered Nurse IV		36.52
12317 - Scheduler (Drug and Alcohol Testing)		20.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.98
13012 - Exhibits Specialist II		23.51
13013 - Exhibits Specialist III		28.72
13041 - Illustrator I		20.65
13042 - Illustrator II		24.45
13043 - Illustrator III		22.90
13047 - Librarian		23.95
13050 - Library Aide/Clerk		9.26
13054 - Library Information Technology Systems Administrator		21.86
13058 - Library Technician		14.47
13061 - Media Specialist I		14.50
13062 - Media Specialist II		16.21
13063 - Media Specialist III		18.08
13071 - Photographer I		14.60
13072 - Photographer II		16.34
13073 - Photographer III		20.23
13074 - Photographer IV		24.75
13075 - Photographer V		29.94
13110 - Video Teleconference Technician		12.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.45
14042 - Computer Operator II		16.16
14043 - Computer Operator III		18.02
14044 - Computer Operator IV		20.01
14045 - Computer Operator V		22.18
14071 - Computer Programmer I	(see 1,2)	18.85
14072 - Computer Programmer II	(see 2)	23.36

14073 - Computer Programmer III	(see 2)	27.62
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	27.62
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		14.45
14160 - Personal Computer Support Technician		20.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.79
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.60
15050 - Computer Based Training Specialist / Instructor		27.79
15060 - Educational Technologist		20.85
15070 - Flight Instructor (Pilot)		38.60
15080 - Graphic Artist		20.90
15090 - Technical Instructor		17.83
15095 - Technical Instructor/Course Developer		21.81
15110 - Test Proctor		14.66
15120 - Tutor		14.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.67
16030 - Counter Attendant		9.67
16040 - Dry Cleaner		11.19
16070 - Finisher, Flatwork, Machine		9.67
16090 - Presser, Hand		9.67
16110 - Presser, Machine, Drycleaning		9.67
16130 - Presser, Machine, Shirts		9.67
16160 - Presser, Machine, Wearing Apparel, Laundry		9.67
16190 - Sewing Machine Operator		11.76
16220 - Tailor		12.24
16250 - Washer, Machine		10.09
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.71
19040 - Tool And Die Maker		21.31
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.30
21030 - Material Coordinator		19.07
21040 - Material Expediter		19.07
21050 - Material Handling Laborer		10.79
21071 - Order Filler		10.98
21080 - Production Line Worker (Food Processing)		14.25
21110 - Shipping Packer		11.92
21130 - Shipping/Receiving Clerk		11.92
21140 - Store Worker I		10.97
21150 - Stock Clerk		15.84
21210 - Tools And Parts Attendant		14.25
21410 - Warehouse Specialist		14.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		18.49
23021 - Aircraft Mechanic I		17.59
23022 - Aircraft Mechanic II		18.49
23023 - Aircraft Mechanic III		19.42
23040 - Aircraft Mechanic Helper		12.37
23050 - Aircraft, Painter		16.07
23060 - Aircraft Servicer		14.68
23080 - Aircraft Worker		15.75
23110 - Appliance Mechanic		16.86
23120 - Bicycle Repairer		11.30
23125 - Cable Splicer		24.48
23130 - Carpenter, Maintenance		16.86
23140 - Carpet Layer		16.14
23160 - Electrician, Maintenance		18.40
23181 - Electronics Technician Maintenance I		20.97

23182 - Electronics Technician Maintenance II	22.50
23183 - Electronics Technician Maintenance III	23.93
23260 - Fabric Worker	14.94
23290 - Fire Alarm System Mechanic	20.23
23310 - Fire Extinguisher Repairer	13.76
23311 - Fuel Distribution System Mechanic	21.25
23312 - Fuel Distribution System Operator	16.14
23370 - General Maintenance Worker	16.25
23380 - Ground Support Equipment Mechanic	17.59
23381 - Ground Support Equipment Servicer	15.06
23382 - Ground Support Equipment Worker	16.15
23391 - Gunsmith I	13.76
23392 - Gunsmith II	16.14
23393 - Gunsmith III	18.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.55
23430 - Heavy Equipment Mechanic	16.70
23440 - Heavy Equipment Operator	15.21
23460 - Instrument Mechanic	18.90
23465 - Laboratory/Shelter Mechanic	17.30
23470 - Laborer	11.22
23510 - Locksmith	16.86
23530 - Machinery Maintenance Mechanic	22.11
23550 - Machinist, Maintenance	18.69
23580 - Maintenance Trades Helper	11.29
23591 - Metrology Technician I	18.90
23592 - Metrology Technician II	19.84
23593 - Metrology Technician III	20.83
23640 - Millwright	19.21
23710 - Office Appliance Repairer	17.13
23760 - Painter, Maintenance	16.70
23790 - Pipefitter, Maintenance	20.32
23810 - Plumber, Maintenance	17.14
23820 - Pneudraulic Systems Mechanic	18.42
23850 - Rigger	17.59
23870 - Scale Mechanic	16.14
23890 - Sheet-Metal Worker, Maintenance	16.64
23910 - Small Engine Mechanic	15.50
23931 - Telecommunications Mechanic I	24.22
23932 - Telecommunications Mechanic II	25.47
23950 - Telephone Lineman	20.81
23960 - Welder, Combination, Maintenance	16.69
23965 - Well Driller	17.59
23970 - Woodcraft Worker	17.80
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.46
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	13.24
24630 - Homemaker	13.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.21
25040 - Sewage Plant Operator	15.82
25070 - Stationary Engineer	20.21
25190 - Ventilation Equipment Tender	12.58
25210 - Water Treatment Plant Operator	15.60
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.85
27007 - Baggage Inspector	10.26

27008 - Corrections Officer		14.52
27010 - Court Security Officer		14.52
27030 - Detection Dog Handler		12.39
27040 - Detention Officer		14.52
27070 - Firefighter		13.04
27101 - Guard I		10.26
27102 - Guard II		12.39
27131 - Police Officer I		16.71
27132 - Police Officer II		18.56
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.36
28042 - Carnival Equipment Repairer		11.09
28043 - Carnival Equpment Worker		8.15
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.39
28515 - Recreation Specialist		13.44
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		16.97
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.47
29020 - Hatch Tender		22.47
29030 - Line Handler		22.47
29041 - Stevedore I		20.81
29042 - Stevedore II		24.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 3)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 3)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 3)	27.16
30021 - Archeological Technician I		16.51
30022 - Archeological Technician II		18.47
30023 - Archeological Technician III		23.28
30030 - Cartographic Technician		23.24
30040 - Civil Engineering Technician		20.17
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.47
30063 - Drafter/CAD Operator III		20.59
30064 - Drafter/CAD Operator IV		24.60
30081 - Engineering Technician I		16.87
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.24
30085 - Engineering Technician V		32.10
30086 - Engineering Technician VI		38.83
30090 - Environmental Technician		21.31
30210 - Laboratory Technician		23.09
30240 - Mathematical Technician		26.22
30361 - Paralegal/Legal Assistant I		16.88
30362 - Paralegal/Legal Assistant II		20.92
30363 - Paralegal/Legal Assistant III		25.59
30364 - Paralegal/Legal Assistant IV		30.96
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		24.41
30462 - Technical Writer II		29.85
30463 - Technical Writer III		34.82
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.65

30621 - Weather Observer, Senior (see 3)	24.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.75
31030 - Bus Driver	12.77
31043 - Driver Courier	12.12
31260 - Parking and Lot Attendant	7.89
31290 - Shuttle Bus Driver	13.26
31310 - Taxi Driver	9.86
31361 - Truckdriver, Light	13.26
31362 - Truckdriver, Medium	15.27
31363 - Truckdriver, Heavy	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
99000 - Miscellaneous Occupations	
99030 - Cashier	8.60
99050 - Desk Clerk	8.13
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	9.63
99252 - Laboratory Animal Caretaker II	11.91
99310 - Mortician	20.95
99410 - Pest Controller	13.41
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	12.87
99711 - Recycling Specialist	15.82
99730 - Refuse Collector	11.39
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	12.59
99830 - Survey Party Chief	17.65
99831 - Surveying Aide	11.48
99832 - Surveying Technician	15.72
99840 - Vending Machine Attendant	14.90
99841 - Vending Machine Repairer	16.10
99842 - Vending Machine Repairer Helper	14.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2010 Revision No.: 20 Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington,

Fringe Benefits Required Follow the Occupational Listing

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01060 - Dispatcher, Motor Vehicle		17.96
01070 - Document Preparation Clerk		12.18
01090 - Duplicating Machine Operator		12.18
01111 - General Clerk I		11.79
01112 - General Clerk II		12.86
01113 - General Clerk III		14.45
01120 - Housing Referral Assistant		18.44
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.24
01192 - Order Clerk II		13.35
01261 - Personnel Assistant (Employment) I		17.24
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		19.71
01280 - Receptionist		10.22
01290 - Rental Clerk		14.27
01300 - Scheduler, Maintenance		14.73
01311 - Secretary I		14.73
01312 - Secretary II		16.55
01313 - Secretary III		18.44
01320 - Service Order Dispatcher		17.01
01410 - Supply Technician		20.41
01420 - Survey Worker		17.56
01531 - Travel Clerk I		11.41
01532 - Travel Clerk II		12.12
01533 - Travel Clerk III		12.71
01611 - Word Processor I		12.68
01612 - Word Processor II		14.27
01613 - Word Processor III		16.83
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.02
05010 - Automotive Electrician		16.05
05040 - Automotive Glass Installer		14.40
05070 - Automotive Worker		14.40
05110 - Mobile Equipment Servicer		12.57
05130 - Motor Equipment Metal Mechanic		16.05
05160 - Motor Equipment Metal Worker		14.40
05190 - Motor Vehicle Mechanic		16.05
05220 - Motor Vehicle Mechanic Helper		11.94
05250 - Motor Vehicle Upholstery Worker		14.40
05280 - Motor Vehicle Wrecker		14.40
05310 - Painter, Automotive		15.98
05340 - Radiator Repair Specialist		15.43
05370 - Tire Repairer		11.30
05400 - Transmission Repair Specialist		16.05
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.92
07041 - Cook I		9.19

07042 - Cook II	10.40
07070 - Dishwasher	7.58
07130 - Food Service Worker	8.18
07210 - Meat Cutter	22.20
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.36
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	14.50
09090 - Furniture Refinisher Helper	12.35
09110 - Furniture Repairer, Minor	13.34
09130 - Upholsterer	15.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.43
11060 - Elevator Operator	9.43
11090 - Gardener	12.49
11122 - Housekeeping Aide	9.27
11150 - Janitor	9.27
11210 - Laborer, Grounds Maintenance	10.04
11240 - Maid or Houseman	7.79
11260 - Pruner	12.90
11270 - Tractor Operator	12.28
11330 - Trail Maintenance Worker	10.04
11360 - Window Cleaner	9.95
12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	21.43
12015 - Certified Physical Therapist Assistant	20.41
12020 - Dental Assistant	12.47
12025 - Dental Hygienist	27.40
12030 - EKG Technician	20.45
12035 - Electroneurodiagnostic Technologist	20.36
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	14.48
12072 - Licensed Practical Nurse II	16.20
12073 - Licensed Practical Nurse III	18.07
12100 - Medical Assistant	12.73
12130 - Medical Laboratory Technician	14.14
12160 - Medical Record Clerk	12.87
12190 - Medical Record Technician	13.55
12195 - Medical Transcriptionist	13.87
12210 - Nuclear Medicine Technologist	27.40
12221 - Nursing Assistant I	9.48
12222 - Nursing Assistant II	10.66
12223 - Nursing Assistant III	11.63
12224 - Nursing Assistant IV	13.05
12235 - Optical Dispenser	15.23
12236 - Optical Technician	14.48
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.05
12305 - Radiologic Technologist	21.73
12311 - Registered Nurse I	20.59
12312 - Registered Nurse II	25.19
12313 - Registered Nurse II, Specialist	25.19
12314 - Registered Nurse III	30.47
12315 - Registered Nurse III, Anesthetist	30.47
12316 - Registered Nurse IV	36.52
12317 - Scheduler (Drug and Alcohol Testing)	20.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.98
13012 - Exhibits Specialist II	23.51
13013 - Exhibits Specialist III	28.72

13041 - Illustrator I		20.65
13042 - Illustrator II		24.45
13043 - Illustrator III		22.90
13047 - Librarian		23.95
13050 - Library Aide/Clerk		9.26
13054 - Library Information Technology Systems Administrator		21.86
13058 - Library Technician		14.47
13061 - Media Specialist I		14.50
13062 - Media Specialist II		16.21
13063 - Media Specialist III		18.08
13071 - Photographer I		14.60
13072 - Photographer II		16.34
13073 - Photographer III		20.23
13074 - Photographer IV		24.75
13075 - Photographer V		29.94
13110 - Video Teleconference Technician		12.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.45
14042 - Computer Operator II		16.16
14043 - Computer Operator III		18.02
14044 - Computer Operator IV		20.01
14045 - Computer Operator V		22.18
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	27.62
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.45
14160 - Personal Computer Support Technician		20.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.79
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.60
15050 - Computer Based Training Specialist / Instructor		27.79
15060 - Educational Technologist		20.85
15070 - Flight Instructor (Pilot)		38.60
15080 - Graphic Artist		20.90
15090 - Technical Instructor		17.83
15095 - Technical Instructor/Course Developer		21.81
15110 - Test Proctor		14.66
15120 - Tutor		14.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.67
16030 - Counter Attendant		9.67
16040 - Dry Cleaner		11.19
16070 - Finisher, Flatwork, Machine		9.67
16090 - Presser, Hand		9.67
16110 - Presser, Machine, Drycleaning		9.67
16130 - Presser, Machine, Shirts		9.67
16160 - Presser, Machine, Wearing Apparel, Laundry		9.67
16190 - Sewing Machine Operator		11.76
16220 - Tailor		12.24
16250 - Washer, Machine		10.09
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.71
19040 - Tool And Die Maker		21.31
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.30
21030 - Material Coordinator		19.07
21040 - Material Expediter		19.07

21050 - Material Handling Laborer	10.79
21071 - Order Filler	10.98
21080 - Production Line Worker (Food Processing)	14.25
21110 - Shipping Packer	11.92
21130 - Shipping/Receiving Clerk	11.92
21140 - Store Worker I	10.97
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.25
21410 - Warehouse Specialist	14.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.49
23021 - Aircraft Mechanic I	17.59
23022 - Aircraft Mechanic II	18.49
23023 - Aircraft Mechanic III	19.42
23040 - Aircraft Mechanic Helper	12.37
23050 - Aircraft, Painter	16.07
23060 - Aircraft Servicer	14.68
23080 - Aircraft Worker	15.75
23110 - Appliance Mechanic	16.86
23120 - Bicycle Repairer	11.30
23125 - Cable Splicer	24.48
23130 - Carpenter, Maintenance	16.86
23140 - Carpet Layer	16.14
23160 - Electrician, Maintenance	18.40
23181 - Electronics Technician Maintenance I	20.97
23182 - Electronics Technician Maintenance II	22.50
23183 - Electronics Technician Maintenance III	23.93
23260 - Fabric Worker	14.94
23290 - Fire Alarm System Mechanic	20.23
23310 - Fire Extinguisher Repairer	13.76
23311 - Fuel Distribution System Mechanic	21.25
23312 - Fuel Distribution System Operator	16.14
23370 - General Maintenance Worker	16.25
23380 - Ground Support Equipment Mechanic	17.59
23381 - Ground Support Equipment Servicer	15.06
23382 - Ground Support Equipment Worker	16.15
23391 - Gunsmith I	13.76
23392 - Gunsmith II	16.14
23393 - Gunsmith III	18.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.55
23430 - Heavy Equipment Mechanic	16.70
23440 - Heavy Equipment Operator	15.21
23460 - Instrument Mechanic	18.90
23465 - Laboratory/Shelter Mechanic	17.30
23470 - Laborer	11.22
23510 - Locksmith	16.86
23530 - Machinery Maintenance Mechanic	22.11
23550 - Machinist, Maintenance	18.69
23580 - Maintenance Trades Helper	11.29
23591 - Metrology Technician I	18.90
23592 - Metrology Technician II	19.84
23593 - Metrology Technician III	20.83
23640 - Millwright	19.21
23710 - Office Appliance Repairer	17.13
23760 - Painter, Maintenance	16.70
23790 - Pipefitter, Maintenance	20.32
23810 - Plumber, Maintenance	17.14
23820 - Pneudraulic Systems Mechanic	18.42
23850 - Rigger	17.59
23870 - Scale Mechanic	16.14

23890 - Sheet-Metal Worker, Maintenance	16.64
23910 - Small Engine Mechanic	15.50
23931 - Telecommunications Mechanic I	24.22
23932 - Telecommunications Mechanic II	25.47
23950 - Telephone Lineman	20.81
23960 - Welder, Combination, Maintenance	16.69
23965 - Well Driller	17.59
23970 - Woodcraft Worker	17.80
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.46
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	13.24
24630 - Homemaker	13.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.21
25040 - Sewage Plant Operator	15.82
25070 - Stationary Engineer	20.21
25190 - Ventilation Equipment Tender	12.58
25210 - Water Treatment Plant Operator	15.60
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.85
27007 - Baggage Inspector	10.26
27008 - Corrections Officer	14.52
27010 - Court Security Officer	14.52
27030 - Detection Dog Handler	12.39
27040 - Detention Officer	14.52
27070 - Firefighter	13.04
27101 - Guard I	10.26
27102 - Guard II	12.39
27131 - Police Officer I	16.71
27132 - Police Officer II	18.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.36
28042 - Carnival Equipment Repairer	11.09
28043 - Carnival Equpment Worker	8.15
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	13.44
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.47
29020 - Hatch Tender	22.47
29030 - Line Handler	22.47
29041 - Stevedore I	20.81
29042 - Stevedore II	24.10
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.51
30022 - Archeological Technician II	18.47
30023 - Archeological Technician III	23.28
30030 - Cartographic Technician	23.24
30040 - Civil Engineering Technician	20.17
30061 - Drafter/CAD Operator I	16.51
30062 - Drafter/CAD Operator II	18.47
30063 - Drafter/CAD Operator III	20.59

30064 - Drafter/CAD Operator IV		24.60
30081 - Engineering Technician I		16.87
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.24
30085 - Engineering Technician V		32.10
30086 - Engineering Technician VI		38.83
30090 - Environmental Technician		21.31
30210 - Laboratory Technician		23.09
30240 - Mathematical Technician		26.22
30361 - Paralegal/Legal Assistant I		16.88
30362 - Paralegal/Legal Assistant II		20.92
30363 - Paralegal/Legal Assistant III		25.59
30364 - Paralegal/Legal Assistant IV		30.96
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		24.41
30462 - Technical Writer II		29.85
30463 - Technical Writer III		34.82
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.65
30621 - Weather Observer, Senior	(see 2)	24.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.75
31030 - Bus Driver		12.77
31043 - Driver Courier		12.12
31260 - Parking and Lot Attendant		7.89
31290 - Shuttle Bus Driver		13.26
31310 - Taxi Driver		9.86
31361 - Truckdriver, Light		13.26
31362 - Truckdriver, Medium		15.27
31363 - Truckdriver, Heavy		18.25
31364 - Truckdriver, Tractor-Trailer		18.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.60
99050 - Desk Clerk		8.13
99095 - Embalmer		20.95
99251 - Laboratory Animal Caretaker I		9.63
99252 - Laboratory Animal Caretaker II		11.91
99310 - Mortician		20.95
99410 - Pest Controller		13.41
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		12.87
99711 - Recycling Specialist		15.82
99730 - Refuse Collector		11.39
99810 - Sales Clerk		12.37
99820 - School Crossing Guard		12.59
99830 - Survey Party Chief		17.65
99831 - Surveying Aide		11.48
99832 - Surveying Technician		15.72
99840 - Vending Machine Attendant		14.90
99841 - Vending Machine Repairer		16.10
99842 - Vending Machine Repairer Helper		14.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2011 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw, Dallas, Elmore, Lowndes, Macon, Montgomery, Pike, Tallapoosa, Wilcox

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		15.38
01013 - Accounting Clerk III		16.87
01020 - Administrative Assistant		20.69
01040 - Court Reporter		19.67
01051 - Data Entry Operator I		11.70
01052 - Data Entry Operator II		12.77
01060 - Dispatcher, Motor Vehicle		16.40
01070 - Document Preparation Clerk		11.61

01090 - Duplicating Machine Operator	11.61
01111 - General Clerk I	10.33
01112 - General Clerk II	11.52
01113 - General Clerk III	12.65
01120 - Housing Referral Assistant	17.13
01141 - Messenger Courier	10.12
01191 - Order Clerk I	11.31
01192 - Order Clerk II	12.34
01261 - Personnel Assistant (Employment) I	16.90
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	20.17
01280 - Receptionist	10.47
01290 - Rental Clerk	11.08
01300 - Scheduler, Maintenance	13.73
01311 - Secretary I	13.73
01312 - Secretary II	15.36
01313 - Secretary III	17.13
01320 - Service Order Dispatcher	14.91
01410 - Supply Technician	20.69
01420 - Survey Worker	15.86
01531 - Travel Clerk I	11.62
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.07
01611 - Word Processor I	12.51
01612 - Word Processor II	14.04
01613 - Word Processor III	15.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.78
05010 - Automotive Electrician	15.84
05040 - Automotive Glass Installer	16.78
05070 - Automotive Worker	14.94
05110 - Mobile Equipment Servicer	13.08
05130 - Motor Equipment Metal Mechanic	16.76
05160 - Motor Equipment Metal Worker	14.94
05190 - Motor Vehicle Mechanic	16.76
05220 - Motor Vehicle Mechanic Helper	12.51
05250 - Motor Vehicle Upholstery Worker	14.05
05280 - Motor Vehicle Wrecker	14.94
05310 - Painter, Automotive	15.84
05340 - Radiator Repair Specialist	14.94
05370 - Tire Repairer	10.52
05400 - Transmission Repair Specialist	16.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.41
07041 - Cook I	8.43
07042 - Cook II	9.86
07070 - Dishwasher	7.99
07130 - Food Service Worker	7.98
07210 - Meat Cutter	13.59
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.58
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	13.65
09090 - Furniture Refinisher Helper	11.14
09110 - Furniture Repairer, Minor	12.40
09130 - Upholsterer	13.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.22
11060 - Elevator Operator	8.22
11090 - Gardener	11.64
11122 - Housekeeping Aide	8.90

11150 - Janitor	8.90
11210 - Laborer, Grounds Maintenance	10.13
11240 - Maid or Houseman	7.63
11260 - Pruner	9.41
11270 - Tractor Operator	11.26
11330 - Trail Maintenance Worker	10.13
11360 - Window Cleaner	9.58
12000 - Health Occupations	
12010 - Ambulance Driver	14.75
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	20.24
12015 - Certified Physical Therapist Assistant	21.50
12020 - Dental Assistant	12.50
12025 - Dental Hygienist	27.88
12030 - EKG Technician	19.67
12035 - Electroneurodiagnostic Technologist	19.67
12040 - Emergency Medical Technician	14.75
12071 - Licensed Practical Nurse I	13.19
12072 - Licensed Practical Nurse II	14.75
12073 - Licensed Practical Nurse III	16.45
12100 - Medical Assistant	11.90
12130 - Medical Laboratory Technician	13.47
12160 - Medical Record Clerk	11.08
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	14.26
12210 - Nuclear Medicine Technologist	31.38
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.88
12223 - Nursing Assistant III	11.88
12224 - Nursing Assistant IV	13.33
12235 - Optical Dispenser	17.08
12236 - Optical Technician	14.51
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.33
12305 - Radiologic Technologist	20.45
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.35
12313 - Registered Nurse II, Specialist	28.35
12314 - Registered Nurse III	34.30
12315 - Registered Nurse III, Anesthetist	34.30
12316 - Registered Nurse IV	41.10
12317 - Scheduler (Drug and Alcohol Testing)	18.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.64
13012 - Exhibits Specialist II	21.91
13013 - Exhibits Specialist III	26.80
13041 - Illustrator I	17.64
13042 - Illustrator II	21.91
13043 - Illustrator III	26.80
13047 - Librarian	24.25
13050 - Library Aide/Clerk	9.20
13054 - Library Information Technology Systems Administrator	21.91
13058 - Library Technician	14.14
13061 - Media Specialist I	15.08
13062 - Media Specialist II	16.86
13063 - Media Specialist III	18.82
13071 - Photographer I	12.89
13072 - Photographer II	15.77
13073 - Photographer III	18.72
13074 - Photographer IV	22.90
13075 - Photographer V	27.71
13110 - Video Teleconference Technician	14.50

14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		31.14
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		20.72
15090 - Technical Instructor		18.94
15095 - Technical Instructor/Course Developer		25.49
15110 - Test Proctor		15.29
15120 - Tutor		15.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.48
16030 - Counter Attendant		8.48
16040 - Dry Cleaner		10.28
16070 - Finisher, Flatwork, Machine		8.48
16090 - Presser, Hand		8.48
16110 - Presser, Machine, Drycleaning		8.48
16130 - Presser, Machine, Shirts		8.48
16160 - Presser, Machine, Wearing Apparel, Laundry		8.48
16190 - Sewing Machine Operator		10.88
16220 - Tailor		11.50
16250 - Washer, Machine		9.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.30
19040 - Tool And Die Maker		21.60
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.53
21030 - Material Coordinator		19.21
21040 - Material Expediter		19.21
21050 - Material Handling Laborer		11.22
21071 - Order Filler		11.98
21080 - Production Line Worker (Food Processing)		13.53
21110 - Shipping Packer		12.87
21130 - Shipping/Receiving Clerk		12.87
21140 - Store Worker I		12.34
21150 - Stock Clerk		15.26
21210 - Tools And Parts Attendant		13.53
21410 - Warehouse Specialist		13.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.86
23021 - Aircraft Mechanic I		21.88
23022 - Aircraft Mechanic II		22.86
23023 - Aircraft Mechanic III		23.81
23040 - Aircraft Mechanic Helper		16.71
23050 - Aircraft, Painter		20.61
23060 - Aircraft Servicer		18.67

23080 - Aircraft Worker	19.64
23110 - Appliance Mechanic	17.34
23120 - Bicycle Repairer	10.20
23125 - Cable Splicer	25.19
23130 - Carpenter, Maintenance	14.38
23140 - Carpet Layer	16.55
23160 - Electrician, Maintenance	17.52
23181 - Electronics Technician Maintenance I	20.40
23182 - Electronics Technician Maintenance II	21.36
23183 - Electronics Technician Maintenance III	22.50
23260 - Fabric Worker	15.74
23290 - Fire Alarm System Mechanic	15.30
23310 - Fire Extinguisher Repairer	14.86
23311 - Fuel Distribution System Mechanic	18.35
23312 - Fuel Distribution System Operator	15.12
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	21.88
23381 - Ground Support Equipment Servicer	18.67
23382 - Ground Support Equipment Worker	19.64
23391 - Gunsmith I	14.96
23392 - Gunsmith II	16.55
23393 - Gunsmith III	18.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.25
23430 - Heavy Equipment Mechanic	19.91
23440 - Heavy Equipment Operator	15.73
23460 - Instrument Mechanic	20.72
23465 - Laboratory/Shelter Mechanic	17.34
23470 - Laborer	10.59
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	18.38
23550 - Machinist, Maintenance	15.50
23580 - Maintenance Trades Helper	11.10
23591 - Metrology Technician I	20.72
23592 - Metrology Technician II	21.62
23593 - Metrology Technician III	22.52
23640 - Millwright	18.15
23710 - Office Appliance Repairer	19.55
23760 - Painter, Maintenance	13.60
23790 - Pipefitter, Maintenance	18.82
23810 - Plumber, Maintenance	16.80
23820 - Pneudraulic Systems Mechanic	18.15
23850 - Rigger	18.15
23870 - Scale Mechanic	16.55
23890 - Sheet-Metal Worker, Maintenance	16.48
23910 - Small Engine Mechanic	15.10
23931 - Telecommunications Mechanic I	20.41
23932 - Telecommunications Mechanic II	22.58
23950 - Telephone Lineman	18.81
23960 - Welder, Combination, Maintenance	15.12
23965 - Well Driller	18.15
23970 - Woodcraft Worker	18.15
23980 - Woodworker	11.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	13.33
24610 - Chore Aide	9.03
24620 - Family Readiness And Support Services Coordinator	12.97
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.66
25070 - Stationary Engineer	17.44
25190 - Ventilation Equipment Tender	13.59
25210 - Water Treatment Plant Operator	16.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.71
27007 - Baggage Inspector	9.36
27008 - Corrections Officer	16.99
27010 - Court Security Officer	17.70
27030 - Detection Dog Handler	11.61
27040 - Detention Officer	16.99
27070 - Firefighter	17.70
27101 - Guard I	9.36
27102 - Guard II	11.61
27131 - Police Officer I	18.83
27132 - Police Officer II	20.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.27
28042 - Carnival Equipment Repairer	10.43
28043 - Carnival Equpment Worker	8.07
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	11.40
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	16.12
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	11.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.55
29020 - Hatch Tender	16.55
29030 - Line Handler	16.55
29041 - Stevedore I	15.74
29042 - Stevedore II	17.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.38
30022 - Archeological Technician II	18.32
30023 - Archeological Technician III	24.92
30030 - Cartographic Technician	24.92
30040 - Civil Engineering Technician	19.05
30061 - Drafter/CAD Operator I	16.38
30062 - Drafter/CAD Operator II	18.32
30063 - Drafter/CAD Operator III	22.44
30064 - Drafter/CAD Operator IV	27.61
30081 - Engineering Technician I	15.18
30082 - Engineering Technician II	17.04
30083 - Engineering Technician III	20.74
30084 - Engineering Technician IV	23.61
30085 - Engineering Technician V	28.89
30086 - Engineering Technician VI	34.95
30090 - Environmental Technician	23.33
30210 - Laboratory Technician	21.46
30240 - Mathematical Technician	24.92
30361 - Paralegal/Legal Assistant I	17.89
30362 - Paralegal/Legal Assistant II	23.06
30363 - Paralegal/Legal Assistant III	28.20
30364 - Paralegal/Legal Assistant IV	34.12
30390 - Photo-Optics Technician	24.92
30461 - Technical Writer I	19.50
30462 - Technical Writer II	23.84

30463 - Technical Writer III		28.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.44
30621 - Weather Observer, Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.71
31030 - Bus Driver		13.44
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		10.01
31290 - Shuttle Bus Driver		12.95
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		12.95
31362 - Truckdriver, Medium		15.42
31363 - Truckdriver, Heavy		18.91
31364 - Truckdriver, Tractor-Trailer		18.91
99000 - Miscellaneous Occupations		
99030 - Cashier		7.67
99050 - Desk Clerk		9.36
99095 - Embalmer		24.22
99251 - Laboratory Animal Caretaker I		9.60
99252 - Laboratory Animal Caretaker II		10.15
99310 - Mortician		24.48
99410 - Pest Controller		12.83
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.21
99711 - Recycling Specialist		15.48
99730 - Refuse Collector		12.39
99810 - Sales Clerk		12.37
99820 - School Crossing Guard		11.45
99830 - Survey Party Chief		14.38
99831 - Surveying Aide		9.56
99832 - Surveying Technician		13.08
99840 - Vending Machine Attendant		10.66
99841 - Vending Machine Repairer		13.05
99842 - Vending Machine Repairer Helper		10.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2012 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw, Dallas, Elmore, Lowndes, Macon, Montgomery, Pike, Tallapoosa, Wilcox

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		15.38
01013 - Accounting Clerk III		16.87
01020 - Administrative Assistant		20.69
01040 - Court Reporter		19.67
01051 - Data Entry Operator I		11.70
01052 - Data Entry Operator II		12.77
01060 - Dispatcher, Motor Vehicle		16.40
01070 - Document Preparation Clerk		11.61
01090 - Duplicating Machine Operator		11.61
01111 - General Clerk I		10.33
01112 - General Clerk II		11.52
01113 - General Clerk III		12.65
01120 - Housing Referral Assistant		17.13
01141 - Messenger Courier		10.12
01191 - Order Clerk I		11.31
01192 - Order Clerk II		12.34
01261 - Personnel Assistant (Employment) I		16.90
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		20.17
01280 - Receptionist		10.47
01290 - Rental Clerk		11.08
01300 - Scheduler, Maintenance		13.73
01311 - Secretary I		13.73
01312 - Secretary II		15.36
01313 - Secretary III		17.13
01320 - Service Order Dispatcher		14.91
01410 - Supply Technician		20.69
01420 - Survey Worker		15.86
01531 - Travel Clerk I		11.62
01532 - Travel Clerk II		12.40
01533 - Travel Clerk III		13.07
01611 - Word Processor I		12.51
01612 - Word Processor II		14.04
01613 - Word Processor III		15.70
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.78
05010 - Automotive Electrician		15.84
05040 - Automotive Glass Installer		16.78
05070 - Automotive Worker		14.94
05110 - Mobile Equipment Servicer		13.08
05130 - Motor Equipment Metal Mechanic		16.76
05160 - Motor Equipment Metal Worker		14.94
05190 - Motor Vehicle Mechanic		16.76
05220 - Motor Vehicle Mechanic Helper		12.51
05250 - Motor Vehicle Upholstery Worker		14.05
05280 - Motor Vehicle Wrecker		14.94
05310 - Painter, Automotive		15.84
05340 - Radiator Repair Specialist		14.94
05370 - Tire Repairer		10.52

05400 - Transmission Repair Specialist	16.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.41
07041 - Cook I	8.43
07042 - Cook II	9.86
07070 - Dishwasher	7.99
07130 - Food Service Worker	7.98
07210 - Meat Cutter	13.59
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.58
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	13.65
09090 - Furniture Refinisher Helper	11.14
09110 - Furniture Repairer, Minor	12.40
09130 - Upholsterer	13.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.22
11060 - Elevator Operator	8.22
11090 - Gardener	11.64
11122 - Housekeeping Aide	8.90
11150 - Janitor	8.90
11210 - Laborer, Grounds Maintenance	10.13
11240 - Maid or Houseman	7.63
11260 - Pruner	9.41
11270 - Tractor Operator	11.26
11330 - Trail Maintenance Worker	10.13
11360 - Window Cleaner	9.58
12000 - Health Occupations	
12010 - Ambulance Driver	14.75
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	20.24
12015 - Certified Physical Therapist Assistant	21.50
12020 - Dental Assistant	12.50
12025 - Dental Hygienist	27.88
12030 - EKG Technician	19.67
12035 - Electroneurodiagnostic Technologist	19.67
12040 - Emergency Medical Technician	14.75
12071 - Licensed Practical Nurse I	13.19
12072 - Licensed Practical Nurse II	14.75
12073 - Licensed Practical Nurse III	16.45
12100 - Medical Assistant	11.90
12130 - Medical Laboratory Technician	13.47
12160 - Medical Record Clerk	11.08
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	14.26
12210 - Nuclear Medicine Technologist	31.38
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.88
12223 - Nursing Assistant III	11.88
12224 - Nursing Assistant IV	13.33
12235 - Optical Dispenser	17.08
12236 - Optical Technician	14.51
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.33
12305 - Radiologic Technologist	20.45
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.35
12313 - Registered Nurse II, Specialist	28.35
12314 - Registered Nurse III	34.30
12315 - Registered Nurse III, Anesthetist	34.30
12316 - Registered Nurse IV	41.10
12317 - Scheduler (Drug and Alcohol Testing)	18.28

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.64
13012 - Exhibits Specialist II		21.91
13013 - Exhibits Specialist III		26.80
13041 - Illustrator I		17.64
13042 - Illustrator II		21.91
13043 - Illustrator III		26.80
13047 - Librarian		24.25
13050 - Library Aide/Clerk		9.20
13054 - Library Information Technology Systems Administrator		21.91
13058 - Library Technician		14.14
13061 - Media Specialist I		15.08
13062 - Media Specialist II		16.86
13063 - Media Specialist III		18.82
13071 - Photographer I		12.89
13072 - Photographer II		15.77
13073 - Photographer III		18.72
13074 - Photographer IV		22.90
13075 - Photographer V		27.71
13110 - Video Teleconference Technician		14.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.17
14042 - Computer Operator II		16.97
14043 - Computer Operator III		18.92
14044 - Computer Operator IV		21.02
14045 - Computer Operator V		23.28
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.17
14160 - Personal Computer Support Technician		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.18
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.18
15060 - Educational Technologist		31.14
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		20.72
15090 - Technical Instructor		18.94
15095 - Technical Instructor/Course Developer		25.49
15110 - Test Proctor		15.29
15120 - Tutor		15.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.48
16030 - Counter Attendant		8.48
16040 - Dry Cleaner		10.28
16070 - Finisher, Flatwork, Machine		8.48
16090 - Presser, Hand		8.48
16110 - Presser, Machine, Drycleaning		8.48
16130 - Presser, Machine, Shirts		8.48
16160 - Presser, Machine, Wearing Apparel, Laundry		8.48
16190 - Sewing Machine Operator		10.88
16220 - Tailor		11.50
16250 - Washer, Machine		9.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.30
19040 - Tool And Die Maker		21.60

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.53
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	11.22
21071 - Order Filler	11.98
21080 - Production Line Worker (Food Processing)	13.53
21110 - Shipping Packer	12.87
21130 - Shipping/Receiving Clerk	12.87
21140 - Store Worker I	12.34
21150 - Stock Clerk	15.26
21210 - Tools And Parts Attendant	13.53
21410 - Warehouse Specialist	13.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.86
23021 - Aircraft Mechanic I	21.88
23022 - Aircraft Mechanic II	22.86
23023 - Aircraft Mechanic III	23.81
23040 - Aircraft Mechanic Helper	16.71
23050 - Aircraft, Painter	20.61
23060 - Aircraft Servicer	18.67
23080 - Aircraft Worker	19.64
23110 - Appliance Mechanic	17.34
23120 - Bicycle Repairer	10.20
23125 - Cable Splicer	25.19
23130 - Carpenter, Maintenance	14.38
23140 - Carpet Layer	16.55
23160 - Electrician, Maintenance	17.52
23181 - Electronics Technician Maintenance I	20.40
23182 - Electronics Technician Maintenance II	21.36
23183 - Electronics Technician Maintenance III	22.50
23260 - Fabric Worker	15.74
23290 - Fire Alarm System Mechanic	15.30
23310 - Fire Extinguisher Repairer	14.86
23311 - Fuel Distribution System Mechanic	18.35
23312 - Fuel Distribution System Operator	15.12
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	21.88
23381 - Ground Support Equipment Servicer	18.67
23382 - Ground Support Equipment Worker	19.64
23391 - Gunsmith I	14.96
23392 - Gunsmith II	16.55
23393 - Gunsmith III	18.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.25
23430 - Heavy Equipment Mechanic	19.91
23440 - Heavy Equipment Operator	15.73
23460 - Instrument Mechanic	20.72
23465 - Laboratory/Shelter Mechanic	17.34
23470 - Laborer	10.59
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	18.38
23550 - Machinist, Maintenance	15.50
23580 - Maintenance Trades Helper	11.10
23591 - Metrology Technician I	20.72
23592 - Metrology Technician II	21.62
23593 - Metrology Technician III	22.52
23640 - Millwright	18.15
23710 - Office Appliance Repairer	19.55
23760 - Painter, Maintenance	13.60
23790 - Pipefitter, Maintenance	18.82

23810 - Plumber, Maintenance	16.80
23820 - Pneudraulic Systems Mechanic	18.15
23850 - Rigger	18.15
23870 - Scale Mechanic	16.55
23890 - Sheet-Metal Worker, Maintenance	16.48
23910 - Small Engine Mechanic	15.10
23931 - Telecommunications Mechanic I	20.41
23932 - Telecommunications Mechanic II	22.58
23950 - Telephone Lineman	18.81
23960 - Welder, Combination, Maintenance	15.12
23965 - Well Driller	18.15
23970 - Woodcraft Worker	18.15
23980 - Woodworker	11.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	13.33
24610 - Chore Aide	9.03
24620 - Family Readiness And Support Services Coordinator	12.97
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.66
25070 - Stationary Engineer	17.44
25190 - Ventilation Equipment Tender	13.59
25210 - Water Treatment Plant Operator	16.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.71
27007 - Baggage Inspector	9.36
27008 - Corrections Officer	16.99
27010 - Court Security Officer	17.70
27030 - Detection Dog Handler	11.61
27040 - Detention Officer	16.99
27070 - Firefighter	17.70
27101 - Guard I	9.36
27102 - Guard II	11.61
27131 - Police Officer I	18.83
27132 - Police Officer II	20.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.27
28042 - Carnival Equipment Repairer	10.43
28043 - Carnival Equpment Worker	8.07
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	11.40
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	16.12
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	11.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.55
29020 - Hatch Tender	16.55
29030 - Line Handler	16.55
29041 - Stevedore I	15.74
29042 - Stevedore II	17.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.38
30022 - Archeological Technician II	18.32
30023 - Archeological Technician III	24.92
30030 - Cartographic Technician	24.92

30040 - Civil Engineering Technician		19.05
30061 - Drafter/CAD Operator I		16.38
30062 - Drafter/CAD Operator II		18.32
30063 - Drafter/CAD Operator III		22.44
30064 - Drafter/CAD Operator IV		27.61
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.04
30083 - Engineering Technician III		20.74
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.89
30086 - Engineering Technician VI		34.95
30090 - Environmental Technician		23.33
30210 - Laboratory Technician		21.46
30240 - Mathematical Technician		24.92
30361 - Paralegal/Legal Assistant I		17.89
30362 - Paralegal/Legal Assistant II		23.06
30363 - Paralegal/Legal Assistant III		28.20
30364 - Paralegal/Legal Assistant IV		34.12
30390 - Photo-Optics Technician		24.92
30461 - Technical Writer I		19.50
30462 - Technical Writer II		23.84
30463 - Technical Writer III		28.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.44
30621 - Weather Observer, Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.71
31030 - Bus Driver		13.44
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		10.01
31290 - Shuttle Bus Driver		12.95
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		12.95
31362 - Truckdriver, Medium		15.42
31363 - Truckdriver, Heavy		18.91
31364 - Truckdriver, Tractor-Trailer		18.91
99000 - Miscellaneous Occupations		
99030 - Cashier		7.67
99050 - Desk Clerk		9.36
99095 - Embalmer		24.22
99251 - Laboratory Animal Caretaker I		9.60
99252 - Laboratory Animal Caretaker II		10.15
99310 - Mortician		24.48
99410 - Pest Controller		12.83
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.21
99711 - Recycling Specialist		15.48
99730 - Refuse Collector		12.39
99810 - Sales Clerk		12.37
99820 - School Crossing Guard		11.45
99830 - Survey Party Chief		14.38
99831 - Surveying Aide		9.56
99832 - Surveying Technician		13.08
99840 - Vending Machine Attendant		10.66
99841 - Vending Machine Repairer		13.05
99842 - Vending Machine Repairer Helper		10.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2017 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Alaska

Area: Alaska Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.33
01012 - Accounting Clerk II		18.76
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		23.34
01040 - Court Reporter		18.84
01051 - Data Entry Operator I		14.86
01052 - Data Entry Operator II		17.86
01060 - Dispatcher, Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		15.59
01112 - General Clerk II		17.01
01113 - General Clerk III		19.09
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		15.60
01191 - Order Clerk I		15.45
01192 - Order Clerk II		16.86
01261 - Personnel Assistant (Employment) I		19.07
01262 - Personnel Assistant (Employment) II		21.33
01263 - Personnel Assistant (Employment) III		23.79
01270 - Production Control Clerk		22.59
01280 - Receptionist		14.09
01290 - Rental Clerk		16.84
01300 - Scheduler, Maintenance		16.84
01311 - Secretary I		16.84
01312 - Secretary II		18.84
01313 - Secretary III		21.01
01320 - Service Order Dispatcher		16.48
01410 - Supply Technician		23.34
01420 - Survey Worker		18.78

01531 - Travel Clerk I	15.21
01532 - Travel Clerk II	16.80
01533 - Travel Clerk III	18.57
01611 - Word Processor I	16.18
01612 - Word Processor II	18.16
01613 - Word Processor III	20.31
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.64
05010 - Automotive Electrician	23.64
05040 - Automotive Glass Installer	21.87
05070 - Automotive Worker	21.87
05110 - Mobile Equipment Servicer	19.62
05130 - Motor Equipment Metal Mechanic	23.96
05160 - Motor Equipment Metal Worker	21.87
05190 - Motor Vehicle Mechanic	23.96
05220 - Motor Vehicle Mechanic Helper	18.53
05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	21.87
05310 - Painter, Automotive	22.86
05340 - Radiator Repair Specialist	21.87
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	23.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.67
07041 - Cook I	15.17
07042 - Cook II	17.46
07070 - Dishwasher	10.99
07130 - Food Service Worker	13.46
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	11.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.94
09040 - Furniture Handler	17.36
09080 - Furniture Refinisher	25.94
09090 - Furniture Refinisher Helper	19.58
09110 - Furniture Repairer, Minor	22.74
09130 - Upholsterer	25.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.68
11060 - Elevator Operator	11.68
11090 - Gardener	17.52
11122 - Housekeeping Aide	14.15
11150 - Janitor	14.15
11210 - Laborer, Grounds Maintenance	14.59
11240 - Maid or Houseman	10.96
11260 - Pruner	13.18
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.59
11360 - Window Cleaner	15.67
12000 - Health Occupations	
12010 - Ambulance Driver	22.66
12011 - Breath Alcohol Technician	20.48
12012 - Certified Occupational Therapist Assistant	22.50
12015 - Certified Physical Therapist Assistant	21.90
12020 - Dental Assistant	20.32
12025 - Dental Hygienist	44.92
12030 - EKG Technician	29.90
12035 - Electroneurodiagnostic Technologist	29.90
12040 - Emergency Medical Technician	22.66
12071 - Licensed Practical Nurse I	18.31
12072 - Licensed Practical Nurse II	20.48
12073 - Licensed Practical Nurse III	22.84
12100 - Medical Assistant	17.49

12130 - Medical Laboratory Technician		21.01
12160 - Medical Record Clerk		16.04
12190 - Medical Record Technician		17.94
12195 - Medical Transcriptionist		20.41
12210 - Nuclear Medicine Technologist		43.70
12221 - Nursing Assistant I		13.27
12222 - Nursing Assistant II		14.92
12223 - Nursing Assistant III		16.28
12224 - Nursing Assistant IV		18.27
12235 - Optical Dispenser		20.20
12236 - Optical Technician		18.31
12250 - Pharmacy Technician		17.55
12280 - Phlebotomist		18.27
12305 - Radiologic Technologist		29.67
12311 - Registered Nurse I		28.98
12312 - Registered Nurse II		35.45
12313 - Registered Nurse II, Specialist		35.45
12314 - Registered Nurse III		42.88
12315 - Registered Nurse III, Anesthetist		42.88
12316 - Registered Nurse IV		51.40
12317 - Scheduler (Drug and Alcohol Testing)		25.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.09
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.09
13042 - Illustrator II		25.29
13043 - Illustrator III		30.90
13047 - Librarian		25.66
13050 - Library Aide/Clerk		15.59
13054 - Library Information Technology Systems Administrator		23.84
13058 - Library Technician		19.63
13061 - Media Specialist I		16.71
13062 - Media Specialist II		18.70
13063 - Media Specialist III		20.85
13071 - Photographer I		19.50
13072 - Photographer II		23.82
13073 - Photographer III		27.01
13074 - Photographer IV		33.05
13075 - Photographer V		35.10
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.09
14042 - Computer Operator II		19.12
14043 - Computer Operator III		24.42
14044 - Computer Operator IV		25.98
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.34
14160 - Personal Computer Support Technician		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		25.26

15070 - Flight Instructor (Pilot)	44.47
15080 - Graphic Artist	25.25
15090 - Technical Instructor	23.55
15095 - Technical Instructor/Course Developer	28.83
15110 - Test Proctor	19.12
15120 - Tutor	19.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.14
16030 - Counter Attendant	11.14
16040 - Dry Cleaner	14.19
16070 - Finisher, Flatwork, Machine	11.14
16090 - Presser, Hand	11.14
16110 - Presser, Machine, Drycleaning	11.14
16130 - Presser, Machine, Shirts	11.14
16160 - Presser, Machine, Wearing Apparel, Laundry	11.14
16190 - Sewing Machine Operator	15.20
16220 - Tailor	16.24
16250 - Washer, Machine	12.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.22
19040 - Tool And Die Maker	32.66
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	22.59
21040 - Material Expediter	22.59
21050 - Material Handling Laborer	17.01
21071 - Order Filler	15.49
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.80
21130 - Shipping/Receiving Clerk	17.80
21140 - Store Worker I	14.56
21150 - Stock Clerk	19.82
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.25
23021 - Aircraft Mechanic I	27.66
23022 - Aircraft Mechanic II	29.25
23023 - Aircraft Mechanic III	30.86
23040 - Aircraft Mechanic Helper	21.69
23050 - Aircraft, Painter	27.45
23060 - Aircraft Servicer	24.23
23080 - Aircraft Worker	25.48
23110 - Appliance Mechanic	24.68
23120 - Bicycle Repairer	19.56
23125 - Cable Splicer	32.26
23130 - Carpenter, Maintenance	27.35
23140 - Carpet Layer	24.62
23160 - Electrician, Maintenance	33.25
23181 - Electronics Technician Maintenance I	28.23
23182 - Electronics Technician Maintenance II	33.62
23183 - Electronics Technician Maintenance III	35.69
23260 - Fabric Worker	23.00
23290 - Fire Alarm System Mechanic	25.71
23310 - Fire Extinguisher Repairer	21.40
23311 - Fuel Distribution System Mechanic	28.42
23312 - Fuel Distribution System Operator	24.75
23370 - General Maintenance Worker	21.71
23380 - Ground Support Equipment Mechanic	27.66
23381 - Ground Support Equipment Servicer	24.23
23382 - Ground Support Equipment Worker	25.48
23391 - Gunsmith I	21.40
23392 - Gunsmith II	24.62

23393 - Gunsmith III	27.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.62
23430 - Heavy Equipment Mechanic	30.13
23440 - Heavy Equipment Operator	29.79
23460 - Instrument Mechanic	27.68
23465 - Laboratory/Shelter Mechanic	26.22
23470 - Laborer	17.01
23510 - Locksmith	25.45
23530 - Machinery Maintenance Mechanic	27.44
23550 - Machinist, Maintenance	27.84
23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	27.68
23592 - Metrology Technician II	29.27
23593 - Metrology Technician III	30.88
23640 - Millwright	27.84
23710 - Office Appliance Repairer	23.24
23760 - Painter, Maintenance	24.94
23790 - Pipefitter, Maintenance	32.26
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	27.84
23850 - Rigger	27.84
23870 - Scale Mechanic	24.62
23890 - Sheet-Metal Worker, Maintenance	27.48
23910 - Small Engine Mechanic	24.62
23931 - Telecommunications Mechanic I	26.79
23932 - Telecommunications Mechanic II	30.61
23950 - Telephone Lineman	28.61
23960 - Welder, Combination, Maintenance	25.93
23965 - Well Driller	27.05
23970 - Woodcraft Worker	27.84
23980 - Woodworker	21.40
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24610 - Chore Aide	14.06
24620 - Family Readiness And Support Services Coordinator	16.21
24630 - Homemaker	18.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.26
25040 - Sewage Plant Operator	28.70
25070 - Stationary Engineer	29.26
25190 - Ventilation Equipment Tender	21.66
25210 - Water Treatment Plant Operator	28.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.71
27007 - Baggage Inspector	15.91
27008 - Corrections Officer	27.17
27010 - Court Security Officer	26.28
27030 - Detection Dog Handler	18.14
27040 - Detention Officer	27.17
27070 - Firefighter	22.46
27101 - Guard I	15.91
27102 - Guard II	18.14
27131 - Police Officer I	31.05
27132 - Police Officer II	34.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.47
28043 - Carnival Equpment Worker	11.99

28210 - Gate Attendant/Gate Tender		14.96
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		26.20
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		21.90
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.62
29020 - Hatch Tender		24.62
29030 - Line Handler		24.62
29041 - Stevedore I		27.49
29042 - Stevedore II		30.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		21.46
30022 - Archeological Technician II		24.90
30023 - Archeological Technician III		29.46
30030 - Cartographic Technician		31.78
30040 - Civil Engineering Technician		29.63
30061 - Drafter/CAD Operator I		23.41
30062 - Drafter/CAD Operator II		27.28
30063 - Drafter/CAD Operator III		29.19
30064 - Drafter/CAD Operator IV		34.79
30081 - Engineering Technician I		22.72
30082 - Engineering Technician II		26.56
30083 - Engineering Technician III		29.74
30084 - Engineering Technician IV		33.02
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		45.77
30090 - Environmental Technician		22.13
30210 - Laboratory Technician		26.61
30240 - Mathematical Technician		32.95
30361 - Paralegal/Legal Assistant I		21.93
30362 - Paralegal/Legal Assistant II		27.15
30363 - Paralegal/Legal Assistant III		33.22
30364 - Paralegal/Legal Assistant IV		40.20
30390 - Photo-Optics Technician		32.95
30461 - Technical Writer I		20.22
30462 - Technical Writer II		24.72
30463 - Technical Writer III		33.98
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.19
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.71
31030 - Bus Driver		19.13
31043 - Driver Courier		17.79
31260 - Parking and Lot Attendant		13.19
31290 - Shuttle Bus Driver		17.89
31310 - Taxi Driver		15.74
31361 - Truckdriver, Light		17.89
31362 - Truckdriver, Medium		19.85
31363 - Truckdriver, Heavy		22.18
31364 - Truckdriver, Tractor-Trailer		22.18
99000 - Miscellaneous Occupations		

99030 - Cashier	12.27
99050 - Desk Clerk	14.09
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	12.34
99252 - Laboratory Animal Caretaker II	20.92
99310 - Mortician	22.74
99410 - Pest Controller	22.53
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	25.38
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	22.92
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	16.32
99830 - Survey Party Chief	26.44
99831 - Surveying Aide	17.60
99832 - Surveying Technician	24.04
99840 - Vending Machine Attendant	17.01
99841 - Vending Machine Repairer	19.91
99842 - Vending Machine Repairer Helper	17.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2018 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Alaska

Area: Alaska Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.33
01012 - Accounting Clerk II		18.76
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		23.34
01040 - Court Reporter		18.84
01051 - Data Entry Operator I		14.86
01052 - Data Entry Operator II		17.86
01060 - Dispatcher, Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		15.59

01112 - General Clerk II	17.01
01113 - General Clerk III	19.09
01120 - Housing Referral Assistant	21.01
01141 - Messenger Courier	15.60
01191 - Order Clerk I	15.45
01192 - Order Clerk II	16.86
01261 - Personnel Assistant (Employment) I	19.07
01262 - Personnel Assistant (Employment) II	21.33
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	22.59
01280 - Receptionist	14.09
01290 - Rental Clerk	16.84
01300 - Scheduler, Maintenance	16.84
01311 - Secretary I	16.84
01312 - Secretary II	18.84
01313 - Secretary III	21.01
01320 - Service Order Dispatcher	16.48
01410 - Supply Technician	23.34
01420 - Survey Worker	18.78
01531 - Travel Clerk I	15.21
01532 - Travel Clerk II	16.80
01533 - Travel Clerk III	18.57
01611 - Word Processor I	16.18
01612 - Word Processor II	18.16
01613 - Word Processor III	20.31
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.64
05010 - Automotive Electrician	23.64
05040 - Automotive Glass Installer	21.87
05070 - Automotive Worker	21.87
05110 - Mobile Equipment Servicer	19.62
05130 - Motor Equipment Metal Mechanic	23.96
05160 - Motor Equipment Metal Worker	21.87
05190 - Motor Vehicle Mechanic	23.96
05220 - Motor Vehicle Mechanic Helper	18.53
05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	21.87
05310 - Painter, Automotive	22.86
05340 - Radiator Repair Specialist	21.87
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	23.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.67
07041 - Cook I	15.17
07042 - Cook II	17.46
07070 - Dishwasher	10.99
07130 - Food Service Worker	13.46
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	11.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.94
09040 - Furniture Handler	17.36
09080 - Furniture Refinisher	25.94
09090 - Furniture Refinisher Helper	19.58
09110 - Furniture Repairer, Minor	22.74
09130 - Upholsterer	25.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.68
11060 - Elevator Operator	11.68
11090 - Gardener	17.52
11122 - Housekeeping Aide	14.15
11150 - Janitor	14.15
11210 - Laborer, Grounds Maintenance	14.59

11240 - Maid or Houseman	10.96
11260 - Pruner	13.18
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.59
11360 - Window Cleaner	15.67
12000 - Health Occupations	
12010 - Ambulance Driver	22.66
12011 - Breath Alcohol Technician	20.48
12012 - Certified Occupational Therapist Assistant	22.50
12015 - Certified Physical Therapist Assistant	21.90
12020 - Dental Assistant	20.32
12025 - Dental Hygienist	44.92
12030 - EKG Technician	29.90
12035 - Electroneurodiagnostic Technologist	29.90
12040 - Emergency Medical Technician	22.66
12071 - Licensed Practical Nurse I	18.31
12072 - Licensed Practical Nurse II	20.48
12073 - Licensed Practical Nurse III	22.84
12100 - Medical Assistant	17.49
12130 - Medical Laboratory Technician	21.01
12160 - Medical Record Clerk	16.04
12190 - Medical Record Technician	17.94
12195 - Medical Transcriptionist	20.41
12210 - Nuclear Medicine Technologist	43.70
12221 - Nursing Assistant I	13.27
12222 - Nursing Assistant II	14.92
12223 - Nursing Assistant III	16.28
12224 - Nursing Assistant IV	18.27
12235 - Optical Dispenser	20.20
12236 - Optical Technician	18.31
12250 - Pharmacy Technician	17.55
12280 - Phlebotomist	18.27
12305 - Radiologic Technologist	29.67
12311 - Registered Nurse I	28.98
12312 - Registered Nurse II	35.45
12313 - Registered Nurse II, Specialist	35.45
12314 - Registered Nurse III	42.88
12315 - Registered Nurse III, Anesthetist	42.88
12316 - Registered Nurse IV	51.40
12317 - Scheduler (Drug and Alcohol Testing)	25.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	25.29
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.09
13042 - Illustrator II	25.29
13043 - Illustrator III	30.90
13047 - Librarian	25.66
13050 - Library Aide/Clerk	15.59
13054 - Library Information Technology Systems Administrator	23.84
13058 - Library Technician	19.63
13061 - Media Specialist I	16.71
13062 - Media Specialist II	18.70
13063 - Media Specialist III	20.85
13071 - Photographer I	19.50
13072 - Photographer II	23.82
13073 - Photographer III	27.01
13074 - Photographer IV	33.05
13075 - Photographer V	35.10
13110 - Video Teleconference Technician	18.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.09

14042 - Computer Operator II		19.12
14043 - Computer Operator III		24.42
14044 - Computer Operator IV		25.98
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.34
14160 - Personal Computer Support Technician		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		25.26
15070 - Flight Instructor (Pilot)		44.47
15080 - Graphic Artist		25.25
15090 - Technical Instructor		23.55
15095 - Technical Instructor/Course Developer		28.83
15110 - Test Proctor		19.12
15120 - Tutor		19.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.14
16030 - Counter Attendant		11.14
16040 - Dry Cleaner		14.19
16070 - Finisher, Flatwork, Machine		11.14
16090 - Presser, Hand		11.14
16110 - Presser, Machine, Drycleaning		11.14
16130 - Presser, Machine, Shirts		11.14
16160 - Presser, Machine, Wearing Apparel, Laundry		11.14
16190 - Sewing Machine Operator		15.20
16220 - Tailor		16.24
16250 - Washer, Machine		12.16
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.22
19040 - Tool And Die Maker		32.66
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21410 - Warehouse Specialist		19.56
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23110 - Appliance Mechanic		24.68

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23440 - Heavy Equipment Operator	29.79
23460 - Instrument Mechanic	27.68
23465 - Laboratory/Shelter Mechanic	26.22
23470 - Laborer	17.01
23510 - Locksmith	25.45
23530 - Machinery Maintenance Mechanic	27.44
23550 - Machinist, Maintenance	27.84
23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	27.68
23592 - Metrology Technician II	29.27
23593 - Metrology Technician III	30.88
23640 - Millwright	27.84
23710 - Office Appliance Repairer	23.24
23760 - Painter, Maintenance	24.94
23790 - Pipefitter, Maintenance	32.26
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	27.84
23850 - Rigger	27.84
23870 - Scale Mechanic	24.62
23890 - Sheet-Metal Worker, Maintenance	27.48
23910 - Small Engine Mechanic	24.62
23931 - Telecommunications Mechanic I	26.79
23932 - Telecommunications Mechanic II	30.61
23950 - Telephone Lineman	28.61
23960 - Welder, Combination, Maintenance	25.93
23965 - Well Driller	27.05
23970 - Woodcraft Worker	27.84
23980 - Woodworker	21.40
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24610 - Chore Aide	14.06
24620 - Family Readiness And Support Services Coordinator	16.21
24630 - Homemaker	18.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.26
25040 - Sewage Plant Operator	28.70

25070 - Stationary Engineer	29.26
25190 - Ventilation Equipment Tender	21.66
25210 - Water Treatment Plant Operator	28.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.71
27007 - Baggage Inspector	15.91
27008 - Corrections Officer	27.17
27010 - Court Security Officer	26.28
27030 - Detection Dog Handler	18.14
27040 - Detention Officer	27.17
27070 - Firefighter	22.46
27101 - Guard I	15.91
27102 - Guard II	18.14
27131 - Police Officer I	31.05
27132 - Police Officer II	34.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.47
28043 - Carnival Equpment Worker	11.99
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	26.20
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	21.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.62
29020 - Hatch Tender	24.62
29030 - Line Handler	24.62
29041 - Stevedore I	27.49
29042 - Stevedore II	30.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	21.46
30022 - Archeological Technician II	24.90
30023 - Archeological Technician III	29.46
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	29.63
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	22.13
30210 - Laboratory Technician	26.61
30240 - Mathematical Technician	32.95
30361 - Paralegal/Legal Assistant I	21.93
30362 - Paralegal/Legal Assistant II	27.15
30363 - Paralegal/Legal Assistant III	33.22
30364 - Paralegal/Legal Assistant IV	40.20
30390 - Photo-Optics Technician	32.95
30461 - Technical Writer I	20.22
30462 - Technical Writer II	24.72
30463 - Technical Writer III	33.98
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.19
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.71
31030 - Bus Driver		19.13
31043 - Driver Courier		17.79
31260 - Parking and Lot Attendant		13.19
31290 - Shuttle Bus Driver		17.89
31310 - Taxi Driver		15.74
31361 - Truckdriver, Light		17.89
31362 - Truckdriver, Medium		19.85
31363 - Truckdriver, Heavy		22.18
31364 - Truckdriver, Tractor-Trailer		22.18
99000 - Miscellaneous Occupations		
99030 - Cashier		12.27
99050 - Desk Clerk		14.09
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		12.34
99252 - Laboratory Animal Caretaker II		20.92
99310 - Mortician		22.74
99410 - Pest Controller		22.53
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		25.38
99711 - Recycling Specialist		30.29
99730 - Refuse Collector		22.92
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		16.32
99830 - Survey Party Chief		26.44
99831 - Surveying Aide		17.60
99832 - Surveying Technician		24.04
99840 - Vending Machine Attendant		17.01
99841 - Vending Machine Repairer		19.91
99842 - Vending Machine Repairer Helper		17.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2023 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01040 - Court Reporter		16.73
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.66
01060 - Dispatcher, Motor Vehicle		16.40
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.34
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier		12.33
01191 - Order Clerk I		12.32
01192 - Order Clerk II		14.86
01261 - Personnel Assistant (Employment) I		14.98
01262 - Personnel Assistant (Employment) II		16.76
01263 - Personnel Assistant (Employment) III		18.69
01270 - Production Control Clerk		20.26
01280 - Receptionist		12.58
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01313 - Secretary III		20.78
01320 - Service Order Dispatcher		14.32
01410 - Supply Technician		25.36
01420 - Survey Worker		16.63
01531 - Travel Clerk I		13.28
01532 - Travel Clerk II		14.46
01533 - Travel Clerk III		15.61
01611 - Word Processor I		13.82
01612 - Word Processor II		15.78
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.34
05010 - Automotive Electrician		20.30
05040 - Automotive Glass Installer		19.42
05070 - Automotive Worker		19.42
05110 - Mobile Equipment Servicer		16.62
05130 - Motor Equipment Metal Mechanic		22.69
05160 - Motor Equipment Metal Worker		19.62
05190 - Motor Vehicle Mechanic		21.59
05220 - Motor Vehicle Mechanic Helper		15.12
05250 - Motor Vehicle Upholstery Worker		18.14
05280 - Motor Vehicle Wrecker		19.62
05310 - Painter, Automotive		22.12

05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.03
07041 - Cook I	10.50
07042 - Cook II	12.16
07070 - Dishwasher	8.60
07130 - Food Service Worker	10.17
07210 - Meat Cutter	16.58
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	10.88
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.16
09110 - Furniture Repairer, Minor	14.59
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.97
11060 - Elevator Operator	9.97
11090 - Gardener	12.96
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer, Grounds Maintenance	10.31
11240 - Maid or Houseman	9.59
11260 - Pruner	10.14
11270 - Tractor Operator	12.53
11330 - Trail Maintenance Worker	10.31
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	13.87
12011 - Breath Alcohol Technician	18.71
12012 - Certified Occupational Therapist Assistant	24.60
12015 - Certified Physical Therapist Assistant	18.94
12020 - Dental Assistant	16.61
12025 - Dental Hygienist	34.70
12030 - EKG Technician	21.08
12035 - Electroneurodiagnostic Technologist	21.08
12040 - Emergency Medical Technician	13.87
12071 - Licensed Practical Nurse I	16.73
12072 - Licensed Practical Nurse II	18.71
12073 - Licensed Practical Nurse III	20.87
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	19.61
12160 - Medical Record Clerk	13.11
12190 - Medical Record Technician	15.57
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	33.98
12221 - Nursing Assistant I	10.25
12222 - Nursing Assistant II	11.53
12223 - Nursing Assistant III	12.58
12224 - Nursing Assistant IV	14.12
12235 - Optical Dispenser	15.39
12236 - Optical Technician	14.85
12250 - Pharmacy Technician	14.15
12280 - Phlebotomist	14.12
12305 - Radiologic Technologist	24.34
12311 - Registered Nurse I	26.93
12312 - Registered Nurse II	33.08
12313 - Registered Nurse II, Specialist	33.08
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III, Anesthetist	40.02

12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		23.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.08
13012 - Exhibits Specialist II		21.08
13013 - Exhibits Specialist III		25.71
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		23.06
13050 - Library Aide/Clerk		14.20
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		14.08
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.81
13063 - Media Specialist III		18.75
13071 - Photographer I		14.99
13072 - Photographer II		17.27
13073 - Photographer III		21.32
13074 - Photographer IV		26.01
13075 - Photographer V		31.55
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.51
14043 - Computer Operator III		20.13
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		24.82
14071 - Computer Programmer I		23.00
14072 - Computer Programmer II		24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		40.22
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		21.91
15070 - Flight Instructor (Pilot)		40.22
15080 - Graphic Artist		21.68
15090 - Technical Instructor		20.91
15095 - Technical Instructor/Course Developer		25.58
15110 - Test Proctor		16.87
15120 - Tutor		16.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.32
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.05
16220 - Tailor		12.81
16250 - Washer, Machine		9.86
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	16.74
19040 - Tool And Die Maker	22.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.52
21030 - Material Coordinator	19.58
21040 - Material Expediter	19.58
21050 - Material Handling Laborer	11.91
21071 - Order Filler	12.24
21080 - Production Line Worker (Food Processing)	13.52
21110 - Shipping Packer	14.52
21130 - Shipping/Receiving Clerk	14.52
21140 - Store Worker I	9.13
21150 - Stock Clerk	14.39
21210 - Tools And Parts Attendant	13.52
21410 - Warehouse Specialist	13.52
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.77
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.40
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft, Painter	24.07
23060 - Aircraft Servicer	21.28
23080 - Aircraft Worker	22.80
23110 - Appliance Mechanic	18.79
23120 - Bicycle Repairer	12.92
23125 - Cable Splicer	29.26
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	20.14
23181 - Electronics Technician Maintenance I	18.00
23182 - Electronics Technician Maintenance II	23.29
23183 - Electronics Technician Maintenance III	25.37
23260 - Fabric Worker	14.70
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	29.33
23312 - Fuel Distribution System Operator	20.70
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.28
23382 - Ground Support Equipment Worker	22.80
23391 - Gunsmith I	15.17
23392 - Gunsmith II	18.14
23393 - Gunsmith III	21.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.83
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.95
23430 - Heavy Equipment Mechanic	21.55
23440 - Heavy Equipment Operator	21.23
23460 - Instrument Mechanic	24.18
23465 - Laboratory/Shelter Mechanic	19.62
23470 - Laborer	11.55
23510 - Locksmith	19.50
23530 - Machinery Maintenance Mechanic	25.00
23550 - Machinist, Maintenance	17.73
23580 - Maintenance Trades Helper	13.00
23591 - Metrology Technician I	24.18
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.51
23640 - Millwright	23.72
23710 - Office Appliance Repairer	19.75

23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	20.86
23810 - Plumber, Maintenance	19.81
23820 - Pneudraulic Systems Mechanic	21.09
23850 - Rigger	21.09
23870 - Scale Mechanic	18.14
23890 - Sheet-Metal Worker, Maintenance	17.99
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	22.60
23932 - Telecommunications Mechanic II	26.99
23950 - Telephone Lineman	18.23
23960 - Welder, Combination, Maintenance	17.37
23965 - Well Driller	21.09
23970 - Woodcraft Worker	21.09
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	10.71
24620 - Family Readiness And Support Services Coordinator	15.56
24630 - Homemaker	18.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.78
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	22.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.73
27007 - Baggage Inspector	11.01
27008 - Corrections Officer	19.52
27010 - Court Security Officer	20.49
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	19.52
27070 - Firefighter	21.80
27101 - Guard I	11.01
27102 - Guard II	16.13
27131 - Police Officer I	25.69
27132 - Police Officer II	28.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.84
28042 - Carnival Equipment Repairer	15.17
28043 - Carnival Equpment Worker	9.89
28210 - Gate Attendant/Gate Tender	14.95
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	17.99
28630 - Sports Official	13.33
28690 - Swimming Pool Operator	19.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.45
29020 - Hatch Tender	19.45
29030 - Line Handler	19.45
29041 - Stevedore I	17.16
29042 - Stevedore II	21.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.49
30022 - Archeological Technician II	19.58

30023 - Archeological Technician III		24.25
30030 - Cartographic Technician		24.59
30040 - Civil Engineering Technician		21.56
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.84
30063 - Drafter/CAD Operator III		22.12
30064 - Drafter/CAD Operator IV		26.82
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.33
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		34.64
30090 - Environmental Technician		22.20
30210 - Laboratory Technician		22.92
30240 - Mathematical Technician		24.69
30361 - Paralegal/Legal Assistant I		21.19
30362 - Paralegal/Legal Assistant II		25.09
30363 - Paralegal/Legal Assistant III		30.61
30364 - Paralegal/Legal Assistant IV		37.15
30390 - Photo-Optics Technician		24.69
30461 - Technical Writer I		22.49
30462 - Technical Writer II		27.51
30463 - Technical Writer III		31.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.12
30621 - Weather Observer, Senior	(see 2)	24.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.17
31030 - Bus Driver		17.45
31043 - Driver Courier		13.84
31260 - Parking and Lot Attendant		10.32
31290 - Shuttle Bus Driver		15.35
31310 - Taxi Driver		10.88
31361 - Truckdriver, Light		15.35
31362 - Truckdriver, Medium		18.71
31363 - Truckdriver, Heavy		19.29
31364 - Truckdriver, Tractor-Trailer		19.29
99000 - Miscellaneous Occupations		
99030 - Cashier		11.86
99050 - Desk Clerk		10.74
99095 - Embalmer		24.27
99251 - Laboratory Animal Caretaker I		10.57
99252 - Laboratory Animal Caretaker II		13.33
99310 - Mortician		28.19
99410 - Pest Controller		14.44
99510 - Photofinishing Worker		13.44
99710 - Recycling Laborer		18.15
99711 - Recycling Specialist		23.31
99730 - Refuse Collector		17.29
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		8.69
99830 - Survey Party Chief		26.46
99831 - Surveying Aide		15.94
99832 - Surveying Technician		22.46
99840 - Vending Machine Attendant		14.89
99841 - Vending Machine Repairer		18.88
99842 - Vending Machine Repairer Helper		14.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2024 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01040 - Court Reporter		16.73
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.66
01060 - Dispatcher, Motor Vehicle		16.40
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.34
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier		12.33
01191 - Order Clerk I		12.32
01192 - Order Clerk II		14.86
01261 - Personnel Assistant (Employment) I		14.98
01262 - Personnel Assistant (Employment) II		16.76
01263 - Personnel Assistant (Employment) III		18.69
01270 - Production Control Clerk		20.26
01280 - Receptionist		12.58
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01313 - Secretary III		20.78
01320 - Service Order Dispatcher		14.32
01410 - Supply Technician		25.36

01420 - Survey Worker	16.63
01531 - Travel Clerk I	13.28
01532 - Travel Clerk II	14.46
01533 - Travel Clerk III	15.61
01611 - Word Processor I	13.82
01612 - Word Processor II	15.78
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.34
05010 - Automotive Electrician	20.30
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.42
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	21.59
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter, Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.03
07041 - Cook I	10.50
07042 - Cook II	12.16
07070 - Dishwasher	8.60
07130 - Food Service Worker	10.17
07210 - Meat Cutter	16.58
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	10.88
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.16
09110 - Furniture Repairer, Minor	14.59
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.97
11060 - Elevator Operator	9.97
11090 - Gardener	12.96
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer, Grounds Maintenance	10.31
11240 - Maid or Houseman	9.59
11260 - Pruner	10.14
11270 - Tractor Operator	12.53
11330 - Trail Maintenance Worker	10.31
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	13.87
12011 - Breath Alcohol Technician	18.71
12012 - Certified Occupational Therapist Assistant	24.60
12015 - Certified Physical Therapist Assistant	18.94
12020 - Dental Assistant	16.61
12025 - Dental Hygienist	34.70
12030 - EKG Technician	21.08
12035 - Electroneurodiagnostic Technologist	21.08
12040 - Emergency Medical Technician	13.87
12071 - Licensed Practical Nurse I	16.73
12072 - Licensed Practical Nurse II	18.71
12073 - Licensed Practical Nurse III	20.87

12100 - Medical Assistant		14.39
12130 - Medical Laboratory Technician		19.61
12160 - Medical Record Clerk		13.11
12190 - Medical Record Technician		15.57
12195 - Medical Transcriptionist		17.02
12210 - Nuclear Medicine Technologist		33.98
12221 - Nursing Assistant I		10.25
12222 - Nursing Assistant II		11.53
12223 - Nursing Assistant III		12.58
12224 - Nursing Assistant IV		14.12
12235 - Optical Dispenser		15.39
12236 - Optical Technician		14.85
12250 - Pharmacy Technician		14.15
12280 - Phlebotomist		14.12
12305 - Radiologic Technologist		24.34
12311 - Registered Nurse I		26.93
12312 - Registered Nurse II		33.08
12313 - Registered Nurse II, Specialist		33.08
12314 - Registered Nurse III		40.02
12315 - Registered Nurse III, Anesthetist		40.02
12316 - Registered Nurse IV		47.96
12317 - Scheduler (Drug and Alcohol Testing)		23.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.08
13012 - Exhibits Specialist II		21.08
13013 - Exhibits Specialist III		25.71
13041 - Illustrator I		18.79
13042 - Illustrator II		23.18
13043 - Illustrator III		28.27
13047 - Librarian		23.06
13050 - Library Aide/Clerk		14.20
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		14.08
13061 - Media Specialist I		15.03
13062 - Media Specialist II		16.81
13063 - Media Specialist III		18.75
13071 - Photographer I		14.99
13072 - Photographer II		17.27
13073 - Photographer III		21.32
13074 - Photographer IV		26.01
13075 - Photographer V		31.55
13110 - Video Teleconference Technician		16.68
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.51
14043 - Computer Operator III		20.13
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		24.82
14071 - Computer Programmer I		23.00
14072 - Computer Programmer II		24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.04
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		36.56
15030 - Air Crew Training Devices Instructor (Pilot)		40.22
15050 - Computer Based Training Specialist / Instructor		29.46

15060 - Educational Technologist	21.91
15070 - Flight Instructor (Pilot)	40.22
15080 - Graphic Artist	21.68
15090 - Technical Instructor	20.91
15095 - Technical Instructor/Course Developer	25.58
15110 - Test Proctor	16.87
15120 - Tutor	16.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.06
16030 - Counter Attendant	9.06
16040 - Dry Cleaner	11.32
16070 - Finisher, Flatwork, Machine	9.06
16090 - Presser, Hand	9.06
16110 - Presser, Machine, Drycleaning	9.06
16130 - Presser, Machine, Shirts	9.06
16160 - Presser, Machine, Wearing Apparel, Laundry	9.06
16190 - Sewing Machine Operator	12.05
16220 - Tailor	12.81
16250 - Washer, Machine	9.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.74
19040 - Tool And Die Maker	22.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.52
21030 - Material Coordinator	19.58
21040 - Material Expediter	19.58
21050 - Material Handling Laborer	11.91
21071 - Order Filler	12.24
21080 - Production Line Worker (Food Processing)	13.52
21110 - Shipping Packer	14.52
21130 - Shipping/Receiving Clerk	14.52
21140 - Store Worker I	9.13
21150 - Stock Clerk	14.39
21210 - Tools And Parts Attendant	13.52
21410 - Warehouse Specialist	13.52
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.77
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.40
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft, Painter	24.07
23060 - Aircraft Servicer	21.28
23080 - Aircraft Worker	22.80
23110 - Appliance Mechanic	18.79
23120 - Bicycle Repairer	12.92
23125 - Cable Splicer	29.26
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	20.14
23181 - Electronics Technician Maintenance I	18.00
23182 - Electronics Technician Maintenance II	23.29
23183 - Electronics Technician Maintenance III	25.37
23260 - Fabric Worker	14.70
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	29.33
23312 - Fuel Distribution System Operator	20.70
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.28
23382 - Ground Support Equipment Worker	22.80
23391 - Gunsmith I	15.17

23392 - Gunsmith II	18.14
23393 - Gunsmith III	21.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.83
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.95
23430 - Heavy Equipment Mechanic	21.55
23440 - Heavy Equipment Operator	21.23
23460 - Instrument Mechanic	24.18
23465 - Laboratory/Shelter Mechanic	19.62
23470 - Laborer	11.55
23510 - Locksmith	19.50
23530 - Machinery Maintenance Mechanic	25.00
23550 - Machinist, Maintenance	17.73
23580 - Maintenance Trades Helper	13.00
23591 - Metrology Technician I	24.18
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.51
23640 - Millwright	23.72
23710 - Office Appliance Repairer	19.75
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	20.86
23810 - Plumber, Maintenance	19.81
23820 - Pneudraulic Systems Mechanic	21.09
23850 - Rigger	21.09
23870 - Scale Mechanic	18.14
23890 - Sheet-Metal Worker, Maintenance	17.99
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	22.60
23932 - Telecommunications Mechanic II	26.99
23950 - Telephone Lineman	18.23
23960 - Welder, Combination, Maintenance	17.37
23965 - Well Driller	21.09
23970 - Woodcraft Worker	21.09
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	10.71
24620 - Family Readiness And Support Services Coordinator	15.56
24630 - Homemaker	18.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.78
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	22.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.73
27007 - Baggage Inspector	11.01
27008 - Corrections Officer	19.52
27010 - Court Security Officer	20.49
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	19.52
27070 - Firefighter	21.80
27101 - Guard I	11.01
27102 - Guard II	16.13
27131 - Police Officer I	25.69
27132 - Police Officer II	28.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.84
28042 - Carnival Equipment Repairer	15.17

28043 - Carnival Equpment Worker		9.89
28210 - Gate Attendant/Gate Tender		14.95
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		16.73
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		17.99
28630 - Sports Official		13.33
28690 - Swimming Pool Operator		19.72
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.45
29020 - Hatch Tender		19.45
29030 - Line Handler		19.45
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30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
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30362 - Paralegal/Legal Assistant II		25.09
30363 - Paralegal/Legal Assistant III		30.61
30364 - Paralegal/Legal Assistant IV		37.15
30390 - Photo-Optics Technician		24.69
30461 - Technical Writer I		22.49
30462 - Technical Writer II		27.51
30463 - Technical Writer III		31.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.12
30621 - Weather Observer, Senior	(see 2)	24.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.17
31030 - Bus Driver		17.45
31043 - Driver Courier		13.84
31260 - Parking and Lot Attendant		10.32
31290 - Shuttle Bus Driver		15.35
31310 - Taxi Driver		10.88
31361 - Truckdriver, Light		15.35
31362 - Truckdriver, Medium		18.71
31363 - Truckdriver, Heavy		19.29
31364 - Truckdriver, Tractor-Trailer		19.29

99000 - Miscellaneous Occupations	
99030 - Cashier	11.86
99050 - Desk Clerk	10.74
99095 - Embalmer	24.27
99251 - Laboratory Animal Caretaker I	10.57
99252 - Laboratory Animal Caretaker II	13.33
99310 - Mortician	28.19
99410 - Pest Controller	14.44
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	18.15
99711 - Recycling Specialist	23.31
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	8.69
99830 - Survey Party Chief	26.46
99831 - Surveying Aide	15.94
99832 - Surveying Technician	22.46
99840 - Vending Machine Attendant	14.89
99841 - Vending Machine Repairer	18.88
99842 - Vending Machine Repairer Helper	14.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2025 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.64
01012 - Accounting Clerk II		14.18
01013 - Accounting Clerk III		15.86
01020 - Administrative Assistant		19.66
01040 - Court Reporter		17.97
01051 - Data Entry Operator I		11.84
01052 - Data Entry Operator II		12.92

01060 - Dispatcher, Motor Vehicle	17.31
01070 - Document Preparation Clerk	12.43
01090 - Duplicating Machine Operator	12.43
01111 - General Clerk I	11.74
01112 - General Clerk II	12.82
01113 - General Clerk III	15.13
01120 - Housing Referral Assistant	17.86
01141 - Messenger Courier	10.90
01191 - Order Clerk I	12.42
01192 - Order Clerk II	13.55
01261 - Personnel Assistant (Employment) I	14.30
01262 - Personnel Assistant (Employment) II	15.99
01263 - Personnel Assistant (Employment) III	17.83
01270 - Production Control Clerk	20.58
01280 - Receptionist	11.74
01290 - Rental Clerk	13.06
01300 - Scheduler, Maintenance	14.12
01311 - Secretary I	14.12
01312 - Secretary II	15.79
01313 - Secretary III	17.86
01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	19.66
01420 - Survey Worker	12.73
01531 - Travel Clerk I	12.42
01532 - Travel Clerk II	13.02
01533 - Travel Clerk III	13.68
01611 - Word Processor I	12.71
01612 - Word Processor II	15.62
01613 - Word Processor III	17.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.50
05010 - Automotive Electrician	19.27
05040 - Automotive Glass Installer	17.40
05070 - Automotive Worker	17.40
05110 - Mobile Equipment Servicer	15.55
05130 - Motor Equipment Metal Mechanic	19.27
05160 - Motor Equipment Metal Worker	17.40
05190 - Motor Vehicle Mechanic	19.27
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	16.51
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter, Automotive	18.34
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	19.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	11.84
07042 - Cook II	13.33
07070 - Dishwasher	8.16
07130 - Food Service Worker	10.43
07210 - Meat Cutter	16.73
07260 - Waiter/Waitress	8.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.58
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	17.58
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer, Minor	15.81
09130 - Upholsterer	17.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.94
11060 - Elevator Operator	10.15

11090 - Gardener	13.40
11122 - Housekeeping Aide	10.15
11150 - Janitor	10.15
11210 - Laborer, Grounds Maintenance	10.60
11240 - Maid or Houseman	8.81
11260 - Pruner	9.42
11270 - Tractor Operator	11.84
11330 - Trail Maintenance Worker	10.60
11360 - Window Cleaner	11.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	18.57
12012 - Certified Occupational Therapist Assistant	21.78
12015 - Certified Physical Therapist Assistant	19.02
12020 - Dental Assistant	16.74
12025 - Dental Hygienist	35.60
12030 - EKG Technician	23.86
12035 - Electroneurodiagnostic Technologist	23.86
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	16.60
12072 - Licensed Practical Nurse II	18.57
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	13.11
12130 - Medical Laboratory Technician	17.19
12160 - Medical Record Clerk	12.44
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	33.36
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.80
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	22.48
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II, Specialist	30.63
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III, Anesthetist	37.06
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol Testing)	23.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.70
13012 - Exhibits Specialist II	21.53
13013 - Exhibits Specialist III	26.33
13041 - Illustrator I	18.56
13042 - Illustrator II	21.47
13043 - Illustrator III	26.26
13047 - Librarian	22.65
13050 - Library Aide/Clerk	12.42
13054 - Library Information Technology Systems Administrator	20.46
13058 - Library Technician	17.94
13061 - Media Specialist I	14.76
13062 - Media Specialist II	16.51
13063 - Media Specialist III	18.41
13071 - Photographer I	14.80
13072 - Photographer II	18.32
13073 - Photographer III	20.51
13074 - Photographer IV	25.09

13075 - Photographer V		30.35
13110 - Video Teleconference Technician		16.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		19.29
14044 - Computer Operator IV		21.43
14045 - Computer Operator V		23.73
14071 - Computer Programmer I		18.14
14072 - Computer Programmer II		22.30
14073 - Computer Programmer III		26.60
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.28
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		21.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.28
15020 - Aircrew Training Devices Instructor (Rated)		33.00
15030 - Air Crew Training Devices Instructor (Pilot)		39.55
15050 - Computer Based Training Specialist / Instructor		27.28
15060 - Educational Technologist		21.65
15070 - Flight Instructor (Pilot)		39.55
15080 - Graphic Artist		20.80
15090 - Technical Instructor		16.29
15095 - Technical Instructor/Course Developer		19.93
15110 - Test Proctor		13.15
15120 - Tutor		13.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.72
16090 - Presser, Hand		8.72
16110 - Presser, Machine, Drycleaning		8.72
16130 - Presser, Machine, Shirts		8.72
16160 - Presser, Machine, Wearing Apparel, Laundry		8.72
16190 - Sewing Machine Operator		11.01
16220 - Tailor		11.56
16250 - Washer, Machine		9.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.68
19040 - Tool And Die Maker		22.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.05
21030 - Material Coordinator		18.92
21040 - Material Expediter		20.58
21050 - Material Handling Laborer		10.46
21071 - Order Filler		11.76
21080 - Production Line Worker (Food Processing)		14.05
21110 - Shipping Packer		12.73
21130 - Shipping/Receiving Clerk		12.73
21140 - Store Worker I		12.67
21150 - Stock Clerk		16.42
21210 - Tools And Parts Attendant		14.05
21410 - Warehouse Specialist		14.05
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.39
23021 - Aircraft Mechanic I		23.17
23022 - Aircraft Mechanic II		24.38
23023 - Aircraft Mechanic III		25.54
23040 - Aircraft Mechanic Helper		17.39

23050 - Aircraft, Painter	22.90
23060 - Aircraft Servicer	19.83
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	21.27
23120 - Bicycle Repairer	14.06
23125 - Cable Splicer	28.32
23130 - Carpenter, Maintenance	18.32
23140 - Carpet Layer	15.17
23160 - Electrician, Maintenance	18.67
23181 - Electronics Technician Maintenance I	21.95
23182 - Electronics Technician Maintenance II	25.44
23183 - Electronics Technician Maintenance III	26.86
23260 - Fabric Worker	16.32
23290 - Fire Alarm System Mechanic	17.31
23310 - Fire Extinguisher Repairer	16.19
23311 - Fuel Distribution System Mechanic	24.06
23312 - Fuel Distribution System Operator	19.20
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	23.17
23381 - Ground Support Equipment Servicer	19.83
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	16.19
23392 - Gunsmith II	18.24
23393 - Gunsmith III	20.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.83
23430 - Heavy Equipment Mechanic	22.48
23440 - Heavy Equipment Operator	19.22
23460 - Instrument Mechanic	20.29
23465 - Laboratory/Shelter Mechanic	19.22
23470 - Laborer	10.46
23510 - Locksmith	17.58
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	19.09
23580 - Maintenance Trades Helper	13.84
23591 - Metrology Technician I	20.29
23592 - Metrology Technician II	21.36
23593 - Metrology Technician III	22.37
23640 - Millwright	20.29
23710 - Office Appliance Repairer	19.65
23760 - Painter, Maintenance	17.58
23790 - Pipefitter, Maintenance	19.80
23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	20.29
23850 - Rigger	20.29
23870 - Scale Mechanic	18.24
23890 - Sheet-Metal Worker, Maintenance	18.47
23910 - Small Engine Mechanic	18.24
23931 - Telecommunications Mechanic I	22.59
23932 - Telecommunications Mechanic II	25.24
23950 - Telephone Lineman	20.29
23960 - Welder, Combination, Maintenance	18.47
23965 - Well Driller	20.29
23970 - Woodcraft Worker	20.29
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.81
24610 - Chore Aide	12.06
24620 - Family Readiness And Support Services Coordinator	15.35

24630 - Homemaker	15.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	21.18
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant Operator	21.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.93
27007 - Baggage Inspector	10.44
27008 - Corrections Officer	20.11
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	12.53
27040 - Detention Officer	20.11
27070 - Firefighter	20.11
27101 - Guard I	10.44
27102 - Guard II	12.53
27131 - Police Officer I	24.73
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.50
28042 - Carnival Equipment Repairer	10.20
28043 - Carnival Equpment Worker	8.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.08
28515 - Recreation Specialist	14.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.46
29020 - Hatch Tender	18.46
29030 - Line Handler	18.46
29041 - Stevedore I	16.90
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.73
30022 - Archeological Technician II	18.70
30023 - Archeological Technician III	23.96
30030 - Cartographic Technician	23.96
30040 - Civil Engineering Technician	22.98
30061 - Drafter/CAD Operator I	17.28
30062 - Drafter/CAD Operator II	19.33
30063 - Drafter/CAD Operator III	21.56
30064 - Drafter/CAD Operator IV	26.52
30081 - Engineering Technician I	14.98
30082 - Engineering Technician II	16.21
30083 - Engineering Technician III	18.81
30084 - Engineering Technician IV	21.77
30085 - Engineering Technician V	26.63
30086 - Engineering Technician VI	32.22
30090 - Environmental Technician	21.80
30210 - Laboratory Technician	18.37
30240 - Mathematical Technician	23.96
30361 - Paralegal/Legal Assistant I	21.49
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	28.53
30364 - Paralegal/Legal Assistant IV	34.52
30390 - Photo-Optics Technician	23.96

30461 - Technical Writer I		21.90
30462 - Technical Writer II		26.79
30463 - Technical Writer III		32.41
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.56
30621 - Weather Observer, Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.94
31030 - Bus Driver		15.79
31043 - Driver Courier		13.03
31260 - Parking and Lot Attendant		12.41
31290 - Shuttle Bus Driver		13.92
31310 - Taxi Driver		11.40
31361 - Truckdriver, Light		13.92
31362 - Truckdriver, Medium		16.77
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.81
99050 - Desk Clerk		9.47
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		11.28
99252 - Laboratory Animal Caretaker II		12.06
99310 - Mortician		25.32
99410 - Pest Controller		13.74
99510 - Photofinishing Worker		12.47
99710 - Recycling Laborer		13.88
99711 - Recycling Specialist		16.19
99730 - Refuse Collector		12.74
99810 - Sales Clerk		12.63
99820 - School Crossing Guard		8.79
99830 - Survey Party Chief		26.74
99831 - Surveying Aide		15.13
99832 - Surveying Technician		18.77
99840 - Vending Machine Attendant		11.78
99841 - Vending Machine Repairer		14.17
99842 - Vending Machine Repairer Helper		11.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2026 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.64
01012 - Accounting Clerk II		14.18
01013 - Accounting Clerk III		15.86
01020 - Administrative Assistant		19.66
01040 - Court Reporter		17.97
01051 - Data Entry Operator I		11.84
01052 - Data Entry Operator II		12.92
01060 - Dispatcher, Motor Vehicle		17.31
01070 - Document Preparation Clerk		12.43
01090 - Duplicating Machine Operator		12.43
01111 - General Clerk I		11.74
01112 - General Clerk II		12.82
01113 - General Clerk III		15.13
01120 - Housing Referral Assistant		17.86
01141 - Messenger Courier		10.90
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.55
01261 - Personnel Assistant (Employment) I		14.30
01262 - Personnel Assistant (Employment) II		15.99
01263 - Personnel Assistant (Employment) III		17.83
01270 - Production Control Clerk		20.58
01280 - Receptionist		11.74
01290 - Rental Clerk		13.06
01300 - Scheduler, Maintenance		14.12
01311 - Secretary I		14.12
01312 - Secretary II		15.79
01313 - Secretary III		17.86
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		19.66
01420 - Survey Worker		12.73
01531 - Travel Clerk I		12.42
01532 - Travel Clerk II		13.02
01533 - Travel Clerk III		13.68
01611 - Word Processor I		12.71
01612 - Word Processor II		15.62
01613 - Word Processor III		17.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.50
05010 - Automotive Electrician		19.27
05040 - Automotive Glass Installer		17.40
05070 - Automotive Worker		17.40
05110 - Mobile Equipment Servicer		15.55
05130 - Motor Equipment Metal Mechanic		19.27
05160 - Motor Equipment Metal Worker		17.40
05190 - Motor Vehicle Mechanic		19.27
05220 - Motor Vehicle Mechanic Helper		14.46
05250 - Motor Vehicle Upholstery Worker		16.51
05280 - Motor Vehicle Wrecker		17.40
05310 - Painter, Automotive		18.34
05340 - Radiator Repair Specialist		17.40
05370 - Tire Repairer		13.08

05400 - Transmission Repair Specialist	19.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	11.84
07042 - Cook II	13.33
07070 - Dishwasher	8.16
07130 - Food Service Worker	10.43
07210 - Meat Cutter	16.73
07260 - Waiter/Waitress	8.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.58
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	17.58
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer, Minor	15.81
09130 - Upholsterer	17.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.94
11060 - Elevator Operator	10.15
11090 - Gardener	13.40
11122 - Housekeeping Aide	10.15
11150 - Janitor	10.15
11210 - Laborer, Grounds Maintenance	10.60
11240 - Maid or Houseman	8.81
11260 - Pruner	9.42
11270 - Tractor Operator	11.84
11330 - Trail Maintenance Worker	10.60
11360 - Window Cleaner	11.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	18.57
12012 - Certified Occupational Therapist Assistant	21.78
12015 - Certified Physical Therapist Assistant	19.02
12020 - Dental Assistant	16.74
12025 - Dental Hygienist	35.60
12030 - EKG Technician	23.86
12035 - Electroneurodiagnostic Technologist	23.86
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	16.60
12072 - Licensed Practical Nurse II	18.57
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	13.11
12130 - Medical Laboratory Technician	17.19
12160 - Medical Record Clerk	12.44
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	33.36
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.80
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	22.48
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II, Specialist	30.63
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III, Anesthetist	37.06
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol Testing)	23.01

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.33
13041 - Illustrator I		18.56
13042 - Illustrator II		21.47
13043 - Illustrator III		26.26
13047 - Librarian		22.65
13050 - Library Aide/Clerk		12.42
13054 - Library Information Technology Systems Administrator		20.46
13058 - Library Technician		17.94
13061 - Media Specialist I		14.76
13062 - Media Specialist II		16.51
13063 - Media Specialist III		18.41
13071 - Photographer I		14.80
13072 - Photographer II		18.32
13073 - Photographer III		20.51
13074 - Photographer IV		25.09
13075 - Photographer V		30.35
13110 - Video Teleconference Technician		16.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		19.29
14044 - Computer Operator IV		21.43
14045 - Computer Operator V		23.73
14071 - Computer Programmer I		18.14
14072 - Computer Programmer II		22.30
14073 - Computer Programmer III		26.60
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.28
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		21.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.28
15020 - Aircrew Training Devices Instructor (Rated)		33.00
15030 - Air Crew Training Devices Instructor (Pilot)		39.55
15050 - Computer Based Training Specialist / Instructor		27.28
15060 - Educational Technologist		21.65
15070 - Flight Instructor (Pilot)		39.55
15080 - Graphic Artist		20.80
15090 - Technical Instructor		16.29
15095 - Technical Instructor/Course Developer		19.93
15110 - Test Proctor		13.15
15120 - Tutor		13.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.72
16090 - Presser, Hand		8.72
16110 - Presser, Machine, Drycleaning		8.72
16130 - Presser, Machine, Shirts		8.72
16160 - Presser, Machine, Wearing Apparel, Laundry		8.72
16190 - Sewing Machine Operator		11.01
16220 - Tailor		11.56
16250 - Washer, Machine		9.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.68
19040 - Tool And Die Maker		22.75

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.05
21030 - Material Coordinator	18.92
21040 - Material Expediter	20.58
21050 - Material Handling Laborer	10.46
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.05
21110 - Shipping Packer	12.73
21130 - Shipping/Receiving Clerk	12.73
21140 - Store Worker I	12.67
21150 - Stock Clerk	16.42
21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.39
23021 - Aircraft Mechanic I	23.17
23022 - Aircraft Mechanic II	24.38
23023 - Aircraft Mechanic III	25.54
23040 - Aircraft Mechanic Helper	17.39
23050 - Aircraft, Painter	22.90
23060 - Aircraft Servicer	19.83
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	21.27
23120 - Bicycle Repairer	14.06
23125 - Cable Splicer	28.32
23130 - Carpenter, Maintenance	18.32
23140 - Carpet Layer	15.17
23160 - Electrician, Maintenance	18.67
23181 - Electronics Technician Maintenance I	21.95
23182 - Electronics Technician Maintenance II	25.44
23183 - Electronics Technician Maintenance III	26.86
23260 - Fabric Worker	16.32
23290 - Fire Alarm System Mechanic	17.31
23310 - Fire Extinguisher Repairer	16.19
23311 - Fuel Distribution System Mechanic	24.06
23312 - Fuel Distribution System Operator	19.20
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	23.17
23381 - Ground Support Equipment Servicer	19.83
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	16.19
23392 - Gunsmith II	18.24
23393 - Gunsmith III	20.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.83
23430 - Heavy Equipment Mechanic	22.48
23440 - Heavy Equipment Operator	19.22
23460 - Instrument Mechanic	20.29
23465 - Laboratory/Shelter Mechanic	19.22
23470 - Laborer	10.46
23510 - Locksmith	17.58
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	19.09
23580 - Maintenance Trades Helper	13.84
23591 - Metrology Technician I	20.29
23592 - Metrology Technician II	21.36
23593 - Metrology Technician III	22.37
23640 - Millwright	20.29
23710 - Office Appliance Repairer	19.65
23760 - Painter, Maintenance	17.58
23790 - Pipefitter, Maintenance	19.80

23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	20.29
23850 - Rigger	20.29
23870 - Scale Mechanic	18.24
23890 - Sheet-Metal Worker, Maintenance	18.47
23910 - Small Engine Mechanic	18.24
23931 - Telecommunications Mechanic I	22.59
23932 - Telecommunications Mechanic II	25.24
23950 - Telephone Lineman	20.29
23960 - Welder, Combination, Maintenance	18.47
23965 - Well Driller	20.29
23970 - Woodcraft Worker	20.29
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.81
24610 - Chore Aide	12.06
24620 - Family Readiness And Support Services Coordinator	15.35
24630 - Homemaker	15.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	21.18
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant Operator	21.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.93
27007 - Baggage Inspector	10.44
27008 - Corrections Officer	20.11
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	12.53
27040 - Detention Officer	20.11
27070 - Firefighter	20.11
27101 - Guard I	10.44
27102 - Guard II	12.53
27131 - Police Officer I	24.73
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.50
28042 - Carnival Equipment Repairer	10.20
28043 - Carnival Equpment Worker	8.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.08
28515 - Recreation Specialist	14.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.46
29020 - Hatch Tender	18.46
29030 - Line Handler	18.46
29041 - Stevedore I	16.90
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.73
30022 - Archeological Technician II	18.70
30023 - Archeological Technician III	23.96
30030 - Cartographic Technician	23.96

30040 - Civil Engineering Technician		22.98
30061 - Drafter/CAD Operator I		17.28
30062 - Drafter/CAD Operator II		19.33
30063 - Drafter/CAD Operator III		21.56
30064 - Drafter/CAD Operator IV		26.52
30081 - Engineering Technician I		14.98
30082 - Engineering Technician II		16.21
30083 - Engineering Technician III		18.81
30084 - Engineering Technician IV		21.77
30085 - Engineering Technician V		26.63
30086 - Engineering Technician VI		32.22
30090 - Environmental Technician		21.80
30210 - Laboratory Technician		18.37
30240 - Mathematical Technician		23.96
30361 - Paralegal/Legal Assistant I		21.49
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30390 - Photo-Optics Technician		23.96
30461 - Technical Writer I		21.90
30462 - Technical Writer II		26.79
30463 - Technical Writer III		32.41
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.56
30621 - Weather Observer, Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.94
31030 - Bus Driver		15.79
31043 - Driver Courier		13.03
31260 - Parking and Lot Attendant		12.41
31290 - Shuttle Bus Driver		13.92
31310 - Taxi Driver		11.40
31361 - Truckdriver, Light		13.92
31362 - Truckdriver, Medium		16.77
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.81
99050 - Desk Clerk		9.47
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		11.28
99252 - Laboratory Animal Caretaker II		12.06
99310 - Mortician		25.32
99410 - Pest Controller		13.74
99510 - Photofinishing Worker		12.47
99710 - Recycling Laborer		13.88
99711 - Recycling Specialist		16.19
99730 - Refuse Collector		12.74
99810 - Sales Clerk		12.63
99820 - School Crossing Guard		8.79
99830 - Survey Party Chief		26.74
99831 - Surveying Aide		15.13
99832 - Surveying Technician		18.77
99840 - Vending Machine Attendant		11.78
99841 - Vending Machine Repairer		14.17
99842 - Vending Machine Repairer Helper		11.78

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HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

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who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2027 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of La Paz, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.75
01012 - Accounting Clerk II		14.31
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		16.97
01040 - Court Reporter		16.30
01051 - Data Entry Operator I		11.13
01052 - Data Entry Operator II		12.15
01060 - Dispatcher, Motor Vehicle		16.43
01070 - Document Preparation Clerk		10.80
01090 - Duplicating Machine Operator		10.80
01111 - General Clerk I		11.65
01112 - General Clerk II		12.71
01113 - General Clerk III		15.03
01120 - Housing Referral Assistant		15.36
01141 - Messenger Courier		8.80
01191 - Order Clerk I		12.17
01192 - Order Clerk II		15.17
01261 - Personnel Assistant (Employment) I		13.42
01262 - Personnel Assistant (Employment) II		15.01
01263 - Personnel Assistant (Employment) III		16.74
01270 - Production Control Clerk		18.61
01280 - Receptionist		11.97
01290 - Rental Clerk		12.09
01300 - Scheduler, Maintenance		12.12
01311 - Secretary I		12.12
01312 - Secretary II		13.56
01313 - Secretary III		15.36
01320 - Service Order Dispatcher		14.18
01410 - Supply Technician		16.97

01420 - Survey Worker	13.05
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.18
01612 - Word Processor II	14.07
01613 - Word Processor III	16.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.69
05010 - Automotive Electrician	19.99
05040 - Automotive Glass Installer	19.24
05070 - Automotive Worker	19.24
05110 - Mobile Equipment Servicer	17.70
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	19.24
05190 - Motor Vehicle Mechanic	20.32
05220 - Motor Vehicle Mechanic Helper	16.60
05250 - Motor Vehicle Upholstery Worker	18.53
05280 - Motor Vehicle Wrecker	19.24
05310 - Painter, Automotive	19.99
05340 - Radiator Repair Specialist	19.24
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	20.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.00
07041 - Cook I	12.16
07042 - Cook II	13.21
07070 - Dishwasher	8.28
07130 - Food Service Worker	10.02
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.99
09040 - Furniture Handler	13.64
09080 - Furniture Refinisher	18.99
09090 - Furniture Refinisher Helper	15.77
09110 - Furniture Repairer, Minor	17.61
09130 - Upholsterer	18.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.52
11060 - Elevator Operator	9.52
11090 - Gardener	12.04
11122 - Housekeeping Aide	10.16
11150 - Janitor	10.16
11210 - Laborer, Grounds Maintenance	9.77
11240 - Maid or Houseman	8.58
11260 - Pruner	8.92
11270 - Tractor Operator	11.46
11330 - Trail Maintenance Worker	9.77
11360 - Window Cleaner	10.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.80
12011 - Breath Alcohol Technician	16.90
12012 - Certified Occupational Therapist Assistant	21.62
12015 - Certified Physical Therapist Assistant	21.62
12020 - Dental Assistant	15.58
12025 - Dental Hygienist	38.82
12030 - EKG Technician	26.78
12035 - Electroneurodiagnostic Technologist	26.78
12040 - Emergency Medical Technician	13.80
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.70

12100 - Medical Assistant		14.35
12130 - Medical Laboratory Technician		15.79
12160 - Medical Record Clerk		12.08
12190 - Medical Record Technician		14.58
12195 - Medical Transcriptionist		15.79
12210 - Nuclear Medicine Technologist		38.82
12221 - Nursing Assistant I		10.63
12222 - Nursing Assistant II		11.95
12223 - Nursing Assistant III		13.04
12224 - Nursing Assistant IV		14.63
12235 - Optical Dispenser		16.90
12236 - Optical Technician		15.46
12250 - Pharmacy Technician		12.89
12280 - Phlebotomist		14.63
12305 - Radiologic Technologist		25.83
12311 - Registered Nurse I		20.27
12312 - Registered Nurse II		24.68
12313 - Registered Nurse II, Specialist		24.68
12314 - Registered Nurse III		29.86
12315 - Registered Nurse III, Anesthetist		29.86
12316 - Registered Nurse IV		35.79
12317 - Scheduler (Drug and Alcohol Testing)		21.89
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.75
13012 - Exhibits Specialist II		20.68
13013 - Exhibits Specialist III		24.54
13041 - Illustrator I		17.75
13042 - Illustrator II		20.68
13043 - Illustrator III		24.54
13047 - Librarian		20.34
13050 - Library Aide/Clerk		11.81
13054 - Library Information Technology Systems Administrator		18.67
13058 - Library Technician		14.06
13061 - Media Specialist I		13.25
13062 - Media Specialist II		14.83
13063 - Media Specialist III		16.53
13071 - Photographer I		14.69
13072 - Photographer II		18.91
13073 - Photographer III		22.03
13074 - Photographer IV		26.14
13075 - Photographer V		31.63
13110 - Video Teleconference Technician		13.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.50
14042 - Computer Operator II		17.36
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.57
14071 - Computer Programmer I	(see 1)	20.98
14072 - Computer Programmer II	(see 1)	25.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.36
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.50
14160 - Personal Computer Support Technician		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.36
15020 - Aircrew Training Devices Instructor (Rated)		33.10
15030 - Air Crew Training Devices Instructor (Pilot)		38.70
15050 - Computer Based Training Specialist / Instructor		27.36

15060 - Educational Technologist	22.07
15070 - Flight Instructor (Pilot)	38.70
15080 - Graphic Artist	22.91
15090 - Technical Instructor	19.79
15095 - Technical Instructor/Course Developer	23.80
15110 - Test Proctor	15.98
15120 - Tutor	15.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.23
16030 - Counter Attendant	9.23
16040 - Dry Cleaner	10.56
16070 - Finisher, Flatwork, Machine	9.23
16090 - Presser, Hand	9.23
16110 - Presser, Machine, Drycleaning	9.23
16130 - Presser, Machine, Shirts	9.23
16160 - Presser, Machine, Wearing Apparel, Laundry	9.23
16190 - Sewing Machine Operator	11.00
16220 - Tailor	11.44
16250 - Washer, Machine	9.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.83
19040 - Tool And Die Maker	24.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.54
21030 - Material Coordinator	18.61
21040 - Material Expediter	18.61
21050 - Material Handling Laborer	10.33
21071 - Order Filler	10.72
21080 - Production Line Worker (Food Processing)	13.54
21110 - Shipping Packer	12.37
21130 - Shipping/Receiving Clerk	12.37
21140 - Store Worker I	12.48
21150 - Stock Clerk	16.40
21210 - Tools And Parts Attendant	13.54
21410 - Warehouse Specialist	13.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.45
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.45
23023 - Aircraft Mechanic III	25.32
23040 - Aircraft Mechanic Helper	18.91
23050 - Aircraft, Painter	22.77
23060 - Aircraft Servicer	21.11
23080 - Aircraft Worker	21.92
23110 - Appliance Mechanic	19.27
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	20.64
23130 - Carpenter, Maintenance	18.13
23140 - Carpet Layer	17.90
23160 - Electrician, Maintenance	19.95
23181 - Electronics Technician Maintenance I	16.49
23182 - Electronics Technician Maintenance II	19.82
23183 - Electronics Technician Maintenance III	23.73
23260 - Fabric Worker	18.49
23290 - Fire Alarm System Mechanic	20.07
23310 - Fire Extinguisher Repairer	16.06
23311 - Fuel Distribution System Mechanic	20.07
23312 - Fuel Distribution System Operator	16.06
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	21.11
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	15.73

23392 - Gunsmith II	17.90
23393 - Gunsmith III	20.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.70
23430 - Heavy Equipment Mechanic	21.65
23440 - Heavy Equipment Operator	20.31
23460 - Instrument Mechanic	20.07
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	10.33
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	19.26
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.07
23592 - Metrology Technician II	20.83
23593 - Metrology Technician III	21.57
23640 - Millwright	20.07
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.35
23790 - Pipefitter, Maintenance	18.76
23810 - Plumber, Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	20.07
23850 - Rigger	20.07
23870 - Scale Mechanic	17.90
23890 - Sheet-Metal Worker, Maintenance	18.76
23910 - Small Engine Mechanic	17.90
23931 - Telecommunications Mechanic I	20.07
23932 - Telecommunications Mechanic II	22.87
23950 - Telephone Lineman	20.07
23960 - Welder, Combination, Maintenance	18.76
23965 - Well Driller	20.07
23970 - Woodcraft Worker	20.07
23980 - Woodworker	16.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.53
24580 - Child Care Center Clerk	12.27
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	14.82
24630 - Homemaker	17.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.74
25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	21.50
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	20.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	19.04
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	19.04
27070 - Firefighter	18.02
27101 - Guard I	9.99
27102 - Guard II	16.99
27131 - Police Officer I	22.61
27132 - Police Officer II	25.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.99
28042 - Carnival Equipment Repairer	14.91

28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		14.90
28310 - Lifeguard		13.28
28350 - Park Attendant (Aide)		16.67
28510 - Recreation Aide/Health Facility Attendant		12.17
28515 - Recreation Specialist		16.89
28630 - Sports Official		13.28
28690 - Swimming Pool Operator		16.16
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.06
29020 - Hatch Tender		17.06
29030 - Line Handler		17.06
29041 - Stevedore I		16.24
29042 - Stevedore II		18.17
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.51
30022 - Archeological Technician II		18.73
30023 - Archeological Technician III		24.28
30030 - Cartographic Technician		24.91
30040 - Civil Engineering Technician		24.94
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.10
30063 - Drafter/CAD Operator III		22.42
30064 - Drafter/CAD Operator IV		27.53
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.97
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.91
30085 - Engineering Technician V		30.47
30086 - Engineering Technician VI		36.86
30090 - Environmental Technician		24.91
30210 - Laboratory Technician		20.88
30240 - Mathematical Technician		24.91
30361 - Paralegal/Legal Assistant I		18.14
30362 - Paralegal/Legal Assistant II		22.56
30363 - Paralegal/Legal Assistant III		27.60
30364 - Paralegal/Legal Assistant IV		32.86
30390 - Photo-Optics Technician		24.91
30461 - Technical Writer I		23.42
30462 - Technical Writer II		28.63
30463 - Technical Writer III		34.64
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.22
30621 - Weather Observer, Senior	(see 2)	21.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.12
31030 - Bus Driver		14.96
31043 - Driver Courier		13.23
31260 - Parking and Lot Attendant		10.30
31290 - Shuttle Bus Driver		14.21
31310 - Taxi Driver		11.36
31361 - Truckdriver, Light		14.21
31362 - Truckdriver, Medium		15.17
31363 - Truckdriver, Heavy		15.95
31364 - Truckdriver, Tractor-Trailer		15.95

99000 - Miscellaneous Occupations	
99030 - Cashier	9.53
99050 - Desk Clerk	10.06
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	14.15
99252 - Laboratory Animal Caretaker II	15.19
99310 - Mortician	22.74
99410 - Pest Controller	13.60
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.32
99711 - Recycling Specialist	17.93
99730 - Refuse Collector	14.90
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	13.78
99830 - Survey Party Chief	29.02
99831 - Surveying Aide	18.06
99832 - Surveying Technician	24.77
99840 - Vending Machine Attendant	15.76
99841 - Vending Machine Repairer	18.25
99842 - Vending Machine Repairer Helper	15.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2028 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of La Paz, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.75
01012 - Accounting Clerk II		14.31
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		16.97
01040 - Court Reporter		16.30
01051 - Data Entry Operator I		11.13
01052 - Data Entry Operator II		12.15
01060 - Dispatcher, Motor Vehicle		16.43
01070 - Document Preparation Clerk		10.80
01090 - Duplicating Machine Operator		10.80

01111 - General Clerk I	11.65
01112 - General Clerk II	12.71
01113 - General Clerk III	15.03
01120 - Housing Referral Assistant	15.36
01141 - Messenger Courier	8.80
01191 - Order Clerk I	12.17
01192 - Order Clerk II	15.17
01261 - Personnel Assistant (Employment) I	13.42
01262 - Personnel Assistant (Employment) II	15.01
01263 - Personnel Assistant (Employment) III	16.74
01270 - Production Control Clerk	18.61
01280 - Receptionist	11.97
01290 - Rental Clerk	12.09
01300 - Scheduler, Maintenance	12.12
01311 - Secretary I	12.12
01312 - Secretary II	13.56
01313 - Secretary III	15.36
01320 - Service Order Dispatcher	14.18
01410 - Supply Technician	16.97
01420 - Survey Worker	13.05
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.18
01612 - Word Processor II	14.07
01613 - Word Processor III	16.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.69
05010 - Automotive Electrician	19.99
05040 - Automotive Glass Installer	19.24
05070 - Automotive Worker	19.24
05110 - Mobile Equipment Servicer	17.70
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	19.24
05190 - Motor Vehicle Mechanic	20.32
05220 - Motor Vehicle Mechanic Helper	16.60
05250 - Motor Vehicle Upholstery Worker	18.53
05280 - Motor Vehicle Wrecker	19.24
05310 - Painter, Automotive	19.99
05340 - Radiator Repair Specialist	19.24
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	20.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.00
07041 - Cook I	12.16
07042 - Cook II	13.21
07070 - Dishwasher	8.28
07130 - Food Service Worker	10.02
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.99
09040 - Furniture Handler	13.64
09080 - Furniture Refinisher	18.99
09090 - Furniture Refinisher Helper	15.77
09110 - Furniture Repairer, Minor	17.61
09130 - Upholsterer	18.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.52
11060 - Elevator Operator	9.52
11090 - Gardener	12.04
11122 - Housekeeping Aide	10.16
11150 - Janitor	10.16

11210 - Laborer, Grounds Maintenance	9.77
11240 - Maid or Houseman	8.58
11260 - Pruner	8.92
11270 - Tractor Operator	11.46
11330 - Trail Maintenance Worker	9.77
11360 - Window Cleaner	10.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.80
12011 - Breath Alcohol Technician	16.90
12012 - Certified Occupational Therapist Assistant	21.62
12015 - Certified Physical Therapist Assistant	21.62
12020 - Dental Assistant	15.58
12025 - Dental Hygienist	38.82
12030 - EKG Technician	26.78
12035 - Electroneurodiagnostic Technologist	26.78
12040 - Emergency Medical Technician	13.80
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.70
12100 - Medical Assistant	14.35
12130 - Medical Laboratory Technician	15.79
12160 - Medical Record Clerk	12.08
12190 - Medical Record Technician	14.58
12195 - Medical Transcriptionist	15.79
12210 - Nuclear Medicine Technologist	38.82
12221 - Nursing Assistant I	10.63
12222 - Nursing Assistant II	11.95
12223 - Nursing Assistant III	13.04
12224 - Nursing Assistant IV	14.63
12235 - Optical Dispenser	16.90
12236 - Optical Technician	15.46
12250 - Pharmacy Technician	12.89
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	25.83
12311 - Registered Nurse I	20.27
12312 - Registered Nurse II	24.68
12313 - Registered Nurse II, Specialist	24.68
12314 - Registered Nurse III	29.86
12315 - Registered Nurse III, Anesthetist	29.86
12316 - Registered Nurse IV	35.79
12317 - Scheduler (Drug and Alcohol Testing)	21.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.75
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	24.54
13041 - Illustrator I	17.75
13042 - Illustrator II	20.68
13043 - Illustrator III	24.54
13047 - Librarian	20.34
13050 - Library Aide/Clerk	11.81
13054 - Library Information Technology Systems Administrator	18.67
13058 - Library Technician	14.06
13061 - Media Specialist I	13.25
13062 - Media Specialist II	14.83
13063 - Media Specialist III	16.53
13071 - Photographer I	14.69
13072 - Photographer II	18.91
13073 - Photographer III	22.03
13074 - Photographer IV	26.14
13075 - Photographer V	31.63
13110 - Video Teleconference Technician	13.25
14000 - Information Technology Occupations	

14041 - Computer Operator I		15.50
14042 - Computer Operator II		17.36
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.57
14071 - Computer Programmer I	(see 1)	20.98
14072 - Computer Programmer II	(see 1)	25.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.36
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.50
14160 - Personal Computer Support Technician		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.36
15020 - Aircrew Training Devices Instructor (Rated)		33.10
15030 - Air Crew Training Devices Instructor (Pilot)		38.70
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		22.07
15070 - Flight Instructor (Pilot)		38.70
15080 - Graphic Artist		22.91
15090 - Technical Instructor		19.79
15095 - Technical Instructor/Course Developer		23.80
15110 - Test Proctor		15.98
15120 - Tutor		15.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.23
16030 - Counter Attendant		9.23
16040 - Dry Cleaner		10.56
16070 - Finisher, Flatwork, Machine		9.23
16090 - Presser, Hand		9.23
16110 - Presser, Machine, Drycleaning		9.23
16130 - Presser, Machine, Shirts		9.23
16160 - Presser, Machine, Wearing Apparel, Laundry		9.23
16190 - Sewing Machine Operator		11.00
16220 - Tailor		11.44
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.83
19040 - Tool And Die Maker		24.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.54
21030 - Material Coordinator		18.61
21040 - Material Expediter		18.61
21050 - Material Handling Laborer		10.33
21071 - Order Filler		10.72
21080 - Production Line Worker (Food Processing)		13.54
21110 - Shipping Packer		12.37
21130 - Shipping/Receiving Clerk		12.37
21140 - Store Worker I		12.48
21150 - Stock Clerk		16.40
21210 - Tools And Parts Attendant		13.54
21410 - Warehouse Specialist		13.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.45
23021 - Aircraft Mechanic I		23.56
23022 - Aircraft Mechanic II		24.45
23023 - Aircraft Mechanic III		25.32
23040 - Aircraft Mechanic Helper		18.91
23050 - Aircraft, Painter		22.77
23060 - Aircraft Servicer		21.11
23080 - Aircraft Worker		21.92

23110 - Appliance Mechanic	19.27
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	20.64
23130 - Carpenter, Maintenance	18.13
23140 - Carpet Layer	17.90
23160 - Electrician, Maintenance	19.95
23181 - Electronics Technician Maintenance I	16.49
23182 - Electronics Technician Maintenance II	19.82
23183 - Electronics Technician Maintenance III	23.73
23260 - Fabric Worker	18.49
23290 - Fire Alarm System Mechanic	20.07
23310 - Fire Extinguisher Repairer	16.06
23311 - Fuel Distribution System Mechanic	20.07
23312 - Fuel Distribution System Operator	16.06
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	21.11
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	15.73
23392 - Gunsmith II	17.90
23393 - Gunsmith III	20.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.70
23430 - Heavy Equipment Mechanic	21.65
23440 - Heavy Equipment Operator	20.31
23460 - Instrument Mechanic	20.07
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	10.33
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	19.26
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.07
23592 - Metrology Technician II	20.83
23593 - Metrology Technician III	21.57
23640 - Millwright	20.07
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.35
23790 - Pipefitter, Maintenance	18.76
23810 - Plumber, Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	20.07
23850 - Rigger	20.07
23870 - Scale Mechanic	17.90
23890 - Sheet-Metal Worker, Maintenance	18.76
23910 - Small Engine Mechanic	17.90
23931 - Telecommunications Mechanic I	20.07
23932 - Telecommunications Mechanic II	22.87
23950 - Telephone Lineman	20.07
23960 - Welder, Combination, Maintenance	18.76
23965 - Well Driller	20.07
23970 - Woodcraft Worker	20.07
23980 - Woodworker	16.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.53
24580 - Child Care Center Clerk	12.27
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	14.82
24630 - Homemaker	17.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.74

25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	21.50
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	20.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	19.04
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	19.04
27070 - Firefighter	18.02
27101 - Guard I	9.99
27102 - Guard II	16.99
27131 - Police Officer I	22.61
27132 - Police Officer II	25.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.99
28042 - Carnival Equipment Repairer	14.91
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.90
28310 - Lifeguard	13.28
28350 - Park Attendant (Aide)	16.67
28510 - Recreation Aide/Health Facility Attendant	12.17
28515 - Recreation Specialist	16.89
28630 - Sports Official	13.28
28690 - Swimming Pool Operator	16.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.06
29020 - Hatch Tender	17.06
29030 - Line Handler	17.06
29041 - Stevedore I	16.24
29042 - Stevedore II	18.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.51
30022 - Archeological Technician II	18.73
30023 - Archeological Technician III	24.28
30030 - Cartographic Technician	24.91
30040 - Civil Engineering Technician	24.94
30061 - Drafter/CAD Operator I	17.97
30062 - Drafter/CAD Operator II	20.10
30063 - Drafter/CAD Operator III	22.42
30064 - Drafter/CAD Operator IV	27.53
30081 - Engineering Technician I	15.26
30082 - Engineering Technician II	17.97
30083 - Engineering Technician III	20.10
30084 - Engineering Technician IV	24.91
30085 - Engineering Technician V	30.47
30086 - Engineering Technician VI	36.86
30090 - Environmental Technician	24.91
30210 - Laboratory Technician	20.88
30240 - Mathematical Technician	24.91
30361 - Paralegal/Legal Assistant I	18.14
30362 - Paralegal/Legal Assistant II	22.56
30363 - Paralegal/Legal Assistant III	27.60
30364 - Paralegal/Legal Assistant IV	32.86
30390 - Photo-Optics Technician	24.91
30461 - Technical Writer I	23.42
30462 - Technical Writer II	28.63
30463 - Technical Writer III	34.64

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.22
30621 - Weather Observer, Senior	(see 2)	21.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.12
31030 - Bus Driver		14.96
31043 - Driver Courier		13.23
31260 - Parking and Lot Attendant		10.30
31290 - Shuttle Bus Driver		14.21
31310 - Taxi Driver		11.36
31361 - Truckdriver, Light		14.21
31362 - Truckdriver, Medium		15.17
31363 - Truckdriver, Heavy		15.95
31364 - Truckdriver, Tractor-Trailer		15.95
99000 - Miscellaneous Occupations		
99030 - Cashier		9.53
99050 - Desk Clerk		10.06
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		14.15
99252 - Laboratory Animal Caretaker II		15.19
99310 - Mortician		22.74
99410 - Pest Controller		13.60
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.32
99711 - Recycling Specialist		17.93
99730 - Refuse Collector		14.90
99810 - Sales Clerk		12.75
99820 - School Crossing Guard		13.78
99830 - Survey Party Chief		29.02
99831 - Surveying Aide		18.06
99832 - Surveying Technician		24.77
99840 - Vending Machine Attendant		15.76
99841 - Vending Machine Repairer		18.25
99842 - Vending Machine Repairer Helper		15.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2033 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, Izard, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.70
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		16.42
01040 - Court Reporter		14.26
01051 - Data Entry Operator I		11.80
01052 - Data Entry Operator II		14.38
01060 - Dispatcher, Motor Vehicle		16.42
01070 - Document Preparation Clerk		11.24
01090 - Duplicating Machine Operator		11.24
01111 - General Clerk I		10.82
01112 - General Clerk II		11.81
01113 - General Clerk III		13.25
01120 - Housing Referral Assistant		15.81
01141 - Messenger Courier		11.92
01191 - Order Clerk I		11.08
01192 - Order Clerk II		12.09
01261 - Personnel Assistant (Employment) I		13.51
01262 - Personnel Assistant (Employment) II		14.81
01263 - Personnel Assistant (Employment) III		16.51
01270 - Production Control Clerk		18.80
01280 - Receptionist		10.72
01290 - Rental Clerk		10.23
01300 - Scheduler, Maintenance		12.67
01311 - Secretary I		12.67
01312 - Secretary II		14.17
01313 - Secretary III		15.81
01320 - Service Order Dispatcher		16.25
01410 - Supply Technician		17.56
01420 - Survey Worker		13.29
01531 - Travel Clerk I		11.82
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.60
01611 - Word Processor I		11.64
01612 - Word Processor II		13.00
01613 - Word Processor III		14.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.08
05010 - Automotive Electrician		17.59
05040 - Automotive Glass Installer		14.86
05070 - Automotive Worker		15.04
05110 - Mobile Equipment Servicer		13.27
05130 - Motor Equipment Metal Mechanic		16.78
05160 - Motor Equipment Metal Worker		15.04
05190 - Motor Vehicle Mechanic		17.43
05220 - Motor Vehicle Mechanic Helper		12.42
05250 - Motor Vehicle Upholstery Worker		14.86
05280 - Motor Vehicle Wrecker		15.04

05310 - Painter, Automotive	15.90
05340 - Radiator Repair Specialist	15.04
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	17.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.17
07041 - Cook I	8.49
07042 - Cook II	9.66
07070 - Dishwasher	8.19
07130 - Food Service Worker	8.61
07210 - Meat Cutter	13.79
07260 - Waiter/Waitress	8.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.42
09040 - Furniture Handler	10.37
09080 - Furniture Refinisher	13.42
09090 - Furniture Refinisher Helper	10.48
09110 - Furniture Repairer, Minor	11.95
09130 - Upholsterer	14.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.69
11060 - Elevator Operator	9.69
11090 - Gardener	12.25
11122 - Housekeeping Aide	9.30
11150 - Janitor	9.78
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.11
11260 - Pruner	9.86
11270 - Tractor Operator	12.61
11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.41
12012 - Certified Occupational Therapist Assistant	21.88
12015 - Certified Physical Therapist Assistant	20.47
12020 - Dental Assistant	13.94
12025 - Dental Hygienist	27.84
12030 - EKG Technician	23.88
12035 - Electroneurodiagnostic Technologist	23.88
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.26
12072 - Licensed Practical Nurse II	15.95
12073 - Licensed Practical Nurse III	17.79
12100 - Medical Assistant	12.74
12130 - Medical Laboratory Technician	17.27
12160 - Medical Record Clerk	13.78
12190 - Medical Record Technician	15.31
12195 - Medical Transcriptionist	14.42
12210 - Nuclear Medicine Technologist	31.50
12221 - Nursing Assistant I	10.29
12222 - Nursing Assistant II	11.57
12223 - Nursing Assistant III	12.62
12224 - Nursing Assistant IV	14.17
12235 - Optical Dispenser	14.24
12236 - Optical Technician	14.18
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.17
12305 - Radiologic Technologist	22.88
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86
12313 - Registered Nurse II, Specialist	29.86
12314 - Registered Nurse III	36.12

12315 - Registered Nurse III, Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		8.24
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		13.74
13072 - Photographer II		15.37
13073 - Photographer III		19.04
13074 - Photographer IV		23.29
13075 - Photographer V		28.18
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		35.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist		29.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		19.50
15090 - Technical Instructor		20.60
15095 - Technical Instructor/Course Developer		25.20
15110 - Test Proctor		16.63
15120 - Tutor		16.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72
16040 - Dry Cleaner		10.92
16070 - Finisher, Flatwork, Machine		8.72
16090 - Presser, Hand		8.72
16110 - Presser, Machine, Drycleaning		8.72
16130 - Presser, Machine, Shirts		8.72
16160 - Presser, Machine, Wearing Apparel, Laundry		8.72
16190 - Sewing Machine Operator		11.73
16220 - Tailor		12.57
16250 - Washer, Machine		9.47

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.14
19040 - Tool And Die Maker	20.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.29
21030 - Material Coordinator	18.80
21040 - Material Expediter	18.80
21050 - Material Handling Laborer	10.54
21071 - Order Filler	10.85
21080 - Production Line Worker (Food Processing)	13.29
21110 - Shipping Packer	13.07
21130 - Shipping/Receiving Clerk	13.07
21140 - Store Worker I	10.50
21150 - Stock Clerk	13.92
21210 - Tools And Parts Attendant	13.29
21410 - Warehouse Specialist	13.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.67
23021 - Aircraft Mechanic I	21.46
23022 - Aircraft Mechanic II	22.67
23023 - Aircraft Mechanic III	23.91
23040 - Aircraft Mechanic Helper	15.22
23050 - Aircraft, Painter	20.20
23060 - Aircraft Servicer	17.38
23080 - Aircraft Worker	18.46
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	10.83
23125 - Cable Splicer	22.87
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.94
23160 - Electrician, Maintenance	18.01
23181 - Electronics Technician Maintenance I	19.84
23182 - Electronics Technician Maintenance II	21.50
23183 - Electronics Technician Maintenance III	21.78
23260 - Fabric Worker	14.99
23290 - Fire Alarm System Mechanic	16.04
23310 - Fire Extinguisher Repairer	14.01
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	16.61
23370 - General Maintenance Worker	14.98
23380 - Ground Support Equipment Mechanic	21.46
23381 - Ground Support Equipment Servicer	17.38
23382 - Ground Support Equipment Worker	18.46
23391 - Gunsmith I	14.01
23392 - Gunsmith II	15.94
23393 - Gunsmith III	18.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.47
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.58
23430 - Heavy Equipment Mechanic	18.39
23440 - Heavy Equipment Operator	15.49
23460 - Instrument Mechanic	18.05
23465 - Laboratory/Shelter Mechanic	17.00
23470 - Laborer	10.54
23510 - Locksmith	16.89
23530 - Machinery Maintenance Mechanic	19.03
23550 - Machinist, Maintenance	17.23
23580 - Maintenance Trades Helper	10.93
23591 - Metrology Technician I	18.05
23592 - Metrology Technician II	19.07
23593 - Metrology Technician III	20.12
23640 - Millwright	17.23

23710 - Office Appliance Repairer	18.65
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	19.32
23810 - Plumber, Maintenance	18.69
23820 - Pneudraulic Systems Mechanic	18.05
23850 - Rigger	18.05
23870 - Scale Mechanic	15.94
23890 - Sheet-Metal Worker, Maintenance	15.90
23910 - Small Engine Mechanic	14.49
23931 - Telecommunications Mechanic I	21.68
23932 - Telecommunications Mechanic II	22.77
23950 - Telephone Lineman	21.12
23960 - Welder, Combination, Maintenance	15.83
23965 - Well Driller	18.05
23970 - Woodcraft Worker	18.05
23980 - Woodworker	15.19
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.46
24580 - Child Care Center Clerk	10.34
24610 - Chore Aide	8.57
24620 - Family Readiness And Support Services Coordinator	11.49
24630 - Homemaker	15.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.61
25040 - Sewage Plant Operator	16.24
25070 - Stationary Engineer	18.61
25190 - Ventilation Equipment Tender	13.55
25210 - Water Treatment Plant Operator	15.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.29
27007 - Baggage Inspector	11.41
27008 - Corrections Officer	16.48
27010 - Court Security Officer	17.64
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	16.48
27070 - Firefighter	18.44
27101 - Guard I	11.41
27102 - Guard II	13.80
27131 - Police Officer I	17.77
27132 - Police Officer II	19.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.02
28042 - Carnival Equipment Repairer	10.71
28043 - Carnival Equpment Worker	8.35
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.49
28515 - Recreation Specialist	15.08
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.43
29020 - Hatch Tender	15.43
29030 - Line Handler	15.43
29041 - Stevedore I	14.51
29042 - Stevedore II	16.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.39

30022 - Archeological Technician II		18.33
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		24.09
30040 - Civil Engineering Technician		21.18
30061 - Drafter/CAD Operator I		17.38
30062 - Drafter/CAD Operator II		19.44
30063 - Drafter/CAD Operator III		21.68
30064 - Drafter/CAD Operator IV		26.67
30081 - Engineering Technician I		15.21
30082 - Engineering Technician II		17.07
30083 - Engineering Technician III		19.09
30084 - Engineering Technician IV		23.66
30085 - Engineering Technician V		28.94
30086 - Engineering Technician VI		35.01
30090 - Environmental Technician		16.97
30210 - Laboratory Technician		17.33
30240 - Mathematical Technician		24.09
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		18.22
30363 - Paralegal/Legal Assistant III		21.19
30364 - Paralegal/Legal Assistant IV		24.59
30390 - Photo-Optics Technician		24.09
30461 - Technical Writer I		19.80
30462 - Technical Writer II		24.23
30463 - Technical Writer III		29.32
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		33.48
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.68
30621 - Weather Observer, Senior	(see 2)	24.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.41
31030 - Bus Driver		15.50
31043 - Driver Courier		13.14
31260 - Parking and Lot Attendant		9.27
31290 - Shuttle Bus Driver		13.33
31310 - Taxi Driver		9.44
31361 - Truckdriver, Light		13.33
31362 - Truckdriver, Medium		14.28
31363 - Truckdriver, Heavy		16.77
31364 - Truckdriver, Tractor-Trailer		16.77
99000 - Miscellaneous Occupations		
99030 - Cashier		8.37
99050 - Desk Clerk		8.60
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.59
99252 - Laboratory Animal Caretaker II		10.30
99310 - Mortician		22.74
99410 - Pest Controller		13.02
99510 - Photofinishing Worker		10.53
99710 - Recycling Laborer		12.58
99711 - Recycling Specialist		14.85
99730 - Refuse Collector		13.08
99810 - Sales Clerk		10.57
99820 - School Crossing Guard		9.26
99830 - Survey Party Chief		16.97
99831 - Surveying Aide		11.23
99832 - Surveying Technician		15.43
99840 - Vending Machine Attendant		9.99
99841 - Vending Machine Repairer		12.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2034 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, Izard, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.70
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		16.42
01040 - Court Reporter		14.26
01051 - Data Entry Operator I		11.80
01052 - Data Entry Operator II		14.38
01060 - Dispatcher, Motor Vehicle		16.42
01070 - Document Preparation Clerk		11.24
01090 - Duplicating Machine Operator		11.24
01111 - General Clerk I		10.82
01112 - General Clerk II		11.81
01113 - General Clerk III		13.25
01120 - Housing Referral Assistant		15.81
01141 - Messenger Courier		11.92
01191 - Order Clerk I		11.08
01192 - Order Clerk II		12.09
01261 - Personnel Assistant (Employment) I		13.51
01262 - Personnel Assistant (Employment) II		14.81
01263 - Personnel Assistant (Employment) III		16.51
01270 - Production Control Clerk		18.80
01280 - Receptionist		10.72
01290 - Rental Clerk		10.23
01300 - Scheduler, Maintenance		12.67
01311 - Secretary I		12.67
01312 - Secretary II		14.17

01313 - Secretary III	15.81
01320 - Service Order Dispatcher	16.25
01410 - Supply Technician	17.56
01420 - Survey Worker	13.29
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.60
01611 - Word Processor I	11.64
01612 - Word Processor II	13.00
01613 - Word Processor III	14.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.08
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	14.86
05070 - Automotive Worker	15.04
05110 - Mobile Equipment Servicer	13.27
05130 - Motor Equipment Metal Mechanic	16.78
05160 - Motor Equipment Metal Worker	15.04
05190 - Motor Vehicle Mechanic	17.43
05220 - Motor Vehicle Mechanic Helper	12.42
05250 - Motor Vehicle Upholstery Worker	14.86
05280 - Motor Vehicle Wrecker	15.04
05310 - Painter, Automotive	15.90
05340 - Radiator Repair Specialist	15.04
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	17.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.17
07041 - Cook I	8.49
07042 - Cook II	9.66
07070 - Dishwasher	8.19
07130 - Food Service Worker	8.61
07210 - Meat Cutter	13.79
07260 - Waiter/Waitress	8.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.42
09040 - Furniture Handler	10.37
09080 - Furniture Refinisher	13.42
09090 - Furniture Refinisher Helper	10.48
09110 - Furniture Repairer, Minor	11.95
09130 - Upholsterer	14.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.69
11060 - Elevator Operator	9.69
11090 - Gardener	12.25
11122 - Housekeeping Aide	9.30
11150 - Janitor	9.78
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.11
11260 - Pruner	9.86
11270 - Tractor Operator	12.61
11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.41
12012 - Certified Occupational Therapist Assistant	21.88
12015 - Certified Physical Therapist Assistant	20.47
12020 - Dental Assistant	13.94
12025 - Dental Hygienist	27.84
12030 - EKG Technician	23.88
12035 - Electroneurodiagnostic Technologist	23.88
12040 - Emergency Medical Technician	14.53

12071 - Licensed Practical Nurse I		14.26
12072 - Licensed Practical Nurse II		15.95
12073 - Licensed Practical Nurse III		17.79
12100 - Medical Assistant		12.74
12130 - Medical Laboratory Technician		17.27
12160 - Medical Record Clerk		13.78
12190 - Medical Record Technician		15.31
12195 - Medical Transcriptionist		14.42
12210 - Nuclear Medicine Technologist		31.50
12221 - Nursing Assistant I		10.29
12222 - Nursing Assistant II		11.57
12223 - Nursing Assistant III		12.62
12224 - Nursing Assistant IV		14.17
12235 - Optical Dispenser		14.24
12236 - Optical Technician		14.18
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.17
12305 - Radiologic Technologist		22.88
12311 - Registered Nurse I		24.41
12312 - Registered Nurse II		29.86
12313 - Registered Nurse II, Specialist		29.86
12314 - Registered Nurse III		36.12
12315 - Registered Nurse III, Anesthetist		36.12
12316 - Registered Nurse IV		43.29
12317 - Scheduler (Drug and Alcohol Testing)		19.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.66
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		18.29
13042 - Illustrator II		22.66
13043 - Illustrator III		27.72
13047 - Librarian		25.09
13050 - Library Aide/Clerk		8.24
13054 - Library Information Technology Systems Administrator		22.66
13058 - Library Technician		12.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		17.41
13063 - Media Specialist III		20.40
13071 - Photographer I		13.74
13072 - Photographer II		15.37
13073 - Photographer III		19.04
13074 - Photographer IV		23.29
13075 - Photographer V		28.18
13110 - Video Teleconference Technician		17.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.55
14043 - Computer Operator III		19.57
14044 - Computer Operator IV		21.84
14045 - Computer Operator V		24.08
14071 - Computer Programmer I	(see 1)	21.44
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78

15020 - Aircrew Training Devices Instructor (Rated)	35.88
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	29.78
15060 - Educational Technologist	29.22
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	19.50
15090 - Technical Instructor	20.60
15095 - Technical Instructor/Course Developer	25.20
15110 - Test Proctor	16.63
15120 - Tutor	16.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.72
16030 - Counter Attendant	8.72
16040 - Dry Cleaner	10.92
16070 - Finisher, Flatwork, Machine	8.72
16090 - Presser, Hand	8.72
16110 - Presser, Machine, Drycleaning	8.72
16130 - Presser, Machine, Shirts	8.72
16160 - Presser, Machine, Wearing Apparel, Laundry	8.72
16190 - Sewing Machine Operator	11.73
16220 - Tailor	12.57
16250 - Washer, Machine	9.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.14
19040 - Tool And Die Maker	20.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.29
21030 - Material Coordinator	18.80
21040 - Material Expediter	18.80
21050 - Material Handling Laborer	10.54
21071 - Order Filler	10.85
21080 - Production Line Worker (Food Processing)	13.29
21110 - Shipping Packer	13.07
21130 - Shipping/Receiving Clerk	13.07
21140 - Store Worker I	10.50
21150 - Stock Clerk	13.92
21210 - Tools And Parts Attendant	13.29
21410 - Warehouse Specialist	13.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.67
23021 - Aircraft Mechanic I	21.46
23022 - Aircraft Mechanic II	22.67
23023 - Aircraft Mechanic III	23.91
23040 - Aircraft Mechanic Helper	15.22
23050 - Aircraft, Painter	20.20
23060 - Aircraft Servicer	17.38
23080 - Aircraft Worker	18.46
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	10.83
23125 - Cable Splicer	22.87
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.94
23160 - Electrician, Maintenance	18.01
23181 - Electronics Technician Maintenance I	19.84
23182 - Electronics Technician Maintenance II	21.50
23183 - Electronics Technician Maintenance III	21.78
23260 - Fabric Worker	14.99
23290 - Fire Alarm System Mechanic	16.04
23310 - Fire Extinguisher Repairer	14.01
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	16.61
23370 - General Maintenance Worker	14.98
23380 - Ground Support Equipment Mechanic	21.46

23381 - Ground Support Equipment Servicer	17.38
23382 - Ground Support Equipment Worker	18.46
23391 - Gunsmith I	14.01
23392 - Gunsmith II	15.94
23393 - Gunsmith III	18.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.47
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.58
23430 - Heavy Equipment Mechanic	18.39
23440 - Heavy Equipment Operator	15.49
23460 - Instrument Mechanic	18.05
23465 - Laboratory/Shelter Mechanic	17.00
23470 - Laborer	10.54
23510 - Locksmith	16.89
23530 - Machinery Maintenance Mechanic	19.03
23550 - Machinist, Maintenance	17.23
23580 - Maintenance Trades Helper	10.93
23591 - Metrology Technician I	18.05
23592 - Metrology Technician II	19.07
23593 - Metrology Technician III	20.12
23640 - Millwright	17.23
23710 - Office Appliance Repairer	18.65
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	19.32
23810 - Plumber, Maintenance	18.69
23820 - Pneudraulic Systems Mechanic	18.05
23850 - Rigger	18.05
23870 - Scale Mechanic	15.94
23890 - Sheet-Metal Worker, Maintenance	15.90
23910 - Small Engine Mechanic	14.49
23931 - Telecommunications Mechanic I	21.68
23932 - Telecommunications Mechanic II	22.77
23950 - Telephone Lineman	21.12
23960 - Welder, Combination, Maintenance	15.83
23965 - Well Driller	18.05
23970 - Woodcraft Worker	18.05
23980 - Woodworker	15.19
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.46
24580 - Child Care Center Clerk	10.34
24610 - Chore Aide	8.57
24620 - Family Readiness And Support Services Coordinator	11.49
24630 - Homemaker	15.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.61
25040 - Sewage Plant Operator	16.24
25070 - Stationary Engineer	18.61
25190 - Ventilation Equipment Tender	13.55
25210 - Water Treatment Plant Operator	15.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.29
27007 - Baggage Inspector	11.41
27008 - Corrections Officer	16.48
27010 - Court Security Officer	17.64
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	16.48
27070 - Firefighter	18.44
27101 - Guard I	11.41
27102 - Guard II	13.80
27131 - Police Officer I	17.77
27132 - Police Officer II	19.74

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.02
28042 - Carnival Equipment Repairer 10.71
28043 - Carnival Equpment Worker 8.35
28210 - Gate Attendant/Gate Tender 13.18
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.74
28510 - Recreation Aide/Health Facility Attendant 10.49
28515 - Recreation Specialist 15.08
28630 - Sports Official 11.45
28690 - Swimming Pool Operator 16.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 15.43
29020 - Hatch Tender 15.43
29030 - Line Handler 15.43
29041 - Stevedore I 14.51
29042 - Stevedore II 16.46
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16
30021 - Archeological Technician I 16.39
30022 - Archeological Technician II 18.33
30023 - Archeological Technician III 22.65
30030 - Cartographic Technician 24.09
30040 - Civil Engineering Technician 21.18
30061 - Drafter/CAD Operator I 17.38
30062 - Drafter/CAD Operator II 19.44
30063 - Drafter/CAD Operator III 21.68
30064 - Drafter/CAD Operator IV 26.67
30081 - Engineering Technician I 15.21
30082 - Engineering Technician II 17.07
30083 - Engineering Technician III 19.09
30084 - Engineering Technician IV 23.66
30085 - Engineering Technician V 28.94
30086 - Engineering Technician VI 35.01
30090 - Environmental Technician 16.97
30210 - Laboratory Technician 17.33
30240 - Mathematical Technician 24.09
30361 - Paralegal/Legal Assistant I 16.32
30362 - Paralegal/Legal Assistant II 18.22
30363 - Paralegal/Legal Assistant III 21.19
30364 - Paralegal/Legal Assistant IV 24.59
30390 - Photo-Optics Technician 24.09
30461 - Technical Writer I 19.80
30462 - Technical Writer II 24.23
30463 - Technical Writer III 29.32
30491 - Unexploded Ordnance (UXO) Technician I 22.74
30492 - Unexploded Ordnance (UXO) Technician II 27.51
30493 - Unexploded Ordnance (UXO) Technician III 33.48
30494 - Unexploded (UXO) Safety Escort 22.74
30495 - Unexploded (UXO) Sweep Personnel 22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 21.68
30621 - Weather Observer, Senior (see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 11.41
31030 - Bus Driver 15.50
31043 - Driver Courier 13.14
31260 - Parking and Lot Attendant 9.27
31290 - Shuttle Bus Driver 13.33
31310 - Taxi Driver 9.44
31361 - Truckdriver, Light 13.33

31362 - Truckdriver, Medium	14.28
31363 - Truckdriver, Heavy	16.77
31364 - Truckdriver, Tractor-Trailer	16.77
99000 - Miscellaneous Occupations	
99030 - Cashier	8.37
99050 - Desk Clerk	8.60
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.59
99252 - Laboratory Animal Caretaker II	10.30
99310 - Mortician	22.74
99410 - Pest Controller	13.02
99510 - Photofinishing Worker	10.53
99710 - Recycling Laborer	12.58
99711 - Recycling Specialist	14.85
99730 - Refuse Collector	13.08
99810 - Sales Clerk	10.57
99820 - School Crossing Guard	9.26
99830 - Survey Party Chief	16.97
99831 - Surveying Aide	11.23
99832 - Surveying Technician	15.43
99840 - Vending Machine Attendant	9.99
99841 - Vending Machine Repairer	12.09
99842 - Vending Machine Repairer Helper	9.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2035 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.71
01012 - Accounting Clerk II		12.36

01013 - Accounting Clerk III	13.83
01020 - Administrative Assistant	15.79
01040 - Court Reporter	12.20
01051 - Data Entry Operator I	10.44
01052 - Data Entry Operator II	11.39
01060 - Dispatcher, Motor Vehicle	12.55
01070 - Document Preparation Clerk	9.57
01090 - Duplicating Machine Operator	9.57
01111 - General Clerk I	9.58
01112 - General Clerk II	10.45
01113 - General Clerk III	11.73
01120 - Housing Referral Assistant	13.66
01141 - Messenger Courier	7.92
01191 - Order Clerk I	9.28
01192 - Order Clerk II	10.13
01261 - Personnel Assistant (Employment) I	11.46
01262 - Personnel Assistant (Employment) II	12.82
01263 - Personnel Assistant (Employment) III	14.30
01270 - Production Control Clerk	19.17
01280 - Receptionist	10.17
01290 - Rental Clerk	10.02
01300 - Scheduler, Maintenance	10.91
01311 - Secretary I	10.91
01312 - Secretary II	12.20
01313 - Secretary III	13.66
01320 - Service Order Dispatcher	12.35
01410 - Supply Technician	15.79
01420 - Survey Worker	12.20
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.60
01611 - Word Processor I	9.72
01612 - Word Processor II	10.91
01613 - Word Processor III	12.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.09
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	16.14
05070 - Automotive Worker	16.14
05110 - Mobile Equipment Servicer	14.55
05130 - Motor Equipment Metal Mechanic	18.09
05160 - Motor Equipment Metal Worker	16.14
05190 - Motor Vehicle Mechanic	18.09
05220 - Motor Vehicle Mechanic Helper	13.31
05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.14
05310 - Painter, Automotive	17.15
05340 - Radiator Repair Specialist	16.14
05370 - Tire Repairer	9.79
05400 - Transmission Repair Specialist	18.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	12.17
07042 - Cook II	13.96
07070 - Dishwasher	8.92
07130 - Food Service Worker	8.92
07210 - Meat Cutter	13.96
07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	10.53
09080 - Furniture Refinisher	14.92
09090 - Furniture Refinisher Helper	11.57

09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	14.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.74
11060 - Elevator Operator	9.74
11090 - Gardener	12.05
11122 - Housekeeping Aide	9.22
11150 - Janitor	8.42
11210 - Laborer, Grounds Maintenance	10.02
11240 - Maid or Houseman	7.88
11260 - Pruner	9.13
11270 - Tractor Operator	11.57
11330 - Trail Maintenance Worker	10.02
11360 - Window Cleaner	9.53
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	15.78
12012 - Certified Occupational Therapist Assistant	21.65
12015 - Certified Physical Therapist Assistant	21.64
12020 - Dental Assistant	12.85
12025 - Dental Hygienist	32.36
12030 - EKG Technician	23.74
12035 - Electroneurodiagnostic Technologist	21.58
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	14.11
12072 - Licensed Practical Nurse II	15.78
12073 - Licensed Practical Nurse III	17.60
12100 - Medical Assistant	11.98
12130 - Medical Laboratory Technician	14.11
12160 - Medical Record Clerk	12.47
12190 - Medical Record Technician	15.71
12195 - Medical Transcriptionist	14.11
12210 - Nuclear Medicine Technologist	34.84
12221 - Nursing Assistant I	9.57
12222 - Nursing Assistant II	10.76
12223 - Nursing Assistant III	11.74
12224 - Nursing Assistant IV	13.17
12235 - Optical Dispenser	15.78
12236 - Optical Technician	14.11
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.17
12305 - Radiologic Technologist	22.17
12311 - Registered Nurse I	19.40
12312 - Registered Nurse II	23.76
12313 - Registered Nurse II, Specialist	23.76
12314 - Registered Nurse III	28.75
12315 - Registered Nurse III, Anesthetist	28.75
12316 - Registered Nurse IV	34.41
12317 - Scheduler (Drug and Alcohol Testing)	19.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.79
13012 - Exhibits Specialist II	20.96
13013 - Exhibits Specialist III	26.91
13041 - Illustrator I	17.79
13042 - Illustrator II	20.96
13043 - Illustrator III	26.91
13047 - Librarian	24.38
13050 - Library Aide/Clerk	14.16
13054 - Library Information Technology Systems Administrator	22.02
13058 - Library Technician	14.87
13061 - Media Specialist I	15.88
13062 - Media Specialist II	17.76

13063 - Media Specialist III		19.81
13071 - Photographer I		13.95
13072 - Photographer II		17.79
13073 - Photographer III		21.05
13074 - Photographer IV		26.94
13075 - Photographer V		28.60
13110 - Video Teleconference Technician		15.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I		17.84
14072 - Computer Programmer II		19.77
14073 - Computer Programmer III		24.01
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.39
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.80
14160 - Personal Computer Support Technician		21.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.90
15020 - Aircrew Training Devices Instructor (Rated)		26.50
15030 - Air Crew Training Devices Instructor (Pilot)		31.76
15050 - Computer Based Training Specialist / Instructor		24.39
15060 - Educational Technologist		23.31
15070 - Flight Instructor (Pilot)		31.76
15080 - Graphic Artist		20.15
15090 - Technical Instructor		18.50
15095 - Technical Instructor/Course Developer		20.58
15110 - Test Proctor		13.58
15120 - Tutor		13.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72
16040 - Dry Cleaner		10.92
16070 - Finisher, Flatwork, Machine		8.72
16090 - Presser, Hand		8.72
16110 - Presser, Machine, Drycleaning		8.72
16130 - Presser, Machine, Shirts		8.72
16160 - Presser, Machine, Wearing Apparel, Laundry		8.72
16190 - Sewing Machine Operator		11.73
16220 - Tailor		13.48
16250 - Washer, Machine		9.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.39
19040 - Tool And Die Maker		22.48
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.97
21030 - Material Coordinator		19.17
21040 - Material Expediter		19.17
21050 - Material Handling Laborer		10.74
21071 - Order Filler		10.21
21080 - Production Line Worker (Food Processing)		12.97
21110 - Shipping Packer		12.82
21130 - Shipping/Receiving Clerk		12.82
21140 - Store Worker I		10.50
21150 - Stock Clerk		13.92
21210 - Tools And Parts Attendant		12.97
21410 - Warehouse Specialist		12.97
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	20.25
23021 - Aircraft Mechanic I	19.16
23022 - Aircraft Mechanic II	20.25
23023 - Aircraft Mechanic III	21.12
23040 - Aircraft Mechanic Helper	14.10
23050 - Aircraft, Painter	18.17
23060 - Aircraft Servicer	16.07
23080 - Aircraft Worker	17.11
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	9.79
23125 - Cable Splicer	19.16
23130 - Carpenter, Maintenance	16.14
23140 - Carpet Layer	16.97
23160 - Electrician, Maintenance	20.62
23181 - Electronics Technician Maintenance I	17.71
23182 - Electronics Technician Maintenance II	18.89
23183 - Electronics Technician Maintenance III	21.39
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.91
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	14.91
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	19.16
23381 - Ground Support Equipment Servicer	16.07
23382 - Ground Support Equipment Worker	17.11
23391 - Gunsmith I	14.91
23392 - Gunsmith II	16.97
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.36
23430 - Heavy Equipment Mechanic	18.61
23440 - Heavy Equipment Operator	16.51
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.36
23470 - Laborer	10.74
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	21.10
23550 - Machinist, Maintenance	18.76
23580 - Maintenance Trades Helper	11.42
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.25
23593 - Metrology Technician III	21.35
23640 - Millwright	23.11
23710 - Office Appliance Repairer	18.06
23760 - Painter, Maintenance	17.04
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.49
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	16.97
23890 - Sheet-Metal Worker, Maintenance	18.56
23910 - Small Engine Mechanic	16.97
23931 - Telecommunications Mechanic I	19.16
23932 - Telecommunications Mechanic II	20.19
23950 - Telephone Lineman	19.16
23960 - Welder, Combination, Maintenance	15.63
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	13.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.28
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	19.28
25190 - Ventilation Equipment Tender	13.97
25210 - Water Treatment Plant Operator	18.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91
27007 - Baggage Inspector	14.76
27008 - Corrections Officer	15.07
27010 - Court Security Officer	16.46
27030 - Detection Dog Handler	15.73
27040 - Detention Officer	15.07
27070 - Firefighter	15.80
27101 - Guard I	14.76
27102 - Guard II	15.73
27131 - Police Officer I	17.85
27132 - Police Officer II	19.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.36
28042 - Carnival Equipment Repairer	12.17
28043 - Carnival Equpment Worker	8.92
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	15.87
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	16.96
29030 - Line Handler	16.96
29041 - Stevedore I	16.00
29042 - Stevedore II	18.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.03
30022 - Archeological Technician II	16.59
30023 - Archeological Technician III	20.55
30030 - Cartographic Technician	20.55
30040 - Civil Engineering Technician	19.44
30061 - Drafter/CAD Operator I	14.03
30062 - Drafter/CAD Operator II	17.45
30063 - Drafter/CAD Operator III	18.71
30064 - Drafter/CAD Operator IV	21.53
30081 - Engineering Technician I	12.50
30082 - Engineering Technician II	14.03
30083 - Engineering Technician III	17.45
30084 - Engineering Technician IV	20.55
30085 - Engineering Technician V	26.38
30086 - Engineering Technician VI	28.77
30090 - Environmental Technician	18.68
30210 - Laboratory Technician	16.64
30240 - Mathematical Technician	20.55

30361 - Paralegal/Legal Assistant I		12.79
30362 - Paralegal/Legal Assistant II		17.73
30363 - Paralegal/Legal Assistant III		21.70
30364 - Paralegal/Legal Assistant IV		26.22
30390 - Photo-Optics Technician		20.55
30461 - Technical Writer I		18.88
30462 - Technical Writer II		23.08
30463 - Technical Writer III		27.93
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.09
30621 - Weather Observer, Senior	(see 2)	20.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.32
31030 - Bus Driver		14.88
31043 - Driver Courier		11.50
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		12.35
31310 - Taxi Driver		12.19
31361 - Truckdriver, Light		12.35
31362 - Truckdriver, Medium		15.23
31363 - Truckdriver, Heavy		15.36
31364 - Truckdriver, Tractor-Trailer		15.36
99000 - Miscellaneous Occupations		
99030 - Cashier		7.77
99050 - Desk Clerk		7.35
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		15.07
99252 - Laboratory Animal Caretaker II		16.19
99310 - Mortician		22.74
99410 - Pest Controller		17.32
99510 - Photofinishing Worker		11.07
99710 - Recycling Laborer		12.77
99711 - Recycling Specialist		15.07
99730 - Refuse Collector		11.64
99810 - Sales Clerk		12.11
99820 - School Crossing Guard		11.64
99830 - Survey Party Chief		16.74
99831 - Surveying Aide		10.96
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		13.79
99841 - Vending Machine Repairer		16.94
99842 - Vending Machine Repairer Helper		14.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2036 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.71
01012 - Accounting Clerk II		12.36
01013 - Accounting Clerk III		13.83
01020 - Administrative Assistant		15.79
01040 - Court Reporter		12.20
01051 - Data Entry Operator I		10.44
01052 - Data Entry Operator II		11.39
01060 - Dispatcher, Motor Vehicle		12.55
01070 - Document Preparation Clerk		9.57
01090 - Duplicating Machine Operator		9.57
01111 - General Clerk I		9.58
01112 - General Clerk II		10.45
01113 - General Clerk III		11.73
01120 - Housing Referral Assistant		13.66
01141 - Messenger Courier		7.92
01191 - Order Clerk I		9.28
01192 - Order Clerk II		10.13
01261 - Personnel Assistant (Employment) I		11.46
01262 - Personnel Assistant (Employment) II		12.82
01263 - Personnel Assistant (Employment) III		14.30
01270 - Production Control Clerk		19.17
01280 - Receptionist		10.17
01290 - Rental Clerk		10.02
01300 - Scheduler, Maintenance		10.91

01311 - Secretary I	10.91
01312 - Secretary II	12.20
01313 - Secretary III	13.66
01320 - Service Order Dispatcher	12.35
01410 - Supply Technician	15.79
01420 - Survey Worker	12.20
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.60
01611 - Word Processor I	9.72
01612 - Word Processor II	10.91
01613 - Word Processor III	12.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.09
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	16.14
05070 - Automotive Worker	16.14
05110 - Mobile Equipment Servicer	14.55
05130 - Motor Equipment Metal Mechanic	18.09
05160 - Motor Equipment Metal Worker	16.14
05190 - Motor Vehicle Mechanic	18.09
05220 - Motor Vehicle Mechanic Helper	13.31
05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.14
05310 - Painter, Automotive	17.15
05340 - Radiator Repair Specialist	16.14
05370 - Tire Repairer	9.79
05400 - Transmission Repair Specialist	18.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	12.17
07042 - Cook II	13.96
07070 - Dishwasher	8.92
07130 - Food Service Worker	8.92
07210 - Meat Cutter	13.96
07260 - Waiter/Waitress	10.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	10.53
09080 - Furniture Refinisher	14.92
09090 - Furniture Refinisher Helper	11.57
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	14.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.74
11060 - Elevator Operator	9.74
11090 - Gardener	12.05
11122 - Housekeeping Aide	9.22
11150 - Janitor	8.42
11210 - Laborer, Grounds Maintenance	10.02
11240 - Maid or Houseman	7.88
11260 - Pruner	9.13
11270 - Tractor Operator	11.57
11330 - Trail Maintenance Worker	10.02
11360 - Window Cleaner	9.53
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	15.78
12012 - Certified Occupational Therapist Assistant	21.65
12015 - Certified Physical Therapist Assistant	21.64
12020 - Dental Assistant	12.85
12025 - Dental Hygienist	32.36
12030 - EKG Technician	23.74

12035 - Electroneurodiagnostic Technologist		21.58
12040 - Emergency Medical Technician		15.66
12071 - Licensed Practical Nurse I		14.11
12072 - Licensed Practical Nurse II		15.78
12073 - Licensed Practical Nurse III		17.60
12100 - Medical Assistant		11.98
12130 - Medical Laboratory Technician		14.11
12160 - Medical Record Clerk		12.47
12190 - Medical Record Technician		15.71
12195 - Medical Transcriptionist		14.11
12210 - Nuclear Medicine Technologist		34.84
12221 - Nursing Assistant I		9.57
12222 - Nursing Assistant II		10.76
12223 - Nursing Assistant III		11.74
12224 - Nursing Assistant IV		13.17
12235 - Optical Dispenser		15.78
12236 - Optical Technician		14.11
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.17
12305 - Radiologic Technologist		22.17
12311 - Registered Nurse I		19.40
12312 - Registered Nurse II		23.76
12313 - Registered Nurse II, Specialist		23.76
12314 - Registered Nurse III		28.75
12315 - Registered Nurse III, Anesthetist		28.75
12316 - Registered Nurse IV		34.41
12317 - Scheduler (Drug and Alcohol Testing)		19.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.79
13012 - Exhibits Specialist II		20.96
13013 - Exhibits Specialist III		26.91
13041 - Illustrator I		17.79
13042 - Illustrator II		20.96
13043 - Illustrator III		26.91
13047 - Librarian		24.38
13050 - Library Aide/Clerk		14.16
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		14.87
13061 - Media Specialist I		15.88
13062 - Media Specialist II		17.76
13063 - Media Specialist III		19.81
13071 - Photographer I		13.95
13072 - Photographer II		17.79
13073 - Photographer III		21.05
13074 - Photographer IV		26.94
13075 - Photographer V		28.60
13110 - Video Teleconference Technician		15.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.80
14042 - Computer Operator II		13.20
14043 - Computer Operator III		14.72
14044 - Computer Operator IV		19.77
14045 - Computer Operator V		21.45
14071 - Computer Programmer I	(see 1)	17.84
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.01
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.39
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.80
14160 - Personal Computer Support Technician		21.75

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	21.90
15020 - Aircrew Training Devices Instructor (Rated)	26.50
15030 - Air Crew Training Devices Instructor (Pilot)	31.76
15050 - Computer Based Training Specialist / Instructor	24.39
15060 - Educational Technologist	23.31
15070 - Flight Instructor (Pilot)	31.76
15080 - Graphic Artist	20.15
15090 - Technical Instructor	18.50
15095 - Technical Instructor/Course Developer	20.58
15110 - Test Proctor	13.58
15120 - Tutor	13.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.72
16030 - Counter Attendant	8.72
16040 - Dry Cleaner	10.92
16070 - Finisher, Flatwork, Machine	8.72
16090 - Presser, Hand	8.72
16110 - Presser, Machine, Drycleaning	8.72
16130 - Presser, Machine, Shirts	8.72
16160 - Presser, Machine, Wearing Apparel, Laundry	8.72
16190 - Sewing Machine Operator	11.73
16220 - Tailor	13.48
16250 - Washer, Machine	9.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.39
19040 - Tool And Die Maker	22.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.97
21030 - Material Coordinator	19.17
21040 - Material Expediter	19.17
21050 - Material Handling Laborer	10.74
21071 - Order Filler	10.21
21080 - Production Line Worker (Food Processing)	12.97
21110 - Shipping Packer	12.82
21130 - Shipping/Receiving Clerk	12.82
21140 - Store Worker I	10.50
21150 - Stock Clerk	13.92
21210 - Tools And Parts Attendant	12.97
21410 - Warehouse Specialist	12.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.25
23021 - Aircraft Mechanic I	19.16
23022 - Aircraft Mechanic II	20.25
23023 - Aircraft Mechanic III	21.12
23040 - Aircraft Mechanic Helper	14.10
23050 - Aircraft, Painter	18.17
23060 - Aircraft Servicer	16.07
23080 - Aircraft Worker	17.11
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	9.79
23125 - Cable Splicer	19.16
23130 - Carpenter, Maintenance	16.14
23140 - Carpet Layer	16.97
23160 - Electrician, Maintenance	20.62
23181 - Electronics Technician Maintenance I	17.71
23182 - Electronics Technician Maintenance II	18.89
23183 - Electronics Technician Maintenance III	21.39
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.91
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	14.91

23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	19.16
23381 - Ground Support Equipment Servicer	16.07
23382 - Ground Support Equipment Worker	17.11
23391 - Gunsmith I	14.91
23392 - Gunsmith II	16.97
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.36
23430 - Heavy Equipment Mechanic	18.61
23440 - Heavy Equipment Operator	16.51
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.36
23470 - Laborer	10.74
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	21.10
23550 - Machinist, Maintenance	18.76
23580 - Maintenance Trades Helper	11.42
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.25
23593 - Metrology Technician III	21.35
23640 - Millwright	23.11
23710 - Office Appliance Repairer	18.06
23760 - Painter, Maintenance	17.04
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.49
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	16.97
23890 - Sheet-Metal Worker, Maintenance	18.56
23910 - Small Engine Mechanic	16.97
23931 - Telecommunications Mechanic I	19.16
23932 - Telecommunications Mechanic II	20.19
23950 - Telephone Lineman	19.16
23960 - Welder, Combination, Maintenance	15.63
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	12.83
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	13.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.28
25040 - Sewage Plant Operator	18.04
25070 - Stationary Engineer	19.28
25190 - Ventilation Equipment Tender	13.97
25210 - Water Treatment Plant Operator	18.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.91
27007 - Baggage Inspector	14.76
27008 - Corrections Officer	15.07
27010 - Court Security Officer	16.46
27030 - Detection Dog Handler	15.73
27040 - Detention Officer	15.07
27070 - Firefighter	15.80
27101 - Guard I	14.76
27102 - Guard II	15.73

27131 - Police Officer I	17.85
27132 - Police Officer II	19.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.36
28042 - Carnival Equipment Repairer	12.17
28043 - Carnival Equpment Worker	8.92
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	15.87
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	16.96
29030 - Line Handler	16.96
29041 - Stevedore I	16.00
29042 - Stevedore II	18.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.03
30022 - Archeological Technician II	16.59
30023 - Archeological Technician III	20.55
30030 - Cartographic Technician	20.55
30040 - Civil Engineering Technician	19.44
30061 - Drafter/CAD Operator I	14.03
30062 - Drafter/CAD Operator II	17.45
30063 - Drafter/CAD Operator III	18.71
30064 - Drafter/CAD Operator IV	21.53
30081 - Engineering Technician I	12.50
30082 - Engineering Technician II	14.03
30083 - Engineering Technician III	17.45
30084 - Engineering Technician IV	20.55
30085 - Engineering Technician V	26.38
30086 - Engineering Technician VI	28.77
30090 - Environmental Technician	18.68
30210 - Laboratory Technician	16.64
30240 - Mathematical Technician	20.55
30361 - Paralegal/Legal Assistant I	12.79
30362 - Paralegal/Legal Assistant II	17.73
30363 - Paralegal/Legal Assistant III	21.70
30364 - Paralegal/Legal Assistant IV	26.22
30390 - Photo-Optics Technician	20.55
30461 - Technical Writer I	18.88
30462 - Technical Writer II	23.08
30463 - Technical Writer III	27.93
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	17.09
30621 - Weather Observer, Senior	20.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.32
31030 - Bus Driver	14.88
31043 - Driver Courier	11.50
31260 - Parking and Lot Attendant	8.87
31290 - Shuttle Bus Driver	12.35

31310 - Taxi Driver	12.19
31361 - Truckdriver, Light	12.35
31362 - Truckdriver, Medium	15.23
31363 - Truckdriver, Heavy	15.36
31364 - Truckdriver, Tractor-Trailer	15.36
99000 - Miscellaneous Occupations	
99030 - Cashier	7.77
99050 - Desk Clerk	7.35
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	15.07
99252 - Laboratory Animal Caretaker II	16.19
99310 - Mortician	22.74
99410 - Pest Controller	17.32
99510 - Photofinishing Worker	11.07
99710 - Recycling Laborer	12.77
99711 - Recycling Specialist	15.07
99730 - Refuse Collector	11.64
99810 - Sales Clerk	12.11
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	16.74
99831 - Surveying Aide	10.96
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.79
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer Helper	14.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2037
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan, Madison, Newton, Polk, Scott, Sebastian, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.27
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		14.96
01020 - Administrative Assistant		17.37
01040 - Court Reporter		13.03
01051 - Data Entry Operator I		9.51
01052 - Data Entry Operator II		10.59
01060 - Dispatcher, Motor Vehicle		18.63
01070 - Document Preparation Clerk		11.42
01090 - Duplicating Machine Operator		11.42
01111 - General Clerk I		10.01
01112 - General Clerk II		10.92
01113 - General Clerk III		12.26
01120 - Housing Referral Assistant		14.53
01141 - Messenger Courier		10.45
01191 - Order Clerk I		11.00
01192 - Order Clerk II		12.22
01261 - Personnel Assistant (Employment) I		13.98
01262 - Personnel Assistant (Employment) II		15.64
01263 - Personnel Assistant (Employment) III		17.45
01270 - Production Control Clerk		18.25
01280 - Receptionist		9.98
01290 - Rental Clerk		10.06
01300 - Scheduler, Maintenance		11.65
01311 - Secretary I		11.65
01312 - Secretary II		13.03
01313 - Secretary III		14.53
01320 - Service Order Dispatcher		16.03
01410 - Supply Technician		17.37
01420 - Survey Worker		10.72
01531 - Travel Clerk I		11.82
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.60
01611 - Word Processor I		11.80
01612 - Word Processor II		13.34
01613 - Word Processor III		14.87
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.49
05010 - Automotive Electrician		15.08
05040 - Automotive Glass Installer		14.23
05070 - Automotive Worker		14.23
05110 - Mobile Equipment Servicer		12.88
05130 - Motor Equipment Metal Mechanic		15.90
05160 - Motor Equipment Metal Worker		14.23

05190 - Motor Vehicle Mechanic	15.90
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	13.39
05280 - Motor Vehicle Wrecker	14.26
05310 - Painter, Automotive	15.08
05340 - Radiator Repair Specialist	14.23
05370 - Tire Repairer	10.37
05400 - Transmission Repair Specialist	15.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.04
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	8.24
07130 - Food Service Worker	8.24
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.15
09040 - Furniture Handler	8.77
09080 - Furniture Refinisher	13.15
09090 - Furniture Refinisher Helper	10.23
09110 - Furniture Repairer, Minor	11.68
09130 - Upholsterer	13.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.79
11060 - Elevator Operator	9.77
11090 - Gardener	11.88
11122 - Housekeeping Aide	9.77
11150 - Janitor	9.77
11210 - Laborer, Grounds Maintenance	9.51
11240 - Maid or Houseman	8.07
11260 - Pruner	8.67
11270 - Tractor Operator	11.10
11330 - Trail Maintenance Worker	9.51
11360 - Window Cleaner	10.72
12000 - Health Occupations	
12010 - Ambulance Driver	13.72
12011 - Breath Alcohol Technician	15.94
12012 - Certified Occupational Therapist Assistant	21.89
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	12.89
12025 - Dental Hygienist	29.39
12030 - EKG Technician	22.03
12035 - Electroneurodiagnostic Technologist	22.03
12040 - Emergency Medical Technician	13.04
12071 - Licensed Practical Nurse I	14.25
12072 - Licensed Practical Nurse II	15.94
12073 - Licensed Practical Nurse III	17.78
12100 - Medical Assistant	11.89
12130 - Medical Laboratory Technician	15.30
12160 - Medical Record Clerk	11.94
12190 - Medical Record Technician	15.03
12195 - Medical Transcriptionist	12.89
12210 - Nuclear Medicine Technologist	35.04
12221 - Nursing Assistant I	9.32
12222 - Nursing Assistant II	10.48
12223 - Nursing Assistant III	11.43
12224 - Nursing Assistant IV	12.83
12235 - Optical Dispenser	15.94
12236 - Optical Technician	14.25
12250 - Pharmacy Technician	16.07
12280 - Phlebotomist	12.83
12305 - Radiologic Technologist	20.73

12311 - Registered Nurse I		20.40
12312 - Registered Nurse II		24.95
12313 - Registered Nurse II, Specialist		24.95
12314 - Registered Nurse III		30.18
12315 - Registered Nurse III, Anesthetist		30.18
12316 - Registered Nurse IV		36.17
12317 - Scheduler (Drug and Alcohol Testing)		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.69
13012 - Exhibits Specialist II		19.44
13013 - Exhibits Specialist III		23.78
13041 - Illustrator I		15.69
13042 - Illustrator II		19.44
13043 - Illustrator III		23.78
13047 - Librarian		21.52
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		19.44
13058 - Library Technician		15.13
13061 - Media Specialist I		14.02
13062 - Media Specialist II		15.69
13063 - Media Specialist III		17.49
13071 - Photographer I		14.00
13072 - Photographer II		15.55
13073 - Photographer III		19.44
13074 - Photographer IV		23.74
13075 - Photographer V		28.72
13110 - Video Teleconference Technician		14.02
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.38
14042 - Computer Operator II		16.39
14043 - Computer Operator III		18.46
14044 - Computer Operator IV		19.92
14045 - Computer Operator V		22.71
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	20.79
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.57
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.38
14160 - Personal Computer Support Technician		19.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.57
15020 - Aircrew Training Devices Instructor (Rated)		32.15
15030 - Air Crew Training Devices Instructor (Pilot)		36.92
15050 - Computer Based Training Specialist / Instructor		26.57
15060 - Educational Technologist		27.20
15070 - Flight Instructor (Pilot)		36.92
15080 - Graphic Artist		15.86
15090 - Technical Instructor		17.09
15095 - Technical Instructor/Course Developer		20.91
15110 - Test Proctor		13.79
15120 - Tutor		13.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72
16040 - Dry Cleaner		10.92
16070 - Finisher, Flatwork, Machine		8.72
16090 - Presser, Hand		8.72
16110 - Presser, Machine, Drycleaning		8.72
16130 - Presser, Machine, Shirts		8.72

16160 - Presser, Machine, Wearing Apparel, Laundry	8.72
16190 - Sewing Machine Operator	11.73
16220 - Tailor	12.57
16250 - Washer, Machine	9.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.74
19040 - Tool And Die Maker	18.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.34
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	10.69
21071 - Order Filler	10.09
21080 - Production Line Worker (Food Processing)	13.34
21110 - Shipping Packer	13.55
21130 - Shipping/Receiving Clerk	13.55
21140 - Store Worker I	10.50
21150 - Stock Clerk	13.92
21210 - Tools And Parts Attendant	13.34
21410 - Warehouse Specialist	13.34
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.21
23021 - Aircraft Mechanic I	20.20
23022 - Aircraft Mechanic II	21.21
23023 - Aircraft Mechanic III	22.27
23040 - Aircraft Mechanic Helper	14.73
23050 - Aircraft, Painter	17.30
23060 - Aircraft Servicer	16.93
23080 - Aircraft Worker	18.00
23110 - Appliance Mechanic	17.04
23120 - Bicycle Repairer	10.37
23125 - Cable Splicer	24.08
23130 - Carpenter, Maintenance	14.24
23140 - Carpet Layer	15.97
23160 - Electrician, Maintenance	19.87
23181 - Electronics Technician Maintenance I	18.12
23182 - Electronics Technician Maintenance II	21.74
23183 - Electronics Technician Maintenance III	22.13
23260 - Fabric Worker	15.02
23290 - Fire Alarm System Mechanic	18.09
23310 - Fire Extinguisher Repairer	14.04
23311 - Fuel Distribution System Mechanic	18.85
23312 - Fuel Distribution System Operator	15.55
23370 - General Maintenance Worker	15.08
23380 - Ground Support Equipment Mechanic	20.20
23381 - Ground Support Equipment Servicer	16.93
23382 - Ground Support Equipment Worker	18.00
23391 - Gunsmith I	15.83
23392 - Gunsmith II	17.54
23393 - Gunsmith III	19.24
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.83
23430 - Heavy Equipment Mechanic	18.06
23440 - Heavy Equipment Operator	15.95
23460 - Instrument Mechanic	18.09
23465 - Laboratory/Shelter Mechanic	17.04
23470 - Laborer	10.69
23510 - Locksmith	17.04
23530 - Machinery Maintenance Mechanic	19.08
23550 - Machinist, Maintenance	15.52
23580 - Maintenance Trades Helper	11.97

23591 - Metrology Technician I	18.09
23592 - Metrology Technician II	19.11
23593 - Metrology Technician III	20.16
23640 - Millwright	18.50
23710 - Office Appliance Repairer	16.19
23760 - Painter, Maintenance	14.75
23790 - Pipefitter, Maintenance	17.90
23810 - Plumber, Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	18.09
23850 - Rigger	18.09
23870 - Scale Mechanic	15.97
23890 - Sheet-Metal Worker, Maintenance	14.97
23910 - Small Engine Mechanic	15.97
23931 - Telecommunications Mechanic I	22.66
23932 - Telecommunications Mechanic II	23.86
23950 - Telephone Lineman	22.86
23960 - Welder, Combination, Maintenance	14.96
23965 - Well Driller	18.09
23970 - Woodcraft Worker	18.09
23980 - Woodworker	13.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.12
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	9.66
24620 - Family Readiness And Support Services Coordinator	11.89
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.40
25040 - Sewage Plant Operator	15.57
25070 - Stationary Engineer	19.40
25190 - Ventilation Equipment Tender	13.32
25210 - Water Treatment Plant Operator	15.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.99
27007 - Baggage Inspector	9.70
27008 - Corrections Officer	13.68
27010 - Court Security Officer	15.27
27030 - Detection Dog Handler	10.85
27040 - Detention Officer	13.68
27070 - Firefighter	15.17
27101 - Guard I	9.70
27102 - Guard II	10.85
27131 - Police Officer I	16.24
27132 - Police Officer II	18.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.24
28042 - Carnival Equipment Repairer	10.97
28043 - Carnival Equpment Worker	8.04
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.92
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.63
29020 - Hatch Tender	17.63
29030 - Line Handler	17.63
29041 - Stevedore I	16.55
29042 - Stevedore II	18.73
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.87
30022 - Archeological Technician II		16.63
30023 - Archeological Technician III		20.61
30030 - Cartographic Technician		20.61
30040 - Civil Engineering Technician		20.61
30061 - Drafter/CAD Operator I		14.87
30062 - Drafter/CAD Operator II		16.63
30063 - Drafter/CAD Operator III		18.55
30064 - Drafter/CAD Operator IV		22.82
30081 - Engineering Technician I		13.94
30082 - Engineering Technician II		16.36
30083 - Engineering Technician III		18.18
30084 - Engineering Technician IV		22.89
30085 - Engineering Technician V		25.03
30086 - Engineering Technician VI		33.59
30090 - Environmental Technician		21.25
30210 - Laboratory Technician		18.55
30240 - Mathematical Technician		21.25
30361 - Paralegal/Legal Assistant I		14.77
30362 - Paralegal/Legal Assistant II		20.17
30363 - Paralegal/Legal Assistant III		24.63
30364 - Paralegal/Legal Assistant IV		29.83
30390 - Photo-Optics Technician		21.97
30461 - Technical Writer I		20.61
30462 - Technical Writer II		25.21
30463 - Technical Writer III		30.50
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.55
30621 - Weather Observer, Senior	(see 2)	20.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.63
31030 - Bus Driver		14.60
31043 - Driver Courier		11.09
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		11.71
31310 - Taxi Driver		11.11
31361 - Truckdriver, Light		11.71
31362 - Truckdriver, Medium		13.58
31363 - Truckdriver, Heavy		18.95
31364 - Truckdriver, Tractor-Trailer		18.95
99000 - Miscellaneous Occupations		
99030 - Cashier		7.82
99050 - Desk Clerk		9.12
99095 - Embalmer		22.64
99251 - Laboratory Animal Caretaker I		10.45
99252 - Laboratory Animal Caretaker II		11.08
99310 - Mortician		22.74
99410 - Pest Controller		12.98
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.79
99711 - Recycling Specialist		16.28
99730 - Refuse Collector		12.56
99810 - Sales Clerk		10.53
99820 - School Crossing Guard		11.64
99830 - Survey Party Chief		15.54

99831 - Surveying Aide	10.27
99832 - Surveying Technician	14.12
99840 - Vending Machine Attendant	14.11
99841 - Vending Machine Repairer	17.11
99842 - Vending Machine Repairer Helper	14.11

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2038 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan, Madison, Newton, Polk, Scott, Sebastian, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.27
01012 - Accounting Clerk II		14.86
01013 - Accounting Clerk III		14.96
01020 - Administrative Assistant		17.37
01040 - Court Reporter		13.03
01051 - Data Entry Operator I		9.51
01052 - Data Entry Operator II		10.59
01060 - Dispatcher, Motor Vehicle		18.63
01070 - Document Preparation Clerk		11.42
01090 - Duplicating Machine Operator		11.42
01111 - General Clerk I		10.01
01112 - General Clerk II		10.92
01113 - General Clerk III		12.26
01120 - Housing Referral Assistant		14.53
01141 - Messenger Courier		10.45
01191 - Order Clerk I		11.00
01192 - Order Clerk II		12.22
01261 - Personnel Assistant (Employment) I		13.98
01262 - Personnel Assistant (Employment) II		15.64
01263 - Personnel Assistant (Employment) III		17.45
01270 - Production Control Clerk		18.25
01280 - Receptionist		9.98
01290 - Rental Clerk		10.06
01300 - Scheduler, Maintenance		11.65

01311 - Secretary I	11.65
01312 - Secretary II	13.03
01313 - Secretary III	14.53
01320 - Service Order Dispatcher	16.03
01410 - Supply Technician	17.37
01420 - Survey Worker	10.72
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.60
01611 - Word Processor I	11.80
01612 - Word Processor II	13.34
01613 - Word Processor III	14.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.49
05010 - Automotive Electrician	15.08
05040 - Automotive Glass Installer	14.23
05070 - Automotive Worker	14.23
05110 - Mobile Equipment Servicer	12.88
05130 - Motor Equipment Metal Mechanic	15.90
05160 - Motor Equipment Metal Worker	14.23
05190 - Motor Vehicle Mechanic	15.90
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	13.39
05280 - Motor Vehicle Wrecker	14.26
05310 - Painter, Automotive	15.08
05340 - Radiator Repair Specialist	14.23
05370 - Tire Repairer	10.37
05400 - Transmission Repair Specialist	15.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.04
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	8.24
07130 - Food Service Worker	8.24
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.15
09040 - Furniture Handler	8.77
09080 - Furniture Refinisher	13.15
09090 - Furniture Refinisher Helper	10.23
09110 - Furniture Repairer, Minor	11.68
09130 - Upholsterer	13.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.79
11060 - Elevator Operator	9.77
11090 - Gardener	11.88
11122 - Housekeeping Aide	9.77
11150 - Janitor	9.77
11210 - Laborer, Grounds Maintenance	9.51
11240 - Maid or Houseman	8.07
11260 - Pruner	8.67
11270 - Tractor Operator	11.10
11330 - Trail Maintenance Worker	9.51
11360 - Window Cleaner	10.72
12000 - Health Occupations	
12010 - Ambulance Driver	13.72
12011 - Breath Alcohol Technician	15.94
12012 - Certified Occupational Therapist Assistant	21.89
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	12.89
12025 - Dental Hygienist	29.39
12030 - EKG Technician	22.03

12035 - Electroneurodiagnostic Technologist		22.03
12040 - Emergency Medical Technician		13.04
12071 - Licensed Practical Nurse I		14.25
12072 - Licensed Practical Nurse II		15.94
12073 - Licensed Practical Nurse III		17.78
12100 - Medical Assistant		11.89
12130 - Medical Laboratory Technician		15.30
12160 - Medical Record Clerk		11.94
12190 - Medical Record Technician		15.03
12195 - Medical Transcriptionist		12.89
12210 - Nuclear Medicine Technologist		35.04
12221 - Nursing Assistant I		9.32
12222 - Nursing Assistant II		10.48
12223 - Nursing Assistant III		11.43
12224 - Nursing Assistant IV		12.83
12235 - Optical Dispenser		15.94
12236 - Optical Technician		14.25
12250 - Pharmacy Technician		16.07
12280 - Phlebotomist		12.83
12305 - Radiologic Technologist		20.73
12311 - Registered Nurse I		20.40
12312 - Registered Nurse II		24.95
12313 - Registered Nurse II, Specialist		24.95
12314 - Registered Nurse III		30.18
12315 - Registered Nurse III, Anesthetist		30.18
12316 - Registered Nurse IV		36.17
12317 - Scheduler (Drug and Alcohol Testing)		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.69
13012 - Exhibits Specialist II		19.44
13013 - Exhibits Specialist III		23.78
13041 - Illustrator I		15.69
13042 - Illustrator II		19.44
13043 - Illustrator III		23.78
13047 - Librarian		21.52
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		19.44
13058 - Library Technician		15.13
13061 - Media Specialist I		14.02
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14101 - Computer Systems Analyst I	(see 1)	26.57
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.38
14160 - Personal Computer Support Technician		19.92

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.57
15020 - Aircrew Training Devices Instructor (Rated)	32.15
15030 - Air Crew Training Devices Instructor (Pilot)	36.92
15050 - Computer Based Training Specialist / Instructor	26.57
15060 - Educational Technologist	27.20
15070 - Flight Instructor (Pilot)	36.92
15080 - Graphic Artist	15.86
15090 - Technical Instructor	17.09
15095 - Technical Instructor/Course Developer	20.91
15110 - Test Proctor	13.79
15120 - Tutor	13.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.72
16030 - Counter Attendant	8.72
16040 - Dry Cleaner	10.92
16070 - Finisher, Flatwork, Machine	8.72
16090 - Presser, Hand	8.72
16110 - Presser, Machine, Drycleaning	8.72
16130 - Presser, Machine, Shirts	8.72
16160 - Presser, Machine, Wearing Apparel, Laundry	8.72
16190 - Sewing Machine Operator	11.73
16220 - Tailor	12.57
16250 - Washer, Machine	9.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.74
19040 - Tool And Die Maker	18.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.34
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	10.69
21071 - Order Filler	10.09
21080 - Production Line Worker (Food Processing)	13.34
21110 - Shipping Packer	13.55
21130 - Shipping/Receiving Clerk	13.55
21140 - Store Worker I	10.50
21150 - Stock Clerk	13.92
21210 - Tools And Parts Attendant	13.34
21410 - Warehouse Specialist	13.34
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.21
23021 - Aircraft Mechanic I	20.20
23022 - Aircraft Mechanic II	21.21
23023 - Aircraft Mechanic III	22.27
23040 - Aircraft Mechanic Helper	14.73
23050 - Aircraft, Painter	17.30
23060 - Aircraft Servicer	16.93
23080 - Aircraft Worker	18.00
23110 - Appliance Mechanic	17.04
23120 - Bicycle Repairer	10.37
23125 - Cable Splicer	24.08
23130 - Carpenter, Maintenance	14.24
23140 - Carpet Layer	15.97
23160 - Electrician, Maintenance	19.87
23181 - Electronics Technician Maintenance I	18.12
23182 - Electronics Technician Maintenance II	21.74
23183 - Electronics Technician Maintenance III	22.13
23260 - Fabric Worker	15.02
23290 - Fire Alarm System Mechanic	18.09
23310 - Fire Extinguisher Repairer	14.04
23311 - Fuel Distribution System Mechanic	18.85
23312 - Fuel Distribution System Operator	15.55

23370 - General Maintenance Worker	15.08
23380 - Ground Support Equipment Mechanic	20.20
23381 - Ground Support Equipment Servicer	16.93
23382 - Ground Support Equipment Worker	18.00
23391 - Gunsmith I	15.83
23392 - Gunsmith II	17.54
23393 - Gunsmith III	19.24
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.83
23430 - Heavy Equipment Mechanic	18.06
23440 - Heavy Equipment Operator	15.95
23460 - Instrument Mechanic	18.09
23465 - Laboratory/Shelter Mechanic	17.04
23470 - Laborer	10.69
23510 - Locksmith	17.04
23530 - Machinery Maintenance Mechanic	19.08
23550 - Machinist, Maintenance	15.52
23580 - Maintenance Trades Helper	11.97
23591 - Metrology Technician I	18.09
23592 - Metrology Technician II	19.11
23593 - Metrology Technician III	20.16
23640 - Millwright	18.50
23710 - Office Appliance Repairer	16.19
23760 - Painter, Maintenance	14.75
23790 - Pipefitter, Maintenance	17.90
23810 - Plumber, Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	18.09
23850 - Rigger	18.09
23870 - Scale Mechanic	15.97
23890 - Sheet-Metal Worker, Maintenance	14.97
23910 - Small Engine Mechanic	15.97
23931 - Telecommunications Mechanic I	22.66
23932 - Telecommunications Mechanic II	23.86
23950 - Telephone Lineman	22.86
23960 - Welder, Combination, Maintenance	14.96
23965 - Well Driller	18.09
23970 - Woodcraft Worker	18.09
23980 - Woodworker	13.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.12
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	9.66
24620 - Family Readiness And Support Services Coordinator	11.89
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.40
25040 - Sewage Plant Operator	15.57
25070 - Stationary Engineer	19.40
25190 - Ventilation Equipment Tender	13.32
25210 - Water Treatment Plant Operator	15.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.99
27007 - Baggage Inspector	9.70
27008 - Corrections Officer	13.68
27010 - Court Security Officer	15.27
27030 - Detection Dog Handler	10.85
27040 - Detention Officer	13.68
27070 - Firefighter	15.17
27101 - Guard I	9.70
27102 - Guard II	10.85

27131 - Police Officer I		16.24
27132 - Police Officer II		18.04
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.24
28042 - Carnival Equipment Repairer		10.97
28043 - Carnival Equpment Worker		8.04
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		13.92
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		16.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.63
29020 - Hatch Tender		17.63
29030 - Line Handler		17.63
29041 - Stevedore I		16.55
29042 - Stevedore II		18.73
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.87
30022 - Archeological Technician II		16.63
30023 - Archeological Technician III		20.61
30030 - Cartographic Technician		20.61
30040 - Civil Engineering Technician		20.61
30061 - Drafter/CAD Operator I		14.87
30062 - Drafter/CAD Operator II		16.63
30063 - Drafter/CAD Operator III		18.55
30064 - Drafter/CAD Operator IV		22.82
30081 - Engineering Technician I		13.94
30082 - Engineering Technician II		16.36
30083 - Engineering Technician III		18.18
30084 - Engineering Technician IV		22.89
30085 - Engineering Technician V		25.03
30086 - Engineering Technician VI		33.59
30090 - Environmental Technician		21.25
30210 - Laboratory Technician		18.55
30240 - Mathematical Technician		21.25
30361 - Paralegal/Legal Assistant I		14.77
30362 - Paralegal/Legal Assistant II		20.17
30363 - Paralegal/Legal Assistant III		24.63
30364 - Paralegal/Legal Assistant IV		29.83
30390 - Photo-Optics Technician		21.97
30461 - Technical Writer I		20.61
30462 - Technical Writer II		25.21
30463 - Technical Writer III		30.50
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.55
30621 - Weather Observer, Senior	(see 2)	20.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.63
31030 - Bus Driver		14.60
31043 - Driver Courier		11.09
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		11.71

31310 - Taxi Driver	11.11
31361 - Truckdriver, Light	11.71
31362 - Truckdriver, Medium	13.58
31363 - Truckdriver, Heavy	18.95
31364 - Truckdriver, Tractor-Trailer	18.95
99000 - Miscellaneous Occupations	
99030 - Cashier	7.82
99050 - Desk Clerk	9.12
99095 - Embalmer	22.64
99251 - Laboratory Animal Caretaker I	10.45
99252 - Laboratory Animal Caretaker II	11.08
99310 - Mortician	22.74
99410 - Pest Controller	12.98
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.79
99711 - Recycling Specialist	16.28
99730 - Refuse Collector	12.56
99810 - Sales Clerk	10.53
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	15.54
99831 - Surveying Aide	10.27
99832 - Surveying Technician	14.12
99840 - Vending Machine Attendant	14.11
99841 - Vending Machine Repairer	17.11
99842 - Vending Machine Repairer Helper	14.11

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2043 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.60
01012 - Accounting Clerk II		16.38

01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	21.14
01040 - Court Reporter	24.94
01051 - Data Entry Operator I	12.78
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	17.44
01070 - Document Preparation Clerk	14.35
01090 - Duplicating Machine Operator	14.35
01111 - General Clerk I	13.04
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	11.54
01191 - Order Clerk I	13.24
01192 - Order Clerk II	14.45
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	18.77
01270 - Production Control Clerk	23.14
01280 - Receptionist	11.49
01290 - Rental Clerk	12.72
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.93
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	16.53
01410 - Supply Technician	22.22
01420 - Survey Worker	16.34
01531 - Travel Clerk I	12.88
01532 - Travel Clerk II	13.57
01533 - Travel Clerk III	14.67
01611 - Word Processor I	14.72
01612 - Word Processor II	16.51
01613 - Word Processor III	18.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.07
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.52
05070 - Automotive Worker	17.52
05110 - Mobile Equipment Servicer	15.83
05130 - Motor Equipment Metal Mechanic	18.99
05160 - Motor Equipment Metal Worker	17.52
05190 - Motor Vehicle Mechanic	18.99
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	17.00
05280 - Motor Vehicle Wrecker	17.52
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.52
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	18.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	13.37
07042 - Cook II	15.20
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.32
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30

09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	13.56
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	8.98
11260 - Pruner	11.87
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	25.35
12015 - Certified Physical Therapist Assistant	25.67
12020 - Dental Assistant	16.35
12025 - Dental Hygienist	41.60
12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	16.52
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	13.50
12190 - Medical Record Technician	15.10
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	40.62
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.54
12223 - Nursing Assistant III	12.58
12224 - Nursing Assistant IV	14.12
12235 - Optical Dispenser	14.73
12236 - Optical Technician	16.52
12250 - Pharmacy Technician	16.87
12280 - Phlebotomist	16.50
12305 - Radiologic Technologist	26.48
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.72
12313 - Registered Nurse II, Specialist	29.72
12314 - Registered Nurse III	35.96
12315 - Registered Nurse III, Anesthetist	35.96
12316 - Registered Nurse IV	43.10
12317 - Scheduler (Drug and Alcohol Testing)	22.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.13
13012 - Exhibits Specialist II	24.95
13013 - Exhibits Specialist III	30.52
13041 - Illustrator I	20.13
13042 - Illustrator II	24.95
13043 - Illustrator III	30.52
13047 - Librarian	27.62
13050 - Library Aide/Clerk	15.10
13054 - Library Information Technology Systems Administrator	24.95
13058 - Library Technician	19.47
13061 - Media Specialist I	18.00
13062 - Media Specialist II	20.13

13063 - Media Specialist III		22.45
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.95
13074 - Photographer IV		30.52
13075 - Photographer V		36.92
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.28
14071 - Computer Programmer I		
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		25.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		28.99
15060 - Educational Technologist		27.08
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.98
15090 - Technical Instructor		19.96
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		17.86
15120 - Tutor		17.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.95
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.25
16220 - Tailor		12.91
16250 - Washer, Machine		10.28
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.66
19040 - Tool And Die Maker		28.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.04
21030 - Material Coordinator		23.14
21040 - Material Expediter		23.14
21050 - Material Handling Laborer		11.54
21071 - Order Filler		12.17
21080 - Production Line Worker (Food Processing)		13.04
21110 - Shipping Packer		13.93
21130 - Shipping/Receiving Clerk		13.93
21140 - Store Worker I		11.22
21150 - Stock Clerk		14.72
21210 - Tools And Parts Attendant		13.04
21410 - Warehouse Specialist		13.04
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	28.23
23021 - Aircraft Mechanic I	26.79
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.66
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft, Painter	22.31
23060 - Aircraft Servicer	24.18
23080 - Aircraft Worker	25.24
23110 - Appliance Mechanic	22.62
23120 - Bicycle Repairer	15.26
23125 - Cable Splicer	31.37
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	26.52
23181 - Electronics Technician Maintenance I	26.31
23182 - Electronics Technician Maintenance II	27.90
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	20.33
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	19.01
23311 - Fuel Distribution System Mechanic	26.97
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	26.79
23381 - Ground Support Equipment Servicer	24.18
23382 - Ground Support Equipment Worker	25.24
23391 - Gunsmith I	19.01
23392 - Gunsmith II	21.62
23393 - Gunsmith III	24.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.88
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	24.53
23460 - Instrument Mechanic	28.25
23465 - Laboratory/Shelter Mechanic	22.93
23470 - Laborer	11.54
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	22.52
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	13.36
23591 - Metrology Technician I	28.25
23592 - Metrology Technician II	29.74
23593 - Metrology Technician III	31.26
23640 - Millwright	24.89
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.43
23810 - Plumber, Maintenance	22.50
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	21.71
23890 - Sheet-Metal Worker, Maintenance	22.68
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	24.61
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	22.97
23960 - Welder, Combination, Maintenance	23.78
23965 - Well Driller	24.22
23970 - Woodcraft Worker	24.22
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	11.17
24610 - Chore Aide	13.07
24620 - Family Readiness And Support Services Coordinator	13.80
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.17
25040 - Sewage Plant Operator	21.07
25070 - Stationary Engineer	29.17
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant Operator	21.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.33
27007 - Baggage Inspector	11.00
27008 - Corrections Officer	31.29
27010 - Court Security Officer	29.33
27030 - Detection Dog Handler	12.30
27040 - Detention Officer	31.29
27070 - Firefighter	29.06
27101 - Guard I	11.00
27102 - Guard II	12.30
27131 - Police Officer I	31.37
27132 - Police Officer II	34.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.62
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.40
28630 - Sports Official	12.14
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.75
29020 - Hatch Tender	25.75
29030 - Line Handler	25.75
29041 - Stevedore I	21.85
29042 - Stevedore II	27.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.78
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.91
30022 - Archeological Technician II	23.13
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.50
30040 - Civil Engineering Technician	28.72
30061 - Drafter/CAD Operator I	19.91
30062 - Drafter/CAD Operator II	26.44
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	17.68
30082 - Engineering Technician II	20.62
30083 - Engineering Technician III	23.07
30084 - Engineering Technician IV	28.59
30085 - Engineering Technician V	34.97
30086 - Engineering Technician VI	42.20
30090 - Environmental Technician	24.34
30210 - Laboratory Technician	24.11
30240 - Mathematical Technician	27.58

30361 - Paralegal/Legal Assistant I		20.79
30362 - Paralegal/Legal Assistant II		25.77
30363 - Paralegal/Legal Assistant III		31.52
30364 - Paralegal/Legal Assistant IV		38.14
30390 - Photo-Optics Technician		27.58
30461 - Technical Writer I		29.04
30462 - Technical Writer II		35.52
30463 - Technical Writer III		42.97
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	26.80
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.36
31030 - Bus Driver		16.67
31043 - Driver Courier		13.85
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		14.87
31310 - Taxi Driver		10.82
31361 - Truckdriver, Light		14.87
31362 - Truckdriver, Medium		17.64
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		10.75
99050 - Desk Clerk		8.95
99095 - Embalmer		23.59
99251 - Laboratory Animal Caretaker I		9.26
99252 - Laboratory Animal Caretaker II		9.94
99310 - Mortician		23.59
99410 - Pest Controller		13.90
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		19.26
99711 - Recycling Specialist		22.54
99730 - Refuse Collector		17.57
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		10.81
99830 - Survey Party Chief		28.28
99831 - Surveying Aide		18.77
99832 - Surveying Technician		25.72
99840 - Vending Machine Attendant		14.66
99841 - Vending Machine Repairer		18.36
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2044 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.60
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		21.14
01040 - Court Reporter		24.94
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		14.48
01060 - Dispatcher, Motor Vehicle		17.44
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.04
01112 - General Clerk II		14.83
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		20.00
01141 - Messenger Courier		11.54
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.45
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		17.56
01263 - Personnel Assistant (Employment) III		18.77
01270 - Production Control Clerk		23.14
01280 - Receptionist		11.49
01290 - Rental Clerk		12.72
01300 - Scheduler, Maintenance		16.03
01311 - Secretary I		16.03
01312 - Secretary II		17.93
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		16.53
01410 - Supply Technician		22.22
01420 - Survey Worker		16.34
01531 - Travel Clerk I		12.88
01532 - Travel Clerk II		13.57
01533 - Travel Clerk III		14.67
01611 - Word Processor I		14.72
01612 - Word Processor II		16.51
01613 - Word Processor III		18.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.07

05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.52
05070 - Automotive Worker	17.52
05110 - Mobile Equipment Servicer	15.83
05130 - Motor Equipment Metal Mechanic	18.99
05160 - Motor Equipment Metal Worker	17.52
05190 - Motor Vehicle Mechanic	18.99
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	17.00
05280 - Motor Vehicle Wrecker	17.52
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.52
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	18.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	13.37
07042 - Cook II	15.20
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.32
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	13.56
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	8.98
11260 - Pruner	11.87
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	25.35
12015 - Certified Physical Therapist Assistant	25.67
12020 - Dental Assistant	16.35
12025 - Dental Hygienist	41.60
12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	16.52
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	13.50
12190 - Medical Record Technician	15.10
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	40.62
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.54
12223 - Nursing Assistant III	12.58

12224 - Nursing Assistant IV		14.12
12235 - Optical Dispenser		14.73
12236 - Optical Technician		16.52
12250 - Pharmacy Technician		16.87
12280 - Phlebotomist		16.50
12305 - Radiologic Technologist		26.48
12311 - Registered Nurse I		24.30
12312 - Registered Nurse II		29.72
12313 - Registered Nurse II, Specialist		29.72
12314 - Registered Nurse III		35.96
12315 - Registered Nurse III, Anesthetist		35.96
12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		22.89
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.13
13012 - Exhibits Specialist II		24.95
13013 - Exhibits Specialist III		30.52
13041 - Illustrator I		20.13
13042 - Illustrator II		24.95
13043 - Illustrator III		30.52
13047 - Librarian		27.62
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems Administrator		24.95
13058 - Library Technician		19.47
13061 - Media Specialist I		18.00
13062 - Media Specialist II		20.13
13063 - Media Specialist III		22.45
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.95
13074 - Photographer IV		30.52
13075 - Photographer V		36.92
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.28
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		25.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		28.99
15060 - Educational Technologist		27.08
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.98
15090 - Technical Instructor		19.96
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		17.86
15120 - Tutor		17.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62

16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.95
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.25
16220 - Tailor	12.91
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.66
19040 - Tool And Die Maker	28.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.04
21030 - Material Coordinator	23.14
21040 - Material Expediter	23.14
21050 - Material Handling Laborer	11.54
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	13.04
21110 - Shipping Packer	13.93
21130 - Shipping/Receiving Clerk	13.93
21140 - Store Worker I	11.22
21150 - Stock Clerk	14.72
21210 - Tools And Parts Attendant	13.04
21410 - Warehouse Specialist	13.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23021 - Aircraft Mechanic I	26.79
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.66
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft, Painter	22.31
23060 - Aircraft Servicer	24.18
23080 - Aircraft Worker	25.24
23110 - Appliance Mechanic	22.62
23120 - Bicycle Repairer	15.26
23125 - Cable Splicer	31.37
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	26.52
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23260 - Fabric Worker	20.33
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	19.01
23311 - Fuel Distribution System Mechanic	26.97
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	26.79
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23593 - Metrology Technician III	31.26
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23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.43
23810 - Plumber, Maintenance	22.50
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	21.71
23890 - Sheet-Metal Worker, Maintenance	22.68
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	24.61
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	22.97
23960 - Welder, Combination, Maintenance	23.78
23965 - Well Driller	24.22
23970 - Woodcraft Worker	24.22
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	11.17
24610 - Chore Aide	13.07
24620 - Family Readiness And Support Services Coordinator	13.80
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.17
25040 - Sewage Plant Operator	21.07
25070 - Stationary Engineer	29.17
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant Operator	21.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.33
27007 - Baggage Inspector	11.00
27008 - Corrections Officer	31.29
27010 - Court Security Officer	29.33
27030 - Detection Dog Handler	12.30
27040 - Detention Officer	31.29
27070 - Firefighter	29.06
27101 - Guard I	11.00
27102 - Guard II	12.30
27131 - Police Officer I	31.37
27132 - Police Officer II	34.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.62
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.40
28630 - Sports Official	12.14
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		25.75
29020 - Hatch Tender		25.75
29030 - Line Handler		25.75
29041 - Stevedore I		21.85
29042 - Stevedore II		27.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.78
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		19.91
30022 - Archeological Technician II		23.13
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		30.50
30040 - Civil Engineering Technician		28.72
30061 - Drafter/CAD Operator I		19.91
30062 - Drafter/CAD Operator II		26.44
30063 - Drafter/CAD Operator III		26.80
30064 - Drafter/CAD Operator IV		32.98
30081 - Engineering Technician I		17.68
30082 - Engineering Technician II		20.62
30083 - Engineering Technician III		23.07
30084 - Engineering Technician IV		28.59
30085 - Engineering Technician V		34.97
30086 - Engineering Technician VI		42.20
30090 - Environmental Technician		24.34
30210 - Laboratory Technician		24.11
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.79
30362 - Paralegal/Legal Assistant II		25.77
30363 - Paralegal/Legal Assistant III		31.52
30364 - Paralegal/Legal Assistant IV		38.14
30390 - Photo-Optics Technician		27.58
30461 - Technical Writer I		29.04
30462 - Technical Writer II		35.52
30463 - Technical Writer III		42.97
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	26.80
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.36
31030 - Bus Driver		16.67
31043 - Driver Courier		13.85
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		14.87
31310 - Taxi Driver		10.82
31361 - Truckdriver, Light		14.87
31362 - Truckdriver, Medium		17.64
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		10.75
99050 - Desk Clerk		8.95
99095 - Embalmer		23.59
99251 - Laboratory Animal Caretaker I		9.26
99252 - Laboratory Animal Caretaker II		9.94
99310 - Mortician		23.59
99410 - Pest Controller		13.90
99510 - Photofinishing Worker		11.95

99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.57
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.81
99830 - Survey Party Chief	28.28
99831 - Surveying Aide	18.77
99832 - Surveying Technician	25.72
99840 - Vending Machine Attendant	14.66
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2045 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.44
01040 - Court Reporter		25.29
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher, Motor Vehicle		17.58

01070 - Document Preparation Clerk	12.89
01090 - Duplicating Machine Operator	12.89
01111 - General Clerk I	12.25
01112 - General Clerk II	13.23
01113 - General Clerk III	15.04
01120 - Housing Referral Assistant	18.03
01141 - Messenger Courier	10.28
01191 - Order Clerk I	12.42
01192 - Order Clerk II	13.55
01261 - Personnel Assistant (Employment) I	15.37
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.17
01270 - Production Control Clerk	19.13
01280 - Receptionist	11.63
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.45
01311 - Secretary I	14.45
01312 - Secretary II	16.43
01313 - Secretary III	18.03
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	20.44
01420 - Survey Worker	16.05
01531 - Travel Clerk I	13.48
01532 - Travel Clerk II	13.85
01533 - Travel Clerk III	14.98
01611 - Word Processor I	13.93
01612 - Word Processor II	15.64
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.11
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	15.97
05070 - Automotive Worker	15.97
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	17.75
05160 - Motor Equipment Metal Worker	15.97
05190 - Motor Vehicle Mechanic	18.11
05220 - Motor Vehicle Mechanic Helper	13.43
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	15.97
05310 - Painter, Automotive	16.84
05340 - Radiator Repair Specialist	15.97
05370 - Tire Repairer	11.82
05400 - Transmission Repair Specialist	17.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.05
07042 - Cook II	13.70
07070 - Dishwasher	8.63
07130 - Food Service Worker	9.20
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.99
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	15.99
09090 - Furniture Refinisher Helper	12.75
09110 - Furniture Repairer, Minor	13.01
09130 - Upholsterer	15.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	10.23
11090 - Gardener	13.47

11122 - Housekeeping Aide	11.09
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	13.77
11240 - Maid or Houseman	9.34
11260 - Pruner	12.57
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	25.15
12015 - Certified Physical Therapist Assistant	25.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	31.79
12030 - EKG Technician	26.03
12035 - Electroneurodiagnostic Technologist	26.03
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	18.29
12072 - Licensed Practical Nurse II	20.46
12073 - Licensed Practical Nurse III	22.81
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	19.69
12160 - Medical Record Clerk	13.53
12190 - Medical Record Technician	15.14
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	44.40
12221 - Nursing Assistant I	10.75
12222 - Nursing Assistant II	12.09
12223 - Nursing Assistant III	13.19
12224 - Nursing Assistant IV	14.81
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.10
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	14.81
12305 - Radiologic Technologist	27.37
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.85
12313 - Registered Nurse II, Specialist	30.85
12314 - Registered Nurse III	37.32
12315 - Registered Nurse III, Anesthetist	37.32
12316 - Registered Nurse IV	44.73
12317 - Scheduler (Drug and Alcohol Testing)	25.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.06
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.21
13041 - Illustrator I	20.06
13042 - Illustrator II	23.06
13043 - Illustrator III	28.21
13047 - Librarian	27.51
13050 - Library Aide/Clerk	13.42
13054 - Library Information Technology Systems Administrator	24.84
13058 - Library Technician	17.66
13061 - Media Specialist I	17.91
13062 - Media Specialist II	20.04
13063 - Media Specialist III	22.33
13071 - Photographer I	16.14
13072 - Photographer II	18.36
13073 - Photographer III	20.35
13074 - Photographer IV	25.47
13075 - Photographer V	30.81

13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.36
14042 - Computer Operator II		17.30
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		22.17
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		18.30
14072 - Computer Programmer II		22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.36
14160 - Personal Computer Support Technician		22.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		36.57
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		22.54
15090 - Technical Instructor		22.62
15095 - Technical Instructor/Course Developer		27.69
15110 - Test Proctor		18.55
15120 - Tutor		18.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.82
16030 - Counter Attendant		9.82
16040 - Dry Cleaner		11.83
16070 - Finisher, Flatwork, Machine		9.82
16090 - Presser, Hand		9.82
16110 - Presser, Machine, Drycleaning		9.82
16130 - Presser, Machine, Shirts		9.82
16160 - Presser, Machine, Wearing Apparel, Laundry		9.82
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.18
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.95
19040 - Tool And Die Maker		26.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.60
21030 - Material Coordinator		19.13
21040 - Material Expediter		19.13
21050 - Material Handling Laborer		11.10
21071 - Order Filler		12.61
21080 - Production Line Worker (Food Processing)		13.53
21110 - Shipping Packer		13.60
21130 - Shipping/Receiving Clerk		13.54
21140 - Store Worker I		11.42
21150 - Stock Clerk		14.99
21210 - Tools And Parts Attendant		13.60
21410 - Warehouse Specialist		13.60
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.55
23021 - Aircraft Mechanic I		21.40
23022 - Aircraft Mechanic II		22.55
23023 - Aircraft Mechanic III		23.69
23040 - Aircraft Mechanic Helper		16.21
23050 - Aircraft, Painter		20.09

23060 - Aircraft Servicer	18.18
23080 - Aircraft Worker	19.27
23110 - Appliance Mechanic	21.29
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	23.42
23130 - Carpenter, Maintenance	22.37
23140 - Carpet Layer	18.84
23160 - Electrician, Maintenance	23.30
23181 - Electronics Technician Maintenance I	20.76
23182 - Electronics Technician Maintenance II	23.48
23183 - Electronics Technician Maintenance III	24.80
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	17.47
23380 - Ground Support Equipment Mechanic	21.40
23381 - Ground Support Equipment Servicer	18.18
23382 - Ground Support Equipment Worker	19.27
23391 - Gunsmith I	18.38
23392 - Gunsmith II	20.91
23393 - Gunsmith III	23.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	21.93
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.17
23470 - Laborer	11.10
23510 - Locksmith	21.70
23530 - Machinery Maintenance Mechanic	22.85
23550 - Machinist, Maintenance	20.01
23580 - Maintenance Trades Helper	12.63
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.41
23593 - Metrology Technician III	26.70
23640 - Millwright	24.11
23710 - Office Appliance Repairer	18.48
23760 - Painter, Maintenance	16.29
23790 - Pipefitter, Maintenance	23.30
23810 - Plumber, Maintenance	22.05
23820 - Pneudraulic Systems Mechanic	23.42
23850 - Rigger	23.42
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker, Maintenance	22.14
23910 - Small Engine Mechanic	20.19
23931 - Telecommunications Mechanic I	26.35
23932 - Telecommunications Mechanic II	27.77
23950 - Telephone Lineman	26.39
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	22.91
23970 - Woodcraft Worker	23.42
23980 - Woodworker	15.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.49
24580 - Child Care Center Clerk	12.76
24610 - Chore Aide	9.35
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.81

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	10.65
27008 - Corrections Officer	25.90
27010 - Court Security Officer	25.90
27030 - Detection Dog Handler	14.33
27040 - Detention Officer	25.90
27070 - Firefighter	25.39
27101 - Guard I	10.65
27102 - Guard II	14.33
27131 - Police Officer I	30.42
27132 - Police Officer II	33.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.26
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Equpment Worker	8.82
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.02
28515 - Recreation Specialist	20.12
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.91
29020 - Hatch Tender	20.91
29030 - Line Handler	20.91
29041 - Stevedore I	19.65
29042 - Stevedore II	22.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.65
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.08
30030 - Cartographic Technician	23.08
30040 - Civil Engineering Technician	25.83
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	18.26
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.55
30081 - Engineering Technician I	15.79
30082 - Engineering Technician II	17.23
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	22.60
30085 - Engineering Technician V	27.64
30086 - Engineering Technician VI	33.44
30090 - Environmental Technician	22.63
30210 - Laboratory Technician	18.05
30240 - Mathematical Technician	23.08
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	22.66
30363 - Paralegal/Legal Assistant III	27.72
30364 - Paralegal/Legal Assistant IV	33.54
30390 - Photo-Optics Technician	23.08
30461 - Technical Writer I	22.24

30462 - Technical Writer II		27.20
30463 - Technical Writer III		32.91
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.77
30621 - Weather Observer, Senior	(see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.44
31030 - Bus Driver		16.72
31043 - Driver Courier		12.66
31260 - Parking and Lot Attendant		9.81
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		11.17
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		16.14
31363 - Truckdriver, Heavy		19.65
31364 - Truckdriver, Tractor-Trailer		19.65
99000 - Miscellaneous Occupations		
99030 - Cashier		10.06
99050 - Desk Clerk		9.60
99095 - Embalmer		26.70
99251 - Laboratory Animal Caretaker I		10.97
99252 - Laboratory Animal Caretaker II		11.68
99310 - Mortician		26.70
99410 - Pest Controller		14.27
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.85
99711 - Recycling Specialist		18.39
99730 - Refuse Collector		15.72
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		12.60
99830 - Survey Party Chief		30.95
99831 - Surveying Aide		20.58
99832 - Surveying Technician		28.14
99840 - Vending Machine Attendant		11.83
99841 - Vending Machine Repairer		16.17
99842 - Vending Machine Repairer Helper		12.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2046 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.44
01040 - Court Reporter		25.29
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher, Motor Vehicle		17.58
01070 - Document Preparation Clerk		12.89
01090 - Duplicating Machine Operator		12.89
01111 - General Clerk I		12.25
01112 - General Clerk II		13.23
01113 - General Clerk III		15.04
01120 - Housing Referral Assistant		18.03
01141 - Messenger Courier		10.28
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.55
01261 - Personnel Assistant (Employment) I		15.37
01262 - Personnel Assistant (Employment) II		17.19
01263 - Personnel Assistant (Employment) III		19.17
01270 - Production Control Clerk		19.13
01280 - Receptionist		11.63
01290 - Rental Clerk		14.53
01300 - Scheduler, Maintenance		14.45
01311 - Secretary I		14.45
01312 - Secretary II		16.43
01313 - Secretary III		18.03
01320 - Service Order Dispatcher		17.51
01410 - Supply Technician		20.44
01420 - Survey Worker		16.05
01531 - Travel Clerk I		13.48
01532 - Travel Clerk II		13.85
01533 - Travel Clerk III		14.98
01611 - Word Processor I		13.93
01612 - Word Processor II		15.64
01613 - Word Processor III		17.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.11
05010 - Automotive Electrician		17.75
05040 - Automotive Glass Installer		15.97
05070 - Automotive Worker		15.97
05110 - Mobile Equipment Servicer		14.17
05130 - Motor Equipment Metal Mechanic		17.75
05160 - Motor Equipment Metal Worker		15.97
05190 - Motor Vehicle Mechanic		18.11
05220 - Motor Vehicle Mechanic Helper		13.43
05250 - Motor Vehicle Upholstery Worker		15.72
05280 - Motor Vehicle Wrecker		15.97
05310 - Painter, Automotive		16.84
05340 - Radiator Repair Specialist		15.97
05370 - Tire Repairer		11.82
05400 - Transmission Repair Specialist		17.75

07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.05
07042 - Cook II	13.70
07070 - Dishwasher	8.63
07130 - Food Service Worker	9.20
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.99
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	15.99
09090 - Furniture Refinisher Helper	12.75
09110 - Furniture Repairer, Minor	13.01
09130 - Upholsterer	15.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.23
11060 - Elevator Operator	10.23
11090 - Gardener	13.47
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	13.77
11240 - Maid or Houseman	9.34
11260 - Pruner	12.57
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	25.15
12015 - Certified Physical Therapist Assistant	25.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	31.79
12030 - EKG Technician	26.03
12035 - Electroneurodiagnostic Technologist	26.03
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	18.29
12072 - Licensed Practical Nurse II	20.46
12073 - Licensed Practical Nurse III	22.81
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	19.69
12160 - Medical Record Clerk	13.53
12190 - Medical Record Technician	15.14
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	44.40
12221 - Nursing Assistant I	10.75
12222 - Nursing Assistant II	12.09
12223 - Nursing Assistant III	13.19
12224 - Nursing Assistant IV	14.81
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.10
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	14.81
12305 - Radiologic Technologist	27.37
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.85
12313 - Registered Nurse II, Specialist	30.85
12314 - Registered Nurse III	37.32
12315 - Registered Nurse III, Anesthetist	37.32
12316 - Registered Nurse IV	44.73
12317 - Scheduler (Drug and Alcohol Testing)	25.34
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		20.06
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.21
13041 - Illustrator I		20.06
13042 - Illustrator II		23.06
13043 - Illustrator III		28.21
13047 - Librarian		27.51
13050 - Library Aide/Clerk		13.42
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		17.66
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.04
13063 - Media Specialist III		22.33
13071 - Photographer I		16.14
13072 - Photographer II		18.36
13073 - Photographer III		20.35
13074 - Photographer IV		25.47
13075 - Photographer V		30.81
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.36
14042 - Computer Operator II		17.30
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		22.17
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		18.30
14072 - Computer Programmer II		22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.36
14160 - Personal Computer Support Technician		22.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		36.57
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		22.54
15090 - Technical Instructor		22.62
15095 - Technical Instructor/Course Developer		27.69
15110 - Test Proctor		18.55
15120 - Tutor		18.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.82
16030 - Counter Attendant		9.82
16040 - Dry Cleaner		11.83
16070 - Finisher, Flatwork, Machine		9.82
16090 - Presser, Hand		9.82
16110 - Presser, Machine, Drycleaning		9.82
16130 - Presser, Machine, Shirts		9.82
16160 - Presser, Machine, Wearing Apparel, Laundry		9.82
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.18
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.95
19040 - Tool And Die Maker		26.90
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	13.60
21030 - Material Coordinator	19.13
21040 - Material Expediter	19.13
21050 - Material Handling Laborer	11.10
21071 - Order Filler	12.61
21080 - Production Line Worker (Food Processing)	13.53
21110 - Shipping Packer	13.60
21130 - Shipping/Receiving Clerk	13.54
21140 - Store Worker I	11.42
21150 - Stock Clerk	14.99
21210 - Tools And Parts Attendant	13.60
21410 - Warehouse Specialist	13.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.55
23021 - Aircraft Mechanic I	21.40
23022 - Aircraft Mechanic II	22.55
23023 - Aircraft Mechanic III	23.69
23040 - Aircraft Mechanic Helper	16.21
23050 - Aircraft, Painter	20.09
23060 - Aircraft Servicer	18.18
23080 - Aircraft Worker	19.27
23110 - Appliance Mechanic	21.29
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	23.42
23130 - Carpenter, Maintenance	22.37
23140 - Carpet Layer	18.84
23160 - Electrician, Maintenance	23.30
23181 - Electronics Technician Maintenance I	20.76
23182 - Electronics Technician Maintenance II	23.48
23183 - Electronics Technician Maintenance III	24.80
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	17.47
23380 - Ground Support Equipment Mechanic	21.40
23381 - Ground Support Equipment Servicer	18.18
23382 - Ground Support Equipment Worker	19.27
23391 - Gunsmith I	18.38
23392 - Gunsmith II	20.91
23393 - Gunsmith III	23.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	21.93
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.17
23470 - Laborer	11.10
23510 - Locksmith	21.70
23530 - Machinery Maintenance Mechanic	22.85
23550 - Machinist, Maintenance	20.01
23580 - Maintenance Trades Helper	12.63
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.41
23593 - Metrology Technician III	26.70
23640 - Millwright	24.11
23710 - Office Appliance Repairer	18.48
23760 - Painter, Maintenance	16.29
23790 - Pipefitter, Maintenance	23.30
23810 - Plumber, Maintenance	22.05

23820 - Pneudraulic Systems Mechanic	23.42
23850 - Rigger	23.42
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker, Maintenance	22.14
23910 - Small Engine Mechanic	20.19
23931 - Telecommunications Mechanic I	26.35
23932 - Telecommunications Mechanic II	27.77
23950 - Telephone Lineman	26.39
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	22.91
23970 - Woodcraft Worker	23.42
23980 - Woodworker	15.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.49
24580 - Child Care Center Clerk	12.76
24610 - Chore Aide	9.35
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	10.65
27008 - Corrections Officer	25.90
27010 - Court Security Officer	25.90
27030 - Detection Dog Handler	14.33
27040 - Detention Officer	25.90
27070 - Firefighter	25.39
27101 - Guard I	10.65
27102 - Guard II	14.33
27131 - Police Officer I	30.42
27132 - Police Officer II	33.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.26
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Equpment Worker	8.82
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.02
28515 - Recreation Specialist	20.12
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	
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30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.77
30621 - Weather Observer, Senior	(see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.44
31030 - Bus Driver		16.72
31043 - Driver Courier		12.66
31260 - Parking and Lot Attendant		9.81
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		11.17
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		16.14
31363 - Truckdriver, Heavy		19.65
31364 - Truckdriver, Tractor-Trailer		19.65
99000 - Miscellaneous Occupations		
99030 - Cashier		10.06
99050 - Desk Clerk		9.60
99095 - Embalmer		26.70
99251 - Laboratory Animal Caretaker I		10.97
99252 - Laboratory Animal Caretaker II		11.68
99310 - Mortician		26.70
99410 - Pest Controller		14.27
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.85
99711 - Recycling Specialist		18.39
99730 - Refuse Collector		15.72
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		12.60
99830 - Survey Party Chief		30.95
99831 - Surveying Aide		20.58
99832 - Surveying Technician		28.14
99840 - Vending Machine Attendant		11.83
99841 - Vending Machine Repairer		16.17
99842 - Vending Machine Repairer Helper		12.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2047 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.45
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53

01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01280 - Receptionist	14.51
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.93
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	

12010 - Ambulance Driver		17.82
12011 - Breath Alcohol Technician		17.82
12012 - Certified Occupational Therapist Assistant		26.38
12015 - Certified Physical Therapist Assistant		26.70
12020 - Dental Assistant		17.27
12025 - Dental Hygienist		38.39
12030 - EKG Technician		28.14
12035 - Electroneurodiagnostic Technologist		28.14
12040 - Emergency Medical Technician		17.82
12071 - Licensed Practical Nurse I		18.43
12072 - Licensed Practical Nurse II		20.68
12073 - Licensed Practical Nurse III		23.72
12100 - Medical Assistant		14.82
12130 - Medical Laboratory Technician		19.73
12160 - Medical Record Clerk		16.07
12190 - Medical Record Technician		18.53
12195 - Medical Transcriptionist		19.35
12210 - Nuclear Medicine Technologist		36.54
12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.46
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		17.00
12236 - Optical Technician		15.71
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.03
12305 - Radiologic Technologist		25.24
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.83
13012 - Exhibits Specialist II		30.76
13013 - Exhibits Specialist III		37.63
13041 - Illustrator I		27.84
13042 - Illustrator II		34.51
13043 - Illustrator III		42.16
13047 - Librarian		31.80
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		28.71
13058 - Library Technician		22.40
13061 - Media Specialist I		20.36
13062 - Media Specialist II		22.76
13063 - Media Specialist III		25.38
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		26.61
13074 - Photographer IV		33.56
13075 - Photographer V		40.61
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		27.35
14071 - Computer Programmer I	(see 1)	27.42
14072 - Computer Programmer II	(see 1)	

14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.82
14160 - Personal Computer Support Technician	25.73
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	36.09
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	26.72
15090 - Technical Instructor	25.70
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.54
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.54
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.53
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	14.54
21410 - Warehouse Specialist	14.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	20.11
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	32.84
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	23.67
23182 - Electronics Technician Maintenance II	25.21
23183 - Electronics Technician Maintenance III	26.76
23260 - Fabric Worker	23.87
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	25.94
23312 - Fuel Distribution System Operator	19.83
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	20.03

23392 - Gunsmith II	23.16
23393 - Gunsmith III	26.19
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	32.18
23460 - Instrument Mechanic	27.13
23465 - Laboratory/Shelter Mechanic	24.67
23470 - Laborer	12.49
23510 - Locksmith	20.69
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	27.13
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	31.63
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.24
23820 - Pneudraulic Systems Mechanic	26.19
23850 - Rigger	26.81
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	26.30
23932 - Telecommunications Mechanic II	27.86
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	24.56
23970 - Woodcraft Worker	23.90
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.03
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.59
25040 - Sewage Plant Operator	28.83
25070 - Stationary Engineer	27.59
25190 - Ventilation Equipment Tender	19.34
25210 - Water Treatment Plant Operator	28.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.01
27070 - Firefighter	29.97
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equpment Worker	9.67
28210 - Gate Attendant/Gate Tender	14.16
28310 - Lifeguard	13.48
28350 - Park Attendant (Aide)	15.83

28510 - Recreation Aide/Health Facility Attendant		11.56
28515 - Recreation Specialist		19.61
28630 - Sports Official		12.61
28690 - Swimming Pool Operator		16.97
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.42
29020 - Hatch Tender		23.42
29030 - Line Handler		23.42
29041 - Stevedore I		21.88
29042 - Stevedore II		24.95
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		22.52
30022 - Archeological Technician II		24.21
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		30.78
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		27.72
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.83
30362 - Paralegal/Legal Assistant II		27.04
30363 - Paralegal/Legal Assistant III		33.08
30364 - Paralegal/Legal Assistant IV		40.03
30390 - Photo-Optics Technician		33.92
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.89
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.42
30621 - Weather Observer, Senior	(see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.63
31030 - Bus Driver		19.62
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		9.39
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		12.65
99095 - Embalmer		23.19

99251 - Laboratory Animal Caretaker I	11.02
99252 - Laboratory Animal Caretaker II	12.08
99310 - Mortician	34.35
99410 - Pest Controller	15.19
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	21.03
99711 - Recycling Specialist	24.67
99730 - Refuse Collector	18.76
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	9.51
99830 - Survey Party Chief	37.97
99831 - Surveying Aide	21.26
99832 - Surveying Technician	27.95
99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	15.42
99842 - Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2048 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83

01012 - Accounting Clerk II	17.77
01013 - Accounting Clerk III	20.27
01020 - Administrative Assistant	28.08
01040 - Court Reporter	19.93
01051 - Data Entry Operator I	12.26
01052 - Data Entry Operator II	13.37
01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.75
01090 - Duplicating Machine Operator	13.75
01111 - General Clerk I	11.76
01112 - General Clerk II	14.92
01113 - General Clerk III	17.43
01120 - Housing Referral Assistant	21.90
01141 - Messenger Courier	11.45
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01280 - Receptionist	14.51
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.93
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45

09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.38
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	38.39
12030 - EKG Technician	28.14
12035 - Electroneurodiagnostic Technologist	28.14
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.43
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	16.07
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	19.35
12210 - Nuclear Medicine Technologist	36.54
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	17.00
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	14.03
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	25.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	31.80
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	28.71
13058 - Library Technician	22.40
13061 - Media Specialist I	20.36

13062 - Media Specialist II		22.76
13063 - Media Specialist III		25.38
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		26.61
13074 - Photographer IV		33.56
13075 - Photographer V		40.61
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		27.35
14071 - Computer Programmer I	(see 1)	27.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		36.09
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		26.72
15090 - Technical Instructor		25.70
15095 - Technical Instructor/Course Developer		31.47
15110 - Test Proctor		20.77
15120 - Tutor		20.77
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.52
19040 - Tool And Die Maker		23.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.54
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.02
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		14.54
21110 - Shipping Packer		15.08
21130 - Shipping/Receiving Clerk		15.08
21140 - Store Worker I		11.53
21150 - Stock Clerk		17.13
21210 - Tools And Parts Attendant		14.54
21410 - Warehouse Specialist		14.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.78
23021 - Aircraft Mechanic I		29.10
23022 - Aircraft Mechanic II		30.78
23023 - Aircraft Mechanic III		31.94
23040 - Aircraft Mechanic Helper		20.38
23050 - Aircraft, Painter		24.41
23060 - Aircraft Servicer		23.55
23080 - Aircraft Worker		24.58
23110 - Appliance Mechanic		20.11
23120 - Bicycle Repairer		15.47
23125 - Cable Splicer		32.84

23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	23.67
23182 - Electronics Technician Maintenance II	25.21
23183 - Electronics Technician Maintenance III	26.76
23260 - Fabric Worker	23.87
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	25.94
23312 - Fuel Distribution System Operator	19.83
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	20.03
23392 - Gunsmith II	23.16
23393 - Gunsmith III	26.19
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	32.18
23460 - Instrument Mechanic	27.13
23465 - Laboratory/Shelter Mechanic	24.67
23470 - Laborer	12.49
23510 - Locksmith	20.69
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	27.13
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	31.63
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.24
23820 - Pneudraulic Systems Mechanic	26.19
23850 - Rigger	26.81
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	26.30
23932 - Telecommunications Mechanic II	27.86
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	24.56
23970 - Woodcraft Worker	23.90
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.03
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.59
25040 - Sewage Plant Operator	28.83
25070 - Stationary Engineer	27.59
25190 - Ventilation Equipment Tender	19.34
25210 - Water Treatment Plant Operator	28.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	13.15

27008 - Corrections Officer		31.01
27010 - Court Security Officer		31.00
27030 - Detection Dog Handler		23.77
27040 - Detention Officer		31.01
27070 - Firefighter		29.97
27101 - Guard I		13.15
27102 - Guard II		23.77
27131 - Police Officer I		36.78
27132 - Police Officer II		40.87
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.76
28042 - Carnival Equipment Repairer		13.74
28043 - Carnival Equpment Worker		9.67
28210 - Gate Attendant/Gate Tender		14.16
28310 - Lifeguard		13.48
28350 - Park Attendant (Aide)		15.83
28510 - Recreation Aide/Health Facility Attendant		11.56
28515 - Recreation Specialist		19.61
28630 - Sports Official		12.61
28690 - Swimming Pool Operator		16.97
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.42
29020 - Hatch Tender		23.42
29030 - Line Handler		23.42
29041 - Stevedore I		21.88
29042 - Stevedore II		24.95
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		22.52
30022 - Archeological Technician II		24.21
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		30.78
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		27.72
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.83
30362 - Paralegal/Legal Assistant II		27.04
30363 - Paralegal/Legal Assistant III		33.08
30364 - Paralegal/Legal Assistant IV		40.03
30390 - Photo-Optics Technician		33.92
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.89
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.42

30621 - Weather Observer, Senior (see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.63
31030 - Bus Driver	19.62
31043 - Driver Courier	13.27
31260 - Parking and Lot Attendant	9.39
31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	13.23
31361 - Truckdriver, Light	14.48
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	23.19
99251 - Laboratory Animal Caretaker I	11.02
99252 - Laboratory Animal Caretaker II	12.08
99310 - Mortician	34.35
99410 - Pest Controller	15.19
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	21.03
99711 - Recycling Specialist	24.67
99730 - Refuse Collector	18.76
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	9.51
99830 - Survey Party Chief	37.97
99831 - Surveying Aide	21.26
99832 - Surveying Technician	27.95
99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	15.42
99842 - Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2049 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.65
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		23.99
01040 - Court Reporter		18.52
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		15.11
01060 - Dispatcher, Motor Vehicle		18.79
01070 - Document Preparation Clerk		15.42
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		15.14
01112 - General Clerk II		16.12
01113 - General Clerk III		18.55
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		15.78
01191 - Order Clerk I		13.72
01192 - Order Clerk II		15.01
01261 - Personnel Assistant (Employment) I		16.46
01262 - Personnel Assistant (Employment) II		19.76
01263 - Personnel Assistant (Employment) III		22.92
01270 - Production Control Clerk		22.92
01280 - Receptionist		15.93
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		19.25
01311 - Secretary I		19.25
01312 - Secretary II		21.45
01313 - Secretary III		23.96
01320 - Service Order Dispatcher		15.59
01410 - Supply Technician		23.99
01420 - Survey Worker		19.82
01531 - Travel Clerk I		13.53
01532 - Travel Clerk II		14.35
01533 - Travel Clerk III		15.40
01611 - Word Processor I		15.04
01612 - Word Processor II		16.90
01613 - Word Processor III		18.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.62
05010 - Automotive Electrician		19.76
05040 - Automotive Glass Installer		20.98
05070 - Automotive Worker		20.98
05110 - Mobile Equipment Servicer		17.87
05130 - Motor Equipment Metal Mechanic		24.32
05160 - Motor Equipment Metal Worker		20.98
05190 - Motor Vehicle Mechanic		21.82
05220 - Motor Vehicle Mechanic Helper		16.88
05250 - Motor Vehicle Upholstery Worker		19.94
05280 - Motor Vehicle Wrecker		20.98
05310 - Painter, Automotive		22.00
05340 - Radiator Repair Specialist		20.98
05370 - Tire Repairer		13.10
05400 - Transmission Repair Specialist		24.32
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.39
07041 - Cook I		15.22
07042 - Cook II		16.97
07070 - Dishwasher		10.40
07130 - Food Service Worker		10.06

07210 - Meat Cutter	17.83
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	19.82
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	11.52
11090 - Gardener	17.50
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.32
11260 - Pruner	12.82
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	13.81
12000 - Health Occupations	
12010 - Ambulance Driver	21.51
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	25.92
12015 - Certified Physical Therapist Assistant	25.48
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	48.13
12030 - EKG Technician	31.29
12035 - Electroneurodiagnostic Technologist	31.29
12040 - Emergency Medical Technician	20.01
12071 - Licensed Practical Nurse I	21.15
12072 - Licensed Practical Nurse II	23.66
12073 - Licensed Practical Nurse III	26.38
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	23.27
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	17.11
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	17.36
12236 - Optical Technician	21.15
12250 - Pharmacy Technician	20.69
12280 - Phlebotomist	15.86
12305 - Radiologic Technologist	32.35
12311 - Registered Nurse I	28.49
12312 - Registered Nurse II	34.86
12313 - Registered Nurse II, Specialist	34.86
12314 - Registered Nurse III	42.17
12315 - Registered Nurse III, Anesthetist	42.17
12316 - Registered Nurse IV	50.54
12317 - Scheduler (Drug and Alcohol Testing)	28.14
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.69
13012 - Exhibits Specialist II	27.50
13013 - Exhibits Specialist III	34.40
13041 - Illustrator I	22.69
13042 - Illustrator II	28.11
13043 - Illustrator III	34.40

13047 - Librarian		30.27
13050 - Library Aide/Clerk		16.40
13054 - Library Information Technology Systems Administrator		27.30
13058 - Library Technician		18.04
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.22
13063 - Media Specialist III		21.33
13071 - Photographer I		17.39
13072 - Photographer II		20.82
13073 - Photographer III		25.80
13074 - Photographer IV		31.55
13075 - Photographer V		38.18
13110 - Video Teleconference Technician		19.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.75
14043 - Computer Operator III		20.89
14044 - Computer Operator IV		23.24
14045 - Computer Operator V		23.72
14071 - Computer Programmer I	(see 1)	25.23
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		23.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.67
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		29.67
15060 - Educational Technologist		33.83
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		26.61
15090 - Technical Instructor		22.00
15095 - Technical Instructor/Course Developer		26.91
15110 - Test Proctor		19.50
15120 - Tutor		19.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01
16030 - Counter Attendant		11.01
16040 - Dry Cleaner		13.09
16070 - Finisher, Flatwork, Machine		11.01
16090 - Presser, Hand		11.01
16110 - Presser, Machine, Drycleaning		11.01
16130 - Presser, Machine, Shirts		11.01
16160 - Presser, Machine, Wearing Apparel, Laundry		11.01
16190 - Sewing Machine Operator		13.75
16220 - Tailor		14.45
16250 - Washer, Machine		11.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.00
19040 - Tool And Die Maker		26.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.70
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		12.82
21071 - Order Filler		15.57
21080 - Production Line Worker (Food Processing)		15.70

21110 - Shipping Packer	14.34
21130 - Shipping/Receiving Clerk	14.34
21140 - Store Worker I	15.38
21150 - Stock Clerk	18.12
21210 - Tools And Parts Attendant	15.90
21410 - Warehouse Specialist	15.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.48
23021 - Aircraft Mechanic I	23.01
23022 - Aircraft Mechanic II	22.48
23023 - Aircraft Mechanic III	23.42
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft, Painter	20.93
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.96
23110 - Appliance Mechanic	24.49
23120 - Bicycle Repairer	14.26
23125 - Cable Splicer	23.36
23130 - Carpenter, Maintenance	25.95
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	24.45
23183 - Electronics Technician Maintenance III	26.69
23260 - Fabric Worker	20.07
23290 - Fire Alarm System Mechanic	26.10
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	20.87
23370 - General Maintenance Worker	18.35
23380 - Ground Support Equipment Mechanic	23.01
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.96
23391 - Gunsmith I	18.97
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.33
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	23.36
23465 - Laboratory/Shelter Mechanic	22.26
23470 - Laborer	13.29
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	26.79
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	15.14
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.43
23593 - Metrology Technician III	25.44
23640 - Millwright	23.36
23710 - Office Appliance Repairer	22.68
23760 - Painter, Maintenance	22.60
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	24.93
23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.36
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	28.94
23910 - Small Engine Mechanic	20.99
23931 - Telecommunications Mechanic I	27.56

23932 - Telecommunications Mechanic II	28.83
23950 - Telephone Lineman	23.36
23960 - Welder, Combination, Maintenance	18.55
23965 - Well Driller	23.36
23970 - Woodcraft Worker	23.36
23980 - Woodworker	18.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	17.56
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.77
25040 - Sewage Plant Operator	27.24
25070 - Stationary Engineer	28.77
25190 - Ventilation Equipment Tender	21.46
25210 - Water Treatment Plant Operator	27.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.28
27007 - Baggage Inspector	11.48
27008 - Corrections Officer	30.61
27010 - Court Security Officer	30.20
27030 - Detection Dog Handler	13.65
27040 - Detention Officer	33.67
27070 - Firefighter	26.06
27101 - Guard I	11.48
27102 - Guard II	13.65
27131 - Police Officer I	34.33
27132 - Police Officer II	38.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.93
28042 - Carnival Equipment Repairer	13.65
28043 - Carnival Equpment Worker	10.77
28210 - Gate Attendant/Gate Tender	14.88
28310 - Lifeguard	14.61
28350 - Park Attendant (Aide)	16.68
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	15.58
28630 - Sports Official	13.28
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.16
29020 - Hatch Tender	21.16
29030 - Line Handler	21.16
29041 - Stevedore I	17.82
29042 - Stevedore II	22.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.63
30023 - Archeological Technician III	28.05
30030 - Cartographic Technician	28.05
30040 - Civil Engineering Technician	30.21
30061 - Drafter/CAD Operator I	20.25
30062 - Drafter/CAD Operator II	22.65
30063 - Drafter/CAD Operator III	25.24
30064 - Drafter/CAD Operator IV	31.07
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	19.47

30083 - Engineering Technician III		24.33
30084 - Engineering Technician IV		30.39
30085 - Engineering Technician V		34.33
30086 - Engineering Technician VI		39.21
30090 - Environmental Technician		28.05
30210 - Laboratory Technician		22.91
30240 - Mathematical Technician		28.05
30361 - Paralegal/Legal Assistant I		21.55
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant III		32.63
30364 - Paralegal/Legal Assistant IV		39.44
30390 - Photo-Optics Technician		28.05
30461 - Technical Writer I		22.51
30462 - Technical Writer II		27.53
30463 - Technical Writer III		33.32
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.24
30621 - Weather Observer, Senior	(see 2)	28.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.87
31030 - Bus Driver		19.17
31043 - Driver Courier		12.20
31260 - Parking and Lot Attendant		10.15
31290 - Shuttle Bus Driver		12.94
31310 - Taxi Driver		12.31
31361 - Truckdriver, Light		12.94
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		19.34
31364 - Truckdriver, Tractor-Trailer		19.34
99000 - Miscellaneous Occupations		
99030 - Cashier		16.13
99050 - Desk Clerk		13.17
99095 - Embalmer		25.27
99251 - Laboratory Animal Caretaker I		15.87
99252 - Laboratory Animal Caretaker II		16.83
99310 - Mortician		25.27
99410 - Pest Controller		16.75
99510 - Photofinishing Worker		13.88
99710 - Recycling Laborer		11.45
99711 - Recycling Specialist		20.57
99730 - Refuse Collector		16.80
99810 - Sales Clerk		12.72
99820 - School Crossing Guard		12.54
99830 - Survey Party Chief		26.68
99831 - Surveying Aide		13.98
99832 - Surveying Technician		19.14
99840 - Vending Machine Attendant		19.30
99841 - Vending Machine Repairer		22.83
99842 - Vending Machine Repairer Helper		19.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2050
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.65
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		23.99
01040 - Court Reporter		18.52
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		15.11
01060 - Dispatcher, Motor Vehicle		18.79
01070 - Document Preparation Clerk		15.42
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		15.14
01112 - General Clerk II		16.12
01113 - General Clerk III		18.55
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		15.78
01191 - Order Clerk I		13.72
01192 - Order Clerk II		15.01
01261 - Personnel Assistant (Employment) I		16.46
01262 - Personnel Assistant (Employment) II		19.76
01263 - Personnel Assistant (Employment) III		22.92
01270 - Production Control Clerk		22.92
01280 - Receptionist		15.93
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		19.25
01311 - Secretary I		19.25
01312 - Secretary II		21.45
01313 - Secretary III		23.96
01320 - Service Order Dispatcher		15.59
01410 - Supply Technician		23.99
01420 - Survey Worker		19.82
01531 - Travel Clerk I		13.53
01532 - Travel Clerk II		14.35
01533 - Travel Clerk III		15.40
01611 - Word Processor I		15.04
01612 - Word Processor II		16.90
01613 - Word Processor III		18.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.62
05010 - Automotive Electrician		19.76

05040 - Automotive Glass Installer	20.98
05070 - Automotive Worker	20.98
05110 - Mobile Equipment Servicer	17.87
05130 - Motor Equipment Metal Mechanic	24.32
05160 - Motor Equipment Metal Worker	20.98
05190 - Motor Vehicle Mechanic	21.82
05220 - Motor Vehicle Mechanic Helper	16.88
05250 - Motor Vehicle Upholstery Worker	19.94
05280 - Motor Vehicle Wrecker	20.98
05310 - Painter, Automotive	22.00
05340 - Radiator Repair Specialist	20.98
05370 - Tire Repairer	13.10
05400 - Transmission Repair Specialist	24.32
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	15.22
07042 - Cook II	16.97
07070 - Dishwasher	10.40
07130 - Food Service Worker	10.06
07210 - Meat Cutter	17.83
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	19.82
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	11.52
11090 - Gardener	17.50
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.32
11260 - Pruner	12.82
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	13.81
12000 - Health Occupations	
12010 - Ambulance Driver	21.51
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	25.92
12015 - Certified Physical Therapist Assistant	25.48
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	48.13
12030 - EKG Technician	31.29
12035 - Electroneurodiagnostic Technologist	31.29
12040 - Emergency Medical Technician	20.01
12071 - Licensed Practical Nurse I	21.15
12072 - Licensed Practical Nurse II	23.66
12073 - Licensed Practical Nurse III	26.38
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	23.27
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	17.11
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86

12235 - Optical Dispenser		17.36
12236 - Optical Technician		21.15
12250 - Pharmacy Technician		20.69
12280 - Phlebotomist		15.86
12305 - Radiologic Technologist		32.35
12311 - Registered Nurse I		28.49
12312 - Registered Nurse II		34.86
12313 - Registered Nurse II, Specialist		34.86
12314 - Registered Nurse III		42.17
12315 - Registered Nurse III, Anesthetist		42.17
12316 - Registered Nurse IV		50.54
12317 - Scheduler (Drug and Alcohol Testing)		28.14
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.69
13012 - Exhibits Specialist II		27.50
13013 - Exhibits Specialist III		34.40
13041 - Illustrator I		22.69
13042 - Illustrator II		28.11
13043 - Illustrator III		34.40
13047 - Librarian		30.27
13050 - Library Aide/Clerk		16.40
13054 - Library Information Technology Systems Administrator		27.30
13058 - Library Technician		18.04
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.22
13063 - Media Specialist III		21.33
13071 - Photographer I		17.39
13072 - Photographer II		20.82
13073 - Photographer III		25.80
13074 - Photographer IV		31.55
13075 - Photographer V		38.18
13110 - Video Teleconference Technician		19.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.75
14043 - Computer Operator III		20.89
14044 - Computer Operator IV		23.24
14045 - Computer Operator V		23.72
14071 - Computer Programmer I	(see 1)	25.23
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		23.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.67
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		29.67
15060 - Educational Technologist		33.83
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		26.61
15090 - Technical Instructor		22.00
15095 - Technical Instructor/Course Developer		26.91
15110 - Test Proctor		19.50
15120 - Tutor		19.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01
16030 - Counter Attendant		11.01

16040 - Dry Cleaner	13.09
16070 - Finisher, Flatwork, Machine	11.01
16090 - Presser, Hand	11.01
16110 - Presser, Machine, Drycleaning	11.01
16130 - Presser, Machine, Shirts	11.01
16160 - Presser, Machine, Wearing Apparel, Laundry	11.01
16190 - Sewing Machine Operator	13.75
16220 - Tailor	14.45
16250 - Washer, Machine	11.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.00
19040 - Tool And Die Maker	26.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.70
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	12.82
21071 - Order Filler	15.57
21080 - Production Line Worker (Food Processing)	15.70
21110 - Shipping Packer	14.34
21130 - Shipping/Receiving Clerk	14.34
21140 - Store Worker I	15.38
21150 - Stock Clerk	18.12
21210 - Tools And Parts Attendant	15.90
21410 - Warehouse Specialist	15.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.48
23021 - Aircraft Mechanic I	23.01
23022 - Aircraft Mechanic II	22.48
23023 - Aircraft Mechanic III	23.42
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft, Painter	20.93
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.96
23110 - Appliance Mechanic	24.49
23120 - Bicycle Repairer	14.26
23125 - Cable Splicer	23.36
23130 - Carpenter, Maintenance	25.95
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	24.45
23183 - Electronics Technician Maintenance III	26.69
23260 - Fabric Worker	20.07
23290 - Fire Alarm System Mechanic	26.10
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	20.87
23370 - General Maintenance Worker	18.35
23380 - Ground Support Equipment Mechanic	23.01
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.96
23391 - Gunsmith I	18.97
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.33
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	27.95
23460 - Instrument Mechanic	23.36
23465 - Laboratory/Shelter Mechanic	22.26

23470 - Laborer	13.29
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	26.79
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	15.14
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.43
23593 - Metrology Technician III	25.44
23640 - Millwright	23.36
23710 - Office Appliance Repairer	22.68
23760 - Painter, Maintenance	22.60
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	24.93
23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.36
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	28.94
23910 - Small Engine Mechanic	20.99
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.83
23950 - Telephone Lineman	23.36
23960 - Welder, Combination, Maintenance	18.55
23965 - Well Driller	23.36
23970 - Woodcraft Worker	23.36
23980 - Woodworker	18.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	17.56
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.77
25040 - Sewage Plant Operator	27.24
25070 - Stationary Engineer	28.77
25190 - Ventilation Equipment Tender	21.46
25210 - Water Treatment Plant Operator	27.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.28
27007 - Baggage Inspector	11.48
27008 - Corrections Officer	30.61
27010 - Court Security Officer	30.20
27030 - Detection Dog Handler	13.65
27040 - Detention Officer	33.67
27070 - Firefighter	26.06
27101 - Guard I	11.48
27102 - Guard II	13.65
27131 - Police Officer I	34.33
27132 - Police Officer II	38.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.93
28042 - Carnival Equipment Repairer	13.65
28043 - Carnival Equpment Worker	10.77
28210 - Gate Attendant/Gate Tender	14.88
28310 - Lifeguard	14.61
28350 - Park Attendant (Aide)	16.68
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	15.58
28630 - Sports Official	13.28
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.16

29020 - Hatch Tender		21.16
29030 - Line Handler		21.16
29041 - Stevedore I		17.82
29042 - Stevedore II		22.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		18.88
30022 - Archeological Technician II		21.63
30023 - Archeological Technician III		28.05
30030 - Cartographic Technician		28.05
30040 - Civil Engineering Technician		30.21
30061 - Drafter/CAD Operator I		20.25
30062 - Drafter/CAD Operator II		22.65
30063 - Drafter/CAD Operator III		25.24
30064 - Drafter/CAD Operator IV		31.07
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		19.47
30083 - Engineering Technician III		24.33
30084 - Engineering Technician IV		30.39
30085 - Engineering Technician V		34.33
30086 - Engineering Technician VI		39.21
30090 - Environmental Technician		28.05
30210 - Laboratory Technician		22.91
30240 - Mathematical Technician		28.05
30361 - Paralegal/Legal Assistant I		21.55
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant III		32.63
30364 - Paralegal/Legal Assistant IV		39.44
30390 - Photo-Optics Technician		28.05
30461 - Technical Writer I		22.51
30462 - Technical Writer II		27.53
30463 - Technical Writer III		33.32
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.24
30621 - Weather Observer, Senior	(see 2)	28.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.87
31030 - Bus Driver		19.17
31043 - Driver Courier		12.20
31260 - Parking and Lot Attendant		10.15
31290 - Shuttle Bus Driver		12.94
31310 - Taxi Driver		12.31
31361 - Truckdriver, Light		12.94
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		19.34
31364 - Truckdriver, Tractor-Trailer		19.34
99000 - Miscellaneous Occupations		
99030 - Cashier		16.13
99050 - Desk Clerk		13.17
99095 - Embalmer		25.27
99251 - Laboratory Animal Caretaker I		15.87
99252 - Laboratory Animal Caretaker II		16.83
99310 - Mortician		25.27
99410 - Pest Controller		16.75
99510 - Photofinishing Worker		13.88
99710 - Recycling Laborer		11.45

99711 - Recycling Specialist	20.57
99730 - Refuse Collector	16.80
99810 - Sales Clerk	12.72
99820 - School Crossing Guard	12.54
99830 - Survey Party Chief	26.68
99831 - Surveying Aide	13.98
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	22.83
99842 - Vending Machine Repairer Helper	19.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2051 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		28.31
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.37
01090 - Duplicating Machine Operator		15.37
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.97
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.03
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53

01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	18.47
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.26
01410 - Supply Technician	30.87
01420 - Survey Worker	24.06
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.95
05040 - Automotive Glass Installer	21.76
05070 - Automotive Worker	24.96
05110 - Mobile Equipment Servicer	21.71
05130 - Motor Equipment Metal Mechanic	26.06
05160 - Motor Equipment Metal Worker	23.84
05190 - Motor Vehicle Mechanic	26.07
05220 - Motor Vehicle Mechanic Helper	20.54
05250 - Motor Vehicle Upholstery Worker	22.78
05280 - Motor Vehicle Wrecker	23.84
05310 - Painter, Automotive	24.96
05340 - Radiator Repair Specialist	23.84
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	26.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.83
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	11.28
07130 - Food Service Worker	11.00
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	11.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	21.13
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer, Minor	19.28
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	15.68
12000 - Health Occupations	

12010 - Ambulance Driver		23.48
12011 - Breath Alcohol Technician		23.48
12012 - Certified Occupational Therapist Assistant		25.93
12015 - Certified Physical Therapist Assistant		27.94
12020 - Dental Assistant		21.98
12025 - Dental Hygienist		46.56
12030 - EKG Technician		27.59
12035 - Electroneurodiagnostic Technologist		27.59
12040 - Emergency Medical Technician		23.48
12071 - Licensed Practical Nurse I		24.53
12072 - Licensed Practical Nurse II		27.47
12073 - Licensed Practical Nurse III		30.62
12100 - Medical Assistant		20.98
12130 - Medical Laboratory Technician		23.05
12160 - Medical Record Clerk		21.00
12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		45.90
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		21.80
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.69
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		35.21
12311 - Registered Nurse I		43.85
12312 - Registered Nurse II		53.66
12313 - Registered Nurse II, Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III, Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.45
13012 - Exhibits Specialist II		31.05
13013 - Exhibits Specialist III		37.98
13041 - Illustrator I		24.07
13042 - Illustrator II		29.81
13043 - Illustrator III		36.48
13047 - Librarian		35.64
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.23
13074 - Photographer IV		34.56
13075 - Photographer V		39.08
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.38
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.77
15090 - Technical Instructor		28.46
15095 - Technical Instructor/Course Developer		34.82
15110 - Test Proctor		22.97
15120 - Tutor		22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.57
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.86
16220 - Tailor		17.13
16250 - Washer, Machine		12.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.02
19040 - Tool And Die Maker		26.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.56
21030 - Material Coordinator		26.53
21040 - Material Expediter		26.53
21050 - Material Handling Laborer		16.69
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		19.56
21110 - Shipping Packer		17.51
21130 - Shipping/Receiving Clerk		17.51
21140 - Store Worker I		14.54
21150 - Stock Clerk		20.01
21210 - Tools And Parts Attendant		19.56
21410 - Warehouse Specialist		19.56
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.51
23021 - Aircraft Mechanic I		29.02
23022 - Aircraft Mechanic II		30.51
23023 - Aircraft Mechanic III		31.80
23040 - Aircraft Mechanic Helper		22.12
23050 - Aircraft, Painter		27.52
23060 - Aircraft Servicer		25.34
23080 - Aircraft Worker		26.87
23110 - Appliance Mechanic		24.30
23120 - Bicycle Repairer		16.15
23125 - Cable Splicer		30.82
23130 - Carpenter, Maintenance		26.08
23140 - Carpet Layer		25.09
23160 - Electrician, Maintenance		37.22
23181 - Electronics Technician Maintenance I		30.54

23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	24.69
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	29.93
23312 - Fuel Distribution System Operator	23.97
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	25.34
23382 - Ground Support Equipment Worker	26.87
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	23.20
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.53
23710 - Office Appliance Repairer	23.42
23760 - Painter, Maintenance	23.13
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	30.33
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	29.56
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	20.20
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.42
23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	29.48
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.88
27007 - Baggage Inspector	14.34

27008 - Corrections Officer		38.39
27010 - Court Security Officer		39.43
27030 - Detection Dog Handler		30.14
27040 - Detention Officer		38.39
27070 - Firefighter		36.20
27101 - Guard I		14.34
27102 - Guard II		30.14
27131 - Police Officer I		42.92
27132 - Police Officer II		47.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.91
28042 - Carnival Equipment Repairer		16.16
28043 - Carnival Equpment Worker		10.77
28210 - Gate Attendant/Gate Tender		18.04
28310 - Lifeguard		13.82
28350 - Park Attendant (Aide)		20.19
28510 - Recreation Aide/Health Facility Attendant		15.30
28515 - Recreation Specialist		17.44
28630 - Sports Official		15.85
28690 - Swimming Pool Operator		21.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.10
29020 - Hatch Tender		29.10
29030 - Line Handler		29.10
29041 - Stevedore I		27.42
29042 - Stevedore II		30.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.02
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		23.47
30022 - Archeological Technician II		27.47
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		31.67
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.51
30210 - Laboratory Technician		23.42
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.52
30362 - Paralegal/Legal Assistant II		29.13
30363 - Paralegal/Legal Assistant III		35.65
30364 - Paralegal/Legal Assistant IV		43.11
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.89
30462 - Technical Writer II		32.03
30463 - Technical Writer III		38.31
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.82

30621 - Weather Observer, Senior (see 2)	30.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.41
31030 - Bus Driver	20.03
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	13.64
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.06
99050 - Desk Clerk	13.00
99095 - Embalmer	25.13
99251 - Laboratory Animal Caretaker I	14.45
99252 - Laboratory Animal Caretaker II	15.64
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	24.32
99711 - Recycling Specialist	27.68
99730 - Refuse Collector	21.87
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	31.52
99831 - Surveying Aide	18.98
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2052 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

Fringe Benefits Required Follow the Occupational Listing

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01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		24.26
01410 - Supply Technician		30.87
01420 - Survey Worker		24.06
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.75
05010 - Automotive Electrician		24.95
05040 - Automotive Glass Installer		21.76
05070 - Automotive Worker		24.96
05110 - Mobile Equipment Servicer		21.71
05130 - Motor Equipment Metal Mechanic		26.06
05160 - Motor Equipment Metal Worker		23.84
05190 - Motor Vehicle Mechanic		26.07
05220 - Motor Vehicle Mechanic Helper		20.54
05250 - Motor Vehicle Upholstery Worker		22.78
05280 - Motor Vehicle Wrecker		23.84
05310 - Painter, Automotive		24.96
05340 - Radiator Repair Specialist		23.84
05370 - Tire Repairer		17.31
05400 - Transmission Repair Specialist		26.07
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.83
07041 - Cook I		16.43
07042 - Cook II		18.65
07070 - Dishwasher		11.28
07130 - Food Service Worker		11.00
07210 - Meat Cutter		16.59
07260 - Waiter/Waitress		11.39

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	21.13
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer, Minor	19.28
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.93
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	24.53
12072 - Licensed Practical Nurse II	27.47
12073 - Licensed Practical Nurse III	30.62
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	45.90
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	21.80
12236 - Optical Technician	18.22
12250 - Pharmacy Technician	21.69
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	35.21
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.45
13012 - Exhibits Specialist II	31.05
13013 - Exhibits Specialist III	37.98
13041 - Illustrator I	24.07
13042 - Illustrator II	29.81
13043 - Illustrator III	36.48
13047 - Librarian	35.64
13050 - Library Aide/Clerk	20.80

13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.23
13074 - Photographer IV		34.56
13075 - Photographer V		39.08
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.38
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.77
15090 - Technical Instructor		28.46
15095 - Technical Instructor/Course Developer		34.82
15110 - Test Proctor		22.97
15120 - Tutor		22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.57
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.86
16220 - Tailor		17.13
16250 - Washer, Machine		12.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.02
19040 - Tool And Die Maker		26.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.56
21030 - Material Coordinator		26.53
21040 - Material Expediter		26.53
21050 - Material Handling Laborer		16.69
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		19.56
21110 - Shipping Packer		17.51
21130 - Shipping/Receiving Clerk		17.51

21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	22.12
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	25.34
23080 - Aircraft Worker	26.87
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	16.15
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	24.69
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	29.93
23312 - Fuel Distribution System Operator	23.97
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	25.34
23382 - Ground Support Equipment Worker	26.87
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	23.20
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.53
23710 - Office Appliance Repairer	23.42
23760 - Painter, Maintenance	23.13
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	30.33
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	29.56
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	20.20
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.42

23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	29.48
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.88
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	30.14
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	30.14
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.91
28042 - Carnival Equipment Repairer	16.16
28043 - Carnival Equpment Worker	10.77
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	17.44
28630 - Sports Official	15.85
28690 - Swimming Pool Operator	21.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.02
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.47
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40

30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.51
30210 - Laboratory Technician		23.42
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.52
30362 - Paralegal/Legal Assistant II		29.13
30363 - Paralegal/Legal Assistant III		35.65
30364 - Paralegal/Legal Assistant IV		43.11
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.89
30462 - Technical Writer II		32.03
30463 - Technical Writer III		38.31
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.82
30621 - Weather Observer, Senior	(see 2)	30.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.41
31030 - Bus Driver		20.03
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		13.64
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.06
99050 - Desk Clerk		13.00
99095 - Embalmer		25.13
99251 - Laboratory Animal Caretaker I		14.45
99252 - Laboratory Animal Caretaker II		15.64
99310 - Mortician		29.47
99410 - Pest Controller		18.10
99510 - Photofinishing Worker		17.25
99710 - Recycling Laborer		24.32
99711 - Recycling Specialist		27.68
99730 - Refuse Collector		21.87
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		12.89
99830 - Survey Party Chief		31.52
99831 - Surveying Aide		18.98
99832 - Surveying Technician		27.74
99840 - Vending Machine Attendant		16.67
99841 - Vending Machine Repairer		19.22
99842 - Vending Machine Repairer Helper		16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2053 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.15
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.61
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93
01531 - Travel Clerk I		13.19
01532 - Travel Clerk II		13.98
01533 - Travel Clerk III		14.85
01611 - Word Processor I		15.18
01612 - Word Processor II		16.87
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	22.65
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	17.59
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	28.73
12015 - Certified Physical Therapist Assistant	26.89
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	40.12
12030 - EKG Technician	25.07
12035 - Electroneurodiagnostic Technologist	25.07
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	18.38
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	39.64
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46

12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		15.70
12236 - Optical Technician		14.87
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.03
12305 - Radiologic Technologist		25.24
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.91
13013 - Exhibits Specialist III		35.57
13041 - Illustrator I		21.72
13042 - Illustrator II		26.91
13043 - Illustrator III		34.63
13047 - Librarian		29.81
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		26.91
13058 - Library Technician		22.40
13061 - Media Specialist I		19.42
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.22
13071 - Photographer I		16.93
13072 - Photographer II		18.94
13073 - Photographer III		24.13
13074 - Photographer IV		32.91
13075 - Photographer V		39.80
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.97
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		22.59
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		18.40
15120 - Tutor		18.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	9.67
16030 - Counter Attendant	9.67
16040 - Dry Cleaner	12.40
16070 - Finisher, Flatwork, Machine	9.67
16090 - Presser, Hand	9.67
16110 - Presser, Machine, Drycleaning	9.67
16130 - Presser, Machine, Shirts	9.67
16160 - Presser, Machine, Wearing Apparel, Laundry	9.67
16190 - Sewing Machine Operator	13.33
16220 - Tailor	14.24
16250 - Washer, Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.83
19040 - Tool And Die Maker	21.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.58
21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	14.58
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	10.87
21150 - Stock Clerk	15.52
21210 - Tools And Parts Attendant	14.58
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.91
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.31
23023 - Aircraft Mechanic III	29.39
23040 - Aircraft Mechanic Helper	18.96
23050 - Aircraft, Painter	24.00
23060 - Aircraft Servicer	21.46
23080 - Aircraft Worker	22.69
23110 - Appliance Mechanic	21.63
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	31.83
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	23.38
23160 - Electrician, Maintenance	29.81
23181 - Electronics Technician Maintenance I	25.49
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	28.89
23260 - Fabric Worker	19.50
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	27.85
23312 - Fuel Distribution System Operator	20.98
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.69
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.93
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.79
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.44
23430 - Heavy Equipment Mechanic	25.21
23440 - Heavy Equipment Operator	29.54

23460 - Instrument Mechanic	27.28
23465 - Laboratory/Shelter Mechanic	23.62
23470 - Laborer	12.83
23510 - Locksmith	19.84
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.51
23591 - Metrology Technician I	27.28
23592 - Metrology Technician II	28.38
23593 - Metrology Technician III	30.20
23640 - Millwright	22.51
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.18
23810 - Plumber, Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	21.93
23890 - Sheet-Metal Worker, Maintenance	22.86
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	24.47
23932 - Telecommunications Mechanic II	25.86
23950 - Telephone Lineman	23.53
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	28.17
23970 - Woodcraft Worker	24.85
23980 - Woodworker	16.95
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	26.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	31.01
27070 - Firefighter	25.20
27101 - Guard I	13.15
27102 - Guard II	15.95
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	9.48
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.86
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	19.86
28630 - Sports Official	12.86
28690 - Swimming Pool Operator	18.32

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.99
29020 - Hatch Tender		21.99
29030 - Line Handler		21.99
29041 - Stevedore I		21.28
29042 - Stevedore II		23.67
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		23.33
30022 - Archeological Technician II		24.00
30023 - Archeological Technician III		34.21
30030 - Cartographic Technician		34.35
30040 - Civil Engineering Technician		27.74
30061 - Drafter/CAD Operator I		24.64
30062 - Drafter/CAD Operator II		27.72
30063 - Drafter/CAD Operator III		30.79
30064 - Drafter/CAD Operator IV		37.88
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		26.89
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.25
30362 - Paralegal/Legal Assistant II		26.32
30363 - Paralegal/Legal Assistant III		32.20
30364 - Paralegal/Legal Assistant IV		38.69
30390 - Photo-Optics Technician		33.63
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.19
30463 - Technical Writer III		35.70
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.03
30621 - Weather Observer, Senior	(see 2)	32.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.97
31030 - Bus Driver		19.85
31043 - Driver Courier		13.10
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.90
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		21.82
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		11.25
99095 - Embalmer		22.03
99251 - Laboratory Animal Caretaker I		12.73
99252 - Laboratory Animal Caretaker II		13.81
99310 - Mortician		25.51
99410 - Pest Controller		16.58

99510 - Photofinishing Worker	15.19
99710 - Recycling Laborer	20.68
99711 - Recycling Specialist	26.15
99730 - Refuse Collector	17.96
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	10.19
99830 - Survey Party Chief	38.64
99831 - Surveying Aide	20.42
99832 - Surveying Technician	27.93
99840 - Vending Machine Attendant	14.10
99841 - Vending Machine Repairer	16.77
99842 - Vending Machine Repairer Helper	14.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2054 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.15
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07

01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01280 - Receptionist	14.51
01290 - Rental Clerk	16.61
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.93
01531 - Travel Clerk I	13.19
01532 - Travel Clerk II	13.98
01533 - Travel Clerk III	14.85
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.65
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	17.59
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.85

12011 - Breath Alcohol Technician		17.82
12012 - Certified Occupational Therapist Assistant		28.73
12015 - Certified Physical Therapist Assistant		26.89
12020 - Dental Assistant		17.27
12025 - Dental Hygienist		40.12
12030 - EKG Technician		25.07
12035 - Electroneurodiagnostic Technologist		25.07
12040 - Emergency Medical Technician		17.85
12071 - Licensed Practical Nurse I		18.38
12072 - Licensed Practical Nurse II		20.68
12073 - Licensed Practical Nurse III		23.72
12100 - Medical Assistant		14.26
12130 - Medical Laboratory Technician		19.73
12160 - Medical Record Clerk		15.93
12190 - Medical Record Technician		18.17
12195 - Medical Transcriptionist		18.08
12210 - Nuclear Medicine Technologist		39.64
12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.46
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		15.70
12236 - Optical Technician		14.87
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.03
12305 - Radiologic Technologist		25.24
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.91
13013 - Exhibits Specialist III		35.57
13041 - Illustrator I		21.72
13042 - Illustrator II		26.91
13043 - Illustrator III		34.63
13047 - Librarian		29.81
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		26.91
13058 - Library Technician		22.40
13061 - Media Specialist I		19.42
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.22
13071 - Photographer I		16.93
13072 - Photographer II		18.94
13073 - Photographer III		24.13
13074 - Photographer IV		32.91
13075 - Photographer V		39.80
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.97
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		22.59
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		18.40
15120 - Tutor		18.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.67
16030 - Counter Attendant		9.67
16040 - Dry Cleaner		12.40
16070 - Finisher, Flatwork, Machine		9.67
16090 - Presser, Hand		9.67
16110 - Presser, Machine, Drycleaning		9.67
16130 - Presser, Machine, Shirts		9.67
16160 - Presser, Machine, Wearing Apparel, Laundry		9.67
16190 - Sewing Machine Operator		13.33
16220 - Tailor		14.24
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.83
19040 - Tool And Die Maker		21.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.58
21030 - Material Coordinator		22.14
21040 - Material Expediter		22.14
21050 - Material Handling Laborer		16.24
21071 - Order Filler		14.17
21080 - Production Line Worker (Food Processing)		14.58
21110 - Shipping Packer		15.08
21130 - Shipping/Receiving Clerk		15.08
21140 - Store Worker I		10.87
21150 - Stock Clerk		15.52
21210 - Tools And Parts Attendant		14.58
21410 - Warehouse Specialist		14.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.91
23021 - Aircraft Mechanic I		26.83
23022 - Aircraft Mechanic II		28.31
23023 - Aircraft Mechanic III		29.39
23040 - Aircraft Mechanic Helper		18.96
23050 - Aircraft, Painter		24.00
23060 - Aircraft Servicer		21.46
23080 - Aircraft Worker		22.69
23110 - Appliance Mechanic		21.63
23120 - Bicycle Repairer		13.98
23125 - Cable Splicer		31.83
23130 - Carpenter, Maintenance		27.67
23140 - Carpet Layer		23.38
23160 - Electrician, Maintenance		29.81
23181 - Electronics Technician Maintenance I		25.49
23182 - Electronics Technician Maintenance II		27.44

23183 - Electronics Technician Maintenance III	28.89
23260 - Fabric Worker	19.50
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	27.85
23312 - Fuel Distribution System Operator	20.98
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.69
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.93
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.79
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.44
23430 - Heavy Equipment Mechanic	25.21
23440 - Heavy Equipment Operator	29.54
23460 - Instrument Mechanic	27.28
23465 - Laboratory/Shelter Mechanic	23.62
23470 - Laborer	12.83
23510 - Locksmith	19.84
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.51
23591 - Metrology Technician I	27.28
23592 - Metrology Technician II	28.38
23593 - Metrology Technician III	30.20
23640 - Millwright	22.51
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.18
23810 - Plumber, Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	21.93
23890 - Sheet-Metal Worker, Maintenance	22.86
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	24.47
23932 - Telecommunications Mechanic II	25.86
23950 - Telephone Lineman	23.53
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	28.17
23970 - Woodcraft Worker	24.85
23980 - Woodworker	16.95
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	26.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01

27010 - Court Security Officer		31.00
27030 - Detection Dog Handler		15.95
27040 - Detention Officer		31.01
27070 - Firefighter		25.20
27101 - Guard I		13.15
27102 - Guard II		15.95
27131 - Police Officer I		36.78
27132 - Police Officer II		40.87
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.51
28042 - Carnival Equipment Repairer		13.48
28043 - Carnival Equpment Worker		9.48
28210 - Gate Attendant/Gate Tender		14.46
28310 - Lifeguard		12.86
28350 - Park Attendant (Aide)		16.18
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		19.86
28630 - Sports Official		12.86
28690 - Swimming Pool Operator		18.32
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.99
29020 - Hatch Tender		21.99
29030 - Line Handler		21.99
29041 - Stevedore I		21.28
29042 - Stevedore II		23.67
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		23.33
30022 - Archeological Technician II		24.00
30023 - Archeological Technician III		34.21
30030 - Cartographic Technician		34.35
30040 - Civil Engineering Technician		27.74
30061 - Drafter/CAD Operator I		24.64
30062 - Drafter/CAD Operator II		27.72
30063 - Drafter/CAD Operator III		30.79
30064 - Drafter/CAD Operator IV		37.88
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		26.89
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.25
30362 - Paralegal/Legal Assistant II		26.32
30363 - Paralegal/Legal Assistant III		32.20
30364 - Paralegal/Legal Assistant IV		38.69
30390 - Photo-Optics Technician		33.63
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.19
30463 - Technical Writer III		35.70
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.03
30621 - Weather Observer, Senior	(see 2)	32.23

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.97
31030 - Bus Driver	19.85
31043 - Driver Courier	13.10
31260 - Parking and Lot Attendant	10.20
31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	11.90
31361 - Truckdriver, Light	14.48
31362 - Truckdriver, Medium	21.82
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	11.25
99095 - Embalmer	22.03
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.81
99310 - Mortician	25.51
99410 - Pest Controller	16.58
99510 - Photofinishing Worker	15.19
99710 - Recycling Laborer	20.68
99711 - Recycling Specialist	26.15
99730 - Refuse Collector	17.96
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	10.19
99830 - Survey Party Chief	38.64
99831 - Surveying Aide	20.42
99832 - Surveying Technician	27.93
99840 - Vending Machine Attendant	14.10
99841 - Vending Machine Repairer	16.77
99842 - Vending Machine Repairer Helper	14.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2055 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01040 - Court Reporter		20.96
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		14.88
01192 - Order Clerk II		16.24
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		21.81
01280 - Receptionist		14.72
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		18.84
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		14.68
01612 - Word Processor II		16.48
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.71
05010 - Automotive Electrician		21.36
05040 - Automotive Glass Installer		20.24
05070 - Automotive Worker		20.24
05110 - Mobile Equipment Servicer		17.99
05130 - Motor Equipment Metal Mechanic		22.49
05160 - Motor Equipment Metal Worker		20.24
05190 - Motor Vehicle Mechanic		20.99
05220 - Motor Vehicle Mechanic Helper		16.87
05250 - Motor Vehicle Upholstery Worker		19.11
05280 - Motor Vehicle Wrecker		20.24
05310 - Painter, Automotive		21.36
05340 - Radiator Repair Specialist		20.24
05370 - Tire Repairer		14.98
05400 - Transmission Repair Specialist		22.49
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.27
07041 - Cook I		13.92
07042 - Cook II		16.01
07070 - Dishwasher		10.27

07130 - Food Service Worker	10.39
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	12.51
11090 - Gardener	16.37
11122 - Housekeeping Aide	13.76
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	10.40
11260 - Pruner	13.31
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	25.69
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	41.99
12030 - EKG Technician	25.68
12035 - Electroneurodiagnostic Technologist	25.68
12040 - Emergency Medical Technician	16.57
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	18.62
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	42.90
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	16.41
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.44
12305 - Radiologic Technologist	29.94
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II, Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III, Anesthetist	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	26.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14

13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		17.11
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		37.05
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15090 - Technical Instructor		21.60
15095 - Technical Instructor/Course Developer		26.48
15110 - Test Proctor		17.84
15120 - Tutor		17.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.76
16030 - Counter Attendant		9.76
16040 - Dry Cleaner		13.10
16070 - Finisher, Flatwork, Machine		9.76
16090 - Presser, Hand		9.76
16110 - Presser, Machine, Drycleaning		9.76
16130 - Presser, Machine, Shirts		9.76
16160 - Presser, Machine, Wearing Apparel, Laundry		9.76
16190 - Sewing Machine Operator		14.22
16220 - Tailor		15.33
16250 - Washer, Machine		10.85
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.22
19040 - Tool And Die Maker		24.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.22
21030 - Material Coordinator		21.81
21040 - Material Expediter		21.81
21050 - Material Handling Laborer		15.20
21071 - Order Filler		15.43

21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	14.55
21130 - Shipping/Receiving Clerk	14.55
21140 - Store Worker I	12.62
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.16
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	23.20
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	24.67
23810 - Plumber, Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27

23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.38
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	27.37
27010 - Court Security Officer	27.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	27.37
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	32.38
27132 - Police Officer II	36.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Equpment Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	27.13
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86

30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.23
30085 - Engineering Technician V		32.20
30086 - Engineering Technician VI		38.82
30090 - Environmental Technician		23.61
30210 - Laboratory Technician		19.51
30240 - Mathematical Technician		28.16
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		24.85
30363 - Paralegal/Legal Assistant III		30.39
30364 - Paralegal/Legal Assistant IV		36.76
30390 - Photo-Optics Technician		28.16
30461 - Technical Writer I		24.40
30462 - Technical Writer II		29.85
30463 - Technical Writer III		36.10
30491 - Unexploded Ordnance (UXO) Technician I		24.34
30492 - Unexploded Ordnance (UXO) Technician II		29.44
30493 - Unexploded Ordnance (UXO) Technician III		35.29
30494 - Unexploded (UXO) Safety Escort		24.34
30495 - Unexploded (UXO) Sweep Personnel		24.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.34
30621 - Weather Observer, Senior	(see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.45
31030 - Bus Driver		17.68
31043 - Driver Courier		13.82
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.93
31310 - Taxi Driver		11.57
31361 - Truckdriver, Light		14.93
31362 - Truckdriver, Medium		18.52
31363 - Truckdriver, Heavy		20.48
31364 - Truckdriver, Tractor-Trailer		20.48
99000 - Miscellaneous Occupations		
99030 - Cashier		11.97
99050 - Desk Clerk		11.35
99095 - Embalmer		23.02
99251 - Laboratory Animal Caretaker I		11.89
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician		25.00
99410 - Pest Controller		16.38
99510 - Photofinishing Worker		15.20
99710 - Recycling Laborer		21.81
99711 - Recycling Specialist		26.05
99730 - Refuse Collector		19.70
99810 - Sales Clerk		12.32
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		38.36
99831 - Surveying Aide		20.83
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		13.92
99841 - Vending Machine Repairer		16.61
99842 - Vending Machine Repairer Helper		13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2056
Revision No.: 17
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01040 - Court Reporter		20.96
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		14.88
01192 - Order Clerk II		16.24
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		21.81
01280 - Receptionist		14.72
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		18.84
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		14.68
01612 - Word Processor II		16.48
01613 - Word Processor III		18.76

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	13.92
07042 - Cook II	16.01
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.39
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	12.51
11090 - Gardener	16.37
11122 - Housekeeping Aide	13.76
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	10.40
11260 - Pruner	13.31
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	25.69
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	41.99
12030 - EKG Technician	25.68
12035 - Electroneurodiagnostic Technologist	25.68
12040 - Emergency Medical Technician	16.57
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	18.62
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	42.90
12221 - Nursing Assistant I	12.41

12222 - Nursing Assistant II		13.95
12223 - Nursing Assistant III		15.53
12224 - Nursing Assistant IV		17.44
12235 - Optical Dispenser		16.41
12236 - Optical Technician		15.75
12250 - Pharmacy Technician		17.84
12280 - Phlebotomist		17.44
12305 - Radiologic Technologist		29.94
12311 - Registered Nurse I		40.86
12312 - Registered Nurse II		49.98
12313 - Registered Nurse II, Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III, Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		26.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		17.11
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		37.05
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15090 - Technical Instructor		21.60
15095 - Technical Instructor/Course Developer		26.48
15110 - Test Proctor		17.84
15120 - Tutor		17.84

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 9.76
16030 - Counter Attendant 9.76
16040 - Dry Cleaner 13.10
16070 - Finisher, Flatwork, Machine 9.76
16090 - Presser, Hand 9.76
16110 - Presser, Machine, Drycleaning 9.76
16130 - Presser, Machine, Shirts 9.76
16160 - Presser, Machine, Wearing Apparel, Laundry 9.76
16190 - Sewing Machine Operator 14.22
16220 - Tailor 15.33
16250 - Washer, Machine 10.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.22
19040 - Tool And Die Maker 24.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.22
21030 - Material Coordinator 21.81
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21130 - Shipping/Receiving Clerk 14.55
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21410 - Warehouse Specialist 19.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23021 - Aircraft Mechanic I 27.16
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.30
23040 - Aircraft Mechanic Helper 19.32
23050 - Aircraft, Painter 26.71
23060 - Aircraft Servicer 22.45
23080 - Aircraft Worker 24.04
23110 - Appliance Mechanic 21.79
23120 - Bicycle Repairer 14.98
23125 - Cable Splicer 31.25
23130 - Carpenter, Maintenance 24.82
23140 - Carpet Layer 21.75
23160 - Electrician, Maintenance 23.81
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.33
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 20.51
23290 - Fire Alarm System Mechanic 22.29
23310 - Fire Extinguisher Repairer 19.08
23311 - Fuel Distribution System Mechanic 24.98
23312 - Fuel Distribution System Operator 19.39
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 27.16
23381 - Ground Support Equipment Servicer 22.45
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 19.08
23392 - Gunsmith II 21.94
23393 - Gunsmith III 24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.54
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 24.90
23430 - Heavy Equipment Mechanic 23.20

23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	24.67
23810 - Plumber, Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.38
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	27.37
27010 - Court Security Officer	27.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	27.37
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	32.38
27132 - Police Officer II	36.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Equpment Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43

28690 - Swimming Pool Operator		16.90
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.29
29020 - Hatch Tender		28.29
29030 - Line Handler		28.29
29041 - Stevedore I		26.44
29042 - Stevedore II		30.15
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.29
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.41
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.07
30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.74
30023 - Archeological Technician III		28.16
30030 - Cartographic Technician		28.16
30040 - Civil Engineering Technician		27.13
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.34
30064 - Drafter/CAD Operator IV		31.19
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.23
30085 - Engineering Technician V		32.20
30086 - Engineering Technician VI		38.82
30090 - Environmental Technician		23.61
30210 - Laboratory Technician		19.51
30240 - Mathematical Technician		28.16
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		24.85
30363 - Paralegal/Legal Assistant III		30.39
30364 - Paralegal/Legal Assistant IV		36.76
30390 - Photo-Optics Technician		28.16
30461 - Technical Writer I		24.40
30462 - Technical Writer II		29.85
30463 - Technical Writer III		36.10
30491 - Unexploded Ordnance (UXO) Technician I		24.34
30492 - Unexploded Ordnance (UXO) Technician II		29.44
30493 - Unexploded Ordnance (UXO) Technician III		35.29
30494 - Unexploded (UXO) Safety Escort		24.34
30495 - Unexploded (UXO) Sweep Personnel		24.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.34
30621 - Weather Observer, Senior	(see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.45
31030 - Bus Driver		17.68
31043 - Driver Courier		13.82
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.93
31310 - Taxi Driver		11.57
31361 - Truckdriver, Light		14.93
31362 - Truckdriver, Medium		18.52
31363 - Truckdriver, Heavy		20.48
31364 - Truckdriver, Tractor-Trailer		20.48
99000 - Miscellaneous Occupations		
99030 - Cashier		11.97
99050 - Desk Clerk		11.35
99095 - Embalmer		23.02
99251 - Laboratory Animal Caretaker I		11.89
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician		25.00

99410 - Pest Controller	16.38
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2057 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.52
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		25.04
01040 - Court Reporter		19.16
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.63
01090 - Duplicating Machine Operator		14.63
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34
01113 - General Clerk III		17.22
01120 - Housing Referral Assistant		20.30

01141 - Messenger Courier	12.23
01191 - Order Clerk I	14.73
01192 - Order Clerk II	16.08
01261 - Personnel Assistant (Employment) I	18.29
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	23.10
01270 - Production Control Clerk	22.89
01280 - Receptionist	13.16
01290 - Rental Clerk	16.09
01300 - Scheduler, Maintenance	17.28
01311 - Secretary I	17.28
01312 - Secretary II	18.08
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	17.60
01410 - Supply Technician	24.51
01420 - Survey Worker	19.16
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.21
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	12.84
07042 - Cook II	13.58
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	9.85
11260 - Pruner	13.45
11270 - Tractor Operator	14.90

11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	25.81
12015 - Certified Physical Therapist Assistant	27.54
12020 - Dental Assistant	17.68
12025 - Dental Hygienist	40.91
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	19.25
12072 - Licensed Practical Nurse II	21.53
12073 - Licensed Practical Nurse III	24.01
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	20.67
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.54
12195 - Medical Transcriptionist	19.21
12210 - Nuclear Medicine Technologist	36.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	21.24
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	17.36
12280 - Phlebotomist	14.34
12305 - Radiologic Technologist	30.68
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II, Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III, Anesthetist	42.67
12316 - Registered Nurse IV	51.14
12317 - Scheduler (Drug and Alcohol Testing)	24.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	28.91
13050 - Library Aide/Clerk	13.29
13054 - Library Information Technology Systems Administrator	26.11
13058 - Library Technician	17.77
13061 - Media Specialist I	18.84
13062 - Media Specialist II	21.07
13063 - Media Specialist III	23.50
13071 - Photographer I	16.33
13072 - Photographer II	18.44
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	33.49
13110 - Video Teleconference Technician	17.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.02
14042 - Computer Operator II	19.04
14043 - Computer Operator III	21.22
14044 - Computer Operator IV	23.58

14045 - Computer Operator V		26.11
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.02
14160 - Personal Computer Support Technician		23.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		30.67
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		23.93
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		31.96
15110 - Test Proctor		21.83
15120 - Tutor		21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.79
16030 - Counter Attendant		9.79
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.79
16090 - Presser, Hand		9.79
16110 - Presser, Machine, Drycleaning		9.79
16130 - Presser, Machine, Shirts		9.79
16160 - Presser, Machine, Wearing Apparel, Laundry		9.79
16190 - Sewing Machine Operator		12.81
16220 - Tailor		13.55
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.94
19040 - Tool And Die Maker		23.80
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.88
21030 - Material Coordinator		22.89
21040 - Material Expediter		22.89
21050 - Material Handling Laborer		13.07
21071 - Order Filler		15.33
21080 - Production Line Worker (Food Processing)		18.88
21110 - Shipping Packer		14.04
21130 - Shipping/Receiving Clerk		14.04
21140 - Store Worker I		12.48
21150 - Stock Clerk		16.40
21210 - Tools And Parts Attendant		18.88
21410 - Warehouse Specialist		18.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.52
23021 - Aircraft Mechanic I		25.55
23022 - Aircraft Mechanic II		26.52
23023 - Aircraft Mechanic III		27.54
23040 - Aircraft Mechanic Helper		18.88
23050 - Aircraft, Painter		22.46
23060 - Aircraft Servicer		21.08
23080 - Aircraft Worker		21.88
23110 - Appliance Mechanic		20.66
23120 - Bicycle Repairer		15.52
23125 - Cable Splicer		26.10
23130 - Carpenter, Maintenance		22.28

23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	23.07
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	23.97
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	23.50
23310 - Fire Extinguisher Repairer	19.48
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
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23382 - Ground Support Equipment Worker	21.88
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23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.46
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	28.86
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23465 - Laboratory/Shelter Mechanic	23.51
23470 - Laborer	12.27
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23591 - Metrology Technician I	24.17
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	30.26
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23790 - Pipefitter, Maintenance	24.76
23810 - Plumber, Maintenance	23.93
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	23.07
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	26.33
23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	26.11
23960 - Welder, Combination, Maintenance	23.82
23965 - Well Driller	24.96
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	10.20
24620 - Family Readiness And Support Services Coordinator	17.12
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	26.45
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.72
25210 - Water Treatment Plant Operator	26.45

27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.53
27007 - Baggage Inspector	13.86
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	13.86
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.19
28043 - Carnival Equpment Worker	10.89
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.53
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	17.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.91
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.55
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	25.89
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19
30083 - Engineering Technician III	23.70
30084 - Engineering Technician IV	29.36
30085 - Engineering Technician V	35.91
30086 - Engineering Technician VI	43.45
30090 - Environmental Technician	22.65
30210 - Laboratory Technician	21.62
30240 - Mathematical Technician	27.79
30361 - Paralegal/Legal Assistant I	21.72
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30390 - Photo-Optics Technician	28.30
30461 - Technical Writer I	23.46
30462 - Technical Writer II	28.69
30463 - Technical Writer III	34.71
30491 - Unexploded Ordnance (UXO) Technician I	24.73
30492 - Unexploded Ordnance (UXO) Technician II	29.92
30493 - Unexploded Ordnance (UXO) Technician III	35.87
30494 - Unexploded (UXO) Safety Escort	24.73

30495 - Unexploded (UXO) Sweep Personnel		24.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.47
30621 - Weather Observer, Senior	(see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.37
31030 - Bus Driver		17.56
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		14.66
31310 - Taxi Driver		12.33
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		18.11
31363 - Truckdriver, Heavy		20.85
31364 - Truckdriver, Tractor-Trailer		20.85
99000 - Miscellaneous Occupations		
99030 - Cashier		12.02
99050 - Desk Clerk		10.60
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		13.87
99252 - Laboratory Animal Caretaker II		14.55
99310 - Mortician		23.74
99410 - Pest Controller		14.26
99510 - Photofinishing Worker		16.54
99710 - Recycling Laborer		19.84
99711 - Recycling Specialist		24.10
99730 - Refuse Collector		18.98
99810 - Sales Clerk		13.18
99820 - School Crossing Guard		11.77
99830 - Survey Party Chief		28.85
99831 - Surveying Aide		18.84
99832 - Surveying Technician		26.23
99840 - Vending Machine Attendant		14.19
99841 - Vending Machine Repairer		16.89
99842 - Vending Machine Repairer Helper		14.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2058 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.52
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		25.04
01040 - Court Reporter		19.16
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.63
01090 - Duplicating Machine Operator		14.63
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34
01113 - General Clerk III		17.22
01120 - Housing Referral Assistant		20.30
01141 - Messenger Courier		12.23
01191 - Order Clerk I		14.73
01192 - Order Clerk II		16.08
01261 - Personnel Assistant (Employment) I		18.29
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		23.10
01270 - Production Control Clerk		22.89
01280 - Receptionist		13.16
01290 - Rental Clerk		16.09
01300 - Scheduler, Maintenance		17.28
01311 - Secretary I		17.28
01312 - Secretary II		18.08
01313 - Secretary III		20.30
01320 - Service Order Dispatcher		17.60
01410 - Supply Technician		24.51
01420 - Survey Worker		19.16
01531 - Travel Clerk I		13.51
01532 - Travel Clerk II		14.76
01533 - Travel Clerk III		16.21
01611 - Word Processor I		16.07
01612 - Word Processor II		18.04
01613 - Word Processor III		20.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.21
05010 - Automotive Electrician		22.37
05040 - Automotive Glass Installer		21.55
05070 - Automotive Worker		21.55
05110 - Mobile Equipment Servicer		19.83
05130 - Motor Equipment Metal Mechanic		23.16
05160 - Motor Equipment Metal Worker		21.55
05190 - Motor Vehicle Mechanic		22.75
05220 - Motor Vehicle Mechanic Helper		18.60
05250 - Motor Vehicle Upholstery Worker		20.75
05280 - Motor Vehicle Wrecker		21.55
05310 - Painter, Automotive		22.79
05340 - Radiator Repair Specialist		21.55
05370 - Tire Repairer		15.52
05400 - Transmission Repair Specialist		23.16
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.40
07041 - Cook I		12.84
07042 - Cook II		13.58
07070 - Dishwasher		9.46
07130 - Food Service Worker		10.31

07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	9.85
11260 - Pruner	13.45
11270 - Tractor Operator	14.90
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	25.81
12015 - Certified Physical Therapist Assistant	27.54
12020 - Dental Assistant	17.68
12025 - Dental Hygienist	40.91
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	19.25
12072 - Licensed Practical Nurse II	21.53
12073 - Licensed Practical Nurse III	24.01
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	20.67
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.54
12195 - Medical Transcriptionist	19.21
12210 - Nuclear Medicine Technologist	36.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	21.24
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	17.36
12280 - Phlebotomist	14.34
12305 - Radiologic Technologist	30.68
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II, Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III, Anesthetist	42.67
12316 - Registered Nurse IV	51.14
12317 - Scheduler (Drug and Alcohol Testing)	24.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00

13047 - Librarian		28.91
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		26.11
13058 - Library Technician		17.77
13061 - Media Specialist I		18.84
13062 - Media Specialist II		21.07
13063 - Media Specialist III		23.50
13071 - Photographer I		16.33
13072 - Photographer II		18.44
13073 - Photographer III		22.63
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.02
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.22
14044 - Computer Operator IV		23.58
14045 - Computer Operator V		26.11
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.02
14160 - Personal Computer Support Technician		23.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		30.67
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		23.93
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		31.96
15110 - Test Proctor		21.83
15120 - Tutor		21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.79
16030 - Counter Attendant		9.79
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.79
16090 - Presser, Hand		9.79
16110 - Presser, Machine, Drycleaning		9.79
16130 - Presser, Machine, Shirts		9.79
16160 - Presser, Machine, Wearing Apparel, Laundry		9.79
16190 - Sewing Machine Operator		12.81
16220 - Tailor		13.55
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.94
19040 - Tool And Die Maker		23.80
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.88
21030 - Material Coordinator		22.89
21040 - Material Expediter		22.89
21050 - Material Handling Laborer		13.07
21071 - Order Filler		15.33
21080 - Production Line Worker (Food Processing)		18.88

21110 - Shipping Packer	14.04
21130 - Shipping/Receiving Clerk	14.04
21140 - Store Worker I	12.48
21150 - Stock Clerk	16.40
21210 - Tools And Parts Attendant	18.88
21410 - Warehouse Specialist	18.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.52
23021 - Aircraft Mechanic I	25.55
23022 - Aircraft Mechanic II	26.52
23023 - Aircraft Mechanic III	27.54
23040 - Aircraft Mechanic Helper	18.88
23050 - Aircraft, Painter	22.46
23060 - Aircraft Servicer	21.08
23080 - Aircraft Worker	21.88
23110 - Appliance Mechanic	20.66
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	26.10
23130 - Carpenter, Maintenance	22.28
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	23.07
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	23.97
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	23.50
23310 - Fire Extinguisher Repairer	19.48
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	25.55
23381 - Ground Support Equipment Servicer	21.08
23382 - Ground Support Equipment Worker	21.88
23391 - Gunsmith I	19.48
23392 - Gunsmith II	22.16
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.46
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	24.17
23465 - Laboratory/Shelter Mechanic	23.51
23470 - Laborer	12.27
23510 - Locksmith	20.96
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	20.86
23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	24.17
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	30.26
23640 - Millwright	29.26
23710 - Office Appliance Repairer	21.74
23760 - Painter, Maintenance	21.93
23790 - Pipefitter, Maintenance	24.76
23810 - Plumber, Maintenance	23.93
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	23.07
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	26.33

23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	26.11
23960 - Welder, Combination, Maintenance	23.82
23965 - Well Driller	24.96
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	10.20
24620 - Family Readiness And Support Services Coordinator	17.12
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
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25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.72
25210 - Water Treatment Plant Operator	26.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.53
27007 - Baggage Inspector	13.86
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	13.86
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.19
28043 - Carnival Equpment Worker	10.89
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.53
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	17.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
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30000 - Technical Occupations	
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30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19

30083 - Engineering Technician III		23.70
30084 - Engineering Technician IV		29.36
30085 - Engineering Technician V		35.91
30086 - Engineering Technician VI		43.45
30090 - Environmental Technician		22.65
30210 - Laboratory Technician		21.62
30240 - Mathematical Technician		27.79
30361 - Paralegal/Legal Assistant I		21.72
30362 - Paralegal/Legal Assistant II		26.91
30363 - Paralegal/Legal Assistant III		32.91
30364 - Paralegal/Legal Assistant IV		39.82
30390 - Photo-Optics Technician		28.30
30461 - Technical Writer I		23.46
30462 - Technical Writer II		28.69
30463 - Technical Writer III		34.71
30491 - Unexploded Ordnance (UXO) Technician I		24.73
30492 - Unexploded Ordnance (UXO) Technician II		29.92
30493 - Unexploded Ordnance (UXO) Technician III		35.87
30494 - Unexploded (UXO) Safety Escort		24.73
30495 - Unexploded (UXO) Sweep Personnel		24.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.47
30621 - Weather Observer, Senior	(see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.37
31030 - Bus Driver		17.56
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		14.66
31310 - Taxi Driver		12.33
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		18.11
31363 - Truckdriver, Heavy		20.85
31364 - Truckdriver, Tractor-Trailer		20.85
99000 - Miscellaneous Occupations		
99030 - Cashier		12.02
99050 - Desk Clerk		10.60
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		13.87
99252 - Laboratory Animal Caretaker II		14.55
99310 - Mortician		23.74
99410 - Pest Controller		14.26
99510 - Photofinishing Worker		16.54
99710 - Recycling Laborer		19.84
99711 - Recycling Specialist		24.10
99730 - Refuse Collector		18.98
99810 - Sales Clerk		13.18
99820 - School Crossing Guard		11.77
99830 - Survey Party Chief		28.85
99831 - Surveying Aide		18.84
99832 - Surveying Technician		26.23
99840 - Vending Machine Attendant		14.19
99841 - Vending Machine Repairer		16.89
99842 - Vending Machine Repairer Helper		14.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2059
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		27.93
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.51
01090 - Duplicating Machine Operator		15.51
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.60
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.20
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		19.43
01300 - Scheduler, Maintenance		23.10
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83

01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	16.43
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	12.45
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	13.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.82
09040 - Furniture Handler	15.17
09080 - Furniture Refinisher	21.82
09090 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14

12072 - Licensed Practical Nurse II		25.96
12073 - Licensed Practical Nurse III		29.04
12100 - Medical Assistant		20.98
12130 - Medical Laboratory Technician		23.05
12160 - Medical Record Clerk		21.00
12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		45.90
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		22.64
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.69
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		35.21
12311 - Registered Nurse I		43.85
12312 - Registered Nurse II		53.66
12313 - Registered Nurse II, Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III, Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.67
13012 - Exhibits Specialist II		31.80
13013 - Exhibits Specialist III		38.86
13041 - Illustrator I		24.07
13042 - Illustrator II		29.81
13043 - Illustrator III		36.48
13047 - Librarian		35.64
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.23
13074 - Photographer IV		34.56
13075 - Photographer V		41.81
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.97
15020 - Aircrew Training Devices Instructor (Rated)		44.74

15030 - Air Crew Training Devices Instructor (Pilot)	53.36
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	32.03
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	31.77
15090 - Technical Instructor	28.46
15095 - Technical Instructor/Course Developer	34.82
15110 - Test Proctor	22.97
15120 - Tutor	22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.84
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.79
21130 - Shipping/Receiving Clerk	17.79
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	21.20
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	24.55
23080 - Aircraft Worker	26.05
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	18.57
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	23.74
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.55

23382 - Ground Support Equipment Worker	26.05
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.38
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	25.25
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	31.31
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	27.83
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.27
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.15
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	17.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.75
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	25.35
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator 15.59
28042 - Carnival Equipment Repairer 16.60
28043 - Carnival Equpment Worker 12.45
28210 - Gate Attendant/Gate Tender 18.04
28310 - Lifeguard 13.82
28350 - Park Attendant (Aide) 20.19
28510 - Recreation Aide/Health Facility Attendant 15.30
28515 - Recreation Specialist 21.02
28630 - Sports Official 16.07
28690 - Swimming Pool Operator 22.07

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 29.10
29020 - Hatch Tender 29.10
29030 - Line Handler 29.10
29041 - Stevedore I 27.42
29042 - Stevedore II 30.75

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 32.16
30021 - Archeological Technician I 23.47
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 31.67
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 27.51
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30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 23.52
30362 - Paralegal/Legal Assistant II 29.13
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30364 - Paralegal/Legal Assistant IV 43.11
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30462 - Technical Writer II 31.72
30463 - Technical Writer III 38.31
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30492 - Unexploded Ordnance (UXO) Technician II 32.56
30493 - Unexploded Ordnance (UXO) Technician III 39.03
30494 - Unexploded (UXO) Safety Escort 26.92
30495 - Unexploded (UXO) Sweep Personnel 26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 30.99
30621 - Weather Observer, Senior (see 2) 32.89

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 14.39
31030 - Bus Driver 20.01
31043 - Driver Courier 17.77
31260 - Parking and Lot Attendant 12.49
31290 - Shuttle Bus Driver 19.22
31310 - Taxi Driver 15.44
31361 - Truckdriver, Light 19.22
31362 - Truckdriver, Medium 20.64

31363 - Truckdriver, Heavy	22.39
31364 - Truckdriver, Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99030 - Cashier	13.32
99050 - Desk Clerk	13.67
99095 - Embalmer	25.13
99251 - Laboratory Animal Caretaker I	15.27
99252 - Laboratory Animal Caretaker II	16.53
99310 - Mortician	29.47
99410 - Pest Controller	18.30
99510 - Photofinishing Worker	17.70
99710 - Recycling Laborer	25.19
99711 - Recycling Specialist	28.66
99730 - Refuse Collector	22.65
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	40.68
99831 - Surveying Aide	23.51
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	15.59
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2060 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	27.93
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.51
01090 - Duplicating Machine Operator	15.51
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.60
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.58
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	19.43
01300 - Scheduler, Maintenance	23.10
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	16.43
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	12.45
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	13.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.82

09040 - Furniture Handler	15.17
09080 - Furniture Refinisher	21.82
09090 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	45.90
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	22.64
12236 - Optical Technician	18.22
12250 - Pharmacy Technician	21.69
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	35.21
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.67
13012 - Exhibits Specialist II	31.80
13013 - Exhibits Specialist III	38.86
13041 - Illustrator I	24.07
13042 - Illustrator II	29.81
13043 - Illustrator III	36.48
13047 - Librarian	35.64
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06

13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.23
13074 - Photographer IV		34.56
13075 - Photographer V		41.81
13110 - Video Teleconference Technician		23.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.97
15020 - Aircrew Training Devices Instructor (Rated)		44.74
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.03
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.77
15090 - Technical Instructor		28.46
15095 - Technical Instructor/Course Developer		34.82
15110 - Test Proctor		22.97
15120 - Tutor		22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.57
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.86
16220 - Tailor		17.13
16250 - Washer, Machine		12.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.84
19040 - Tool And Die Maker		26.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.56
21030 - Material Coordinator		28.05
21040 - Material Expediter		28.05
21050 - Material Handling Laborer		16.69
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		19.56
21110 - Shipping Packer		17.79
21130 - Shipping/Receiving Clerk		17.79
21140 - Store Worker I		14.54
21150 - Stock Clerk		20.01

21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	21.20
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	24.55
23080 - Aircraft Worker	26.05
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	18.57
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	23.74
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	26.05
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.38
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	25.25
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	31.31
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	27.83
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.27
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.15

23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	17.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.75
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	25.35
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.59
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Equpment Worker	12.45
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	21.02
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51

30090 - Environmental Technician		27.51
30210 - Laboratory Technician		23.42
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.52
30362 - Paralegal/Legal Assistant II		29.13
30363 - Paralegal/Legal Assistant III		35.65
30364 - Paralegal/Legal Assistant IV		43.11
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		26.03
30462 - Technical Writer II		31.72
30463 - Technical Writer III		38.31
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	32.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.39
31030 - Bus Driver		20.01
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		12.49
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		15.44
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.64
31363 - Truckdriver, Heavy		22.39
31364 - Truckdriver, Tractor-Trailer		22.39
99000 - Miscellaneous Occupations		
99030 - Cashier		13.32
99050 - Desk Clerk		13.67
99095 - Embalmer		25.13
99251 - Laboratory Animal Caretaker I		15.27
99252 - Laboratory Animal Caretaker II		16.53
99310 - Mortician		29.47
99410 - Pest Controller		18.30
99510 - Photofinishing Worker		17.70
99710 - Recycling Laborer		25.19
99711 - Recycling Specialist		28.66
99730 - Refuse Collector		22.65
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		13.75
99830 - Survey Party Chief		40.68
99831 - Surveying Aide		23.51
99832 - Surveying Technician		27.74
99840 - Vending Machine Attendant		15.59
99841 - Vending Machine Repairer		18.24
99842 - Vending Machine Repairer Helper		15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2061
Revision No.: 14
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.02
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.32
05010 - Automotive Electrician		22.49
05040 - Automotive Glass Installer		19.58

05070 - Automotive Worker	21.48
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	23.48
05160 - Motor Equipment Metal Worker	21.48
05190 - Motor Vehicle Mechanic	23.46
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.48
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	23.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	25.46
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	35.90
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.96
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	19.51

12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.25
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		33.12
12311 - Registered Nurse I		38.63
12312 - Registered Nurse II		47.23
12313 - Registered Nurse II, Specialist		47.23
12314 - Registered Nurse III		57.12
12315 - Registered Nurse III, Anesthetist		57.12
12316 - Registered Nurse IV		68.53
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.87
13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		25.34
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13110 - Video Teleconference Technician		22.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		33.44
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		26.67
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		32.10
15110 - Test Proctor		22.20
15120 - Tutor		22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.25
16030 - Counter Attendant		11.25
16040 - Dry Cleaner		14.57

16070 - Finisher, Flatwork, Machine	11.25
16090 - Presser, Hand	11.25
16110 - Presser, Machine, Drycleaning	11.25
16130 - Presser, Machine, Shirts	11.25
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.96
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.76
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	15.36
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	16.76
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	16.76
21410 - Warehouse Specialist	16.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.62
23021 - Aircraft Mechanic I	27.23
23022 - Aircraft Mechanic II	28.62
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft, Painter	26.49
23060 - Aircraft Servicer	23.02
23080 - Aircraft Worker	24.52
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	26.60
23130 - Carpenter, Maintenance	24.84
23140 - Carpet Layer	24.72
23160 - Electrician, Maintenance	35.53
23181 - Electronics Technician Maintenance I	24.83
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	21.26
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	25.99
23312 - Fuel Distribution System Operator	20.56
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	27.23
23381 - Ground Support Equipment Servicer	23.02
23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.87
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 - Laboratory/Shelter Mechanic	25.23
23470 - Laborer	14.73

23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	16.95
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	18.24
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	19.21
28630 - Sports Official	14.34
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.66
29020 - Hatch Tender	26.66

29030 - Line Handler		26.66
29041 - Stevedore I		25.14
29042 - Stevedore II		28.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		20.43
30022 - Archeological Technician II		23.52
30023 - Archeological Technician III		32.49
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		30.55
30061 - Drafter/CAD Operator I		25.69
30062 - Drafter/CAD Operator II		28.74
30063 - Drafter/CAD Operator III		32.03
30064 - Drafter/CAD Operator IV		38.48
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.74
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.18
30362 - Paralegal/Legal Assistant II		28.66
30363 - Paralegal/Legal Assistant III		35.07
30364 - Paralegal/Legal Assistant IV		42.42
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.57
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.76
31260 - Parking and Lot Attendant		10.94
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		13.45
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		11.89
99050 - Desk Clerk		11.13
99095 - Embalmer		26.92
99251 - Laboratory Animal Caretaker I		13.07
99252 - Laboratory Animal Caretaker II		14.15
99310 - Mortician		29.38
99410 - Pest Controller		17.21
99510 - Photofinishing Worker		13.29
99710 - Recycling Laborer		20.42
99711 - Recycling Specialist		24.54

99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2062 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.02
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18

01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	22.49
05040 - Automotive Glass Installer	19.58
05070 - Automotive Worker	21.48
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	23.48
05160 - Motor Equipment Metal Worker	21.48
05190 - Motor Vehicle Mechanic	23.46
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.48
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	23.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48

12012 - Certified Occupational Therapist Assistant		28.36
12015 - Certified Physical Therapist Assistant		25.46
12020 - Dental Assistant		21.98
12025 - Dental Hygienist		35.90
12030 - EKG Technician		33.99
12035 - Electroneurodiagnostic Technologist		33.99
12040 - Emergency Medical Technician		23.48
12071 - Licensed Practical Nurse I		23.14
12072 - Licensed Practical Nurse II		25.96
12073 - Licensed Practical Nurse III		29.04
12100 - Medical Assistant		20.98
12130 - Medical Laboratory Technician		23.05
12160 - Medical Record Clerk		21.00
12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		42.96
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		19.51
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.25
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		33.12
12311 - Registered Nurse I		38.63
12312 - Registered Nurse II		47.23
12313 - Registered Nurse II, Specialist		47.23
12314 - Registered Nurse III		57.12
12315 - Registered Nurse III, Anesthetist		57.12
12316 - Registered Nurse IV		68.53
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.87
13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		25.34
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13110 - Video Teleconference Technician		22.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.80
14160 - Personal Computer Support Technician	27.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.80
15020 - Aircrew Training Devices Instructor (Rated)	44.51
15030 - Air Crew Training Devices Instructor (Pilot)	53.36
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	33.44
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	26.67
15090 - Technical Instructor	26.13
15095 - Technical Instructor/Course Developer	32.10
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.25
16030 - Counter Attendant	11.25
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	11.25
16090 - Presser, Hand	11.25
16110 - Presser, Machine, Drycleaning	11.25
16130 - Presser, Machine, Shirts	11.25
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.96
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.76
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	15.36
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	16.76
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	16.76
21410 - Warehouse Specialist	16.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.62
23021 - Aircraft Mechanic I	27.23
23022 - Aircraft Mechanic II	28.62
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft, Painter	26.49
23060 - Aircraft Servicer	23.02
23080 - Aircraft Worker	24.52
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	26.60
23130 - Carpenter, Maintenance	24.84
23140 - Carpet Layer	24.72
23160 - Electrician, Maintenance	35.53
23181 - Electronics Technician Maintenance I	24.83
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	29.21

23260 - Fabric Worker	21.26
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	25.99
23312 - Fuel Distribution System Operator	20.56
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	27.23
23381 - Ground Support Equipment Servicer	23.02
23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.87
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 - Laboratory/Shelter Mechanic	25.23
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	16.95
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43

27030 - Detection Dog Handler		17.06
27040 - Detention Officer		38.39
27070 - Firefighter		36.20
27101 - Guard I		14.34
27102 - Guard II		17.06
27131 - Police Officer I		42.92
27132 - Police Officer II		47.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.09
28042 - Carnival Equipment Repairer		13.81
28043 - Carnival Equpment Worker		10.58
28210 - Gate Attendant/Gate Tender		18.04
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		18.24
28510 - Recreation Aide/Health Facility Attendant		15.30
28515 - Recreation Specialist		19.21
28630 - Sports Official		14.34
28690 - Swimming Pool Operator		19.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.66
29020 - Hatch Tender		26.66
29030 - Line Handler		26.66
29041 - Stevedore I		25.14
29042 - Stevedore II		28.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		20.43
30022 - Archeological Technician II		23.52
30023 - Archeological Technician III		32.49
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		30.55
30061 - Drafter/CAD Operator I		25.69
30062 - Drafter/CAD Operator II		28.74
30063 - Drafter/CAD Operator III		32.03
30064 - Drafter/CAD Operator IV		38.48
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.74
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.18
30362 - Paralegal/Legal Assistant II		28.66
30363 - Paralegal/Legal Assistant III		35.07
30364 - Paralegal/Legal Assistant IV		42.42
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.57
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		

31020 - Bus Aide	13.55
31030 - Bus Driver	18.83
31043 - Driver Courier	17.76
31260 - Parking and Lot Attendant	10.94
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	13.45
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	11.89
99050 - Desk Clerk	11.13
99095 - Embalmer	26.92
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.15
99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day,

Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2063 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		22.82
01040 - Court Reporter		25.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.34
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		13.48
01112 - General Clerk II		14.97
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		11.96
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.59
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.09
01270 - Production Control Clerk		20.40
01280 - Receptionist		13.14
01290 - Rental Clerk		12.32
01300 - Scheduler, Maintenance		16.47
01311 - Secretary I		16.47
01312 - Secretary II		18.42
01313 - Secretary III		21.86
01320 - Service Order Dispatcher		16.55
01410 - Supply Technician		22.82
01420 - Survey Worker		18.03
01531 - Travel Clerk I		13.04
01532 - Travel Clerk II		13.73
01533 - Travel Clerk III		14.57
01611 - Word Processor I		14.75
01612 - Word Processor II		16.56
01613 - Word Processor III		18.52
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.91
05010 - Automotive Electrician		18.81
05040 - Automotive Glass Installer		18.02
05070 - Automotive Worker		18.02
05110 - Mobile Equipment Servicer		16.41
05130 - Motor Equipment Metal Mechanic		19.58
05160 - Motor Equipment Metal Worker		18.02
05190 - Motor Vehicle Mechanic		18.68
05220 - Motor Vehicle Mechanic Helper		14.21
05250 - Motor Vehicle Upholstery Worker		17.13
05280 - Motor Vehicle Wrecker		18.02
05310 - Painter, Automotive		18.81
05340 - Radiator Repair Specialist		18.02
05370 - Tire Repairer		14.15
05400 - Transmission Repair Specialist		17.79
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.29
07041 - Cook I		12.50
07042 - Cook II		13.74
07070 - Dishwasher		9.90
07130 - Food Service Worker		10.06

07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	10.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	13.38
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.47
11060 - Elevator Operator	12.10
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.10
11150 - Janitor	12.10
11210 - Laborer, Grounds Maintenance	11.76
11240 - Maid or Houseman	9.57
11260 - Pruner	10.44
11270 - Tractor Operator	13.51
11330 - Trail Maintenance Worker	11.76
11360 - Window Cleaner	13.38
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	26.06
12020 - Dental Assistant	19.46
12025 - Dental Hygienist	38.53
12030 - EKG Technician	24.78
12035 - Electroneurodiagnostic Technologist	24.78
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	19.17
12072 - Licensed Practical Nurse II	21.45
12073 - Licensed Practical Nurse III	23.91
12100 - Medical Assistant	14.88
12130 - Medical Laboratory Technician	18.24
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine Technologist	47.13
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	20.26
12236 - Optical Technician	19.17
12250 - Pharmacy Technician	18.55
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	29.58
12311 - Registered Nurse I	26.61
12312 - Registered Nurse II	32.54
12313 - Registered Nurse II, Specialist	32.54
12314 - Registered Nurse III	39.34
12315 - Registered Nurse III, Anesthetist	39.34
12316 - Registered Nurse IV	47.16
12317 - Scheduler (Drug and Alcohol Testing)	24.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.35
13012 - Exhibits Specialist II	28.92
13013 - Exhibits Specialist III	35.39
13041 - Illustrator I	23.35
13042 - Illustrator II	28.92
13043 - Illustrator III	35.39

13047 - Librarian		32.03
13050 - Library Aide/Clerk		15.08
13054 - Library Information Technology Systems Administrator		28.92
13058 - Library Technician		18.79
13061 - Media Specialist I		20.87
13062 - Media Specialist II		23.35
13063 - Media Specialist III		26.03
13071 - Photographer I		19.97
13072 - Photographer II		22.32
13073 - Photographer III		28.46
13074 - Photographer IV		32.11
13075 - Photographer V		34.60
13110 - Video Teleconference Technician		21.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.98
14043 - Computer Operator III		22.28
14044 - Computer Operator IV		24.75
14045 - Computer Operator V		27.42
14071 - Computer Programmer I	(see 1)	23.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician	(see 2)	24.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		27.13
15070 - Flight Instructor (Pilot)		42.09
15080 - Graphic Artist		23.48
15090 - Technical Instructor		22.99
15095 - Technical Instructor/Course Developer		28.12
15110 - Test Proctor		18.56
15120 - Tutor		18.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		11.84
16070 - Finisher, Flatwork, Machine		9.77
16090 - Presser, Hand		9.77
16110 - Presser, Machine, Drycleaning		9.77
16130 - Presser, Machine, Shirts		9.77
16160 - Presser, Machine, Wearing Apparel, Laundry		9.77
16190 - Sewing Machine Operator		12.52
16220 - Tailor		13.17
16250 - Washer, Machine		10.37
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.57
19040 - Tool And Die Maker		27.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.97
21030 - Material Coordinator		20.40
21040 - Material Expediter		20.40
21050 - Material Handling Laborer		12.25
21071 - Order Filler		15.11
21080 - Production Line Worker (Food Processing)		15.97

21110 - Shipping Packer	14.99
21130 - Shipping/Receiving Clerk	14.99
21140 - Store Worker I	11.44
21150 - Stock Clerk	16.26
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.20
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.20
23023 - Aircraft Mechanic III	29.22
23040 - Aircraft Mechanic Helper	20.61
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	23.80
23080 - Aircraft Worker	24.90
23110 - Appliance Mechanic	20.33
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	21.88
23160 - Electrician, Maintenance	29.38
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	23.57
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	21.37
23290 - Fire Alarm System Mechanic	24.48
23310 - Fire Extinguisher Repairer	19.87
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	22.74
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	19.87
23392 - Gunsmith II	22.54
23393 - Gunsmith III	24.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	24.53
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	12.25
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	25.37
23550 - Machinist, Maintenance	22.87
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	24.53
23592 - Metrology Technician II	25.55
23593 - Metrology Technician III	27.56
23640 - Millwright	24.53
23710 - Office Appliance Repairer	23.39
23760 - Painter, Maintenance	18.38
23790 - Pipefitter, Maintenance	24.97
23810 - Plumber, Maintenance	23.98
23820 - Pneudraulic Systems Mechanic	24.53
23850 - Rigger	24.53
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	24.66
23910 - Small Engine Mechanic	21.58
23931 - Telecommunications Mechanic I	24.14

23932 - Telecommunications Mechanic II	24.84
23950 - Telephone Lineman	27.24
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.53
23970 - Woodcraft Worker	24.53
23980 - Woodworker	19.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	12.48
27008 - Corrections Officer	28.63
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	13.96
27040 - Detention Officer	28.63
27070 - Firefighter	23.21
27101 - Guard I	12.48
27102 - Guard II	13.96
27131 - Police Officer I	32.52
27132 - Police Officer II	36.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Equpment Worker	10.35
28210 - Gate Attendant/Gate Tender	15.28
28310 - Lifeguard	12.12
28350 - Park Attendant (Aide)	17.09
28510 - Recreation Aide/Health Facility Attendant	12.48
28515 - Recreation Specialist	19.32
28630 - Sports Official	13.62
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.54
29020 - Hatch Tender	22.54
29030 - Line Handler	22.54
29041 - Stevedore I	21.37
29042 - Stevedore II	23.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	27.48
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	30.26
30021 - Archeological Technician I	18.29
30022 - Archeological Technician II	20.46
30023 - Archeological Technician III	25.35
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	27.81
30061 - Drafter/CAD Operator I	18.29
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	23.27
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21

30083 - Engineering Technician III		21.06
30084 - Engineering Technician IV		29.71
30085 - Engineering Technician V		33.15
30086 - Engineering Technician VI		40.11
30090 - Environmental Technician		26.67
30210 - Laboratory Technician		20.45
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		19.60
30362 - Paralegal/Legal Assistant II		25.03
30363 - Paralegal/Legal Assistant III		30.59
30364 - Paralegal/Legal Assistant IV		36.99
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		24.02
30462 - Technical Writer II		29.38
30463 - Technical Writer III		35.55
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.27
30621 - Weather Observer, Senior	(see 3)	25.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.62
31030 - Bus Driver		20.94
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		9.61
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		12.48
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		17.73
31363 - Truckdriver, Heavy		17.89
31364 - Truckdriver, Tractor-Trailer		17.89
99000 - Miscellaneous Occupations		
99030 - Cashier		11.10
99050 - Desk Clerk		11.32
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.23
99310 - Mortician		25.32
99410 - Pest Controller		18.38
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		21.38
99711 - Recycling Specialist		23.67
99730 - Refuse Collector		19.26
99810 - Sales Clerk		12.55
99820 - School Crossing Guard		13.08
99830 - Survey Party Chief		28.30
99831 - Surveying Aide		18.63
99832 - Surveying Technician		25.56
99840 - Vending Machine Attendant		18.63
99841 - Vending Machine Repairer		21.51
99842 - Vending Machine Repairer Helper		18.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2064 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		22.82
01040 - Court Reporter		25.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.34
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		13.48
01112 - General Clerk II		14.97
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		11.96
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.59
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.09
01270 - Production Control Clerk		20.40
01280 - Receptionist		13.14
01290 - Rental Clerk		12.32
01300 - Scheduler, Maintenance		16.47
01311 - Secretary I		16.47
01312 - Secretary II		18.42
01313 - Secretary III		21.86
01320 - Service Order Dispatcher		16.55
01410 - Supply Technician		22.82
01420 - Survey Worker		18.03
01531 - Travel Clerk I		13.04
01532 - Travel Clerk II		13.73

01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.75
01612 - Word Processor II	16.56
01613 - Word Processor III	18.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.91
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.02
05110 - Mobile Equipment Servicer	16.41
05130 - Motor Equipment Metal Mechanic	19.58
05160 - Motor Equipment Metal Worker	18.02
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	14.21
05250 - Motor Vehicle Upholstery Worker	17.13
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.29
07041 - Cook I	12.50
07042 - Cook II	13.74
07070 - Dishwasher	9.90
07130 - Food Service Worker	10.06
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	10.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	13.38
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.47
11060 - Elevator Operator	12.10
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.10
11150 - Janitor	12.10
11210 - Laborer, Grounds Maintenance	11.76
11240 - Maid or Houseman	9.57
11260 - Pruner	10.44
11270 - Tractor Operator	13.51
11330 - Trail Maintenance Worker	11.76
11360 - Window Cleaner	13.38
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	26.06
12020 - Dental Assistant	19.46
12025 - Dental Hygienist	38.53
12030 - EKG Technician	24.78
12035 - Electroneurodiagnostic Technologist	24.78
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	19.17
12072 - Licensed Practical Nurse II	21.45
12073 - Licensed Practical Nurse III	23.91
12100 - Medical Assistant	14.88
12130 - Medical Laboratory Technician	18.24
12160 - Medical Record Clerk	15.63

12190 - Medical Record Technician		17.48
12195 - Medical Transcriptionist		17.34
12210 - Nuclear Medicine Technologist		47.13
12221 - Nursing Assistant I		11.18
12222 - Nursing Assistant II		12.57
12223 - Nursing Assistant III		13.71
12224 - Nursing Assistant IV		15.39
12235 - Optical Dispenser		20.26
12236 - Optical Technician		19.17
12250 - Pharmacy Technician		18.55
12280 - Phlebotomist		15.39
12305 - Radiologic Technologist		29.58
12311 - Registered Nurse I		26.61
12312 - Registered Nurse II		32.54
12313 - Registered Nurse II, Specialist		32.54
12314 - Registered Nurse III		39.34
12315 - Registered Nurse III, Anesthetist		39.34
12316 - Registered Nurse IV		47.16
12317 - Scheduler (Drug and Alcohol Testing)		24.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.35
13012 - Exhibits Specialist II		28.92
13013 - Exhibits Specialist III		35.39
13041 - Illustrator I		23.35
13042 - Illustrator II		28.92
13043 - Illustrator III		35.39
13047 - Librarian		32.03
13050 - Library Aide/Clerk		15.08
13054 - Library Information Technology Systems Administrator		28.92
13058 - Library Technician		18.79
13061 - Media Specialist I		20.87
13062 - Media Specialist II		23.35
13063 - Media Specialist III		26.03
13071 - Photographer I		19.97
13072 - Photographer II		22.32
13073 - Photographer III		28.46
13074 - Photographer IV		32.11
13075 - Photographer V		34.60
13110 - Video Teleconference Technician		21.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.98
14043 - Computer Operator III		22.28
14044 - Computer Operator IV		24.75
14045 - Computer Operator V		27.42
14071 - Computer Programmer I	(see 1)	23.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		24.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		27.13
15070 - Flight Instructor (Pilot)		42.09
15080 - Graphic Artist		23.48

15090 - Technical Instructor	22.99
15095 - Technical Instructor/Course Developer	28.12
15110 - Test Proctor	18.56
15120 - Tutor	18.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.77
16030 - Counter Attendant	9.77
16040 - Dry Cleaner	11.84
16070 - Finisher, Flatwork, Machine	9.77
16090 - Presser, Hand	9.77
16110 - Presser, Machine, Drycleaning	9.77
16130 - Presser, Machine, Shirts	9.77
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.17
16250 - Washer, Machine	10.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.57
19040 - Tool And Die Maker	27.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	20.40
21040 - Material Expediter	20.40
21050 - Material Handling Laborer	12.25
21071 - Order Filler	15.11
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	14.99
21130 - Shipping/Receiving Clerk	14.99
21140 - Store Worker I	11.44
21150 - Stock Clerk	16.26
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.20
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.20
23023 - Aircraft Mechanic III	29.22
23040 - Aircraft Mechanic Helper	20.61
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	23.80
23080 - Aircraft Worker	24.90
23110 - Appliance Mechanic	20.33
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	21.88
23160 - Electrician, Maintenance	29.38
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	23.57
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	21.37
23290 - Fire Alarm System Mechanic	24.48
23310 - Fire Extinguisher Repairer	19.87
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	22.74
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	19.87
23392 - Gunsmith II	22.54
23393 - Gunsmith III	24.53
23410 - Heating, Ventilation And Air-Conditioning	24.51

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	24.53
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	12.25
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	25.37
23550 - Machinist, Maintenance	22.87
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	24.53
23592 - Metrology Technician II	25.55
23593 - Metrology Technician III	27.56
23640 - Millwright	24.53
23710 - Office Appliance Repairer	23.39
23760 - Painter, Maintenance	18.38
23790 - Pipefitter, Maintenance	24.97
23810 - Plumber, Maintenance	23.98
23820 - Pneudraulic Systems Mechanic	24.53
23850 - Rigger	24.53
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	24.66
23910 - Small Engine Mechanic	21.58
23931 - Telecommunications Mechanic I	24.14
23932 - Telecommunications Mechanic II	24.84
23950 - Telephone Lineman	27.24
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.53
23970 - Woodcraft Worker	24.53
23980 - Woodworker	19.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02
24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	12.48
27008 - Corrections Officer	28.63
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	13.96
27040 - Detention Officer	28.63
27070 - Firefighter	23.21
27101 - Guard I	12.48
27102 - Guard II	13.96
27131 - Police Officer I	32.52
27132 - Police Officer II	36.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Equpment Worker	10.35
28210 - Gate Attendant/Gate Tender	15.28
28310 - Lifeguard	12.12

28350 - Park Attendant (Aide)		17.09
28510 - Recreation Aide/Health Facility Attendant		12.48
28515 - Recreation Specialist		19.32
28630 - Sports Official		13.62
28690 - Swimming Pool Operator		20.66
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.54
29020 - Hatch Tender		22.54
29030 - Line Handler		22.54
29041 - Stevedore I		21.37
29042 - Stevedore II		23.57
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.48
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		18.29
30022 - Archeological Technician II		20.46
30023 - Archeological Technician III		25.35
30030 - Cartographic Technician		25.86
30040 - Civil Engineering Technician		27.81
30061 - Drafter/CAD Operator I		18.29
30062 - Drafter/CAD Operator II		20.46
30063 - Drafter/CAD Operator III		23.27
30064 - Drafter/CAD Operator IV		28.07
30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		19.21
30083 - Engineering Technician III		21.06
30084 - Engineering Technician IV		29.71
30085 - Engineering Technician V		33.15
30086 - Engineering Technician VI		40.11
30090 - Environmental Technician		26.67
30210 - Laboratory Technician		20.45
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		19.60
30362 - Paralegal/Legal Assistant II		25.03
30363 - Paralegal/Legal Assistant III		30.59
30364 - Paralegal/Legal Assistant IV		36.99
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		24.02
30462 - Technical Writer II		29.38
30463 - Technical Writer III		35.55
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.27
30621 - Weather Observer, Senior	(see 2)	25.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.62
31030 - Bus Driver		20.94
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		9.61
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		12.48
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		17.73
31363 - Truckdriver, Heavy		17.89
31364 - Truckdriver, Tractor-Trailer		17.89
99000 - Miscellaneous Occupations		
99030 - Cashier		11.10
99050 - Desk Clerk		11.32

99095 - Embalmer	25.32
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	13.23
99310 - Mortician	25.32
99410 - Pest Controller	18.38
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	21.38
99711 - Recycling Specialist	23.67
99730 - Refuse Collector	19.26
99810 - Sales Clerk	12.55
99820 - School Crossing Guard	13.08
99830 - Survey Party Chief	28.30
99831 - Surveying Aide	18.63
99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	18.63
99841 - Vending Machine Repairer	21.51
99842 - Vending Machine Repairer Helper	18.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2067 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		20.68
01040 - Court Reporter		18.28
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		19.64

01070 - Document Preparation Clerk	14.56
01090 - Duplicating Machine Operator	14.56
01111 - General Clerk I	13.18
01112 - General Clerk II	14.38
01113 - General Clerk III	16.14
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	12.28
01191 - Order Clerk I	13.75
01192 - Order Clerk II	14.95
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	19.89
01280 - Receptionist	12.45
01290 - Rental Clerk	12.58
01300 - Scheduler, Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	22.65
01420 - Survey Worker	16.22
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	14.05
01533 - Travel Clerk III	15.10
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.80
05010 - Automotive Electrician	19.64
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.47
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	19.81
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.80
05280 - Motor Vehicle Wrecker	18.69
05310 - Painter, Automotive	19.29
05340 - Radiator Repair Specialist	18.69
05370 - Tire Repairer	14.13
05400 - Transmission Repair Specialist	20.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	13.74
07042 - Cook II	14.99
07070 - Dishwasher	9.09
07130 - Food Service Worker	10.51
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	12.18
11090 - Gardener	16.13

11122 - Housekeeping Aide	12.18
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.17
11260 - Pruner	12.49
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	13.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.71
12011 - Breath Alcohol Technician	16.43
12012 - Certified Occupational Therapist Assistant	24.42
12015 - Certified Physical Therapist Assistant	24.42
12020 - Dental Assistant	15.31
12025 - Dental Hygienist	39.05
12030 - EKG Technician	27.12
12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	16.30
12071 - Licensed Practical Nurse I	19.12
12072 - Licensed Practical Nurse II	21.38
12073 - Licensed Practical Nurse III	23.85
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	18.79
12160 - Medical Record Clerk	16.34
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	16.34
12210 - Nuclear Medicine Technologist	41.37
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.27
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	16.61
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	32.96
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II, Specialist	29.76
12314 - Registered Nurse III	36.20
12315 - Registered Nurse III, Anesthetist	36.20
12316 - Registered Nurse IV	43.38
12317 - Scheduler (Drug and Alcohol Testing)	24.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.15
13012 - Exhibits Specialist II	29.54
13013 - Exhibits Specialist III	36.13
13041 - Illustrator I	23.16
13042 - Illustrator II	29.54
13043 - Illustrator III	36.13
13047 - Librarian	32.70
13050 - Library Aide/Clerk	13.47
13054 - Library Information Technology Systems Administrator	29.54
13058 - Library Technician	16.26
13061 - Media Specialist I	16.29
13062 - Media Specialist II	18.23
13063 - Media Specialist III	20.32
13071 - Photographer I	15.00
13072 - Photographer II	16.54
13073 - Photographer III	20.61
13074 - Photographer IV	25.20
13075 - Photographer V	30.49

13110 - Video Teleconference Technician		18.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.53
14042 - Computer Operator II		17.63
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.36
14071 - Computer Programmer I	(see 1)	20.21
14072 - Computer Programmer II	(see 1)	25.48
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.53
14160 - Personal Computer Support Technician		21.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.84
15020 - Aircrew Training Devices Instructor (Rated)		33.69
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.84
15060 - Educational Technologist		30.32
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		19.23
15090 - Technical Instructor		19.30
15095 - Technical Instructor/Course Developer		23.61
15110 - Test Proctor		15.57
15120 - Tutor		15.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.19
16030 - Counter Attendant		9.19
16040 - Dry Cleaner		12.33
16070 - Finisher, Flatwork, Machine		9.19
16090 - Presser, Hand		9.19
16110 - Presser, Machine, Drycleaning		9.19
16130 - Presser, Machine, Shirts		9.19
16160 - Presser, Machine, Wearing Apparel, Laundry		9.19
16190 - Sewing Machine Operator		13.39
16220 - Tailor		14.44
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.47
19040 - Tool And Die Maker		23.70
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.85
21030 - Material Coordinator		19.89
21040 - Material Expediter		19.89
21050 - Material Handling Laborer		14.09
21071 - Order Filler		12.01
21080 - Production Line Worker (Food Processing)		15.85
21110 - Shipping Packer		16.15
21130 - Shipping/Receiving Clerk		16.15
21140 - Store Worker I		14.60
21150 - Stock Clerk		17.39
21210 - Tools And Parts Attendant		15.85
21410 - Warehouse Specialist		15.85
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.23
23021 - Aircraft Mechanic I		21.28
23022 - Aircraft Mechanic II		22.23
23023 - Aircraft Mechanic III		23.21
23040 - Aircraft Mechanic Helper		16.76
23050 - Aircraft, Painter		20.30

23060 - Aircraft Servicer	18.46
23080 - Aircraft Worker	19.48
23110 - Appliance Mechanic	22.18
23120 - Bicycle Repairer	14.13
23125 - Cable Splicer	22.79
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	17.09
23160 - Electrician, Maintenance	25.03
23181 - Electronics Technician Maintenance I	25.35
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	20.54
23310 - Fire Extinguisher Repairer	18.56
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.77
23370 - General Maintenance Worker	18.96
23380 - Ground Support Equipment Mechanic	21.28
23381 - Ground Support Equipment Servicer	18.46
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	18.56
23392 - Gunsmith II	20.84
23393 - Gunsmith III	22.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	24.89
23440 - Heavy Equipment Operator	30.51
23460 - Instrument Mechanic	25.08
23465 - Laboratory/Shelter Mechanic	21.97
23470 - Laborer	14.09
23510 - Locksmith	21.76
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist, Maintenance	20.79
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	25.08
23592 - Metrology Technician II	26.20
23593 - Metrology Technician III	27.36
23640 - Millwright	23.30
23710 - Office Appliance Repairer	21.49
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	23.20
23810 - Plumber, Maintenance	22.26
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.79
23870 - Scale Mechanic	20.84
23890 - Sheet-Metal Worker, Maintenance	23.59
23910 - Small Engine Mechanic	20.68
23931 - Telecommunications Mechanic I	25.68
23932 - Telecommunications Mechanic II	26.83
23950 - Telephone Lineman	27.08
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	22.79
23970 - Woodcraft Worker	22.79
23980 - Woodworker	15.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.56
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	17.62
24630 - Homemaker	17.40

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.25
25040 - Sewage Plant Operator	27.03
25070 - Stationary Engineer	27.25
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	27.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.79
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	27.42
27010 - Court Security Officer	27.42
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	27.42
27070 - Firefighter	24.77
27101 - Guard I	10.95
27102 - Guard II	18.61
27131 - Police Officer I	27.31
27132 - Police Officer II	30.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	11.46
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.39
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.54
28515 - Recreation Specialist	17.31
28630 - Sports Official	11.39
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.93
29042 - Stevedore II	24.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	26.27
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	20.59
30084 - Engineering Technician IV	25.23
30085 - Engineering Technician V	30.86
30086 - Engineering Technician VI	37.33
30090 - Environmental Technician	22.40
30210 - Laboratory Technician	24.82
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.90
30362 - Paralegal/Legal Assistant II	25.90
30363 - Paralegal/Legal Assistant III	31.68
30364 - Paralegal/Legal Assistant IV	38.33
30390 - Photo-Optics Technician	26.83
30461 - Technical Writer I	25.61

30462 - Technical Writer II		31.31
30463 - Technical Writer III		37.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		16.97
31043 - Driver Courier		15.25
31260 - Parking and Lot Attendant		12.64
31290 - Shuttle Bus Driver		16.06
31310 - Taxi Driver		14.41
31361 - Truckdriver, Light		16.06
31362 - Truckdriver, Medium		16.78
31363 - Truckdriver, Heavy		20.78
31364 - Truckdriver, Tractor-Trailer		20.78
99000 - Miscellaneous Occupations		
99030 - Cashier		10.52
99050 - Desk Clerk		9.76
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.77
99252 - Laboratory Animal Caretaker II		12.53
99310 - Mortician		25.80
99410 - Pest Controller		17.45
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		21.82
99711 - Recycling Specialist		25.11
99730 - Refuse Collector		20.19
99810 - Sales Clerk		12.68
99820 - School Crossing Guard		12.55
99830 - Survey Party Chief		34.32
99831 - Surveying Aide		20.72
99832 - Surveying Technician		28.39
99840 - Vending Machine Attendant		10.98
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2068 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		20.68
01040 - Court Reporter		18.28
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		19.64
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.14
01120 - Housing Referral Assistant		20.39
01141 - Messenger Courier		12.28
01191 - Order Clerk I		13.75
01192 - Order Clerk II		14.95
01261 - Personnel Assistant (Employment) I		16.24
01262 - Personnel Assistant (Employment) II		18.17
01263 - Personnel Assistant (Employment) III		20.11
01270 - Production Control Clerk		19.89
01280 - Receptionist		12.45
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		16.34
01311 - Secretary I		16.34
01312 - Secretary II		18.28
01313 - Secretary III		20.39
01320 - Service Order Dispatcher		19.64
01410 - Supply Technician		22.65
01420 - Survey Worker		16.22
01531 - Travel Clerk I		13.06
01532 - Travel Clerk II		14.05
01533 - Travel Clerk III		15.10
01611 - Word Processor I		13.87
01612 - Word Processor II		15.56
01613 - Word Processor III		17.40
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.80
05010 - Automotive Electrician		19.64
05040 - Automotive Glass Installer		20.62
05070 - Automotive Worker		19.03
05110 - Mobile Equipment Servicer		17.59
05130 - Motor Equipment Metal Mechanic		20.47
05160 - Motor Equipment Metal Worker		19.03
05190 - Motor Vehicle Mechanic		19.81
05220 - Motor Vehicle Mechanic Helper		16.48
05250 - Motor Vehicle Upholstery Worker		17.80
05280 - Motor Vehicle Wrecker		18.69
05310 - Painter, Automotive		19.29
05340 - Radiator Repair Specialist		18.69
05370 - Tire Repairer		14.13
05400 - Transmission Repair Specialist		20.47

07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	13.74
07042 - Cook II	14.99
07070 - Dishwasher	9.09
07130 - Food Service Worker	10.51
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	12.18
11090 - Gardener	16.13
11122 - Housekeeping Aide	12.18
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.17
11260 - Pruner	12.49
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	13.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.71
12011 - Breath Alcohol Technician	16.43
12012 - Certified Occupational Therapist Assistant	24.42
12015 - Certified Physical Therapist Assistant	24.42
12020 - Dental Assistant	15.31
12025 - Dental Hygienist	39.05
12030 - EKG Technician	27.12
12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	16.30
12071 - Licensed Practical Nurse I	19.12
12072 - Licensed Practical Nurse II	21.38
12073 - Licensed Practical Nurse III	23.85
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	18.79
12160 - Medical Record Clerk	16.34
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	16.34
12210 - Nuclear Medicine Technologist	41.37
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.27
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	16.61
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	32.96
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II, Specialist	29.76
12314 - Registered Nurse III	36.20
12315 - Registered Nurse III, Anesthetist	36.20
12316 - Registered Nurse IV	43.38
12317 - Scheduler (Drug and Alcohol Testing)	24.64
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		23.15
13012 - Exhibits Specialist II		29.54
13013 - Exhibits Specialist III		36.13
13041 - Illustrator I		23.16
13042 - Illustrator II		29.54
13043 - Illustrator III		36.13
13047 - Librarian		32.70
13050 - Library Aide/Clerk		13.47
13054 - Library Information Technology Systems Administrator		29.54
13058 - Library Technician		16.26
13061 - Media Specialist I		16.29
13062 - Media Specialist II		18.23
13063 - Media Specialist III		20.32
13071 - Photographer I		15.00
13072 - Photographer II		16.54
13073 - Photographer III		20.61
13074 - Photographer IV		25.20
13075 - Photographer V		30.49
13110 - Video Teleconference Technician		18.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.53
14042 - Computer Operator II		17.63
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		21.99
14045 - Computer Operator V		24.36
14071 - Computer Programmer I	(see 1)	20.21
14072 - Computer Programmer II	(see 1)	25.48
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.53
14160 - Personal Computer Support Technician		21.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.84
15020 - Aircrew Training Devices Instructor (Rated)		33.69
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.84
15060 - Educational Technologist		30.32
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		19.23
15090 - Technical Instructor		19.30
15095 - Technical Instructor/Course Developer		23.61
15110 - Test Proctor		15.57
15120 - Tutor		15.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.19
16030 - Counter Attendant		9.19
16040 - Dry Cleaner		12.33
16070 - Finisher, Flatwork, Machine		9.19
16090 - Presser, Hand		9.19
16110 - Presser, Machine, Drycleaning		9.19
16130 - Presser, Machine, Shirts		9.19
16160 - Presser, Machine, Wearing Apparel, Laundry		9.19
16190 - Sewing Machine Operator		13.39
16220 - Tailor		14.44
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.47
19040 - Tool And Die Maker		23.70
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	15.85
21030 - Material Coordinator	19.89
21040 - Material Expediter	19.89
21050 - Material Handling Laborer	14.09
21071 - Order Filler	12.01
21080 - Production Line Worker (Food Processing)	15.85
21110 - Shipping Packer	16.15
21130 - Shipping/Receiving Clerk	16.15
21140 - Store Worker I	14.60
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	15.85
21410 - Warehouse Specialist	15.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.23
23021 - Aircraft Mechanic I	21.28
23022 - Aircraft Mechanic II	22.23
23023 - Aircraft Mechanic III	23.21
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft, Painter	20.30
23060 - Aircraft Servicer	18.46
23080 - Aircraft Worker	19.48
23110 - Appliance Mechanic	22.18
23120 - Bicycle Repairer	14.13
23125 - Cable Splicer	22.79
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	17.09
23160 - Electrician, Maintenance	25.03
23181 - Electronics Technician Maintenance I	25.35
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	20.54
23310 - Fire Extinguisher Repairer	18.56
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.77
23370 - General Maintenance Worker	18.96
23380 - Ground Support Equipment Mechanic	21.28
23381 - Ground Support Equipment Servicer	18.46
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	18.56
23392 - Gunsmith II	20.84
23393 - Gunsmith III	22.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	24.89
23440 - Heavy Equipment Operator	30.51
23460 - Instrument Mechanic	25.08
23465 - Laboratory/Shelter Mechanic	21.97
23470 - Laborer	14.09
23510 - Locksmith	21.76
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist, Maintenance	20.79
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	25.08
23592 - Metrology Technician II	26.20
23593 - Metrology Technician III	27.36
23640 - Millwright	23.30
23710 - Office Appliance Repairer	21.49
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	23.20
23810 - Plumber, Maintenance	22.26

23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.79
23870 - Scale Mechanic	20.84
23890 - Sheet-Metal Worker, Maintenance	23.59
23910 - Small Engine Mechanic	20.68
23931 - Telecommunications Mechanic I	25.68
23932 - Telecommunications Mechanic II	26.83
23950 - Telephone Lineman	27.08
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	22.79
23970 - Woodcraft Worker	22.79
23980 - Woodworker	15.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.56
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	17.62
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.25
25040 - Sewage Plant Operator	27.03
25070 - Stationary Engineer	27.25
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	27.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.79
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	27.42
27010 - Court Security Officer	27.42
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	27.42
27070 - Firefighter	24.77
27101 - Guard I	10.95
27102 - Guard II	18.61
27131 - Police Officer I	27.31
27132 - Police Officer II	30.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	11.46
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.39
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.54
28515 - Recreation Specialist	17.31
28630 - Sports Official	11.39
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.93
29042 - Stevedore II	24.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	26.27

30061 - Drafter/CAD Operator I		19.89
30062 - Drafter/CAD Operator II		22.25
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		16.22
30082 - Engineering Technician II		18.20
30083 - Engineering Technician III		20.59
30084 - Engineering Technician IV		25.23
30085 - Engineering Technician V		30.86
30086 - Engineering Technician VI		37.33
30090 - Environmental Technician		22.40
30210 - Laboratory Technician		24.82
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.90
30362 - Paralegal/Legal Assistant II		25.90
30363 - Paralegal/Legal Assistant III		31.68
30364 - Paralegal/Legal Assistant IV		38.33
30390 - Photo-Optics Technician		26.83
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.31
30463 - Technical Writer III		37.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		16.97
31043 - Driver Courier		15.25
31260 - Parking and Lot Attendant		12.64
31290 - Shuttle Bus Driver		16.06
31310 - Taxi Driver		14.41
31361 - Truckdriver, Light		16.06
31362 - Truckdriver, Medium		16.78
31363 - Truckdriver, Heavy		20.78
31364 - Truckdriver, Tractor-Trailer		20.78
99000 - Miscellaneous Occupations		
99030 - Cashier		10.52
99050 - Desk Clerk		9.76
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.77
99252 - Laboratory Animal Caretaker II		12.53
99310 - Mortician		25.80
99410 - Pest Controller		17.45
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		21.82
99711 - Recycling Specialist		25.11
99730 - Refuse Collector		20.19
99810 - Sales Clerk		12.68
99820 - School Crossing Guard		12.55
99830 - Survey Party Chief		34.32
99831 - Surveying Aide		20.72
99832 - Surveying Technician		28.39
99840 - Vending Machine Attendant		10.98
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2069 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.73
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.82
01090 - Duplicating Machine Operator		15.82
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		12.83
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		22.62
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72

01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.97
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.77
05010 - Automotive Electrician	23.26
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter, Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	19.81
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.82
11090 - Gardener	19.46
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.71
11240 - Maid or Houseman	12.54
11260 - Pruner	16.62
11270 - Tractor Operator	19.48
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	23.33
12012 - Certified Occupational Therapist Assistant	31.20
12015 - Certified Physical Therapist Assistant	23.44
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	49.41
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	21.46
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.94
12100 - Medical Assistant	20.98

12130 - Medical Laboratory Technician		23.05
12160 - Medical Record Clerk		21.00
12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		42.03
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		16.98
12236 - Optical Technician		16.19
12250 - Pharmacy Technician		20.11
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		29.71
12311 - Registered Nurse I		35.72
12312 - Registered Nurse II		43.70
12313 - Registered Nurse II, Specialist		43.70
12314 - Registered Nurse III		52.94
12315 - Registered Nurse III, Anesthetist		52.94
12316 - Registered Nurse IV		63.36
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		31.06
13013 - Exhibits Specialist III		38.01
13041 - Illustrator I		25.08
13042 - Illustrator II		31.06
13043 - Illustrator III		38.01
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		16.05
13072 - Photographer II		17.92
13073 - Photographer III		22.41
13074 - Photographer IV		27.18
13075 - Photographer V		32.89
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		31.96

15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	25.32
15090 - Technical Instructor	23.14
15095 - Technical Instructor/Course Developer	28.25
15110 - Test Proctor	19.00
15120 - Tutor	19.00
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.16
16030 - Counter Attendant	10.16
16040 - Dry Cleaner	13.25
16070 - Finisher, Flatwork, Machine	10.16
16090 - Presser, Hand	10.16
16110 - Presser, Machine, Drycleaning	10.16
16130 - Presser, Machine, Shirts	10.16
16160 - Presser, Machine, Wearing Apparel, Laundry	10.16
16190 - Sewing Machine Operator	14.28
16220 - Tailor	15.29
16250 - Washer, Machine	11.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.09
19040 - Tool And Die Maker	28.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.78
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.58
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	17.78
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	17.78
21410 - Warehouse Specialist	17.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.18
23021 - Aircraft Mechanic I	26.81
23022 - Aircraft Mechanic II	28.18
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	25.05
23060 - Aircraft Servicer	22.68
23080 - Aircraft Worker	23.85
23110 - Appliance Mechanic	26.11
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	26.04
23130 - Carpenter, Maintenance	26.17
23140 - Carpet Layer	23.21
23160 - Electrician, Maintenance	34.84
23181 - Electronics Technician Maintenance I	29.50
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.86
23260 - Fabric Worker	22.02
23290 - Fire Alarm System Mechanic	23.38
23310 - Fire Extinguisher Repairer	20.60
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	20.80
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	26.81
23381 - Ground Support Equipment Servicer	22.68
23382 - Ground Support Equipment Worker	23.85
23391 - Gunsmith I	20.60
23392 - Gunsmith II	23.38

23393 - Gunsmith III	26.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.92
23430 - Heavy Equipment Mechanic	27.02
23440 - Heavy Equipment Operator	29.36
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	24.70
23470 - Laborer	14.76
23510 - Locksmith	19.81
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.53
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	31.95
23593 - Metrology Technician III	33.30
23640 - Millwright	26.04
23710 - Office Appliance Repairer	21.66
23760 - Painter, Maintenance	22.21
23790 - Pipefitter, Maintenance	28.02
23810 - Plumber, Maintenance	26.13
23820 - Pneudraulic Systems Mechanic	26.04
23850 - Rigger	26.04
23870 - Scale Mechanic	23.38
23890 - Sheet-Metal Worker, Maintenance	27.26
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	26.96
23932 - Telecommunications Mechanic II	28.34
23950 - Telephone Lineman	27.10
23960 - Welder, Combination, Maintenance	22.75
23965 - Well Driller	24.54
23970 - Woodcraft Worker	26.04
23980 - Woodworker	20.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.74
24580 - Child Care Center Clerk	17.13
24610 - Chore Aide	11.94
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	30.72
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	30.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.80
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.15
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58

28210 - Gate Attendant/Gate Tender		18.04
28310 - Lifeguard		12.74
28350 - Park Attendant (Aide)		20.19
28510 - Recreation Aide/Health Facility Attendant		14.14
28515 - Recreation Specialist		20.43
28630 - Sports Official		16.07
28690 - Swimming Pool Operator		17.59
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.05
29020 - Hatch Tender		27.05
29030 - Line Handler		27.05
29041 - Stevedore I		26.37
29042 - Stevedore II		28.77
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		26.28
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		30.39
30210 - Laboratory Technician		21.15
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		24.61
30362 - Paralegal/Legal Assistant II		30.73
30363 - Paralegal/Legal Assistant III		37.61
30364 - Paralegal/Legal Assistant IV		45.49
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		27.62
30462 - Technical Writer II		33.78
30463 - Technical Writer III		38.75
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		11.67
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		14.22
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.46
31364 - Truckdriver, Tractor-Trailer		21.46
99000 - Miscellaneous Occupations		

99030 - Cashier	13.32
99050 - Desk Clerk	12.16
99095 - Embalmer	25.67
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.52
99310 - Mortician	29.41
99410 - Pest Controller	19.24
99510 - Photofinishing Worker	14.96
99710 - Recycling Laborer	22.18
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.77
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	14.24
99841 - Vending Machine Repairer	16.60
99842 - Vending Machine Repairer Helper	14.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2070 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	26.73
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.82
01090 - Duplicating Machine Operator	15.82
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	12.83
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.58
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	16.25
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	22.62
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.97
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.77
05010 - Automotive Electrician	23.26
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter, Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	19.81
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.82
11090 - Gardener	19.46
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.71
11240 - Maid or Houseman	12.54
11260 - Pruner	16.62
11270 - Tractor Operator	19.48
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	23.33
12012 - Certified Occupational Therapist Assistant	31.20
12015 - Certified Physical Therapist Assistant	23.44
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	49.41
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	21.46
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.94
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.03
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	16.98
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	20.11
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	29.71
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70
12313 - Registered Nurse II, Specialist	43.70
12314 - Registered Nurse III	52.94
12315 - Registered Nurse III, Anesthetist	52.94
12316 - Registered Nurse IV	63.36
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.90
13012 - Exhibits Specialist II	31.06
13013 - Exhibits Specialist III	38.01
13041 - Illustrator I	25.08
13042 - Illustrator II	31.06
13043 - Illustrator III	38.01
13047 - Librarian	34.41
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems	31.06

Administrator		
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		16.05
13072 - Photographer II		17.92
13073 - Photographer III		22.41
13074 - Photographer IV		27.18
13075 - Photographer V		32.89
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		31.96
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		25.32
15090 - Technical Instructor		23.14
15095 - Technical Instructor/Course Developer		28.25
15110 - Test Proctor		19.00
15120 - Tutor		19.00
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.16
16030 - Counter Attendant		10.16
16040 - Dry Cleaner		13.25
16070 - Finisher, Flatwork, Machine		10.16
16090 - Presser, Hand		10.16
16110 - Presser, Machine, Drycleaning		10.16
16130 - Presser, Machine, Shirts		10.16
16160 - Presser, Machine, Wearing Apparel, Laundry		10.16
16190 - Sewing Machine Operator		14.28
16220 - Tailor		15.29
16250 - Washer, Machine		11.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.09
19040 - Tool And Die Maker		28.58
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.78
21030 - Material Coordinator		28.05
21040 - Material Expediter		28.05
21050 - Material Handling Laborer		16.58
21071 - Order Filler		15.60
21080 - Production Line Worker (Food Processing)		17.78
21110 - Shipping Packer		17.59
21130 - Shipping/Receiving Clerk		17.59
21140 - Store Worker I		14.54

21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	17.78
21410 - Warehouse Specialist	17.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.18
23021 - Aircraft Mechanic I	26.81
23022 - Aircraft Mechanic II	28.18
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	25.05
23060 - Aircraft Servicer	22.68
23080 - Aircraft Worker	23.85
23110 - Appliance Mechanic	26.11
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	26.04
23130 - Carpenter, Maintenance	26.17
23140 - Carpet Layer	23.21
23160 - Electrician, Maintenance	34.84
23181 - Electronics Technician Maintenance I	29.50
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.86
23260 - Fabric Worker	22.02
23290 - Fire Alarm System Mechanic	23.38
23310 - Fire Extinguisher Repairer	20.60
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	20.80
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	26.81
23381 - Ground Support Equipment Servicer	22.68
23382 - Ground Support Equipment Worker	23.85
23391 - Gunsmith I	20.60
23392 - Gunsmith II	23.38
23393 - Gunsmith III	26.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.92
23430 - Heavy Equipment Mechanic	27.02
23440 - Heavy Equipment Operator	29.36
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	24.70
23470 - Laborer	14.76
23510 - Locksmith	19.81
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.53
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	31.95
23593 - Metrology Technician III	33.30
23640 - Millwright	26.04
23710 - Office Appliance Repairer	21.66
23760 - Painter, Maintenance	22.21
23790 - Pipefitter, Maintenance	28.02
23810 - Plumber, Maintenance	26.13
23820 - Pneudraulic Systems Mechanic	26.04
23850 - Rigger	26.04
23870 - Scale Mechanic	23.38
23890 - Sheet-Metal Worker, Maintenance	27.26
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	26.96
23932 - Telecommunications Mechanic II	28.34
23950 - Telephone Lineman	27.10
23960 - Welder, Combination, Maintenance	22.75

23965 - Well Driller	24.54
23970 - Woodcraft Worker	26.04
23980 - Woodworker	20.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.74
24580 - Child Care Center Clerk	17.13
24610 - Chore Aide	11.94
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	30.72
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	30.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.80
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.15
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	14.14
28515 - Recreation Specialist	20.43
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	17.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.05
29020 - Hatch Tender	27.05
29030 - Line Handler	27.05
29041 - Stevedore I	26.37
29042 - Stevedore II	28.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	26.28
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98

30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		30.39
30210 - Laboratory Technician		21.15
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		24.61
30362 - Paralegal/Legal Assistant II		30.73
30363 - Paralegal/Legal Assistant III		37.61
30364 - Paralegal/Legal Assistant IV		45.49
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		27.62
30462 - Technical Writer II		33.78
30463 - Technical Writer III		38.75
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		11.67
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		14.22
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.46
31364 - Truckdriver, Tractor-Trailer		21.46
99000 - Miscellaneous Occupations		
99030 - Cashier		13.32
99050 - Desk Clerk		12.16
99095 - Embalmer		25.67
99251 - Laboratory Animal Caretaker I		12.49
99252 - Laboratory Animal Caretaker II		13.52
99310 - Mortician		29.41
99410 - Pest Controller		19.24
99510 - Photofinishing Worker		14.96
99710 - Recycling Laborer		22.18
99711 - Recycling Specialist		24.46
99730 - Refuse Collector		19.77
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		13.01
99830 - Survey Party Chief		39.30
99831 - Surveying Aide		18.71
99832 - Surveying Technician		25.67
99840 - Vending Machine Attendant		14.24
99841 - Vending Machine Repairer		16.60
99842 - Vending Machine Repairer Helper		14.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2071 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.95
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.33
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45

01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.93
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.88
01533 - Travel Clerk III	14.63
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.09
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.48
07042 - Cook II	15.40
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	10.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	19.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	21.85
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	29.68
12030 - EKG Technician	29.99
12035 - Electroneurodiagnostic Technologist	29.99
12040 - Emergency Medical Technician	17.82

12071 - Licensed Practical Nurse I		18.11
12072 - Licensed Practical Nurse II		20.68
12073 - Licensed Practical Nurse III		23.72
12100 - Medical Assistant		14.56
12130 - Medical Laboratory Technician		18.27
12160 - Medical Record Clerk		15.93
12190 - Medical Record Technician		17.82
12195 - Medical Transcriptionist		18.39
12210 - Nuclear Medicine Technologist		44.62
12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.46
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		16.80
12236 - Optical Technician		17.01
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.19
12305 - Radiologic Technologist		26.67
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.95
13012 - Exhibits Specialist II		28.43
13013 - Exhibits Specialist III		34.78
13041 - Illustrator I		22.71
13042 - Illustrator II		28.13
13043 - Illustrator III		35.13
13047 - Librarian		29.23
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		23.79
13058 - Library Technician		22.40
13061 - Media Specialist I		17.17
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.41
13071 - Photographer I		16.73
13072 - Photographer II		20.70
13073 - Photographer III		26.61
13074 - Photographer IV		35.57
13075 - Photographer V		39.24
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 2)	27.07
14072 - Computer Programmer II	(see 2)	
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73

15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	39.63
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	24.07
15090 - Technical Instructor	23.63
15095 - Technical Instructor/Course Developer	28.90
15110 - Test Proctor	19.07
15120 - Tutor	19.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.61
16030 - Counter Attendant	9.61
16040 - Dry Cleaner	11.51
16070 - Finisher, Flatwork, Machine	9.61
16090 - Presser, Hand	9.61
16110 - Presser, Machine, Drycleaning	9.61
16130 - Presser, Machine, Shirts	9.61
16160 - Presser, Machine, Wearing Apparel, Laundry	9.61
16190 - Sewing Machine Operator	12.19
16220 - Tailor	12.87
16250 - Washer, Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.75
19040 - Tool And Die Maker	23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.54
21030 - Material Coordinator	23.10
21040 - Material Expediter	23.10
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.54
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.53
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	14.54
21410 - Warehouse Specialist	14.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.01
23021 - Aircraft Mechanic I	27.51
23022 - Aircraft Mechanic II	29.01
23023 - Aircraft Mechanic III	30.15
23040 - Aircraft Mechanic Helper	19.27
23050 - Aircraft, Painter	25.88
23060 - Aircraft Servicer	22.10
23080 - Aircraft Worker	23.08
23110 - Appliance Mechanic	22.54
23120 - Bicycle Repairer	14.54
23125 - Cable Splicer	26.40
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	22.30
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.46
23182 - Electronics Technician Maintenance II	28.18
23183 - Electronics Technician Maintenance III	29.92
23260 - Fabric Worker	20.83
23290 - Fire Alarm System Mechanic	22.30
23310 - Fire Extinguisher Repairer	19.28
23311 - Fuel Distribution System Mechanic	26.19
23312 - Fuel Distribution System Operator	20.03
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	27.51

23381 - Ground Support Equipment Servicer	22.10
23382 - Ground Support Equipment Worker	23.08
23391 - Gunsmith I	19.28
23392 - Gunsmith II	22.30
23393 - Gunsmith III	25.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.59
23430 - Heavy Equipment Mechanic	27.03
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	25.21
23465 - Laboratory/Shelter Mechanic	23.75
23470 - Laborer	13.40
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	26.70
23593 - Metrology Technician III	28.79
23640 - Millwright	25.21
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	26.17
23870 - Scale Mechanic	22.30
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	22.55
23932 - Telecommunications Mechanic II	23.88
23950 - Telephone Lineman	26.70
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	17.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	19.15
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.11
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	31.01
27070 - Firefighter	28.78
27101 - Guard I	13.15
27102 - Guard II	19.70
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.59
28042 - Carnival Equipment Repairer		14.64
28043 - Carnival Equpment Worker		10.30
28210 - Gate Attendant/Gate Tender		15.57
28310 - Lifeguard		13.81
28350 - Park Attendant (Aide)		17.41
28510 - Recreation Aide/Health Facility Attendant		12.71
28515 - Recreation Specialist		18.39
28630 - Sports Official		13.87
28690 - Swimming Pool Operator		20.34
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.28
29020 - Hatch Tender		29.28
29030 - Line Handler		29.28
29041 - Stevedore I		29.18
29042 - Stevedore II		32.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	30.26
30021 - Archeological Technician I		24.38
30022 - Archeological Technician II		27.39
30023 - Archeological Technician III		33.92
30030 - Cartographic Technician		34.33
30040 - Civil Engineering Technician		28.53
30061 - Drafter/CAD Operator I		24.49
30062 - Drafter/CAD Operator II		27.39
30063 - Drafter/CAD Operator III		30.35
30064 - Drafter/CAD Operator IV		37.58
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		25.20
30210 - Laboratory Technician		24.99
30240 - Mathematical Technician		33.80
30361 - Paralegal/Legal Assistant I		21.43
30362 - Paralegal/Legal Assistant II		26.55
30363 - Paralegal/Legal Assistant III		32.48
30364 - Paralegal/Legal Assistant IV		39.30
30390 - Photo-Optics Technician		30.73
30461 - Technical Writer I		26.29
30462 - Technical Writer II		32.15
30463 - Technical Writer III		38.91
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	27.39
30621 - Weather Observer, Senior	(see 1)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		18.67
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		10.31
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.24
31361 - Truckdriver, Light		14.48

31362 - Truckdriver, Medium	14.89
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	10.43
99095 - Embalmer	25.32
99251 - Laboratory Animal Caretaker I	12.42
99252 - Laboratory Animal Caretaker II	13.55
99310 - Mortician	25.32
99410 - Pest Controller	15.55
99510 - Photofinishing Worker	15.95
99710 - Recycling Laborer	19.53
99711 - Recycling Specialist	23.86
99730 - Refuse Collector	17.37
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	11.71
99830 - Survey Party Chief	27.80
99831 - Surveying Aide	16.49
99832 - Surveying Technician	22.62
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	18.63
99842 - Vending Machine Repairer Helper	16.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2072 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37

01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.75
01090 - Duplicating Machine Operator	13.75
01111 - General Clerk I	11.95
01112 - General Clerk II	14.92
01113 - General Clerk III	17.43
01120 - Housing Referral Assistant	21.90
01141 - Messenger Courier	11.33
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01280 - Receptionist	14.51
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	26.82
01420 - Survey Worker	19.93
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.88
01533 - Travel Clerk III	14.63
01611 - Word Processor I	15.18
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.09
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.48
07042 - Cook II	15.40
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	10.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	19.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76

11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	21.85
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	29.68
12030 - EKG Technician	29.99
12035 - Electroneurodiagnostic Technologist	29.99
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.11
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	18.27
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	18.39
12210 - Nuclear Medicine Technologist	44.62
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	16.80
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	26.67
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	25.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.95
13012 - Exhibits Specialist II	28.43
13013 - Exhibits Specialist III	34.78
13041 - Illustrator I	22.71
13042 - Illustrator II	28.13
13043 - Illustrator III	35.13
13047 - Librarian	29.23
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	23.79
13058 - Library Technician	22.40
13061 - Media Specialist I	17.17
13062 - Media Specialist II	19.20
13063 - Media Specialist III	21.41
13071 - Photographer I	16.73
13072 - Photographer II	20.70
13073 - Photographer III	26.61
13074 - Photographer IV	35.57

13075 - Photographer V		39.24
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.63
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		24.07
15090 - Technical Instructor		23.63
15095 - Technical Instructor/Course Developer		28.90
15110 - Test Proctor		19.07
15120 - Tutor		19.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.61
16030 - Counter Attendant		9.61
16040 - Dry Cleaner		11.51
16070 - Finisher, Flatwork, Machine		9.61
16090 - Presser, Hand		9.61
16110 - Presser, Machine, Drycleaning		9.61
16130 - Presser, Machine, Shirts		9.61
16160 - Presser, Machine, Wearing Apparel, Laundry		9.61
16190 - Sewing Machine Operator		12.19
16220 - Tailor		12.87
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.75
19040 - Tool And Die Maker		23.05
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.54
21030 - Material Coordinator		23.10
21040 - Material Expediter		23.10
21050 - Material Handling Laborer		13.02
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		14.54
21110 - Shipping Packer		15.08
21130 - Shipping/Receiving Clerk		15.08
21140 - Store Worker I		11.53
21150 - Stock Clerk		16.46
21210 - Tools And Parts Attendant		14.54
21410 - Warehouse Specialist		14.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.01
23021 - Aircraft Mechanic I		27.51
23022 - Aircraft Mechanic II		29.01
23023 - Aircraft Mechanic III		30.15
23040 - Aircraft Mechanic Helper		19.27

23050 - Aircraft, Painter	25.88
23060 - Aircraft Servicer	22.10
23080 - Aircraft Worker	23.08
23110 - Appliance Mechanic	22.54
23120 - Bicycle Repairer	14.54
23125 - Cable Splicer	26.40
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	22.30
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.46
23182 - Electronics Technician Maintenance II	28.18
23183 - Electronics Technician Maintenance III	29.92
23260 - Fabric Worker	20.83
23290 - Fire Alarm System Mechanic	22.30
23310 - Fire Extinguisher Repairer	19.28
23311 - Fuel Distribution System Mechanic	26.19
23312 - Fuel Distribution System Operator	20.03
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	27.51
23381 - Ground Support Equipment Servicer	22.10
23382 - Ground Support Equipment Worker	23.08
23391 - Gunsmith I	19.28
23392 - Gunsmith II	22.30
23393 - Gunsmith III	25.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.59
23430 - Heavy Equipment Mechanic	27.03
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	25.21
23465 - Laboratory/Shelter Mechanic	23.75
23470 - Laborer	13.40
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	26.70
23593 - Metrology Technician III	28.79
23640 - Millwright	25.21
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	26.17
23870 - Scale Mechanic	22.30
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	22.55
23932 - Telecommunications Mechanic II	23.88
23950 - Telephone Lineman	26.70
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	17.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	16.50

24630 - Homemaker	17.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	19.15
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.11
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	31.01
27070 - Firefighter	28.78
27101 - Guard I	13.15
27102 - Guard II	19.70
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.64
28043 - Carnival Equpment Worker	10.30
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	13.81
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	18.39
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	20.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.28
29020 - Hatch Tender	29.28
29030 - Line Handler	29.28
29041 - Stevedore I	29.18
29042 - Stevedore II	32.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.26
30021 - Archeological Technician I	24.38
30022 - Archeological Technician II	27.39
30023 - Archeological Technician III	33.92
30030 - Cartographic Technician	34.33
30040 - Civil Engineering Technician	28.53
30061 - Drafter/CAD Operator I	24.49
30062 - Drafter/CAD Operator II	27.39
30063 - Drafter/CAD Operator III	30.35
30064 - Drafter/CAD Operator IV	37.58
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	25.20
30210 - Laboratory Technician	24.99
30240 - Mathematical Technician	33.80
30361 - Paralegal/Legal Assistant I	21.43
30362 - Paralegal/Legal Assistant II	26.55
30363 - Paralegal/Legal Assistant III	32.48
30364 - Paralegal/Legal Assistant IV	39.30
30390 - Photo-Optics Technician	30.73

30461 - Technical Writer I		26.29
30462 - Technical Writer II		32.15
30463 - Technical Writer III		38.91
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.39
30621 - Weather Observer, Senior	(see 2)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		18.67
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		10.31
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.24
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		14.89
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		10.43
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		12.42
99252 - Laboratory Animal Caretaker II		13.55
99310 - Mortician		25.32
99410 - Pest Controller		15.55
99510 - Photofinishing Worker		15.95
99710 - Recycling Laborer		19.53
99711 - Recycling Specialist		23.86
99730 - Refuse Collector		17.37
99810 - Sales Clerk		16.78
99820 - School Crossing Guard		11.71
99830 - Survey Party Chief		27.80
99831 - Surveying Aide		16.49
99832 - Surveying Technician		22.62
99840 - Vending Machine Attendant		16.14
99841 - Vending Machine Repairer		18.63
99842 - Vending Machine Repairer Helper		16.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2073

State: California

Area: California Counties of Inyo, Kings, Tulare

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.80
01012 - Accounting Clerk II		16.61
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		20.79
01040 - Court Reporter		17.55
01051 - Data Entry Operator I		11.00
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.75
01070 - Document Preparation Clerk		12.34
01090 - Duplicating Machine Operator		12.34
01111 - General Clerk I		12.73
01112 - General Clerk II		13.88
01113 - General Clerk III		15.60
01120 - Housing Referral Assistant		20.61
01141 - Messenger Courier		10.82
01191 - Order Clerk I		11.30
01192 - Order Clerk II		12.34
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		17.55
01263 - Personnel Assistant (Employment) III		18.88
01270 - Production Control Clerk		19.15
01280 - Receptionist		12.08
01290 - Rental Clerk		15.25
01300 - Scheduler, Maintenance		15.25
01311 - Secretary I		15.25
01312 - Secretary II		17.55
01313 - Secretary III		19.02
01320 - Service Order Dispatcher		15.85
01410 - Supply Technician		20.79
01420 - Survey Worker		17.55
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.70
01533 - Travel Clerk III		14.84
01611 - Word Processor I		13.60
01612 - Word Processor II		15.26
01613 - Word Processor III		17.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.67
05010 - Automotive Electrician		18.50
05040 - Automotive Glass Installer		17.57
05070 - Automotive Worker		17.57
05110 - Mobile Equipment Servicer		15.69
05130 - Motor Equipment Metal Mechanic		19.45
05160 - Motor Equipment Metal Worker		17.57
05190 - Motor Vehicle Mechanic		19.45
05220 - Motor Vehicle Mechanic Helper		14.73
05250 - Motor Vehicle Upholstery Worker		16.62
05280 - Motor Vehicle Wrecker		17.57

05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.57
05370 - Tire Repairer	11.81
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.86
07042 - Cook II	13.49
07070 - Dishwasher	10.34
07130 - Food Service Worker	10.34
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.70
09040 - Furniture Handler	11.40
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.07
11060 - Elevator Operator	11.57
11090 - Gardener	15.68
11122 - Housekeeping Aide	9.91
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.53
11240 - Maid or Houseman	9.10
11260 - Pruner	12.00
11270 - Tractor Operator	14.71
11330 - Trail Maintenance Worker	12.53
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	19.45
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	23.76
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	36.99
12030 - EKG Technician	30.50
12035 - Electroneurodiagnostic Technologist	30.50
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	13.12
12130 - Medical Laboratory Technician	17.00
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	15.42
12195 - Medical Transcriptionist	14.99
12210 - Nuclear Medicine Technologist	39.72
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14
12223 - Nursing Assistant III	12.16
12224 - Nursing Assistant IV	13.64
12235 - Optical Dispenser	17.50
12236 - Optical Technician	17.99
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	13.64
12305 - Radiologic Technologist	31.53
12311 - Registered Nurse I	26.76
12312 - Registered Nurse II	32.73
12313 - Registered Nurse II, Specialist	32.73
12314 - Registered Nurse III	39.59

12315 - Registered Nurse III, Anesthetist		39.59
12316 - Registered Nurse IV		47.45
12317 - Scheduler (Drug and Alcohol Testing)		24.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.33
13012 - Exhibits Specialist II		18.99
13013 - Exhibits Specialist III		23.22
13041 - Illustrator I		15.30
13042 - Illustrator II		18.99
13043 - Illustrator III		23.22
13047 - Librarian		21.03
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		18.99
13058 - Library Technician		15.08
13061 - Media Specialist I		13.70
13062 - Media Specialist II		15.33
13063 - Media Specialist III		17.09
13071 - Photographer I		13.00
13072 - Photographer II		14.53
13073 - Photographer III		18.01
13074 - Photographer IV		22.02
13075 - Photographer V		26.64
13110 - Video Teleconference Technician		13.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.42
14042 - Computer Operator II		15.01
14043 - Computer Operator III		16.74
14044 - Computer Operator IV		18.60
14045 - Computer Operator V		20.59
14071 - Computer Programmer I	(see 1)	22.91
14072 - Computer Programmer II		27.62
14073 - Computer Programmer III		
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.42
14160 - Personal Computer Support Technician		18.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		25.01
15070 - Flight Instructor (Pilot)		44.31
15080 - Graphic Artist		21.52
15090 - Technical Instructor		16.83
15095 - Technical Instructor/Course Developer		22.28
15110 - Test Proctor		14.39
15120 - Tutor		14.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.41
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51
16190 - Sewing Machine Operator		12.05
16220 - Tailor		12.71
16250 - Washer, Machine		10.12

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.21
19040 - Tool And Die Maker	22.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.35
21030 - Material Coordinator	19.84
21040 - Material Expediter	19.84
21050 - Material Handling Laborer	11.87
21071 - Order Filler	12.80
21080 - Production Line Worker (Food Processing)	13.35
21110 - Shipping Packer	13.98
21130 - Shipping/Receiving Clerk	13.98
21140 - Store Worker I	11.42
21150 - Stock Clerk	14.99
21210 - Tools And Parts Attendant	13.89
21410 - Warehouse Specialist	13.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.02
23021 - Aircraft Mechanic I	19.23
23022 - Aircraft Mechanic II	20.27
23023 - Aircraft Mechanic III	21.30
23040 - Aircraft Mechanic Helper	14.25
23050 - Aircraft, Painter	18.20
23060 - Aircraft Servicer	16.42
23080 - Aircraft Worker	17.36
23110 - Appliance Mechanic	18.21
23120 - Bicycle Repairer	12.50
23125 - Cable Splicer	25.28
23130 - Carpenter, Maintenance	19.10
23140 - Carpet Layer	15.03
23160 - Electrician, Maintenance	18.84
23181 - Electronics Technician Maintenance I	17.17
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	21.64
23260 - Fabric Worker	16.15
23290 - Fire Alarm System Mechanic	18.59
23310 - Fire Extinguisher Repairer	15.10
23311 - Fuel Distribution System Mechanic	19.23
23312 - Fuel Distribution System Operator	15.10
23370 - General Maintenance Worker	16.15
23380 - Ground Support Equipment Mechanic	19.23
23381 - Ground Support Equipment Servicer	16.42
23382 - Ground Support Equipment Worker	17.36
23391 - Gunsmith I	15.10
23392 - Gunsmith II	17.17
23393 - Gunsmith III	19.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.61
23430 - Heavy Equipment Mechanic	20.83
23440 - Heavy Equipment Operator	20.89
23460 - Instrument Mechanic	19.23
23465 - Laboratory/Shelter Mechanic	18.21
23470 - Laborer	11.45
23510 - Locksmith	18.21
23530 - Machinery Maintenance Mechanic	19.55
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	12.96
23591 - Metrology Technician I	19.23
23592 - Metrology Technician II	20.27
23593 - Metrology Technician III	21.30
23640 - Millwright	19.23

23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	16.33
23790 - Pipefitter, Maintenance	19.85
23810 - Plumber, Maintenance	18.82
23820 - Pneudraulic Systems Mechanic	19.23
23850 - Rigger	19.23
23870 - Scale Mechanic	17.17
23890 - Sheet-Metal Worker, Maintenance	16.68
23910 - Small Engine Mechanic	15.12
23931 - Telecommunications Mechanic I	23.24
23932 - Telecommunications Mechanic II	24.08
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	16.51
23965 - Well Driller	19.23
23970 - Woodcraft Worker	19.23
23980 - Woodworker	15.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.79
24610 - Chore Aide	10.16
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	14.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.72
25040 - Sewage Plant Operator	19.49
25070 - Stationary Engineer	21.72
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	19.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.58
27007 - Baggage Inspector	10.26
27008 - Corrections Officer	24.10
27010 - Court Security Officer	24.17
27030 - Detection Dog Handler	14.04
27040 - Detention Officer	24.10
27070 - Firefighter	23.77
27101 - Guard I	10.26
27102 - Guard II	14.04
27131 - Police Officer I	29.11
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.25
28043 - Carnival Equpment Worker	10.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.65
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.49
28515 - Recreation Specialist	15.36
28630 - Sports Official	11.65
28690 - Swimming Pool Operator	16.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.63
29020 - Hatch Tender	17.63
29030 - Line Handler	17.63
29041 - Stevedore I	16.59
29042 - Stevedore II	18.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11

30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.72
30030 - Cartographic Technician		23.72
30040 - Civil Engineering Technician		21.71
30061 - Drafter/CAD Operator I		17.11
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.35
30064 - Drafter/CAD Operator IV		26.26
30081 - Engineering Technician I		16.68
30082 - Engineering Technician II		18.72
30083 - Engineering Technician III		20.94
30084 - Engineering Technician IV		25.95
30085 - Engineering Technician V		31.74
30086 - Engineering Technician VI		38.40
30090 - Environmental Technician		23.32
30210 - Laboratory Technician		20.59
30240 - Mathematical Technician		23.32
30361 - Paralegal/Legal Assistant I		17.98
30362 - Paralegal/Legal Assistant II		20.72
30363 - Paralegal/Legal Assistant III		25.34
30364 - Paralegal/Legal Assistant IV		30.65
30390 - Photo-Optics Technician		23.72
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.15
30463 - Technical Writer III		34.94
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.35
30621 - Weather Observer, Senior	(see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.82
31030 - Bus Driver		14.69
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		14.32
31310 - Taxi Driver		13.93
31361 - Truckdriver, Light		14.32
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		20.08
31364 - Truckdriver, Tractor-Trailer		20.08
99000 - Miscellaneous Occupations		
99030 - Cashier		10.83
99050 - Desk Clerk		9.03
99095 - Embalmer		20.95
99251 - Laboratory Animal Caretaker I		11.18
99252 - Laboratory Animal Caretaker II		12.00
99310 - Mortician		20.95
99410 - Pest Controller		15.02
99510 - Photofinishing Worker		12.88
99710 - Recycling Laborer		14.47
99711 - Recycling Specialist		19.28
99730 - Refuse Collector		16.25
99810 - Sales Clerk		12.63
99820 - School Crossing Guard		12.29
99830 - Survey Party Chief		21.00
99831 - Surveying Aide		11.98
99832 - Surveying Technician		16.44
99840 - Vending Machine Attendant		16.17
99841 - Vending Machine Repairer		19.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2074 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Inyo, Kings, Tulare

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.80
01012 - Accounting Clerk II		16.61
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		20.79
01040 - Court Reporter		17.55
01051 - Data Entry Operator I		11.00
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.75
01070 - Document Preparation Clerk		12.34
01090 - Duplicating Machine Operator		12.34
01111 - General Clerk I		12.73
01112 - General Clerk II		13.88
01113 - General Clerk III		15.60
01120 - Housing Referral Assistant		20.61
01141 - Messenger Courier		10.82
01191 - Order Clerk I		11.30
01192 - Order Clerk II		12.34
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		17.55
01263 - Personnel Assistant (Employment) III		18.88
01270 - Production Control Clerk		19.15
01280 - Receptionist		12.08
01290 - Rental Clerk		15.25
01300 - Scheduler, Maintenance		15.25
01311 - Secretary I		15.25
01312 - Secretary II		17.55
01313 - Secretary III		19.02
01320 - Service Order Dispatcher		15.85
01410 - Supply Technician		20.79

01420 - Survey Worker	17.55
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	13.70
01533 - Travel Clerk III	14.84
01611 - Word Processor I	13.60
01612 - Word Processor II	15.26
01613 - Word Processor III	17.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.67
05010 - Automotive Electrician	18.50
05040 - Automotive Glass Installer	17.57
05070 - Automotive Worker	17.57
05110 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.57
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	14.73
05250 - Motor Vehicle Upholstery Worker	16.62
05280 - Motor Vehicle Wrecker	17.57
05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.57
05370 - Tire Repairer	11.81
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.86
07042 - Cook II	13.49
07070 - Dishwasher	10.34
07130 - Food Service Worker	10.34
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.70
09040 - Furniture Handler	11.40
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.07
11060 - Elevator Operator	11.57
11090 - Gardener	15.68
11122 - Housekeeping Aide	9.91
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.53
11240 - Maid or Houseman	9.10
11260 - Pruner	12.00
11270 - Tractor Operator	14.71
11330 - Trail Maintenance Worker	12.53
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	19.45
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	23.76
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	36.99
12030 - EKG Technician	30.50
12035 - Electroneurodiagnostic Technologist	30.50
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.44

12100 - Medical Assistant		13.12
12130 - Medical Laboratory Technician		17.00
12160 - Medical Record Clerk		15.74
12190 - Medical Record Technician		15.42
12195 - Medical Transcriptionist		14.99
12210 - Nuclear Medicine Technologist		39.72
12221 - Nursing Assistant I		9.91
12222 - Nursing Assistant II		11.14
12223 - Nursing Assistant III		12.16
12224 - Nursing Assistant IV		13.64
12235 - Optical Dispenser		17.50
12236 - Optical Technician		17.99
12250 - Pharmacy Technician		15.42
12280 - Phlebotomist		13.64
12305 - Radiologic Technologist		31.53
12311 - Registered Nurse I		26.76
12312 - Registered Nurse II		32.73
12313 - Registered Nurse II, Specialist		32.73
12314 - Registered Nurse III		39.59
12315 - Registered Nurse III, Anesthetist		39.59
12316 - Registered Nurse IV		47.45
12317 - Scheduler (Drug and Alcohol Testing)		24.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.33
13012 - Exhibits Specialist II		18.99
13013 - Exhibits Specialist III		23.22
13041 - Illustrator I		15.30
13042 - Illustrator II		18.99
13043 - Illustrator III		23.22
13047 - Librarian		21.03
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		18.99
13058 - Library Technician		15.08
13061 - Media Specialist I		13.70
13062 - Media Specialist II		15.33
13063 - Media Specialist III		17.09
13071 - Photographer I		13.00
13072 - Photographer II		14.53
13073 - Photographer III		18.01
13074 - Photographer IV		22.02
13075 - Photographer V		26.64
13110 - Video Teleconference Technician		13.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.42
14042 - Computer Operator II		15.01
14043 - Computer Operator III		16.74
14044 - Computer Operator IV		18.60
14045 - Computer Operator V		20.59
14071 - Computer Programmer I	(see 1)	22.91
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.42
14160 - Personal Computer Support Technician		18.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56

15060 - Educational Technologist	25.01
15070 - Flight Instructor (Pilot)	44.31
15080 - Graphic Artist	21.52
15090 - Technical Instructor	16.83
15095 - Technical Instructor/Course Developer	22.28
15110 - Test Proctor	14.39
15120 - Tutor	14.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.51
16030 - Counter Attendant	9.51
16040 - Dry Cleaner	11.41
16070 - Finisher, Flatwork, Machine	9.51
16090 - Presser, Hand	9.51
16110 - Presser, Machine, Drycleaning	9.51
16130 - Presser, Machine, Shirts	9.51
16160 - Presser, Machine, Wearing Apparel, Laundry	9.51
16190 - Sewing Machine Operator	12.05
16220 - Tailor	12.71
16250 - Washer, Machine	10.12
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.21
19040 - Tool And Die Maker	22.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.35
21030 - Material Coordinator	19.84
21040 - Material Expediter	19.84
21050 - Material Handling Laborer	11.87
21071 - Order Filler	12.80
21080 - Production Line Worker (Food Processing)	13.35
21110 - Shipping Packer	13.98
21130 - Shipping/Receiving Clerk	13.98
21140 - Store Worker I	11.42
21150 - Stock Clerk	14.99
21210 - Tools And Parts Attendant	13.89
21410 - Warehouse Specialist	13.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.02
23021 - Aircraft Mechanic I	19.23
23022 - Aircraft Mechanic II	20.27
23023 - Aircraft Mechanic III	21.30
23040 - Aircraft Mechanic Helper	14.25
23050 - Aircraft, Painter	18.20
23060 - Aircraft Servicer	16.42
23080 - Aircraft Worker	17.36
23110 - Appliance Mechanic	18.21
23120 - Bicycle Repairer	12.50
23125 - Cable Splicer	25.28
23130 - Carpenter, Maintenance	19.10
23140 - Carpet Layer	15.03
23160 - Electrician, Maintenance	18.84
23181 - Electronics Technician Maintenance I	17.17
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	21.64
23260 - Fabric Worker	16.15
23290 - Fire Alarm System Mechanic	18.59
23310 - Fire Extinguisher Repairer	15.10
23311 - Fuel Distribution System Mechanic	19.23
23312 - Fuel Distribution System Operator	15.10
23370 - General Maintenance Worker	16.15
23380 - Ground Support Equipment Mechanic	19.23
23381 - Ground Support Equipment Servicer	16.42
23382 - Ground Support Equipment Worker	17.36
23391 - Gunsmith I	15.10

23392 - Gunsmith II	17.17
23393 - Gunsmith III	19.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.61
23430 - Heavy Equipment Mechanic	20.83
23440 - Heavy Equipment Operator	20.89
23460 - Instrument Mechanic	19.23
23465 - Laboratory/Shelter Mechanic	18.21
23470 - Laborer	11.45
23510 - Locksmith	18.21
23530 - Machinery Maintenance Mechanic	19.55
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	12.96
23591 - Metrology Technician I	19.23
23592 - Metrology Technician II	20.27
23593 - Metrology Technician III	21.30
23640 - Millwright	19.23
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	16.33
23790 - Pipefitter, Maintenance	19.85
23810 - Plumber, Maintenance	18.82
23820 - Pneudraulic Systems Mechanic	19.23
23850 - Rigger	19.23
23870 - Scale Mechanic	17.17
23890 - Sheet-Metal Worker, Maintenance	16.68
23910 - Small Engine Mechanic	15.12
23931 - Telecommunications Mechanic I	23.24
23932 - Telecommunications Mechanic II	24.08
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	16.51
23965 - Well Driller	19.23
23970 - Woodcraft Worker	19.23
23980 - Woodworker	15.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	12.79
24610 - Chore Aide	10.16
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	14.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.72
25040 - Sewage Plant Operator	19.49
25070 - Stationary Engineer	21.72
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	19.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.58
27007 - Baggage Inspector	10.26
27008 - Corrections Officer	24.10
27010 - Court Security Officer	24.17
27030 - Detection Dog Handler	14.04
27040 - Detention Officer	24.10
27070 - Firefighter	23.77
27101 - Guard I	10.26
27102 - Guard II	14.04
27131 - Police Officer I	29.11
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.25

28043 - Carnival Equpment Worker		10.61
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.65
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.49
28515 - Recreation Specialist		15.36
28630 - Sports Official		11.65
28690 - Swimming Pool Operator		16.95
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.63
29020 - Hatch Tender		17.63
29030 - Line Handler		17.63
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29042 - Stevedore II		18.70
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
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30085 - Engineering Technician V		31.74
30086 - Engineering Technician VI		38.40
30090 - Environmental Technician		23.32
30210 - Laboratory Technician		20.59
30240 - Mathematical Technician		23.32
30361 - Paralegal/Legal Assistant I		17.98
30362 - Paralegal/Legal Assistant II		20.72
30363 - Paralegal/Legal Assistant III		25.34
30364 - Paralegal/Legal Assistant IV		30.65
30390 - Photo-Optics Technician		23.72
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.15
30463 - Technical Writer III		34.94
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.35
30621 - Weather Observer, Senior	(see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.82
31030 - Bus Driver		14.69
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		14.32
31310 - Taxi Driver		13.93
31361 - Truckdriver, Light		14.32
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		20.08
31364 - Truckdriver, Tractor-Trailer		20.08

99000 - Miscellaneous Occupations	
99030 - Cashier	10.83
99050 - Desk Clerk	9.03
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	11.18
99252 - Laboratory Animal Caretaker II	12.00
99310 - Mortician	20.95
99410 - Pest Controller	15.02
99510 - Photofinishing Worker	12.88
99710 - Recycling Laborer	14.47
99711 - Recycling Specialist	19.28
99730 - Refuse Collector	16.25
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.29
99830 - Survey Party Chief	21.00
99831 - Surveying Aide	11.98
99832 - Surveying Technician	16.44
99840 - Vending Machine Attendant	16.17
99841 - Vending Machine Repairer	19.74
99842 - Vending Machine Repairer Helper	16.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2079 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.94
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		19.57
01040 - Court Reporter		20.06
01051 - Data Entry Operator I		11.25
01052 - Data Entry Operator II		12.61

01060 - Dispatcher, Motor Vehicle	17.30
01070 - Document Preparation Clerk	13.64
01090 - Duplicating Machine Operator	13.64
01111 - General Clerk I	12.60
01112 - General Clerk II	13.75
01113 - General Clerk III	15.43
01120 - Housing Referral Assistant	18.39
01141 - Messenger Courier	12.32
01191 - Order Clerk I	13.68
01192 - Order Clerk II	14.93
01261 - Personnel Assistant (Employment) I	15.47
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	20.64
01270 - Production Control Clerk	21.41
01280 - Receptionist	12.50
01290 - Rental Clerk	10.89
01300 - Scheduler, Maintenance	14.89
01311 - Secretary I	14.89
01312 - Secretary II	16.58
01313 - Secretary III	18.39
01320 - Service Order Dispatcher	14.02
01410 - Supply Technician	20.86
01420 - Survey Worker	15.38
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.26
01611 - Word Processor I	14.44
01612 - Word Processor II	16.28
01613 - Word Processor III	18.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.23
05010 - Automotive Electrician	17.73
05040 - Automotive Glass Installer	16.68
05070 - Automotive Worker	16.68
05110 - Mobile Equipment Servicer	14.60
05130 - Motor Equipment Metal Mechanic	18.76
05160 - Motor Equipment Metal Worker	16.68
05190 - Motor Vehicle Mechanic	20.25
05220 - Motor Vehicle Mechanic Helper	15.76
05250 - Motor Vehicle Upholstery Worker	16.34
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter, Automotive	18.54
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	11.76
05400 - Transmission Repair Specialist	20.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	10.63
07042 - Cook II	12.27
07070 - Dishwasher	8.82
07130 - Food Service Worker	10.00
07210 - Meat Cutter	16.50
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.06
09040 - Furniture Handler	12.08
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.72
09130 - Upholsterer	16.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	10.58

11090 - Gardener	14.40
11122 - Housekeeping Aide	11.93
11150 - Janitor	11.93
11210 - Laborer, Grounds Maintenance	11.83
11240 - Maid or Houseman	9.18
11260 - Pruner	11.93
11270 - Tractor Operator	14.13
11330 - Trail Maintenance Worker	11.83
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	17.08
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	18.99
12020 - Dental Assistant	16.47
12025 - Dental Hygienist	33.17
12030 - EKG Technician	24.94
12035 - Electroneurodiagnostic Technologist	24.94
12040 - Emergency Medical Technician	17.08
12071 - Licensed Practical Nurse I	14.71
12072 - Licensed Practical Nurse II	16.45
12073 - Licensed Practical Nurse III	18.35
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	16.79
12160 - Medical Record Clerk	14.27
12190 - Medical Record Technician	15.96
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	36.16
12221 - Nursing Assistant I	10.18
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.49
12224 - Nursing Assistant IV	14.01
12235 - Optical Dispenser	16.45
12236 - Optical Technician	14.71
12250 - Pharmacy Technician	14.36
12280 - Phlebotomist	14.01
12305 - Radiologic Technologist	21.97
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.35
12313 - Registered Nurse II, Specialist	28.35
12314 - Registered Nurse III	34.30
12315 - Registered Nurse III, Anesthetist	34.40
12316 - Registered Nurse IV	41.10
12317 - Scheduler (Drug and Alcohol Testing)	20.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.97
13012 - Exhibits Specialist II	25.98
13013 - Exhibits Specialist III	31.78
13041 - Illustrator I	23.47
13042 - Illustrator II	28.58
13043 - Illustrator III	34.95
13047 - Librarian	31.65
13050 - Library Aide/Clerk	15.84
13054 - Library Information Technology Systems Administrator	28.58
13058 - Library Technician	13.34
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.37
13071 - Photographer I	14.70
13072 - Photographer II	17.33
13073 - Photographer III	21.47
13074 - Photographer IV	24.77

13075 - Photographer V		29.97
13110 - Video Teleconference Technician		17.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.08
14043 - Computer Operator III		18.14
14044 - Computer Operator IV		20.15
14045 - Computer Operator V		23.51
14071 - Computer Programmer I		27.57
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.00
14160 - Personal Computer Support Technician		20.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.70
15020 - Aircrew Training Devices Instructor (Rated)		35.93
15030 - Air Crew Training Devices Instructor (Pilot)		43.07
15050 - Computer Based Training Specialist / Instructor		29.70
15060 - Educational Technologist		32.81
15070 - Flight Instructor (Pilot)		43.07
15080 - Graphic Artist		20.20
15090 - Technical Instructor		20.20
15095 - Technical Instructor/Course Developer		24.72
15110 - Test Proctor		16.31
15120 - Tutor		16.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		10.69
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		11.22
16220 - Tailor		11.84
16250 - Washer, Machine		9.53
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.38
19040 - Tool And Die Maker		25.41
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.80
21030 - Material Coordinator		21.41
21040 - Material Expediter		21.41
21050 - Material Handling Laborer		11.47
21071 - Order Filler		12.04
21080 - Production Line Worker (Food Processing)		12.80
21110 - Shipping Packer		13.23
21130 - Shipping/Receiving Clerk		13.23
21140 - Store Worker I		9.95
21150 - Stock Clerk		13.41
21210 - Tools And Parts Attendant		12.80
21410 - Warehouse Specialist		12.80
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.91
23021 - Aircraft Mechanic I		22.62
23022 - Aircraft Mechanic II		23.91
23023 - Aircraft Mechanic III		25.18
23040 - Aircraft Mechanic Helper		16.54

23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	18.87
23080 - Aircraft Worker	19.64
23110 - Appliance Mechanic	16.98
23120 - Bicycle Repairer	12.91
23125 - Cable Splicer	24.33
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	18.28
23160 - Electrician, Maintenance	21.01
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	17.06
23290 - Fire Alarm System Mechanic	20.69
23310 - Fire Extinguisher Repairer	15.87
23311 - Fuel Distribution System Mechanic	26.10
23312 - Fuel Distribution System Operator	19.01
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.62
23381 - Ground Support Equipment Servicer	18.87
23382 - Ground Support Equipment Worker	19.93
23391 - Gunsmith I	15.87
23392 - Gunsmith II	18.32
23393 - Gunsmith III	20.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.10
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	23.08
23465 - Laboratory/Shelter Mechanic	19.50
23470 - Laborer	11.47
23510 - Locksmith	16.24
23530 - Machinery Maintenance Mechanic	20.69
23550 - Machinist, Maintenance	18.15
23580 - Maintenance Trades Helper	16.27
23591 - Metrology Technician I	23.08
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.69
23640 - Millwright	20.69
23710 - Office Appliance Repairer	19.19
23760 - Painter, Maintenance	16.21
23790 - Pipefitter, Maintenance	21.84
23810 - Plumber, Maintenance	20.71
23820 - Pneudraulic Systems Mechanic	20.69
23850 - Rigger	20.69
23870 - Scale Mechanic	18.32
23890 - Sheet-Metal Worker, Maintenance	23.40
23910 - Small Engine Mechanic	14.38
23931 - Telecommunications Mechanic I	24.24
23932 - Telecommunications Mechanic II	26.77
23950 - Telephone Lineman	20.89
23960 - Welder, Combination, Maintenance	15.86
23965 - Well Driller	19.25
23970 - Woodcraft Worker	20.69
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	13.96
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.42

24630 - Homemaker	17.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.56
25040 - Sewage Plant Operator	21.66
25070 - Stationary Engineer	23.56
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	21.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.55
27007 - Baggage Inspector	12.99
27008 - Corrections Officer	22.41
27010 - Court Security Officer	20.70
27030 - Detection Dog Handler	15.25
27040 - Detention Officer	22.41
27070 - Firefighter	19.80
27101 - Guard I	12.99
27102 - Guard II	15.25
27131 - Police Officer I	22.77
27132 - Police Officer II	23.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	11.70
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	14.50
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	14.40
28515 - Recreation Specialist	14.40
28630 - Sports Official	12.91
28690 - Swimming Pool Operator	14.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.32
29020 - Hatch Tender	18.32
29030 - Line Handler	18.32
29041 - Stevedore I	17.10
29042 - Stevedore II	19.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	19.59
30023 - Archeological Technician III	22.21
30030 - Cartographic Technician	26.27
30040 - Civil Engineering Technician	25.49
30061 - Drafter/CAD Operator I	19.31
30062 - Drafter/CAD Operator II	21.70
30063 - Drafter/CAD Operator III	24.08
30064 - Drafter/CAD Operator IV	29.62
30081 - Engineering Technician I	16.63
30082 - Engineering Technician II	18.67
30083 - Engineering Technician III	20.87
30084 - Engineering Technician IV	25.86
30085 - Engineering Technician V	31.64
30086 - Engineering Technician VI	38.28
30090 - Environmental Technician	26.27
30210 - Laboratory Technician	19.72
30240 - Mathematical Technician	26.27
30361 - Paralegal/Legal Assistant I	16.35
30362 - Paralegal/Legal Assistant II	20.25
30363 - Paralegal/Legal Assistant III	24.60
30364 - Paralegal/Legal Assistant IV	29.77
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30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		16.18
31043 - Driver Courier		13.88
31260 - Parking and Lot Attendant		9.12
31290 - Shuttle Bus Driver		15.02
31310 - Taxi Driver		10.43
31361 - Truckdriver, Light		15.02
31362 - Truckdriver, Medium		16.18
31363 - Truckdriver, Heavy		17.34
31364 - Truckdriver, Tractor-Trailer		17.34
99000 - Miscellaneous Occupations		
99030 - Cashier		10.05
99050 - Desk Clerk		9.99
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.70
99252 - Laboratory Animal Caretaker II		12.28
99310 - Mortician		22.74
99410 - Pest Controller		17.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.95
99711 - Recycling Specialist		17.58
99730 - Refuse Collector		13.56
99810 - Sales Clerk		12.50
99820 - School Crossing Guard		13.46
99830 - Survey Party Chief		22.67
99831 - Surveying Aide		16.22
99832 - Surveying Technician		20.94
99840 - Vending Machine Attendant		13.02
99841 - Vending Machine Repairer		15.97
99842 - Vending Machine Repairer Helper		13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2080 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.29
01012 - Accounting Clerk II		14.94
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		19.57
01040 - Court Reporter		20.06
01051 - Data Entry Operator I		11.25
01052 - Data Entry Operator II		12.61
01060 - Dispatcher, Motor Vehicle		17.30
01070 - Document Preparation Clerk		13.64
01090 - Duplicating Machine Operator		13.64
01111 - General Clerk I		12.60
01112 - General Clerk II		13.75
01113 - General Clerk III		15.43
01120 - Housing Referral Assistant		18.39
01141 - Messenger Courier		12.32
01191 - Order Clerk I		13.68
01192 - Order Clerk II		14.93
01261 - Personnel Assistant (Employment) I		15.47
01262 - Personnel Assistant (Employment) II		17.58
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		21.41
01280 - Receptionist		12.50
01290 - Rental Clerk		10.89
01300 - Scheduler, Maintenance		14.89
01311 - Secretary I		14.89
01312 - Secretary II		16.58
01313 - Secretary III		18.39

01320 - Service Order Dispatcher	14.02
01410 - Supply Technician	20.86
01420 - Survey Worker	15.38
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.26
01611 - Word Processor I	14.44
01612 - Word Processor II	16.28
01613 - Word Processor III	18.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.23
05010 - Automotive Electrician	17.73
05040 - Automotive Glass Installer	16.68
05070 - Automotive Worker	16.68
05110 - Mobile Equipment Servicer	14.60
05130 - Motor Equipment Metal Mechanic	18.76
05160 - Motor Equipment Metal Worker	16.68
05190 - Motor Vehicle Mechanic	20.25
05220 - Motor Vehicle Mechanic Helper	15.76
05250 - Motor Vehicle Upholstery Worker	16.34
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter, Automotive	18.54
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	11.76
05400 - Transmission Repair Specialist	20.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	10.63
07042 - Cook II	12.27
07070 - Dishwasher	8.82
07130 - Food Service Worker	10.00
07210 - Meat Cutter	16.50
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.06
09040 - Furniture Handler	12.08
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.72
09130 - Upholsterer	16.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	10.58
11090 - Gardener	14.40
11122 - Housekeeping Aide	11.93
11150 - Janitor	11.93
11210 - Laborer, Grounds Maintenance	11.83
11240 - Maid or Houseman	9.18
11260 - Pruner	11.93
11270 - Tractor Operator	14.13
11330 - Trail Maintenance Worker	11.83
11360 - Window Cleaner	12.68
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	17.08
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	18.99
12020 - Dental Assistant	16.47
12025 - Dental Hygienist	33.17
12030 - EKG Technician	24.94
12035 - Electroneurodiagnostic Technologist	24.94
12040 - Emergency Medical Technician	17.08
12071 - Licensed Practical Nurse I	14.71

12072 - Licensed Practical Nurse II		16.45
12073 - Licensed Practical Nurse III		18.35
12100 - Medical Assistant		13.83
12130 - Medical Laboratory Technician		16.79
12160 - Medical Record Clerk		14.27
12190 - Medical Record Technician		15.96
12195 - Medical Transcriptionist		16.54
12210 - Nuclear Medicine Technologist		36.16
12221 - Nursing Assistant I		10.18
12222 - Nursing Assistant II		11.44
12223 - Nursing Assistant III		12.49
12224 - Nursing Assistant IV		14.01
12235 - Optical Dispenser		16.45
12236 - Optical Technician		14.71
12250 - Pharmacy Technician		14.36
12280 - Phlebotomist		14.01
12305 - Radiologic Technologist		21.97
12311 - Registered Nurse I		23.18
12312 - Registered Nurse II		28.35
12313 - Registered Nurse II, Specialist		28.35
12314 - Registered Nurse III		34.30
12315 - Registered Nurse III, Anesthetist		34.40
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		20.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.97
13012 - Exhibits Specialist II		25.98
13013 - Exhibits Specialist III		31.78
13041 - Illustrator I		23.47
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		13.34
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.37
13071 - Photographer I		14.70
13072 - Photographer II		17.33
13073 - Photographer III		21.47
13074 - Photographer IV		24.77
13075 - Photographer V		29.97
13110 - Video Teleconference Technician		17.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.08
14043 - Computer Operator III		18.14
14044 - Computer Operator IV		20.15
14045 - Computer Operator V		23.51
14071 - Computer Programmer I		27.57
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.00
14160 - Personal Computer Support Technician		20.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.70
15020 - Aircrew Training Devices Instructor (Rated)		35.93

15030 - Air Crew Training Devices Instructor (Pilot)	43.07
15050 - Computer Based Training Specialist / Instructor	29.70
15060 - Educational Technologist	32.81
15070 - Flight Instructor (Pilot)	43.07
15080 - Graphic Artist	20.20
15090 - Technical Instructor	20.20
15095 - Technical Instructor/Course Developer	24.72
15110 - Test Proctor	16.31
15120 - Tutor	16.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.81
16030 - Counter Attendant	8.81
16040 - Dry Cleaner	10.69
16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	11.22
16220 - Tailor	11.84
16250 - Washer, Machine	9.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.38
19040 - Tool And Die Maker	25.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.80
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	11.47
21071 - Order Filler	12.04
21080 - Production Line Worker (Food Processing)	12.80
21110 - Shipping Packer	13.23
21130 - Shipping/Receiving Clerk	13.23
21140 - Store Worker I	9.95
21150 - Stock Clerk	13.41
21210 - Tools And Parts Attendant	12.80
21410 - Warehouse Specialist	12.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.91
23021 - Aircraft Mechanic I	22.62
23022 - Aircraft Mechanic II	23.91
23023 - Aircraft Mechanic III	25.18
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	18.87
23080 - Aircraft Worker	19.64
23110 - Appliance Mechanic	16.98
23120 - Bicycle Repairer	12.91
23125 - Cable Splicer	24.33
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	18.28
23160 - Electrician, Maintenance	21.01
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	17.06
23290 - Fire Alarm System Mechanic	20.69
23310 - Fire Extinguisher Repairer	15.87
23311 - Fuel Distribution System Mechanic	26.10
23312 - Fuel Distribution System Operator	19.01
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.62
23381 - Ground Support Equipment Servicer	18.87

23382 - Ground Support Equipment Worker	19.93
23391 - Gunsmith I	15.87
23392 - Gunsmith II	18.32
23393 - Gunsmith III	20.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.10
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	23.08
23465 - Laboratory/Shelter Mechanic	19.50
23470 - Laborer	11.47
23510 - Locksmith	16.24
23530 - Machinery Maintenance Mechanic	20.69
23550 - Machinist, Maintenance	18.15
23580 - Maintenance Trades Helper	16.27
23591 - Metrology Technician I	23.08
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.69
23640 - Millwright	20.69
23710 - Office Appliance Repairer	19.19
23760 - Painter, Maintenance	16.21
23790 - Pipefitter, Maintenance	21.84
23810 - Plumber, Maintenance	20.71
23820 - Pneudraulic Systems Mechanic	20.69
23850 - Rigger	20.69
23870 - Scale Mechanic	18.32
23890 - Sheet-Metal Worker, Maintenance	23.40
23910 - Small Engine Mechanic	14.38
23931 - Telecommunications Mechanic I	24.24
23932 - Telecommunications Mechanic II	26.77
23950 - Telephone Lineman	20.89
23960 - Welder, Combination, Maintenance	15.86
23965 - Well Driller	19.25
23970 - Woodcraft Worker	20.69
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	13.96
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.42
24630 - Homemaker	17.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.56
25040 - Sewage Plant Operator	21.66
25070 - Stationary Engineer	23.56
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	21.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.55
27007 - Baggage Inspector	12.99
27008 - Corrections Officer	22.41
27010 - Court Security Officer	20.70
27030 - Detection Dog Handler	15.25
27040 - Detention Officer	22.41
27070 - Firefighter	19.80
27101 - Guard I	12.99
27102 - Guard II	15.25
27131 - Police Officer I	22.77
27132 - Police Officer II	23.92
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		10.99
28042 - Carnival Equipment Repairer		11.70
28043 - Carnival Equpment Worker		8.57
28210 - Gate Attendant/Gate Tender		14.50
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		16.21
28510 - Recreation Aide/Health Facility Attendant		14.40
28515 - Recreation Specialist		14.40
28630 - Sports Official		12.91
28690 - Swimming Pool Operator		14.34
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.32
29020 - Hatch Tender		18.32
29030 - Line Handler		18.32
29041 - Stevedore I		17.10
29042 - Stevedore II		19.50
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I	(see 2)	16.60
30022 - Archeological Technician II		19.59
30023 - Archeological Technician III		22.21
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		25.49
30061 - Drafter/CAD Operator I		19.31
30062 - Drafter/CAD Operator II		21.70
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.67
30083 - Engineering Technician III		20.87
30084 - Engineering Technician IV		25.86
30085 - Engineering Technician V		31.64
30086 - Engineering Technician VI		38.28
30090 - Environmental Technician		26.27
30210 - Laboratory Technician		19.72
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		16.35
30362 - Paralegal/Legal Assistant II		20.25
30363 - Paralegal/Legal Assistant III		24.60
30364 - Paralegal/Legal Assistant IV		29.77
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.47
30463 - Technical Writer III		32.02
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.25
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		16.18
31043 - Driver Courier		13.88
31260 - Parking and Lot Attendant		9.12
31290 - Shuttle Bus Driver		15.02
31310 - Taxi Driver		10.43
31361 - Truckdriver, Light		15.02
31362 - Truckdriver, Medium		16.18

31363 - Truckdriver, Heavy	17.34
31364 - Truckdriver, Tractor-Trailer	17.34
99000 - Miscellaneous Occupations	
99030 - Cashier	10.05
99050 - Desk Clerk	9.99
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.70
99252 - Laboratory Animal Caretaker II	12.28
99310 - Mortician	22.74
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.95
99711 - Recycling Specialist	17.58
99730 - Refuse Collector	13.56
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	13.46
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	16.22
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	15.97
99842 - Vending Machine Repairer Helper	13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years, and 6 weeks after 25 years. Length of service includes the whole span of continuous

service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2081
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		26.31
01040 - Court Reporter		19.59
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher, Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		16.40
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		14.93
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		16.67
01262 - Personnel Assistant (Employment) II		18.65
01263 - Personnel Assistant (Employment) III		20.79
01270 - Production Control Clerk		22.33
01280 - Receptionist		14.27
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		17.15
01311 - Secretary I		17.15
01312 - Secretary II		19.19
01313 - Secretary III		21.75
01320 - Service Order Dispatcher		14.37
01410 - Supply Technician		26.31
01420 - Survey Worker		17.77
01531 - Travel Clerk I		13.55
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.19
01611 - Word Processor I		14.15
01612 - Word Processor II		15.88
01613 - Word Processor III		17.77
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.19
05010 - Automotive Electrician		20.43
05040 - Automotive Glass Installer		19.36
05070 - Automotive Worker		19.36

05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	20.82
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	20.82
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter, Automotive	19.69
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	20.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	13.06
07042 - Cook II	15.10
07070 - Dishwasher	9.69
07130 - Food Service Worker	10.90
07210 - Meat Cutter	15.13
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer, Minor	18.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.08
11060 - Elevator Operator	11.08
11090 - Gardener	18.19
11122 - Housekeeping Aide	12.46
11150 - Janitor	12.01
11210 - Laborer, Grounds Maintenance	14.67
11240 - Maid or Houseman	9.16
11260 - Pruner	13.16
11270 - Tractor Operator	17.30
11330 - Trail Maintenance Worker	14.67
11360 - Window Cleaner	13.37
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	20.66
12012 - Certified Occupational Therapist Assistant	19.48
12015 - Certified Physical Therapist Assistant	18.75
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	36.80
12030 - EKG Technician	24.05
12035 - Electroneurodiagnostic Technologist	24.05
12040 - Emergency Medical Technician	18.18
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.66
12073 - Licensed Practical Nurse III	23.03
12100 - Medical Assistant	15.94
12130 - Medical Laboratory Technician	17.47
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	18.73
12210 - Nuclear Medicine Technologist	36.64
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	20.66
12236 - Optical Technician	18.46

12250 - Pharmacy Technician		15.81
12280 - Phlebotomist		16.23
12305 - Radiologic Technologist		26.85
12311 - Registered Nurse I		29.98
12312 - Registered Nurse II		36.67
12313 - Registered Nurse II, Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III, Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		27.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.46
13012 - Exhibits Specialist II		22.87
13013 - Exhibits Specialist III		27.97
13041 - Illustrator I		20.05
13042 - Illustrator II		23.10
13043 - Illustrator III		28.26
13047 - Librarian		28.29
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		25.55
13058 - Library Technician		17.64
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.99
13071 - Photographer I		16.85
13072 - Photographer II		18.85
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.56
13110 - Video Teleconference Technician		18.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I		24.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.81
14160 - Personal Computer Support Technician		24.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		21.93
15090 - Technical Instructor		21.99
15095 - Technical Instructor/Course Developer		26.89
15110 - Test Proctor		17.74
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.84
16030 - Counter Attendant		9.84
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.84

16090 - Presser, Hand	9.84
16110 - Presser, Machine, Drycleaning	9.84
16130 - Presser, Machine, Shirts	9.84
16160 - Presser, Machine, Wearing Apparel, Laundry	9.84
16190 - Sewing Machine Operator	13.57
16220 - Tailor	14.48
16250 - Washer, Machine	10.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.32
19040 - Tool And Die Maker	21.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.96
21030 - Material Coordinator	22.33
21040 - Material Expediter	22.33
21050 - Material Handling Laborer	17.36
21071 - Order Filler	13.44
21080 - Production Line Worker (Food Processing)	14.96
21110 - Shipping Packer	15.20
21130 - Shipping/Receiving Clerk	15.20
21140 - Store Worker I	11.90
21150 - Stock Clerk	15.99
21210 - Tools And Parts Attendant	16.28
21410 - Warehouse Specialist	14.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.73
23021 - Aircraft Mechanic I	27.10
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.70
23040 - Aircraft Mechanic Helper	19.22
23050 - Aircraft, Painter	25.80
23060 - Aircraft Servicer	22.49
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	30.57
23130 - Carpenter, Maintenance	19.40
23140 - Carpet Layer	18.72
23160 - Electrician, Maintenance	24.90
23181 - Electronics Technician Maintenance I	22.14
23182 - Electronics Technician Maintenance II	23.65
23183 - Electronics Technician Maintenance III	25.12
23260 - Fabric Worker	20.52
23290 - Fire Alarm System Mechanic	21.09
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	23.46
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	19.16
23380 - Ground Support Equipment Mechanic	27.10
23381 - Ground Support Equipment Servicer	22.49
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	17.13
23392 - Gunsmith II	19.81
23393 - Gunsmith III	22.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.73
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	20.98
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.87
23510 - Locksmith	20.97

23530 - Machinery Maintenance Mechanic	23.43
23550 - Machinist, Maintenance	19.33
23580 - Maintenance Trades Helper	15.26
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.91
23593 - Metrology Technician III	31.16
23640 - Millwright	22.48
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	17.84
23790 - Pipefitter, Maintenance	24.59
23810 - Plumber, Maintenance	21.93
23820 - Pneudraulic Systems Mechanic	22.48
23850 - Rigger	22.48
23870 - Scale Mechanic	19.81
23890 - Sheet-Metal Worker, Maintenance	19.85
23910 - Small Engine Mechanic	17.92
23931 - Telecommunications Mechanic I	27.08
23932 - Telecommunications Mechanic II	28.50
23950 - Telephone Lineman	23.34
23960 - Welder, Combination, Maintenance	19.79
23965 - Well Driller	20.88
23970 - Woodcraft Worker	22.48
23980 - Woodworker	17.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.69
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	15.93
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	22.79
25070 - Stationary Engineer	24.70
25190 - Ventilation Equipment Tender	17.33
25210 - Water Treatment Plant Operator	22.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.94
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	23.36
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	24.05
27070 - Firefighter	29.32
27101 - Guard I	13.19
27102 - Guard II	21.32
27131 - Police Officer I	29.14
27132 - Police Officer II	32.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	14.10
28043 - Carnival Equpment Worker	10.23
28210 - Gate Attendant/Gate Tender	15.14
28310 - Lifeguard	11.73
28350 - Park Attendant (Aide)	16.75
28510 - Recreation Aide/Health Facility Attendant	12.36
28515 - Recreation Specialist	16.28
28630 - Sports Official	13.49
28690 - Swimming Pool Operator	17.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50

29041 - Stevedore I		21.91
29042 - Stevedore II		25.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.39
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.47
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.16
30021 - Archeological Technician I		19.40
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		26.89
30030 - Cartographic Technician		26.41
30040 - Civil Engineering Technician		24.61
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.65
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		24.08
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.62
30361 - Paralegal/Legal Assistant I		19.46
30362 - Paralegal/Legal Assistant II		24.11
30363 - Paralegal/Legal Assistant III		29.49
30364 - Paralegal/Legal Assistant IV		35.68
30390 - Photo-Optics Technician		26.62
30461 - Technical Writer I		26.26
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO) Technician I		24.40
30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.89
31030 - Bus Driver		15.89
31043 - Driver Courier		14.49
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.89
31361 - Truckdriver, Light		15.55
31362 - Truckdriver, Medium		19.65
31363 - Truckdriver, Heavy		20.37
31364 - Truckdriver, Tractor-Trailer		20.37
99000 - Miscellaneous Occupations		
99030 - Cashier		10.78
99050 - Desk Clerk		10.42
99095 - Embalmer		23.94
99251 - Laboratory Animal Caretaker I		10.92
99252 - Laboratory Animal Caretaker II		11.74
99310 - Mortician		24.19
99410 - Pest Controller		20.41
99510 - Photofinishing Worker		12.03
99710 - Recycling Laborer		18.59
99711 - Recycling Specialist		22.42
99730 - Refuse Collector		16.70

99810 - Sales Clerk	12.60
99820 - School Crossing Guard	12.64
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	14.38
99841 - Vending Machine Repairer	17.05
99842 - Vending Machine Repairer Helper	14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2082 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		26.31
01040 - Court Reporter		19.59
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher, Motor Vehicle		19.37
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		16.40
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		14.93
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		16.67
01262 - Personnel Assistant (Employment) II		18.65
01263 - Personnel Assistant (Employment) III		20.79

01270 - Production Control Clerk	22.33
01280 - Receptionist	14.27
01290 - Rental Clerk	15.53
01300 - Scheduler, Maintenance	17.15
01311 - Secretary I	17.15
01312 - Secretary II	19.19
01313 - Secretary III	21.75
01320 - Service Order Dispatcher	14.37
01410 - Supply Technician	26.31
01420 - Survey Worker	17.77
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.19
01611 - Word Processor I	14.15
01612 - Word Processor II	15.88
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.19
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	20.82
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	20.82
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter, Automotive	19.69
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	20.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	13.06
07042 - Cook II	15.10
07070 - Dishwasher	9.69
07130 - Food Service Worker	10.90
07210 - Meat Cutter	15.13
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer, Minor	18.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.08
11060 - Elevator Operator	11.08
11090 - Gardener	18.19
11122 - Housekeeping Aide	12.46
11150 - Janitor	12.01
11210 - Laborer, Grounds Maintenance	14.67
11240 - Maid or Houseman	9.16
11260 - Pruner	13.16
11270 - Tractor Operator	17.30
11330 - Trail Maintenance Worker	14.67
11360 - Window Cleaner	13.37
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	20.66
12012 - Certified Occupational Therapist Assistant	19.48

12015 - Certified Physical Therapist Assistant		18.75
12020 - Dental Assistant		18.55
12025 - Dental Hygienist		36.80
12030 - EKG Technician		24.05
12035 - Electroneurodiagnostic Technologist		24.05
12040 - Emergency Medical Technician		18.18
12071 - Licensed Practical Nurse I		18.46
12072 - Licensed Practical Nurse II		20.66
12073 - Licensed Practical Nurse III		23.03
12100 - Medical Assistant		15.94
12130 - Medical Laboratory Technician		17.47
12160 - Medical Record Clerk		16.12
12190 - Medical Record Technician		18.04
12195 - Medical Transcriptionist		18.73
12210 - Nuclear Medicine Technologist		36.64
12221 - Nursing Assistant I		11.78
12222 - Nursing Assistant II		13.25
12223 - Nursing Assistant III		14.46
12224 - Nursing Assistant IV		16.23
12235 - Optical Dispenser		20.66
12236 - Optical Technician		18.46
12250 - Pharmacy Technician		15.81
12280 - Phlebotomist		16.23
12305 - Radiologic Technologist		26.85
12311 - Registered Nurse I		29.98
12312 - Registered Nurse II		36.67
12313 - Registered Nurse II, Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III, Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		27.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.46
13012 - Exhibits Specialist II		22.87
13013 - Exhibits Specialist III		27.97
13041 - Illustrator I		20.05
13042 - Illustrator II		23.10
13043 - Illustrator III		28.26
13047 - Librarian		28.29
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		25.55
13058 - Library Technician		17.64
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.99
13071 - Photographer I		16.85
13072 - Photographer II		18.85
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.56
13110 - Video Teleconference Technician		18.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I		24.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.81
14160 - Personal Computer Support Technician		24.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.15
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		21.93
15090 - Technical Instructor		21.99
15095 - Technical Instructor/Course Developer		26.89
15110 - Test Proctor		17.74
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.84
16030 - Counter Attendant		9.84
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.84
16090 - Presser, Hand		9.84
16110 - Presser, Machine, Drycleaning		9.84
16130 - Presser, Machine, Shirts		9.84
16160 - Presser, Machine, Wearing Apparel, Laundry		9.84
16190 - Sewing Machine Operator		13.57
16220 - Tailor		14.48
16250 - Washer, Machine		10.93
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.32
19040 - Tool And Die Maker		21.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.96
21030 - Material Coordinator		22.33
21040 - Material Expediter		22.33
21050 - Material Handling Laborer		17.36
21071 - Order Filler		13.44
21080 - Production Line Worker (Food Processing)		14.96
21110 - Shipping Packer		15.20
21130 - Shipping/Receiving Clerk		15.20
21140 - Store Worker I		11.90
21150 - Stock Clerk		15.99
21210 - Tools And Parts Attendant		16.28
21410 - Warehouse Specialist		14.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.73
23021 - Aircraft Mechanic I		27.10
23022 - Aircraft Mechanic II		28.53
23023 - Aircraft Mechanic III		29.70
23040 - Aircraft Mechanic Helper		19.22
23050 - Aircraft, Painter		25.80
23060 - Aircraft Servicer		22.49
23080 - Aircraft Worker		24.13
23110 - Appliance Mechanic		22.34
23120 - Bicycle Repairer		14.98
23125 - Cable Splicer		30.57
23130 - Carpenter, Maintenance		19.40
23140 - Carpet Layer		18.72
23160 - Electrician, Maintenance		24.90
23181 - Electronics Technician Maintenance I		22.14
23182 - Electronics Technician Maintenance II		23.65
23183 - Electronics Technician Maintenance III		25.12
23260 - Fabric Worker		20.52

23290 - Fire Alarm System Mechanic	21.09
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	23.46
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	19.16
23380 - Ground Support Equipment Mechanic	27.10
23381 - Ground Support Equipment Servicer	22.49
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	17.13
23392 - Gunsmith II	19.81
23393 - Gunsmith III	22.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.73
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	20.98
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.87
23510 - Locksmith	20.97
23530 - Machinery Maintenance Mechanic	23.43
23550 - Machinist, Maintenance	19.33
23580 - Maintenance Trades Helper	15.26
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.91
23593 - Metrology Technician III	31.16
23640 - Millwright	22.48
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	17.84
23790 - Pipefitter, Maintenance	24.59
23810 - Plumber, Maintenance	21.93
23820 - Pneudraulic Systems Mechanic	22.48
23850 - Rigger	22.48
23870 - Scale Mechanic	19.81
23890 - Sheet-Metal Worker, Maintenance	19.85
23910 - Small Engine Mechanic	17.92
23931 - Telecommunications Mechanic I	27.08
23932 - Telecommunications Mechanic II	28.50
23950 - Telephone Lineman	23.34
23960 - Welder, Combination, Maintenance	19.79
23965 - Well Driller	20.88
23970 - Woodcraft Worker	22.48
23980 - Woodworker	17.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.69
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	15.93
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	22.79
25070 - Stationary Engineer	24.70
25190 - Ventilation Equipment Tender	17.33
25210 - Water Treatment Plant Operator	22.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.94
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	23.36
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32

27040 - Detention Officer		24.05
27070 - Firefighter		29.32
27101 - Guard I		13.19
27102 - Guard II		21.32
27131 - Police Officer I		29.14
27132 - Police Officer II		32.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.08
28042 - Carnival Equipment Repairer		14.10
28043 - Carnival Equpment Worker		10.23
28210 - Gate Attendant/Gate Tender		15.14
28310 - Lifeguard		11.73
28350 - Park Attendant (Aide)		16.75
28510 - Recreation Aide/Health Facility Attendant		12.36
28515 - Recreation Specialist		16.28
28630 - Sports Official		13.49
28690 - Swimming Pool Operator		17.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.50
29020 - Hatch Tender		23.50
29030 - Line Handler		23.50
29041 - Stevedore I		21.91
29042 - Stevedore II		25.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.39
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.47
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.16
30021 - Archeological Technician I		19.40
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		26.89
30030 - Cartographic Technician		26.41
30040 - Civil Engineering Technician		24.61
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.65
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		24.08
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.62
30361 - Paralegal/Legal Assistant I		19.46
30362 - Paralegal/Legal Assistant II		24.11
30363 - Paralegal/Legal Assistant III		29.49
30364 - Paralegal/Legal Assistant IV		35.68
30390 - Photo-Optics Technician		26.62
30461 - Technical Writer I		26.26
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO) Technician I		24.40
30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.89

31030 - Bus Driver	15.89
31043 - Driver Courier	14.49
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	12.89
31361 - Truckdriver, Light	15.55
31362 - Truckdriver, Medium	19.65
31363 - Truckdriver, Heavy	20.37
31364 - Truckdriver, Tractor-Trailer	20.37
99000 - Miscellaneous Occupations	
99030 - Cashier	10.78
99050 - Desk Clerk	10.42
99095 - Embalmer	23.94
99251 - Laboratory Animal Caretaker I	10.92
99252 - Laboratory Animal Caretaker II	11.74
99310 - Mortician	24.19
99410 - Pest Controller	20.41
99510 - Photofinishing Worker	12.03
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.42
99730 - Refuse Collector	16.70
99810 - Sales Clerk	12.60
99820 - School Crossing Guard	12.64
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	14.38
99841 - Vending Machine Repairer	17.05
99842 - Vending Machine Repairer Helper	14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2083 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.52
01012 - Accounting Clerk II		12.81
01013 - Accounting Clerk III		14.04
01020 - Administrative Assistant		18.72
01040 - Court Reporter		14.92
01051 - Data Entry Operator I		11.03
01052 - Data Entry Operator II		12.32
01060 - Dispatcher, Motor Vehicle		18.65
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		10.64
01112 - General Clerk II		11.61
01113 - General Clerk III		13.03
01120 - Housing Referral Assistant		15.89
01141 - Messenger Courier		11.40
01191 - Order Clerk I		11.32
01192 - Order Clerk II		12.35
01261 - Personnel Assistant (Employment) I		13.80
01262 - Personnel Assistant (Employment) II		15.44
01263 - Personnel Assistant (Employment) III		17.22
01270 - Production Control Clerk		19.53
01280 - Receptionist		11.54
01290 - Rental Clerk		12.33
01300 - Scheduler, Maintenance		12.74
01311 - Secretary I		12.74
01312 - Secretary II		14.92
01313 - Secretary III		15.89
01320 - Service Order Dispatcher		17.03
01410 - Supply Technician		18.72
01420 - Survey Worker		12.94
01531 - Travel Clerk I		11.73
01532 - Travel Clerk II		12.56
01533 - Travel Clerk III		13.26
01611 - Word Processor I		12.15
01612 - Word Processor II		13.64
01613 - Word Processor III		15.26
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.17
05010 - Automotive Electrician		20.69
05040 - Automotive Glass Installer		18.99
05070 - Automotive Worker		18.99
05110 - Mobile Equipment Servicer		15.65
05130 - Motor Equipment Metal Mechanic		20.69
05160 - Motor Equipment Metal Worker		18.99
05190 - Motor Vehicle Mechanic		18.88
05220 - Motor Vehicle Mechanic Helper		14.74
05250 - Motor Vehicle Upholstery Worker		18.68
05280 - Motor Vehicle Wrecker		18.99
05310 - Painter, Automotive		20.09
05340 - Radiator Repair Specialist		18.99
05370 - Tire Repairer		11.61
05400 - Transmission Repair Specialist		18.81
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.56
07041 - Cook I		11.26
07042 - Cook II		12.87
07070 - Dishwasher		8.60

07130 - Food Service Worker	9.39
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.69
09080 - Furniture Refinisher	18.57
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer, Minor	16.20
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	11.20
11090 - Gardener	16.10
11122 - Housekeeping Aide	10.13
11150 - Janitor	11.20
11210 - Laborer, Grounds Maintenance	12.66
11240 - Maid or Houseman	8.63
11260 - Pruner	11.48
11270 - Tractor Operator	15.21
11330 - Trail Maintenance Worker	12.66
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.53
12012 - Certified Occupational Therapist Assistant	22.82
12015 - Certified Physical Therapist Assistant	19.49
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	32.70
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.75
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	15.87
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	16.04
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	9.13
12222 - Nursing Assistant II	10.26
12223 - Nursing Assistant III	11.20
12224 - Nursing Assistant IV	12.57
12235 - Optical Dispenser	13.97
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	12.57
12305 - Radiologic Technologist	25.98
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II, Specialist	28.83
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III, Anesthetist	34.88
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	21.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.28
13012 - Exhibits Specialist II	21.40
13013 - Exhibits Specialist III	26.18
13041 - Illustrator I	17.28
13042 - Illustrator II	21.40

13043 - Illustrator III		26.18
13047 - Librarian		23.71
13050 - Library Aide/Clerk		13.76
13054 - Library Information Technology Systems Administrator		21.40
13058 - Library Technician		16.30
13061 - Media Specialist I		13.61
13062 - Media Specialist II		16.31
13063 - Media Specialist III		18.18
13071 - Photographer I		13.93
13072 - Photographer II		15.58
13073 - Photographer III		19.30
13074 - Photographer IV		23.61
13075 - Photographer V		29.12
13110 - Video Teleconference Technician		15.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I		16.10
14072 - Computer Programmer II		19.95
14073 - Computer Programmer III		24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.06
15020 - Aircrew Training Devices Instructor (Rated)		31.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.45
15050 - Computer Based Training Specialist / Instructor		26.06
15060 - Educational Technologist		23.25
15070 - Flight Instructor (Pilot)		37.45
15080 - Graphic Artist		20.15
15090 - Technical Instructor		16.56
15095 - Technical Instructor/Course Developer		20.26
15110 - Test Proctor		14.59
15120 - Tutor		14.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		10.69
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		11.22
16220 - Tailor		11.84
16250 - Washer, Machine		9.53
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.89
19040 - Tool And Die Maker		23.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.20
21030 - Material Coordinator		19.53
21040 - Material Expediter		19.53
21050 - Material Handling Laborer		13.18
21071 - Order Filler		12.21

21080 - Production Line Worker (Food Processing)	13.20
21110 - Shipping Packer	13.03
21130 - Shipping/Receiving Clerk	13.03
21140 - Store Worker I	9.95
21150 - Stock Clerk	13.41
21210 - Tools And Parts Attendant	13.20
21410 - Warehouse Specialist	13.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.81
23021 - Aircraft Mechanic I	19.70
23022 - Aircraft Mechanic II	20.81
23023 - Aircraft Mechanic III	21.93
23040 - Aircraft Mechanic Helper	15.18
23050 - Aircraft, Painter	19.60
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	17.78
23110 - Appliance Mechanic	18.57
23120 - Bicycle Repairer	10.55
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	19.30
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	22.61
23181 - Electronics Technician Maintenance I	17.36
23182 - Electronics Technician Maintenance II	19.18
23183 - Electronics Technician Maintenance III	20.35
23260 - Fabric Worker	16.28
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	15.11
23311 - Fuel Distribution System Mechanic	19.70
23312 - Fuel Distribution System Operator	15.11
23370 - General Maintenance Worker	15.41
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	17.78
23391 - Gunsmith I	15.11
23392 - Gunsmith II	17.45
23393 - Gunsmith III	19.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.29
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.00
23460 - Instrument Mechanic	19.70
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	13.18
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.84
23550 - Machinist, Maintenance	17.33
23580 - Maintenance Trades Helper	13.70
23591 - Metrology Technician I	19.70
23592 - Metrology Technician II	20.81
23593 - Metrology Technician III	21.93
23640 - Millwright	20.86
23710 - Office Appliance Repairer	18.57
23760 - Painter, Maintenance	16.91
23790 - Pipefitter, Maintenance	21.35
23810 - Plumber, Maintenance	18.96
23820 - Pneudraulic Systems Mechanic	19.70
23850 - Rigger	19.70
23870 - Scale Mechanic	17.45
23890 - Sheet-Metal Worker, Maintenance	18.71
23910 - Small Engine Mechanic	17.45

23931 - Telecommunications Mechanic I	24.80
23932 - Telecommunications Mechanic II	25.11
23950 - Telephone Lineman	19.70
23960 - Welder, Combination, Maintenance	15.85
23965 - Well Driller	19.70
23970 - Woodcraft Worker	19.70
23980 - Woodworker	15.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	9.09
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.13
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	20.87
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	20.87
27070 - Firefighter	19.16
27101 - Guard I	13.69
27102 - Guard II	15.31
27131 - Police Officer I	22.09
27132 - Police Officer II	24.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.42
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	17.64
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.93
29020 - Hatch Tender	17.93
29030 - Line Handler	17.93
29041 - Stevedore I	16.28
29042 - Stevedore II	19.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.61
30022 - Archeological Technician II	16.37
30023 - Archeological Technician III	20.26
30030 - Cartographic Technician	20.10
30040 - Civil Engineering Technician	20.81
30061 - Drafter/CAD Operator I	14.73
30062 - Drafter/CAD Operator II	16.47
30063 - Drafter/CAD Operator III	18.37
30064 - Drafter/CAD Operator IV	21.94
30081 - Engineering Technician I	11.83

30082 - Engineering Technician II		14.62
30083 - Engineering Technician III		16.36
30084 - Engineering Technician IV		20.24
30085 - Engineering Technician V		24.76
30086 - Engineering Technician VI		29.95
30090 - Environmental Technician		20.10
30210 - Laboratory Technician		19.70
30240 - Mathematical Technician		20.10
30361 - Paralegal/Legal Assistant I		16.39
30362 - Paralegal/Legal Assistant II		20.32
30363 - Paralegal/Legal Assistant III		24.86
30364 - Paralegal/Legal Assistant IV		30.07
30390 - Photo-Optics Technician		20.10
30461 - Technical Writer I		18.77
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.76
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.81
30621 - Weather Observer, Senior	(see 2)	19.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		14.54
31043 - Driver Courier		13.75
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		12.66
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		14.94
31363 - Truckdriver, Heavy		16.01
31364 - Truckdriver, Tractor-Trailer		16.01
99000 - Miscellaneous Occupations		
99030 - Cashier		9.49
99050 - Desk Clerk		10.20
99095 - Embalmer		23.64
99251 - Laboratory Animal Caretaker I		14.39
99252 - Laboratory Animal Caretaker II		15.11
99310 - Mortician		23.64
99410 - Pest Controller		17.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.21
99711 - Recycling Specialist		14.58
99730 - Refuse Collector		11.08
99810 - Sales Clerk		11.58
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		15.86
99831 - Surveying Aide		12.05
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		14.58
99841 - Vending Machine Repairer		18.22
99842 - Vending Machine Repairer Helper		14.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2084
Revision No.: 18
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

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01192 - Order Clerk II		12.35
01261 - Personnel Assistant (Employment) I		13.80
01262 - Personnel Assistant (Employment) II		15.44
01263 - Personnel Assistant (Employment) III		17.22
01270 - Production Control Clerk		19.53
01280 - Receptionist		11.54
01290 - Rental Clerk		12.33
01300 - Scheduler, Maintenance		12.74
01311 - Secretary I		12.74
01312 - Secretary II		14.92
01313 - Secretary III		15.89
01320 - Service Order Dispatcher		17.03
01410 - Supply Technician		18.72
01420 - Survey Worker		12.94
01531 - Travel Clerk I		11.73
01532 - Travel Clerk II		12.56
01533 - Travel Clerk III		13.26
01611 - Word Processor I		12.15

01612 - Word Processor II	13.64
01613 - Word Processor III	15.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.17
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	15.65
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	18.88
05220 - Motor Vehicle Mechanic Helper	14.74
05250 - Motor Vehicle Upholstery Worker	18.68
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter, Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	11.61
05400 - Transmission Repair Specialist	18.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	11.26
07042 - Cook II	12.87
07070 - Dishwasher	8.60
07130 - Food Service Worker	9.39
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.69
09080 - Furniture Refinisher	18.57
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer, Minor	16.20
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	11.20
11090 - Gardener	16.10
11122 - Housekeeping Aide	10.13
11150 - Janitor	11.20
11210 - Laborer, Grounds Maintenance	12.66
11240 - Maid or Houseman	8.63
11260 - Pruner	11.48
11270 - Tractor Operator	15.21
11330 - Trail Maintenance Worker	12.66
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.53
12012 - Certified Occupational Therapist Assistant	22.82
12015 - Certified Physical Therapist Assistant	19.49
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	32.70
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.75
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	15.87
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	16.04
12195 - Medical Transcriptionist	15.37

12210 - Nuclear Medicine Technologist		39.01
12221 - Nursing Assistant I		9.13
12222 - Nursing Assistant II		10.26
12223 - Nursing Assistant III		11.20
12224 - Nursing Assistant IV		12.57
12235 - Optical Dispenser		13.97
12236 - Optical Technician		15.87
12250 - Pharmacy Technician		13.47
12280 - Phlebotomist		12.57
12305 - Radiologic Technologist		25.98
12311 - Registered Nurse I		23.56
12312 - Registered Nurse II		28.83
12313 - Registered Nurse II, Specialist		28.83
12314 - Registered Nurse III		34.88
12315 - Registered Nurse III, Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		21.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.28
13012 - Exhibits Specialist II		21.40
13013 - Exhibits Specialist III		26.18
13041 - Illustrator I		17.28
13042 - Illustrator II		21.40
13043 - Illustrator III		26.18
13047 - Librarian		23.71
13050 - Library Aide/Clerk		13.76
13054 - Library Information Technology Systems Administrator		21.40
13058 - Library Technician		16.30
13061 - Media Specialist I		13.61
13062 - Media Specialist II		16.31
13063 - Media Specialist III		18.18
13071 - Photographer I		13.93
13072 - Photographer II		15.58
13073 - Photographer III		19.30
13074 - Photographer IV		23.61
13075 - Photographer V		29.12
13110 - Video Teleconference Technician		15.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I		16.10
14072 - Computer Programmer II		19.95
14073 - Computer Programmer III		24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.06
15020 - Aircrew Training Devices Instructor (Rated)		31.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.45
15050 - Computer Based Training Specialist / Instructor		26.06
15060 - Educational Technologist		23.25
15070 - Flight Instructor (Pilot)		37.45
15080 - Graphic Artist		20.15
15090 - Technical Instructor		16.56
15095 - Technical Instructor/Course Developer		20.26

15110 - Test Proctor	14.59
15120 - Tutor	14.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.81
16030 - Counter Attendant	8.81
16040 - Dry Cleaner	10.69
16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	11.22
16220 - Tailor	11.84
16250 - Washer, Machine	9.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.89
19040 - Tool And Die Maker	23.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.20
21030 - Material Coordinator	19.53
21040 - Material Expediter	19.53
21050 - Material Handling Laborer	13.18
21071 - Order Filler	12.21
21080 - Production Line Worker (Food Processing)	13.20
21110 - Shipping Packer	13.03
21130 - Shipping/Receiving Clerk	13.03
21140 - Store Worker I	9.95
21150 - Stock Clerk	13.41
21210 - Tools And Parts Attendant	13.20
21410 - Warehouse Specialist	13.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.81
23021 - Aircraft Mechanic I	19.70
23022 - Aircraft Mechanic II	20.81
23023 - Aircraft Mechanic III	21.93
23040 - Aircraft Mechanic Helper	15.18
23050 - Aircraft, Painter	19.60
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	17.78
23110 - Appliance Mechanic	18.57
23120 - Bicycle Repairer	10.55
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	19.30
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	22.61
23181 - Electronics Technician Maintenance I	17.36
23182 - Electronics Technician Maintenance II	19.18
23183 - Electronics Technician Maintenance III	20.35
23260 - Fabric Worker	16.28
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	15.11
23311 - Fuel Distribution System Mechanic	19.70
23312 - Fuel Distribution System Operator	15.11
23370 - General Maintenance Worker	15.41
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	17.78
23391 - Gunsmith I	15.11
23392 - Gunsmith II	17.45
23393 - Gunsmith III	19.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.21
23411 - Heating, Ventilation And Air Contditioning	20.29

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.00
23460 - Instrument Mechanic	19.70
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	13.18
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.84
23550 - Machinist, Maintenance	17.33
23580 - Maintenance Trades Helper	13.70
23591 - Metrology Technician I	19.70
23592 - Metrology Technician II	20.81
23593 - Metrology Technician III	21.93
23640 - Millwright	20.86
23710 - Office Appliance Repairer	18.57
23760 - Painter, Maintenance	16.91
23790 - Pipefitter, Maintenance	21.35
23810 - Plumber, Maintenance	18.96
23820 - Pneudraulic Systems Mechanic	19.70
23850 - Rigger	19.70
23870 - Scale Mechanic	17.45
23890 - Sheet-Metal Worker, Maintenance	18.71
23910 - Small Engine Mechanic	17.45
23931 - Telecommunications Mechanic I	24.80
23932 - Telecommunications Mechanic II	25.11
23950 - Telephone Lineman	19.70
23960 - Welder, Combination, Maintenance	15.85
23965 - Well Driller	19.70
23970 - Woodcraft Worker	19.70
23980 - Woodworker	15.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	9.09
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.13
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	20.87
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	20.87
27070 - Firefighter	19.16
27101 - Guard I	13.69
27102 - Guard II	15.31
27131 - Police Officer I	22.09
27132 - Police Officer II	24.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.42
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39

28515 - Recreation Specialist		17.64
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		15.16
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.93
29020 - Hatch Tender		17.93
29030 - Line Handler		17.93
29041 - Stevedore I		16.28
29042 - Stevedore II		19.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.61
30022 - Archeological Technician II		16.37
30023 - Archeological Technician III		20.26
30030 - Cartographic Technician		20.10
30040 - Civil Engineering Technician		20.81
30061 - Drafter/CAD Operator I		14.73
30062 - Drafter/CAD Operator II		16.47
30063 - Drafter/CAD Operator III		18.37
30064 - Drafter/CAD Operator IV		21.94
30081 - Engineering Technician I		11.83
30082 - Engineering Technician II		14.62
30083 - Engineering Technician III		16.36
30084 - Engineering Technician IV		20.24
30085 - Engineering Technician V		24.76
30086 - Engineering Technician VI		29.95
30090 - Environmental Technician		20.10
30210 - Laboratory Technician		19.70
30240 - Mathematical Technician		20.10
30361 - Paralegal/Legal Assistant I		16.39
30362 - Paralegal/Legal Assistant II		20.32
30363 - Paralegal/Legal Assistant III		24.86
30364 - Paralegal/Legal Assistant IV		30.07
30390 - Photo-Optics Technician		20.10
30461 - Technical Writer I		18.77
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.76
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.81
30621 - Weather Observer, Senior	(see 2)	19.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		14.54
31043 - Driver Courier		13.75
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		12.66
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		14.94
31363 - Truckdriver, Heavy		16.01
31364 - Truckdriver, Tractor-Trailer		16.01
99000 - Miscellaneous Occupations		
99030 - Cashier		9.49
99050 - Desk Clerk		10.20
99095 - Embalmer		23.64
99251 - Laboratory Animal Caretaker I		14.39

99252 - Laboratory Animal Caretaker II	15.11
99310 - Mortician	23.64
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.21
99711 - Recycling Specialist	14.58
99730 - Refuse Collector	11.08
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	15.86
99831 - Surveying Aide	12.05
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	14.58
99841 - Vending Machine Repairer	18.22
99842 - Vending Machine Repairer Helper	14.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2087 Revision No.: 17 Date Of Last Revision: 07/25/2014

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		29.92
01040 - Court Reporter		18.41
01051 - Data Entry Operator I		15.62
01052 - Data Entry Operator II		17.16
01060 - Dispatcher, Motor Vehicle		18.33
01070 - Document Preparation Clerk		14.41
01090 - Duplicating Machine Operator		14.41
01111 - General Clerk I		16.86
01112 - General Clerk II		18.39
01113 - General Clerk III		20.64
01120 - Housing Referral Assistant		24.22
01141 - Messenger Courier		15.37
01191 - Order Clerk I		15.42
01192 - Order Clerk II		16.83
01261 - Personnel Assistant (Employment) I		17.77
01262 - Personnel Assistant (Employment) II		19.88
01263 - Personnel Assistant (Employment) III		24.37
01270 - Production Control Clerk		24.62
01280 - Receptionist		14.28
01290 - Rental Clerk		16.43
01300 - Scheduler, Maintenance		19.41
01311 - Secretary I		19.42
01312 - Secretary II		21.73
01313 - Secretary III		24.22
01320 - Service Order Dispatcher		19.42
01410 - Supply Technician		29.92
01420 - Survey Worker		18.76
01531 - Travel Clerk I		13.52
01532 - Travel Clerk II		14.74
01533 - Travel Clerk III		16.03
01611 - Word Processor I		15.62
01612 - Word Processor II		17.53
01613 - Word Processor III		19.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.40
05010 - Automotive Electrician		21.13
05040 - Automotive Glass Installer		20.86
05070 - Automotive Worker		20.21
05110 - Mobile Equipment Servicer		18.56
05130 - Motor Equipment Metal Mechanic		21.40
05160 - Motor Equipment Metal Worker		20.21
05190 - Motor Vehicle Mechanic		21.40
05220 - Motor Vehicle Mechanic Helper		17.69
05250 - Motor Vehicle Upholstery Worker		19.40
05280 - Motor Vehicle Wrecker		20.21
05310 - Painter, Automotive		21.15
05340 - Radiator Repair Specialist		20.21
05370 - Tire Repairer		15.68

05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	14.28
07042 - Cook II	15.54
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.14
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.43
09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.34
11060 - Elevator Operator	12.12
11090 - Gardener	17.12
11122 - Housekeeping Aide	13.33
11150 - Janitor	14.48
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98
11270 - Tractor Operator	16.33
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.33
12011 - Breath Alcohol Technician	21.91
12012 - Certified Occupational Therapist Assistant	23.63
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	18.78
12025 - Dental Hygienist	33.86
12030 - EKG Technician	22.98
12035 - Electroneurodiagnostic Technologist	22.98
12040 - Emergency Medical Technician	19.33
12071 - Licensed Practical Nurse I	20.30
12072 - Licensed Practical Nurse II	22.71
12073 - Licensed Practical Nurse III	25.31
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	20.59
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.49
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine Technologist	34.94
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	23.64
12236 - Optical Technician	17.82
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	29.22
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II, Specialist	34.04
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III, Anesthetist	41.18
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	24.15

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		25.48
13013 - Exhibits Specialist III		31.18
13041 - Illustrator I		22.34
13042 - Illustrator II		27.66
13043 - Illustrator III		33.85
13047 - Librarian		28.78
13050 - Library Aide/Clerk		12.85
13054 - Library Information Technology Systems Administrator		25.98
13058 - Library Technician		17.48
13061 - Media Specialist I		18.75
13062 - Media Specialist II		20.98
13063 - Media Specialist III		23.38
13071 - Photographer I		19.17
13072 - Photographer II		22.01
13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13110 - Video Teleconference Technician		18.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.10
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.10
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13
15050 - Computer Based Training Specialist / Instructor		30.22
15060 - Educational Technologist		32.49
15070 - Flight Instructor (Pilot)		48.13
15080 - Graphic Artist		23.64
15090 - Technical Instructor		23.23
15095 - Technical Instructor/Course Developer		28.43
15110 - Test Proctor		19.69
15120 - Tutor		19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.30
16030 - Counter Attendant		10.30
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		10.30
16090 - Presser, Hand		10.30
16110 - Presser, Machine, Drycleaning		10.30
16130 - Presser, Machine, Shirts		10.30
16160 - Presser, Machine, Wearing Apparel, Laundry		10.30
16190 - Sewing Machine Operator		14.34
16220 - Tailor		15.48
16250 - Washer, Machine		11.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.78
19040 - Tool And Die Maker		25.34

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.36
21030 - Material Coordinator	22.51
21040 - Material Expediter	22.51
21050 - Material Handling Laborer	13.94
21071 - Order Filler	14.22
21080 - Production Line Worker (Food Processing)	16.36
21110 - Shipping Packer	15.87
21130 - Shipping/Receiving Clerk	15.87
21140 - Store Worker I	13.41
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	16.36
21410 - Warehouse Specialist	16.36
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.85
23021 - Aircraft Mechanic I	23.69
23022 - Aircraft Mechanic II	24.85
23023 - Aircraft Mechanic III	26.09
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	23.09
23060 - Aircraft Servicer	20.95
23080 - Aircraft Worker	21.83
23110 - Appliance Mechanic	22.98
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	30.83
23130 - Carpenter, Maintenance	23.44
23140 - Carpet Layer	22.02
23160 - Electrician, Maintenance	26.01
23181 - Electronics Technician Maintenance I	23.88
23182 - Electronics Technician Maintenance II	24.92
23183 - Electronics Technician Maintenance III	25.95
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	22.93
23310 - Fire Extinguisher Repairer	20.24
23311 - Fuel Distribution System Mechanic	28.46
23312 - Fuel Distribution System Operator	24.06
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment Mechanic	23.69
23381 - Ground Support Equipment Servicer	20.95
23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	20.24
23392 - Gunsmith II	22.02
23393 - Gunsmith III	23.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.42
23430 - Heavy Equipment Mechanic	23.04
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	23.22
23465 - Laboratory/Shelter Mechanic	22.98
23470 - Laborer	13.56
23510 - Locksmith	23.17
23530 - Machinery Maintenance Mechanic	22.27
23550 - Machinist, Maintenance	21.11
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	23.22
23592 - Metrology Technician II	24.05
23593 - Metrology Technician III	25.02
23640 - Millwright	22.49
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	22.30
23790 - Pipefitter, Maintenance	28.15

23810 - Plumber, Maintenance	26.57
23820 - Pneudraulic Systems Mechanic	23.93
23850 - Rigger	23.93
23870 - Scale Mechanic	22.02
23890 - Sheet-Metal Worker, Maintenance	25.58
23910 - Small Engine Mechanic	19.45
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	24.24
23960 - Welder, Combination, Maintenance	21.54
23965 - Well Driller	23.22
23970 - Woodcraft Worker	23.93
23980 - Woodworker	18.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	10.73
24620 - Family Readiness And Support Services Coordinator	20.65
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.09
25040 - Sewage Plant Operator	24.49
25070 - Stationary Engineer	27.09
25190 - Ventilation Equipment Tender	21.78
25210 - Water Treatment Plant Operator	24.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.90
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	27.33
27010 - Court Security Officer	27.33
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	27.33
27070 - Firefighter	27.14
27101 - Guard I	13.99
27102 - Guard II	19.25
27131 - Police Officer I	27.52
27132 - Police Officer II	30.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.10
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equpment Worker	11.09
28210 - Gate Attendant/Gate Tender	16.95
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	18.97
28510 - Recreation Aide/Health Facility Attendant	13.84
28515 - Recreation Specialist	20.49
28630 - Sports Official	15.10
28690 - Swimming Pool Operator	17.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.15
29020 - Hatch Tender	31.15
29030 - Line Handler	31.15
29041 - Stevedore I	29.93
29042 - Stevedore II	32.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.32
30022 - Archeological Technician II	20.49
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.37

30040 - Civil Engineering Technician		31.76
30061 - Drafter/CAD Operator I		18.32
30062 - Drafter/CAD Operator II		20.49
30063 - Drafter/CAD Operator III		22.83
30064 - Drafter/CAD Operator IV		28.11
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		20.82
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		33.14
30086 - Engineering Technician VI		38.16
30090 - Environmental Technician		21.21
30210 - Laboratory Technician		20.03
30240 - Mathematical Technician		25.37
30361 - Paralegal/Legal Assistant I		20.67
30362 - Paralegal/Legal Assistant II		25.60
30363 - Paralegal/Legal Assistant III		31.32
30364 - Paralegal/Legal Assistant IV		37.90
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		22.64
30462 - Technical Writer II		27.70
30463 - Technical Writer III		33.51
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.83
30621 - Weather Observer, Senior	(see 2)	25.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.63
31030 - Bus Driver		16.97
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.64
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		15.47
31361 - Truckdriver, Light		16.47
31362 - Truckdriver, Medium		20.26
31363 - Truckdriver, Heavy		22.21
31364 - Truckdriver, Tractor-Trailer		22.21
99000 - Miscellaneous Occupations		
99030 - Cashier		10.14
99050 - Desk Clerk		11.13
99095 - Embalmer		27.92
99251 - Laboratory Animal Caretaker I		11.25
99252 - Laboratory Animal Caretaker II		11.83
99310 - Mortician		37.63
99410 - Pest Controller		15.45
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		17.51
99711 - Recycling Specialist		19.23
99730 - Refuse Collector		15.76
99810 - Sales Clerk		16.37
99820 - School Crossing Guard		13.95
99830 - Survey Party Chief		22.39
99831 - Surveying Aide		12.35
99832 - Surveying Technician		20.35
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		16.49
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2088 Revision No.: 18 Date Of Last Revision: 07/25/2014

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		29.92
01040 - Court Reporter		18.41

01051 - Data Entry Operator I	15.62
01052 - Data Entry Operator II	17.16
01060 - Dispatcher, Motor Vehicle	18.33
01070 - Document Preparation Clerk	14.41
01090 - Duplicating Machine Operator	14.41
01111 - General Clerk I	16.86
01112 - General Clerk II	18.39
01113 - General Clerk III	20.64
01120 - Housing Referral Assistant	24.22
01141 - Messenger Courier	15.37
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.83
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	24.62
01280 - Receptionist	14.28
01290 - Rental Clerk	16.43
01300 - Scheduler, Maintenance	19.41
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	29.92
01420 - Survey Worker	18.76
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.62
01612 - Word Processor II	17.53
01613 - Word Processor III	19.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.15
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	14.28
07042 - Cook II	15.54
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.14
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.43
09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	11.34
11060 - Elevator Operator	12.12
11090 - Gardener	17.12
11122 - Housekeeping Aide	13.33
11150 - Janitor	14.48
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98
11270 - Tractor Operator	16.33
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.33
12011 - Breath Alcohol Technician	21.91
12012 - Certified Occupational Therapist Assistant	23.63
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	18.78
12025 - Dental Hygienist	33.86
12030 - EKG Technician	22.98
12035 - Electroneurodiagnostic Technologist	22.98
12040 - Emergency Medical Technician	19.33
12071 - Licensed Practical Nurse I	20.30
12072 - Licensed Practical Nurse II	22.71
12073 - Licensed Practical Nurse III	25.31
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	20.59
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.49
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine Technologist	34.94
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	23.64
12236 - Optical Technician	17.82
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	29.22
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II, Specialist	34.04
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III, Anesthetist	41.18
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	24.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	25.48
13013 - Exhibits Specialist III	31.18
13041 - Illustrator I	22.34
13042 - Illustrator II	27.66
13043 - Illustrator III	33.85
13047 - Librarian	28.78
13050 - Library Aide/Clerk	12.85
13054 - Library Information Technology Systems Administrator	25.98
13058 - Library Technician	17.48
13061 - Media Specialist I	18.75
13062 - Media Specialist II	20.98
13063 - Media Specialist III	23.38
13071 - Photographer I	19.17
13072 - Photographer II	22.01

13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13110 - Video Teleconference Technician		18.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.10
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.10
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13
15050 - Computer Based Training Specialist / Instructor		30.22
15060 - Educational Technologist		32.49
15070 - Flight Instructor (Pilot)		48.13
15080 - Graphic Artist		23.64
15090 - Technical Instructor		23.23
15095 - Technical Instructor/Course Developer		28.43
15110 - Test Proctor		19.69
15120 - Tutor		19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.30
16030 - Counter Attendant		10.30
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		10.30
16090 - Presser, Hand		10.30
16110 - Presser, Machine, Drycleaning		10.30
16130 - Presser, Machine, Shirts		10.30
16160 - Presser, Machine, Wearing Apparel, Laundry		10.30
16190 - Sewing Machine Operator		14.34
16220 - Tailor		15.48
16250 - Washer, Machine		11.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.78
19040 - Tool And Die Maker		25.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.36
21030 - Material Coordinator		22.51
21040 - Material Expediter		22.51
21050 - Material Handling Laborer		13.94
21071 - Order Filler		14.22
21080 - Production Line Worker (Food Processing)		16.36
21110 - Shipping Packer		15.87
21130 - Shipping/Receiving Clerk		15.87
21140 - Store Worker I		13.41
21150 - Stock Clerk		17.93
21210 - Tools And Parts Attendant		16.36
21410 - Warehouse Specialist		16.36
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.85
23021 - Aircraft Mechanic I		23.69
23022 - Aircraft Mechanic II		24.85

23023 - Aircraft Mechanic III	26.09
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	23.09
23060 - Aircraft Servicer	20.95
23080 - Aircraft Worker	21.83
23110 - Appliance Mechanic	22.98
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	30.83
23130 - Carpenter, Maintenance	23.44
23140 - Carpet Layer	22.02
23160 - Electrician, Maintenance	26.01
23181 - Electronics Technician Maintenance I	23.88
23182 - Electronics Technician Maintenance II	24.92
23183 - Electronics Technician Maintenance III	25.95
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	22.93
23310 - Fire Extinguisher Repairer	20.24
23311 - Fuel Distribution System Mechanic	28.46
23312 - Fuel Distribution System Operator	24.06
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment Mechanic	23.69
23381 - Ground Support Equipment Servicer	20.95
23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	20.24
23392 - Gunsmith II	22.02
23393 - Gunsmith III	23.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.42
23430 - Heavy Equipment Mechanic	23.04
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	23.22
23465 - Laboratory/Shelter Mechanic	22.98
23470 - Laborer	13.56
23510 - Locksmith	23.17
23530 - Machinery Maintenance Mechanic	22.27
23550 - Machinist, Maintenance	21.11
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	23.22
23592 - Metrology Technician II	24.05
23593 - Metrology Technician III	25.02
23640 - Millwright	22.49
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	22.30
23790 - Pipefitter, Maintenance	28.15
23810 - Plumber, Maintenance	26.57
23820 - Pneudraulic Systems Mechanic	23.93
23850 - Rigger	23.93
23870 - Scale Mechanic	22.02
23890 - Sheet-Metal Worker, Maintenance	25.58
23910 - Small Engine Mechanic	19.45
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	24.24
23960 - Welder, Combination, Maintenance	21.54
23965 - Well Driller	23.22
23970 - Woodcraft Worker	23.93
23980 - Woodworker	18.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	10.73

24620 - Family Readiness And Support Services Coordinator	20.65
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.09
25040 - Sewage Plant Operator	24.49
25070 - Stationary Engineer	27.09
25190 - Ventilation Equipment Tender	21.78
25210 - Water Treatment Plant Operator	24.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.90
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	27.33
27010 - Court Security Officer	27.33
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	27.33
27070 - Firefighter	27.14
27101 - Guard I	13.99
27102 - Guard II	19.25
27131 - Police Officer I	27.52
27132 - Police Officer II	30.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.10
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equpment Worker	11.09
28210 - Gate Attendant/Gate Tender	16.95
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	18.97
28510 - Recreation Aide/Health Facility Attendant	13.84
28515 - Recreation Specialist	20.49
28630 - Sports Official	15.10
28690 - Swimming Pool Operator	17.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.15
29020 - Hatch Tender	31.15
29030 - Line Handler	31.15
29041 - Stevedore I	29.93
29042 - Stevedore II	32.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.32
30022 - Archeological Technician II	20.49
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.37
30040 - Civil Engineering Technician	31.76
30061 - Drafter/CAD Operator I	18.32
30062 - Drafter/CAD Operator II	20.49
30063 - Drafter/CAD Operator III	22.83
30064 - Drafter/CAD Operator IV	28.11
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	20.82
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	33.14
30086 - Engineering Technician VI	38.16
30090 - Environmental Technician	21.21
30210 - Laboratory Technician	20.03
30240 - Mathematical Technician	25.37
30361 - Paralegal/Legal Assistant I	20.67
30362 - Paralegal/Legal Assistant II	25.60
30363 - Paralegal/Legal Assistant III	31.32

30364 - Paralegal/Legal Assistant IV		37.90
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		22.64
30462 - Technical Writer II		27.70
30463 - Technical Writer III		33.51
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.83
30621 - Weather Observer, Senior	(see 2)	25.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	(see 2)	11.63
31030 - Bus Driver		16.97
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.64
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		15.47
31361 - Truckdriver, Light		16.47
31362 - Truckdriver, Medium		20.26
31363 - Truckdriver, Heavy		22.21
31364 - Truckdriver, Tractor-Trailer		22.21
99000 - Miscellaneous Occupations		
99030 - Cashier		10.14
99050 - Desk Clerk		11.13
99095 - Embalmer		27.92
99251 - Laboratory Animal Caretaker I		11.25
99252 - Laboratory Animal Caretaker II		11.83
99310 - Mortician		37.63
99410 - Pest Controller		15.45
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		17.51
99711 - Recycling Specialist		19.23
99730 - Refuse Collector		15.76
99810 - Sales Clerk		16.37
99820 - School Crossing Guard		13.95
99830 - Survey Party Chief		22.39
99831 - Surveying Aide		12.35
99832 - Surveying Technician		20.35
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		16.49
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

    (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2089
Revision No.: 20
Date Of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven is listed on WD 2005-3027

New London County, Colchester Town ONLY is covered on 2005-2087, the rest of New London County - see WD 2005-3023

Hartford Metropolitan Statistical Area is listed on WD 200-2087

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		24.37
01040 - Court Reporter		19.67
01051 - Data Entry Operator I		13.79
01052 - Data Entry Operator II		15.05
01060 - Dispatcher, Motor Vehicle		19.65
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.69
01112 - General Clerk II		14.90
01113 - General Clerk III		17.00
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		14.44
01191 - Order Clerk I		15.25
01192 - Order Clerk II		18.40
01261 - Personnel Assistant (Employment) I		18.32
01262 - Personnel Assistant (Employment) II		20.49
01263 - Personnel Assistant (Employment) III		22.85
01270 - Production Control Clerk		22.72
01280 - Receptionist		14.59
01290 - Rental Clerk		15.52
01300 - Scheduler, Maintenance		17.58
01311 - Secretary I		17.58
01312 - Secretary II		19.67
01313 - Secretary III		22.21
01320 - Service Order Dispatcher		19.27
01410 - Supply Technician		24.37
01420 - Survey Worker		16.83
01531 - Travel Clerk I		13.24
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.70
01611 - Word Processor I		15.17

01612 - Word Processor II	17.03
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.50
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.46
07041 - Cook I	14.87
07042 - Cook II	16.18
07070 - Dishwasher	11.24
07130 - Food Service Worker	11.08
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	12.48
11090 - Gardener	16.24
11122 - Housekeeping Aide	13.48
11150 - Janitor	13.48
11210 - Laborer, Grounds Maintenance	14.36
11240 - Maid or Houseman	11.27
11260 - Pruner	13.81
11270 - Tractor Operator	15.96
11330 - Trail Maintenance Worker	14.36
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.06
12011 - Breath Alcohol Technician	19.92
12012 - Certified Occupational Therapist Assistant	26.56
12015 - Certified Physical Therapist Assistant	26.08
12020 - Dental Assistant	19.37
12025 - Dental Hygienist	36.73
12030 - EKG Technician	28.97
12035 - Electroneurodiagnostic Technologist	28.97
12040 - Emergency Medical Technician	18.06
12071 - Licensed Practical Nurse I	20.31
12072 - Licensed Practical Nurse II	22.72
12073 - Licensed Practical Nurse III	25.34
12100 - Medical Assistant	16.19
12130 - Medical Laboratory Technician	20.68
12160 - Medical Record Clerk	15.58
12190 - Medical Record Technician	17.43
12195 - Medical Transcriptionist	18.03

12210 - Nuclear Medicine Technologist		36.94
12221 - Nursing Assistant I		12.30
12222 - Nursing Assistant II		14.36
12223 - Nursing Assistant III		15.67
12224 - Nursing Assistant IV		16.78
12235 - Optical Dispenser		24.10
12236 - Optical Technician		18.90
12250 - Pharmacy Technician		15.11
12280 - Phlebotomist		16.78
12305 - Radiologic Technologist		28.97
12311 - Registered Nurse I		27.91
12312 - Registered Nurse II		34.14
12313 - Registered Nurse II, Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III, Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		22.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.08
13050 - Library Aide/Clerk		12.46
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		16.83
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.29
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		28.35
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		25.72
15090 - Technical Instructor		24.06
15095 - Technical Instructor/Course Developer		29.43

15110 - Test Proctor	19.42
15120 - Tutor	19.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.08
16030 - Counter Attendant	10.08
16040 - Dry Cleaner	12.86
16070 - Finisher, Flatwork, Machine	10.08
16090 - Presser, Hand	10.08
16110 - Presser, Machine, Drycleaning	10.08
16130 - Presser, Machine, Shirts	10.08
16160 - Presser, Machine, Wearing Apparel, Laundry	10.08
16190 - Sewing Machine Operator	14.04
16220 - Tailor	15.16
16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.52
19040 - Tool And Die Maker	27.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	14.91
21130 - Shipping/Receiving Clerk	14.88
21140 - Store Worker I	13.41
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.88
23040 - Aircraft Mechanic Helper	22.29
23050 - Aircraft, Painter	26.63
23060 - Aircraft Servicer	24.52
23080 - Aircraft Worker	25.42
23110 - Appliance Mechanic	22.77
23120 - Bicycle Repairer	17.72
23125 - Cable Splicer	33.67
23130 - Carpenter, Maintenance	23.91
23140 - Carpet Layer	22.30
23160 - Electrician, Maintenance	25.70
23181 - Electronics Technician Maintenance I	24.69
23182 - Electronics Technician Maintenance II	25.76
23183 - Electronics Technician Maintenance III	26.83
23260 - Fabric Worker	21.97
23290 - Fire Alarm System Mechanic	23.54
23310 - Fire Extinguisher Repairer	21.02
23311 - Fuel Distribution System Mechanic	28.54
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	24.52
23382 - Ground Support Equipment Worker	25.42
23391 - Gunsmith I	21.02
23392 - Gunsmith II	22.87
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.87
23411 - Heating, Ventilation And Air Contditioning	26.79

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.80
23440 - Heavy Equipment Operator	26.55
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.86
23470 - Laborer	13.39
23510 - Locksmith	24.62
23530 - Machinery Maintenance Mechanic	23.34
23550 - Machinist, Maintenance	22.84
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.73
23593 - Metrology Technician III	26.78
23640 - Millwright	24.78
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	21.76
23790 - Pipefitter, Maintenance	27.74
23810 - Plumber, Maintenance	26.32
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	22.10
23870 - Scale Mechanic	22.87
23890 - Sheet-Metal Worker, Maintenance	22.72
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	25.52
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	23.52
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	10.35
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	23.91
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	20.87
25210 - Water Treatment Plant Operator	23.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.66
27007 - Baggage Inspector	13.83
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.05
27101 - Guard I	13.83
27102 - Guard II	19.88
27131 - Police Officer I	29.08
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.15
28042 - Carnival Equipment Repairer	11.76
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	15.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.78
28510 - Recreation Aide/Health Facility Attendant	12.25

28515 - Recreation Specialist		20.80
28630 - Sports Official		13.37
28690 - Swimming Pool Operator		17.71
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.35
29030 - Line Handler		26.35
29041 - Stevedore I		25.32
29042 - Stevedore II		28.29
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.49
30022 - Archeological Technician II		21.33
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		27.35
30061 - Drafter/CAD Operator I		18.49
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.43
30064 - Drafter/CAD Operator IV		28.84
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.91
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		25.74
30085 - Engineering Technician V		30.54
30086 - Engineering Technician VI		36.92
30090 - Environmental Technician		24.81
30210 - Laboratory Technician		21.41
30240 - Mathematical Technician		26.66
30361 - Paralegal/Legal Assistant I		19.36
30362 - Paralegal/Legal Assistant II		23.99
30363 - Paralegal/Legal Assistant III		29.35
30364 - Paralegal/Legal Assistant IV		35.50
30390 - Photo-Optics Technician		26.66
30461 - Technical Writer I		22.99
30462 - Technical Writer II		28.13
30463 - Technical Writer III		34.04
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.43
30621 - Weather Observer, Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.39
31030 - Bus Driver		17.95
31043 - Driver Courier		14.89
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		14.53
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		19.84
31363 - Truckdriver, Heavy		21.05
31364 - Truckdriver, Tractor-Trailer		21.05
99000 - Miscellaneous Occupations		
99030 - Cashier		10.95
99050 - Desk Clerk		13.41
99095 - Embalmer		26.70
99251 - Laboratory Animal Caretaker I		13.19

99252 - Laboratory Animal Caretaker II	13.87
99310 - Mortician	32.85
99410 - Pest Controller	16.40
99510 - Photofinishing Worker	13.24
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	19.37
99730 - Refuse Collector	16.41
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	13.24
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	16.80
99842 - Vending Machine Repairer Helper	14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2090 Revision No.: 19 Date Of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven County is liisted on WD 2005-3028

New London County , Colchester Town ONLY is covered on WD 2005-2088. The rest of New London County - see WD 2005-3024

Hartford Metropolitan Statistical Area is listed on WD 2005-2088

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03

01020 - Administrative Assistant	24.37
01040 - Court Reporter	19.67
01051 - Data Entry Operator I	13.79
01052 - Data Entry Operator II	15.05
01060 - Dispatcher, Motor Vehicle	19.65
01070 - Document Preparation Clerk	14.16
01090 - Duplicating Machine Operator	14.16
01111 - General Clerk I	13.69
01112 - General Clerk II	14.90
01113 - General Clerk III	17.00
01120 - Housing Referral Assistant	22.34
01141 - Messenger Courier	14.44
01191 - Order Clerk I	15.25
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	22.72
01280 - Receptionist	14.59
01290 - Rental Clerk	15.52
01300 - Scheduler, Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	24.37
01420 - Survey Worker	16.83
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	15.17
01612 - Word Processor II	17.03
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.50
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.46
07041 - Cook I	14.87
07042 - Cook II	16.18
07070 - Dishwasher	11.24
07130 - Food Service Worker	11.08
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98

09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	12.48
11090 - Gardener	16.24
11122 - Housekeeping Aide	13.48
11150 - Janitor	13.48
11210 - Laborer, Grounds Maintenance	14.36
11240 - Maid or Houseman	11.27
11260 - Pruner	13.81
11270 - Tractor Operator	15.96
11330 - Trail Maintenance Worker	14.36
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	18.06
12011 - Breath Alcohol Technician	19.92
12012 - Certified Occupational Therapist Assistant	26.56
12015 - Certified Physical Therapist Assistant	26.08
12020 - Dental Assistant	19.37
12025 - Dental Hygienist	36.73
12030 - EKG Technician	28.97
12035 - Electroneurodiagnostic Technologist	28.97
12040 - Emergency Medical Technician	18.06
12071 - Licensed Practical Nurse I	20.31
12072 - Licensed Practical Nurse II	22.72
12073 - Licensed Practical Nurse III	25.34
12100 - Medical Assistant	16.19
12130 - Medical Laboratory Technician	20.68
12160 - Medical Record Clerk	15.58
12190 - Medical Record Technician	17.43
12195 - Medical Transcriptionist	18.03
12210 - Nuclear Medicine Technologist	36.94
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	18.90
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	16.78
12305 - Radiologic Technologist	28.97
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III, Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	22.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.71
13012 - Exhibits Specialist II	28.13
13013 - Exhibits Specialist III	34.42
13041 - Illustrator I	23.40
13042 - Illustrator II	29.00
13043 - Illustrator III	35.47
13047 - Librarian	30.08
13050 - Library Aide/Clerk	12.46
13054 - Library Information Technology Systems Administrator	27.17
13058 - Library Technician	16.83
13061 - Media Specialist I	19.60
13062 - Media Specialist II	21.93
13063 - Media Specialist III	24.46

13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
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14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29
15020 - Aircrew Training Devices Instructor (Rated)		34.29
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15095 - Technical Instructor/Course Developer		29.43
15110 - Test Proctor		19.42
15120 - Tutor		19.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.08
16030 - Counter Attendant		10.08
16040 - Dry Cleaner		12.86
16070 - Finisher, Flatwork, Machine		10.08
16090 - Presser, Hand		10.08
16110 - Presser, Machine, Drycleaning		10.08
16130 - Presser, Machine, Shirts		10.08
16160 - Presser, Machine, Wearing Apparel, Laundry		10.08
16190 - Sewing Machine Operator		14.04
16220 - Tailor		15.16
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.52
19040 - Tool And Die Maker		27.47
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.46
21030 - Material Coordinator		22.72
21040 - Material Expediter		22.72
21050 - Material Handling Laborer		15.84
21071 - Order Filler		14.33
21080 - Production Line Worker (Food Processing)		18.46
21110 - Shipping Packer		14.91
21130 - Shipping/Receiving Clerk		14.88
21140 - Store Worker I		13.41
21150 - Stock Clerk		17.93
21210 - Tools And Parts Attendant		18.46
21410 - Warehouse Specialist		18.46
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.72

23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.88
23040 - Aircraft Mechanic Helper	22.29
23050 - Aircraft, Painter	26.63
23060 - Aircraft Servicer	24.52
23080 - Aircraft Worker	25.42
23110 - Appliance Mechanic	22.77
23120 - Bicycle Repairer	17.72
23125 - Cable Splicer	33.67
23130 - Carpenter, Maintenance	23.91
23140 - Carpet Layer	22.30
23160 - Electrician, Maintenance	25.70
23181 - Electronics Technician Maintenance I	24.69
23182 - Electronics Technician Maintenance II	25.76
23183 - Electronics Technician Maintenance III	26.83
23260 - Fabric Worker	21.97
23290 - Fire Alarm System Mechanic	23.54
23310 - Fire Extinguisher Repairer	21.02
23311 - Fuel Distribution System Mechanic	28.54
23312 - Fuel Distribution System Operator	25.43
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	24.52
23382 - Ground Support Equipment Worker	25.42
23391 - Gunsmith I	21.02
23392 - Gunsmith II	22.87
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.87
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.79
23430 - Heavy Equipment Mechanic	24.80
23440 - Heavy Equipment Operator	26.55
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.86
23470 - Laborer	13.39
23510 - Locksmith	24.62
23530 - Machinery Maintenance Mechanic	23.34
23550 - Machinist, Maintenance	22.84
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.73
23593 - Metrology Technician III	26.78
23640 - Millwright	24.78
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	21.76
23790 - Pipefitter, Maintenance	27.74
23810 - Plumber, Maintenance	26.32
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	22.10
23870 - Scale Mechanic	22.87
23890 - Sheet-Metal Worker, Maintenance	22.72
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	25.52
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	23.52
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75

24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	10.35
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	23.91
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	20.87
25210 - Water Treatment Plant Operator	23.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.66
27007 - Baggage Inspector	13.83
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.05
27101 - Guard I	13.83
27102 - Guard II	19.88
27131 - Police Officer I	29.08
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.15
28042 - Carnival Equipment Repairer	11.76
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	15.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.78
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	20.80
28630 - Sports Official	13.37
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	25.32
29042 - Stevedore II	28.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.49
30022 - Archeological Technician II	21.33
30023 - Archeological Technician III	26.41
30030 - Cartographic Technician	26.66
30040 - Civil Engineering Technician	27.35
30061 - Drafter/CAD Operator I	18.49
30062 - Drafter/CAD Operator II	21.95
30063 - Drafter/CAD Operator III	23.43
30064 - Drafter/CAD Operator IV	28.84
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	24.81
30210 - Laboratory Technician	21.41
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	19.36

30362 - Paralegal/Legal Assistant II		23.99
30363 - Paralegal/Legal Assistant III		29.35
30364 - Paralegal/Legal Assistant IV		35.50
30390 - Photo-Optics Technician		26.66
30461 - Technical Writer I		22.99
30462 - Technical Writer II		28.13
30463 - Technical Writer III		34.04
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.43
30621 - Weather Observer, Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.39
31030 - Bus Driver		17.95
31043 - Driver Courier		14.89
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		14.53
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		19.84
31363 - Truckdriver, Heavy		21.05
31364 - Truckdriver, Tractor-Trailer		21.05
99000 - Miscellaneous Occupations		
99030 - Cashier		10.95
99050 - Desk Clerk		13.41
99095 - Embalmer		26.70
99251 - Laboratory Animal Caretaker I		13.19
99252 - Laboratory Animal Caretaker II		13.87
99310 - Mortician		32.85
99410 - Pest Controller		16.40
99510 - Photofinishing Worker		13.24
99710 - Recycling Laborer		17.60
99711 - Recycling Specialist		19.37
99730 - Refuse Collector		16.41
99810 - Sales Clerk		13.39
99820 - School Crossing Guard		13.24
99830 - Survey Party Chief		26.30
99831 - Surveying Aide		16.46
99832 - Surveying Technician		19.91
99840 - Vending Machine Attendant		14.74
99841 - Vending Machine Repairer		16.80
99842 - Vending Machine Repairer Helper		14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2095
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.23
01013 - Accounting Clerk III		15.92
01020 - Administrative Assistant		19.76
01040 - Court Reporter		17.82
01051 - Data Entry Operator I		11.57
01052 - Data Entry Operator II		12.63
01060 - Dispatcher, Motor Vehicle		17.73
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.92
01112 - General Clerk II		13.01
01113 - General Clerk III		14.60
01120 - Housing Referral Assistant		19.16
01141 - Messenger Courier		12.13
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.09
01261 - Personnel Assistant (Employment) I		14.62
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		19.75
01280 - Receptionist		11.91
01290 - Rental Clerk		10.56
01300 - Scheduler, Maintenance		15.36
01311 - Secretary I		15.36
01312 - Secretary II		17.18
01313 - Secretary III		19.16
01320 - Service Order Dispatcher		17.66
01410 - Supply Technician		19.76
01420 - Survey Worker		13.80
01531 - Travel Clerk I		12.38
01532 - Travel Clerk II		13.31
01533 - Travel Clerk III		14.18
01611 - Word Processor I		13.55
01612 - Word Processor II		15.21
01613 - Word Processor III		17.01
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	19.51
05010 - Automotive Electrician	17.74
05040 - Automotive Glass Installer	15.50
05070 - Automotive Worker	17.04
05110 - Mobile Equipment Servicer	14.14
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.04
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	13.46
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.04
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	17.04
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	10.66
07042 - Cook II	12.03
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.28
07210 - Meat Cutter	16.74
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.35
09040 - Furniture Handler	11.10
09080 - Furniture Refinisher	14.39
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.18
09130 - Upholsterer	14.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	10.34
11090 - Gardener	13.20
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.14
11260 - Pruner	10.45
11270 - Tractor Operator	12.76
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.03
12011 - Breath Alcohol Technician	19.22
12012 - Certified Occupational Therapist Assistant	23.74
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	31.70
12030 - EKG Technician	23.24
12035 - Electroneurodiagnostic Technologist	23.24
12040 - Emergency Medical Technician	15.35
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	21.44
12100 - Medical Assistant	13.88
12130 - Medical Laboratory Technician	19.82
12160 - Medical Record Clerk	14.45
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	14.29
12210 - Nuclear Medicine Technologist	35.52
12221 - Nursing Assistant I	10.12
12222 - Nursing Assistant II	11.37

12223 - Nursing Assistant III		12.41
12224 - Nursing Assistant IV		13.93
12235 - Optical Dispenser		15.28
12236 - Optical Technician		16.89
12250 - Pharmacy Technician		13.95
12280 - Phlebotomist		13.93
12305 - Radiologic Technologist		28.03
12311 - Registered Nurse I		21.31
12312 - Registered Nurse II		26.10
12313 - Registered Nurse II, Specialist		26.10
12314 - Registered Nurse III		31.57
12315 - Registered Nurse III, Anesthetist		31.57
12316 - Registered Nurse IV		37.80
12317 - Scheduler (Drug and Alcohol Testing)		23.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.18
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.08
13041 - Illustrator I		19.18
13042 - Illustrator II		23.67
13043 - Illustrator III		26.46
13047 - Librarian		23.40
13050 - Library Aide/Clerk		10.76
13054 - Library Information Technology Systems Administrator		21.13
13058 - Library Technician		13.78
13061 - Media Specialist I		14.66
13062 - Media Specialist II		16.65
13063 - Media Specialist III		18.58
13071 - Photographer I		13.31
13072 - Photographer II		15.40
13073 - Photographer III		17.55
13074 - Photographer IV		21.57
13075 - Photographer V		25.31
13110 - Video Teleconference Technician		16.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.68
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	22.91
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.46
15020 - Aircrew Training Devices Instructor (Rated)		29.60
15030 - Air Crew Training Devices Instructor (Pilot)		32.57
15050 - Computer Based Training Specialist / Instructor		24.46
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		32.57
15080 - Graphic Artist		21.18
15090 - Technical Instructor		20.31
15095 - Technical Instructor/Course Developer		24.85
15110 - Test Proctor		16.39
15120 - Tutor		16.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	8.67
16030 - Counter Attendant	8.67
16040 - Dry Cleaner	10.87
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.65
16220 - Tailor	12.46
16250 - Washer, Machine	9.42
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.09
19040 - Tool And Die Maker	23.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.95
21030 - Material Coordinator	19.75
21040 - Material Expediter	19.75
21050 - Material Handling Laborer	11.46
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	13.95
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	12.69
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	13.95
21410 - Warehouse Specialist	13.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.41
23021 - Aircraft Mechanic I	21.37
23022 - Aircraft Mechanic II	22.41
23023 - Aircraft Mechanic III	23.34
23040 - Aircraft Mechanic Helper	17.00
23050 - Aircraft, Painter	20.38
23060 - Aircraft Servicer	18.77
23080 - Aircraft Worker	19.20
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	26.30
23130 - Carpenter, Maintenance	18.39
23140 - Carpet Layer	17.30
23160 - Electrician, Maintenance	21.03
23181 - Electronics Technician Maintenance I	20.27
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.56
23310 - Fire Extinguisher Repairer	15.77
23311 - Fuel Distribution System Mechanic	19.55
23312 - Fuel Distribution System Operator	15.90
23370 - General Maintenance Worker	15.25
23380 - Ground Support Equipment Mechanic	21.37
23381 - Ground Support Equipment Servicer	18.77
23382 - Ground Support Equipment Worker	19.20
23391 - Gunsmith I	15.77
23392 - Gunsmith II	17.57
23393 - Gunsmith III	19.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.50
23430 - Heavy Equipment Mechanic	19.33
23440 - Heavy Equipment Operator	17.56

23460 - Instrument Mechanic	19.56
23465 - Laboratory/Shelter Mechanic	18.52
23470 - Laborer	11.46
23510 - Locksmith	18.52
23530 - Machinery Maintenance Mechanic	18.81
23550 - Machinist, Maintenance	20.61
23580 - Maintenance Trades Helper	11.97
23591 - Metrology Technician I	19.56
23592 - Metrology Technician II	20.51
23593 - Metrology Technician III	21.37
23640 - Millwright	19.56
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	20.17
23810 - Plumber, Maintenance	19.68
23820 - Pneudraulic Systems Mechanic	19.56
23850 - Rigger	19.70
23870 - Scale Mechanic	17.57
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.39
23931 - Telecommunications Mechanic I	22.78
23932 - Telecommunications Mechanic II	23.71
23950 - Telephone Lineman	25.09
23960 - Welder, Combination, Maintenance	16.28
23965 - Well Driller	19.56
23970 - Woodcraft Worker	19.56
23980 - Woodworker	15.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.18
24580 - Child Care Center Clerk	12.70
24610 - Chore Aide	9.94
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	14.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.31
25040 - Sewage Plant Operator	16.72
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	14.76
25210 - Water Treatment Plant Operator	16.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.73
27007 - Baggage Inspector	13.43
27008 - Corrections Officer	17.14
27010 - Court Security Officer	16.99
27030 - Detection Dog Handler	15.02
27040 - Detention Officer	17.14
27070 - Firefighter	17.37
27101 - Guard I	13.43
27102 - Guard II	15.02
27131 - Police Officer I	18.75
27132 - Police Officer II	20.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.29
28042 - Carnival Equipment Repairer	8.86
28043 - Carnival Equpment Worker	9.64
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	15.59
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	13.89

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.78
29020 - Hatch Tender		16.78
29030 - Line Handler		16.78
29041 - Stevedore I		14.70
29042 - Stevedore II		17.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.93
30022 - Archeological Technician II		17.82
30023 - Archeological Technician III		22.09
30030 - Cartographic Technician		22.09
30040 - Civil Engineering Technician		20.90
30061 - Drafter/CAD Operator I		15.93
30062 - Drafter/CAD Operator II		17.82
30063 - Drafter/CAD Operator III		19.88
30064 - Drafter/CAD Operator IV		24.45
30081 - Engineering Technician I		12.86
30082 - Engineering Technician II		14.81
30083 - Engineering Technician III		16.56
30084 - Engineering Technician IV		20.52
30085 - Engineering Technician V		25.10
30086 - Engineering Technician VI		29.59
30090 - Environmental Technician		22.09
30210 - Laboratory Technician		18.13
30240 - Mathematical Technician		22.09
30361 - Paralegal/Legal Assistant I		16.01
30362 - Paralegal/Legal Assistant II		19.83
30363 - Paralegal/Legal Assistant III		24.27
30364 - Paralegal/Legal Assistant IV		29.36
30390 - Photo-Optics Technician		22.09
30461 - Technical Writer I		18.84
30462 - Technical Writer II		23.02
30463 - Technical Writer III		27.86
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.88
30621 - Weather Observer, Senior	(see 2)	21.99
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.00
31030 - Bus Driver		15.03
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		10.00
31290 - Shuttle Bus Driver		14.07
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.07
31362 - Truckdriver, Medium		14.60
31363 - Truckdriver, Heavy		16.54
31364 - Truckdriver, Tractor-Trailer		16.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.77
99050 - Desk Clerk		9.68
99095 - Embalmer		25.07
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.13
99310 - Mortician		27.58
99410 - Pest Controller		13.40

99510 - Photofinishing Worker	11.58
99710 - Recycling Laborer	13.62
99711 - Recycling Specialist	15.78
99730 - Refuse Collector	12.46
99810 - Sales Clerk	11.40
99820 - School Crossing Guard	10.63
99830 - Survey Party Chief	19.00
99831 - Surveying Aide	12.45
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	11.46
99841 - Vending Machine Repairer	13.52
99842 - Vending Machine Repairer Helper	11.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2096 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.23
01013 - Accounting Clerk III		15.92
01020 - Administrative Assistant		19.76
01040 - Court Reporter		17.82
01051 - Data Entry Operator I		11.57
01052 - Data Entry Operator II		12.63
01060 - Dispatcher, Motor Vehicle		17.73
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.92
01112 - General Clerk II		13.01
01113 - General Clerk III		14.60

01120 - Housing Referral Assistant	19.16
01141 - Messenger Courier	12.13
01191 - Order Clerk I	12.91
01192 - Order Clerk II	14.09
01261 - Personnel Assistant (Employment) I	14.62
01262 - Personnel Assistant (Employment) II	16.35
01263 - Personnel Assistant (Employment) III	18.24
01270 - Production Control Clerk	19.75
01280 - Receptionist	11.91
01290 - Rental Clerk	10.56
01300 - Scheduler, Maintenance	15.36
01311 - Secretary I	15.36
01312 - Secretary II	17.18
01313 - Secretary III	19.16
01320 - Service Order Dispatcher	17.66
01410 - Supply Technician	19.76
01420 - Survey Worker	13.80
01531 - Travel Clerk I	12.38
01532 - Travel Clerk II	13.31
01533 - Travel Clerk III	14.18
01611 - Word Processor I	13.55
01612 - Word Processor II	15.21
01613 - Word Processor III	17.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.51
05010 - Automotive Electrician	17.74
05040 - Automotive Glass Installer	15.50
05070 - Automotive Worker	17.04
05110 - Mobile Equipment Servicer	14.14
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.04
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	13.46
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.04
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	17.04
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	10.66
07042 - Cook II	12.03
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.28
07210 - Meat Cutter	16.74
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.35
09040 - Furniture Handler	11.10
09080 - Furniture Refinisher	14.39
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.18
09130 - Upholsterer	14.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	10.34
11090 - Gardener	13.20
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.14
11260 - Pruner	10.45

11270 - Tractor Operator	12.76
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.03
12011 - Breath Alcohol Technician	19.22
12012 - Certified Occupational Therapist Assistant	23.74
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	31.70
12030 - EKG Technician	23.24
12035 - Electroneurodiagnostic Technologist	23.24
12040 - Emergency Medical Technician	15.35
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	21.44
12100 - Medical Assistant	13.88
12130 - Medical Laboratory Technician	19.82
12160 - Medical Record Clerk	14.45
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	14.29
12210 - Nuclear Medicine Technologist	35.52
12221 - Nursing Assistant I	10.12
12222 - Nursing Assistant II	11.37
12223 - Nursing Assistant III	12.41
12224 - Nursing Assistant IV	13.93
12235 - Optical Dispenser	15.28
12236 - Optical Technician	16.89
12250 - Pharmacy Technician	13.95
12280 - Phlebotomist	13.93
12305 - Radiologic Technologist	28.03
12311 - Registered Nurse I	21.31
12312 - Registered Nurse II	26.10
12313 - Registered Nurse II, Specialist	26.10
12314 - Registered Nurse III	31.57
12315 - Registered Nurse III, Anesthetist	31.57
12316 - Registered Nurse IV	37.80
12317 - Scheduler (Drug and Alcohol Testing)	23.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.18
13012 - Exhibits Specialist II	23.77
13013 - Exhibits Specialist III	29.08
13041 - Illustrator I	19.18
13042 - Illustrator II	23.67
13043 - Illustrator III	26.46
13047 - Librarian	23.40
13050 - Library Aide/Clerk	10.76
13054 - Library Information Technology Systems Administrator	21.13
13058 - Library Technician	13.78
13061 - Media Specialist I	14.66
13062 - Media Specialist II	16.65
13063 - Media Specialist III	18.58
13071 - Photographer I	13.31
13072 - Photographer II	15.40
13073 - Photographer III	17.55
13074 - Photographer IV	21.57
13075 - Photographer V	25.31
13110 - Video Teleconference Technician	16.16
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.68
14042 - Computer Operator II	16.13
14043 - Computer Operator III	17.99

14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	22.91
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Technician		19.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.46
15020 - Aircrew Training Devices Instructor (Rated)		29.60
15030 - Air Crew Training Devices Instructor (Pilot)		32.57
15050 - Computer Based Training Specialist / Instructor		24.46
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		32.57
15080 - Graphic Artist		21.18
15090 - Technical Instructor		20.31
15095 - Technical Instructor/Course Developer		24.85
15110 - Test Proctor		16.39
15120 - Tutor		16.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		10.87
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.65
16220 - Tailor		12.46
16250 - Washer, Machine		9.42
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.09
19040 - Tool And Die Maker		23.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.95
21030 - Material Coordinator		19.75
21040 - Material Expediter		19.75
21050 - Material Handling Laborer		11.46
21071 - Order Filler		10.49
21080 - Production Line Worker (Food Processing)		13.95
21110 - Shipping Packer		13.30
21130 - Shipping/Receiving Clerk		13.30
21140 - Store Worker I		12.69
21150 - Stock Clerk		16.46
21210 - Tools And Parts Attendant		13.95
21410 - Warehouse Specialist		13.95
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.41
23021 - Aircraft Mechanic I		21.37
23022 - Aircraft Mechanic II		22.41
23023 - Aircraft Mechanic III		23.34
23040 - Aircraft Mechanic Helper		17.00
23050 - Aircraft, Painter		20.38
23060 - Aircraft Servicer		18.77
23080 - Aircraft Worker		19.20
23110 - Appliance Mechanic		16.90
23120 - Bicycle Repairer		11.05
23125 - Cable Splicer		26.30

23130 - Carpenter, Maintenance	18.39
23140 - Carpet Layer	17.30
23160 - Electrician, Maintenance	21.03
23181 - Electronics Technician Maintenance I	20.27
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.56
23310 - Fire Extinguisher Repairer	15.77
23311 - Fuel Distribution System Mechanic	19.55
23312 - Fuel Distribution System Operator	15.90
23370 - General Maintenance Worker	15.25
23380 - Ground Support Equipment Mechanic	21.37
23381 - Ground Support Equipment Servicer	18.77
23382 - Ground Support Equipment Worker	19.20
23391 - Gunsmith I	15.77
23392 - Gunsmith II	17.57
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23932 - Telecommunications Mechanic II	23.71
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23970 - Woodcraft Worker	19.56
23980 - Woodworker	15.77
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25040 - Sewage Plant Operator	16.72
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	14.76

25210 - Water Treatment Plant Operator	16.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.73
27007 - Baggage Inspector	13.43
27008 - Corrections Officer	17.14
27010 - Court Security Officer	16.99
27030 - Detection Dog Handler	15.02
27040 - Detention Officer	17.14
27070 - Firefighter	17.37
27101 - Guard I	13.43
27102 - Guard II	15.02
27131 - Police Officer I	18.75
27132 - Police Officer II	20.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.29
28042 - Carnival Equipment Repairer	8.86
28043 - Carnival Equpment Worker	9.64
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	15.59
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	13.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.78
29020 - Hatch Tender	16.78
29030 - Line Handler	16.78
29041 - Stevedore I	14.70
29042 - Stevedore II	17.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.93
30022 - Archeological Technician II	17.82
30023 - Archeological Technician III	22.09
30030 - Cartographic Technician	22.09
30040 - Civil Engineering Technician	20.90
30061 - Drafter/CAD Operator I	15.93
30062 - Drafter/CAD Operator II	17.82
30063 - Drafter/CAD Operator III	19.88
30064 - Drafter/CAD Operator IV	24.45
30081 - Engineering Technician I	12.86
30082 - Engineering Technician II	14.81
30083 - Engineering Technician III	16.56
30084 - Engineering Technician IV	20.52
30085 - Engineering Technician V	25.10
30086 - Engineering Technician VI	29.59
30090 - Environmental Technician	22.09
30210 - Laboratory Technician	18.13
30240 - Mathematical Technician	22.09
30361 - Paralegal/Legal Assistant I	16.01
30362 - Paralegal/Legal Assistant II	19.83
30363 - Paralegal/Legal Assistant III	24.27
30364 - Paralegal/Legal Assistant IV	29.36
30390 - Photo-Optics Technician	22.09
30461 - Technical Writer I	18.84
30462 - Technical Writer II	23.02
30463 - Technical Writer III	27.86
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.88
30621 - Weather Observer, Senior	(see 2)	21.99
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.00
31030 - Bus Driver		15.03
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		10.00
31290 - Shuttle Bus Driver		14.07
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.07
31362 - Truckdriver, Medium		14.60
31363 - Truckdriver, Heavy		16.54
31364 - Truckdriver, Tractor-Trailer		16.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.77
99050 - Desk Clerk		9.68
99095 - Embalmer		25.07
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.13
99310 - Mortician		27.58
99410 - Pest Controller		13.40
99510 - Photofinishing Worker		11.58
99710 - Recycling Laborer		13.62
99711 - Recycling Specialist		15.78
99730 - Refuse Collector		12.46
99810 - Sales Clerk		11.40
99820 - School Crossing Guard		10.63
99830 - Survey Party Chief		19.00
99831 - Surveying Aide		12.45
99832 - Surveying Technician		17.05
99840 - Vending Machine Attendant		11.46
99841 - Vending Machine Repairer		13.52
99842 - Vending Machine Repairer Helper		11.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor,

wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2097 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		21.74
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		15.68
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		22.74
01280 - Receptionist		14.72
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.52
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11
01320 - Service Order Dispatcher		16.76
01410 - Supply Technician		27.02
01420 - Survey Worker		17.92
01531 - Travel Clerk I		13.22
01532 - Travel Clerk II		14.16
01533 - Travel Clerk III		15.16
01611 - Word Processor I		15.91
01612 - Word Processor II		17.86
01613 - Word Processor III		19.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.36
05010 - Automotive Electrician		22.35
05040 - Automotive Glass Installer		20.34
05070 - Automotive Worker		21.19
05110 - Mobile Equipment Servicer		19.63
05130 - Motor Equipment Metal Mechanic		22.81
05160 - Motor Equipment Metal Worker		21.22
05190 - Motor Vehicle Mechanic		22.83
05220 - Motor Vehicle Mechanic Helper		18.71
05250 - Motor Vehicle Upholstery Worker		20.54
05280 - Motor Vehicle Wrecker		21.22
05310 - Painter, Automotive		22.14

05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.14
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	34.99
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	26.93
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32

12316 - Registered Nurse IV		47.11
12317 - Scheduler (Drug and Alcohol Testing)		23.50
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.66
13012 - Exhibits Specialist II		26.74
13013 - Exhibits Specialist III		31.85
13041 - Illustrator I		22.72
13042 - Illustrator II		28.98
13043 - Illustrator III		33.08
13047 - Librarian		32.55
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		28.66
13058 - Library Technician		18.32
13061 - Media Specialist I		18.36
13062 - Media Specialist II		20.56
13063 - Media Specialist III		22.88
13071 - Photographer I		17.96
13072 - Photographer II		20.21
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		21.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.07
16030 - Counter Attendant		9.07
16040 - Dry Cleaner		10.99
16070 - Finisher, Flatwork, Machine		9.07
16090 - Presser, Hand		9.07
16110 - Presser, Machine, Drycleaning		9.07
16130 - Presser, Machine, Shirts		9.07
16160 - Presser, Machine, Wearing Apparel, Laundry		9.07
16190 - Sewing Machine Operator		11.71
16220 - Tailor		12.51
16250 - Washer, Machine		9.79
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	20.94
19040 - Tool And Die Maker	24.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	20.91
21040 - Material Expediter	20.91
21050 - Material Handling Laborer	12.78
21071 - Order Filler	13.73
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	16.45
21130 - Shipping/Receiving Clerk	16.45
21140 - Store Worker I	14.39
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.75
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.75
23023 - Aircraft Mechanic III	28.06
23040 - Aircraft Mechanic Helper	19.86
23050 - Aircraft, Painter	23.81
23060 - Aircraft Servicer	22.76
23080 - Aircraft Worker	21.61
23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	16.17
23125 - Cable Splicer	31.33
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	28.70
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.79
23183 - Electronics Technician Maintenance III	29.80
23260 - Fabric Worker	20.10
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	22.07
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	22.76
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.46
23470 - Laborer	15.44
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	23.37
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06

23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.77
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.10
23970 - Woodcraft Worker	25.51
23980 - Woodworker	19.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	19.14
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	20.13
30022 - Archeological Technician II	22.75

30023 - Archeological Technician III		28.18
30030 - Cartographic Technician		28.81
30040 - Civil Engineering Technician		23.40
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.43
30064 - Drafter/CAD Operator IV		31.30
30081 - Engineering Technician I		18.92
30082 - Engineering Technician II		21.23
30083 - Engineering Technician III		26.18
30084 - Engineering Technician IV		31.87
30085 - Engineering Technician V		38.78
30086 - Engineering Technician VI		42.58
30090 - Environmental Technician		25.50
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		19.08
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.98
30390 - Photo-Optics Technician		28.27
30461 - Technical Writer I		21.76
30462 - Technical Writer II		26.62
30463 - Technical Writer III		32.20
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.19
30621 - Weather Observer, Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.29
31030 - Bus Driver		18.56
31043 - Driver Courier		17.63
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.09
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		28.63
99251 - Laboratory Animal Caretaker I		11.48
99252 - Laboratory Animal Caretaker II		12.37
99310 - Mortician		33.98
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.57
99810 - Sales Clerk		12.68
99820 - School Crossing Guard		11.57
99830 - Survey Party Chief		19.84
99831 - Surveying Aide		13.14
99832 - Surveying Technician		18.07
99840 - Vending Machine Attendant		14.61
99841 - Vending Machine Repairer		16.98
99842 - Vending Machine Repairer Helper		14.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2098 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	14.53
01012 - Accounting Clerk II	16.31
01013 - Accounting Clerk III	18.24
01020 - Administrative Assistant	27.42
01040 - Court Reporter	21.74
01051 - Data Entry Operator I	14.22
01052 - Data Entry Operator II	15.51
01060 - Dispatcher, Motor Vehicle	17.92
01070 - Document Preparation Clerk	13.66
01090 - Duplicating Machine Operator	13.66
01111 - General Clerk I	13.45
01112 - General Clerk II	14.68
01113 - General Clerk III	16.48
01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	12.91
01191 - Order Clerk I	14.81
01192 - Order Clerk II	15.68
01261 - Personnel Assistant (Employment) I	16.56
01262 - Personnel Assistant (Employment) II	18.52
01263 - Personnel Assistant (Employment) III	20.64
01270 - Production Control Clerk	22.74
01280 - Receptionist	14.72
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.52
01311 - Secretary I	19.12
01312 - Secretary II	21.84
01313 - Secretary III	24.11
01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.02
01420 - Survey Worker	17.92
01531 - Travel Clerk I	13.22
01532 - Travel Clerk II	14.16
01533 - Travel Clerk III	15.16
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.36
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.19
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39

09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.14
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	34.99
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	26.93
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.66
13012 - Exhibits Specialist II	26.74
13013 - Exhibits Specialist III	31.85
13041 - Illustrator I	22.72
13042 - Illustrator II	28.98
13043 - Illustrator III	33.08
13047 - Librarian	32.55
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	28.66
13058 - Library Technician	18.32

13061 - Media Specialist I		18.36
13062 - Media Specialist II		20.56
13063 - Media Specialist III		22.88
13071 - Photographer I		17.96
13072 - Photographer II		20.21
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		21.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.07
16030 - Counter Attendant		9.07
16040 - Dry Cleaner		10.99
16070 - Finisher, Flatwork, Machine		9.07
16090 - Presser, Hand		9.07
16110 - Presser, Machine, Drycleaning		9.07
16130 - Presser, Machine, Shirts		9.07
16160 - Presser, Machine, Wearing Apparel, Laundry		9.07
16190 - Sewing Machine Operator		11.71
16220 - Tailor		12.51
16250 - Washer, Machine		9.79
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.94
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		20.91
21040 - Material Expediter		20.91
21050 - Material Handling Laborer		12.78
21071 - Order Filler		13.73
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45
21140 - Store Worker I		14.39
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		19.21

21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.75
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.75
23023 - Aircraft Mechanic III	28.06
23040 - Aircraft Mechanic Helper	19.86
23050 - Aircraft, Painter	23.81
23060 - Aircraft Servicer	22.76
23080 - Aircraft Worker	21.61
23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	16.17
23125 - Cable Splicer	31.33
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	28.70
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.79
23183 - Electronics Technician Maintenance III	29.80
23260 - Fabric Worker	20.10
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	22.07
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	22.76
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.46
23470 - Laborer	15.44
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	23.37
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.77
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.10
23970 - Woodcraft Worker	25.51

23980 - Woodworker	19.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	19.14
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.64
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	20.13
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.81
30040 - Civil Engineering Technician	23.40
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.43
30064 - Drafter/CAD Operator IV	31.30
30081 - Engineering Technician I	18.92
30082 - Engineering Technician II	21.23
30083 - Engineering Technician III	26.18
30084 - Engineering Technician IV	31.87
30085 - Engineering Technician V	38.78
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	25.50

30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		19.08
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.98
30390 - Photo-Optics Technician		28.27
30461 - Technical Writer I		21.76
30462 - Technical Writer II		26.62
30463 - Technical Writer III		32.20
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.19
30621 - Weather Observer, Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.29
31030 - Bus Driver		18.56
31043 - Driver Courier		17.63
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.09
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		28.63
99251 - Laboratory Animal Caretaker I		11.48
99252 - Laboratory Animal Caretaker II		12.37
99310 - Mortician		33.98
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.57
99810 - Sales Clerk		12.68
99820 - School Crossing Guard		11.57
99830 - Survey Party Chief		19.84
99831 - Surveying Aide		13.14
99832 - Surveying Technician		18.07
99840 - Vending Machine Attendant		14.61
99841 - Vending Machine Repairer		16.98
99842 - Vending Machine Repairer Helper		14.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage

rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2103 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.62
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.98
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63
01612 - Word Processor II		17.67
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.26
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15
05070 - Automotive Worker		22.15
05110 - Mobile Equipment Servicer		19.04
05130 - Motor Equipment Metal Mechanic		24.78
05160 - Motor Equipment Metal Worker		22.15
05190 - Motor Vehicle Mechanic		24.78
05220 - Motor Vehicle Mechanic Helper		18.49
05250 - Motor Vehicle Upholstery Worker		21.63
05280 - Motor Vehicle Wrecker		22.15
05310 - Painter, Automotive		23.51
05340 - Radiator Repair Specialist		22.15
05370 - Tire Repairer		14.44
05400 - Transmission Repair Specialist		24.78
07000 - Food Preparation And Service Occupations		

07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86

13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02

21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	15.09
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91

23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19

30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		22.71
99730 - Refuse Collector		16.40
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.63
99832 - Surveying Technician		20.85
99840 - Vending Machine Attendant		14.43
99841 - Vending Machine Repairer		18.73
99842 - Vending Machine Repairer Helper		14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2104 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.62
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.98

01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35

12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		15.01
12130 - Medical Laboratory Technician		18.04
12160 - Medical Record Clerk		17.42
12190 - Medical Record Technician		19.50
12195 - Medical Transcriptionist		18.77
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.17
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81

15050 - Computer Based Training Specialist / Instructor	36.47
15060 - Educational Technologist	35.31
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	26.80
15090 - Technical Instructor	25.08
15095 - Technical Instructor/Course Developer	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.88
16030 - Counter Attendant	9.88
16040 - Dry Cleaner	12.94
16070 - Finisher, Flatwork, Machine	9.88
16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	15.09
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01

23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59

28042 - Carnival Equipment Repairer		14.63
28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		13.01
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		18.04
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.13
29020 - Hatch Tender		23.13
29030 - Line Handler		23.13
29041 - Stevedore I		21.31
29042 - Stevedore II		24.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18

31364 - Truckdriver, Tractor-Trailer	19.18
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2109 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Flagler, Volusia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.68
01012 - Accounting Clerk II		13.31
01013 - Accounting Clerk III		14.96
01020 - Administrative Assistant		17.20
01040 - Court Reporter		18.19
01051 - Data Entry Operator I		10.73

01052 - Data Entry Operator II	11.92
01060 - Dispatcher, Motor Vehicle	14.49
01070 - Document Preparation Clerk	11.78
01090 - Duplicating Machine Operator	11.78
01111 - General Clerk I	10.72
01112 - General Clerk II	11.70
01113 - General Clerk III	13.13
01120 - Housing Referral Assistant	15.48
01141 - Messenger Courier	11.59
01191 - Order Clerk I	10.98
01192 - Order Clerk II	11.98
01261 - Personnel Assistant (Employment) I	13.77
01262 - Personnel Assistant (Employment) II	15.40
01263 - Personnel Assistant (Employment) III	17.18
01270 - Production Control Clerk	16.86
01280 - Receptionist	11.11
01290 - Rental Clerk	11.01
01300 - Scheduler, Maintenance	12.41
01311 - Secretary I	12.41
01312 - Secretary II	13.88
01313 - Secretary III	15.48
01320 - Service Order Dispatcher	11.94
01410 - Supply Technician	17.20
01420 - Survey Worker	13.15
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	11.09
01612 - Word Processor II	12.44
01613 - Word Processor III	13.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.04
05010 - Automotive Electrician	15.68
05040 - Automotive Glass Installer	14.87
05070 - Automotive Worker	14.87
05110 - Mobile Equipment Servicer	12.78
05130 - Motor Equipment Metal Mechanic	16.51
05160 - Motor Equipment Metal Worker	14.87
05190 - Motor Vehicle Mechanic	16.51
05220 - Motor Vehicle Mechanic Helper	12.22
05250 - Motor Vehicle Upholstery Worker	14.04
05280 - Motor Vehicle Wrecker	14.87
05310 - Painter, Automotive	15.68
05340 - Radiator Repair Specialist	14.87
05370 - Tire Repairer	11.11
05400 - Transmission Repair Specialist	16.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.30
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	8.14
07130 - Food Service Worker	8.73
07210 - Meat Cutter	15.26
07260 - Waiter/Waitress	9.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.72
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	15.36
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.63
09130 - Upholsterer	15.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.98

11060 - Elevator Operator	9.31
11090 - Gardener	13.56
11122 - Housekeeping Aide	10.44
11150 - Janitor	10.44
11210 - Laborer, Grounds Maintenance	10.48
11240 - Maid or Houseman	9.15
11260 - Pruner	9.31
11270 - Tractor Operator	12.24
11330 - Trail Maintenance Worker	10.48
11360 - Window Cleaner	11.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	17.46
12012 - Certified Occupational Therapist Assistant	22.96
12015 - Certified Physical Therapist Assistant	23.64
12020 - Dental Assistant	15.48
12025 - Dental Hygienist	26.35
12030 - EKG Technician	17.37
12035 - Electroneurodiagnostic Technologist	17.37
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	14.96
12072 - Licensed Practical Nurse II	16.73
12073 - Licensed Practical Nurse III	18.66
12100 - Medical Assistant	12.75
12130 - Medical Laboratory Technician	16.25
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	14.58
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	10.39
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.75
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	16.18
12236 - Optical Technician	14.49
12250 - Pharmacy Technician	12.39
12280 - Phlebotomist	14.30
12305 - Radiologic Technologist	23.26
12311 - Registered Nurse I	21.74
12312 - Registered Nurse II	26.59
12313 - Registered Nurse II, Specialist	26.59
12314 - Registered Nurse III	32.18
12315 - Registered Nurse III, Anesthetist	32.18
12316 - Registered Nurse IV	38.54
12317 - Scheduler (Drug and Alcohol Testing)	20.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.78
13012 - Exhibits Specialist II	24.57
13013 - Exhibits Specialist III	30.06
13041 - Illustrator I	19.78
13042 - Illustrator II	24.57
13043 - Illustrator III	30.06
13047 - Librarian	27.69
13050 - Library Aide/Clerk	12.47
13054 - Library Information Technology Systems Administrator	24.57
13058 - Library Technician	14.28
13061 - Media Specialist I	14.87
13062 - Media Specialist II	16.62
13063 - Media Specialist III	18.52
13071 - Photographer I	15.57
13072 - Photographer II	17.66
13073 - Photographer III	22.17

13074 - Photographer IV		27.06
13075 - Photographer V		32.84
13110 - Video Teleconference Technician		14.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.84
14042 - Computer Operator II		17.02
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	18.74
14072 - Computer Programmer II	(see 1)	23.63
14073 - Computer Programmer III	(see 1)	26.35
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.84
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.38
15020 - Aircrew Training Devices Instructor (Rated)		31.25
15030 - Air Crew Training Devices Instructor (Pilot)		37.46
15050 - Computer Based Training Specialist / Instructor		25.38
15060 - Educational Technologist		27.29
15070 - Flight Instructor (Pilot)		37.46
15080 - Graphic Artist		18.60
15090 - Technical Instructor		17.77
15095 - Technical Instructor/Course Developer		21.74
15110 - Test Proctor		14.34
15120 - Tutor		14.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.54
16030 - Counter Attendant		9.54
16040 - Dry Cleaner		11.46
16070 - Finisher, Flatwork, Machine		9.54
16090 - Presser, Hand		9.54
16110 - Presser, Machine, Drycleaning		9.54
16130 - Presser, Machine, Shirts		9.54
16160 - Presser, Machine, Wearing Apparel, Laundry		9.54
16190 - Sewing Machine Operator		12.20
16220 - Tailor		12.84
16250 - Washer, Machine		10.13
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.51
19040 - Tool And Die Maker		20.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.28
21030 - Material Coordinator		16.86
21040 - Material Expediter		16.86
21050 - Material Handling Laborer		10.53
21071 - Order Filler		11.52
21080 - Production Line Worker (Food Processing)		13.28
21110 - Shipping Packer		13.04
21130 - Shipping/Receiving Clerk		13.04
21140 - Store Worker I		9.67
21150 - Stock Clerk		13.77
21210 - Tools And Parts Attendant		13.28
21410 - Warehouse Specialist		13.28
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.78
23021 - Aircraft Mechanic I		19.59
23022 - Aircraft Mechanic II		20.78
23023 - Aircraft Mechanic III		21.98

23040 - Aircraft Mechanic Helper	13.90
23050 - Aircraft, Painter	18.05
23060 - Aircraft Servicer	16.00
23080 - Aircraft Worker	17.19
23110 - Appliance Mechanic	15.92
23120 - Bicycle Repairer	10.18
23125 - Cable Splicer	20.65
23130 - Carpenter, Maintenance	17.22
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	16.55
23181 - Electronics Technician Maintenance I	18.90
23182 - Electronics Technician Maintenance II	19.89
23183 - Electronics Technician Maintenance III	21.10
23260 - Fabric Worker	14.66
23290 - Fire Alarm System Mechanic	17.18
23310 - Fire Extinguisher Repairer	13.56
23311 - Fuel Distribution System Mechanic	15.78
23312 - Fuel Distribution System Operator	15.32
23370 - General Maintenance Worker	14.46
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.18
23391 - Gunsmith I	13.56
23392 - Gunsmith II	15.74
23393 - Gunsmith III	17.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.26
23430 - Heavy Equipment Mechanic	16.70
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	17.96
23465 - Laboratory/Shelter Mechanic	16.86
23470 - Laborer	10.53
23510 - Locksmith	15.36
23530 - Machinery Maintenance Mechanic	18.63
23550 - Machinist, Maintenance	16.19
23580 - Maintenance Trades Helper	10.99
23591 - Metrology Technician I	17.96
23592 - Metrology Technician II	19.05
23593 - Metrology Technician III	20.15
23640 - Millwright	17.96
23710 - Office Appliance Repairer	16.49
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	15.97
23810 - Plumber, Maintenance	15.49
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	15.74
23890 - Sheet-Metal Worker, Maintenance	15.55
23910 - Small Engine Mechanic	14.73
23931 - Telecommunications Mechanic I	20.47
23932 - Telecommunications Mechanic II	21.71
23950 - Telephone Lineman	20.03
23960 - Welder, Combination, Maintenance	14.88
23965 - Well Driller	17.96
23970 - Woodcraft Worker	17.96
23980 - Woodworker	15.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.82
24580 - Child Care Center Clerk	12.49
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services	12.90

Coordinator	
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.38
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	20.38
25190 - Ventilation Equipment Tender	14.16
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.19
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	17.40
27010 - Court Security Officer	17.40
27030 - Detection Dog Handler	13.11
27040 - Detention Officer	17.40
27070 - Firefighter	17.65
27101 - Guard I	10.22
27102 - Guard II	13.11
27131 - Police Officer I	17.10
27132 - Police Officer II	19.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.76
28043 - Carnival Equpment Worker	8.99
28210 - Gate Attendant/Gate Tender	12.74
28310 - Lifeguard	11.35
28350 - Park Attendant (Aide)	14.25
28510 - Recreation Aide/Health Facility Attendant	10.40
28515 - Recreation Specialist	15.46
28630 - Sports Official	11.35
28690 - Swimming Pool Operator	15.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	16.89
29042 - Stevedore II	19.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.06
30022 - Archeological Technician II	20.72
30023 - Archeological Technician III	25.08
30030 - Cartographic Technician	25.08
30040 - Civil Engineering Technician	20.19
30061 - Drafter/CAD Operator I	16.48
30062 - Drafter/CAD Operator II	20.55
30063 - Drafter/CAD Operator III	22.84
30064 - Drafter/CAD Operator IV	25.29
30081 - Engineering Technician I	14.18
30082 - Engineering Technician II	17.62
30083 - Engineering Technician III	20.31
30084 - Engineering Technician IV	24.79
30085 - Engineering Technician V	30.21
30086 - Engineering Technician VI	36.60
30090 - Environmental Technician	20.36
30210 - Laboratory Technician	17.85
30240 - Mathematical Technician	25.08
30361 - Paralegal/Legal Assistant I	17.29
30362 - Paralegal/Legal Assistant II	20.89
30363 - Paralegal/Legal Assistant III	25.55
30364 - Paralegal/Legal Assistant IV	30.90

30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		24.79
30462 - Technical Writer II		30.21
30463 - Technical Writer III		35.56
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.22
30621 - Weather Observer, Senior	(see 2)	22.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.35
31030 - Bus Driver		14.23
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		13.02
31310 - Taxi Driver		11.29
31361 - Truckdriver, Light		13.02
31362 - Truckdriver, Medium		14.23
31363 - Truckdriver, Heavy		18.14
31364 - Truckdriver, Tractor-Trailer		18.14
99000 - Miscellaneous Occupations		
99030 - Cashier		8.69
99050 - Desk Clerk		9.95
99095 - Embalmer		25.34
99251 - Laboratory Animal Caretaker I		10.23
99252 - Laboratory Animal Caretaker II		10.75
99310 - Mortician		25.34
99410 - Pest Controller		15.05
99510 - Photofinishing Worker		12.91
99710 - Recycling Laborer		12.45
99711 - Recycling Specialist		15.08
99730 - Refuse Collector		11.05
99810 - Sales Clerk		13.44
99820 - School Crossing Guard		11.05
99830 - Survey Party Chief		16.32
99831 - Surveying Aide		10.69
99832 - Surveying Technician		14.64
99840 - Vending Machine Attendant		14.77
99841 - Vending Machine Repairer		16.29
99842 - Vending Machine Repairer Helper		14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2110 Revision No.: 15

State: Florida

Area: Florida Counties of Flagler, Volusia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.68
01012 - Accounting Clerk II		13.31
01013 - Accounting Clerk III		14.96
01020 - Administrative Assistant		17.20
01040 - Court Reporter		18.19
01051 - Data Entry Operator I		10.73
01052 - Data Entry Operator II		11.92
01060 - Dispatcher, Motor Vehicle		14.49
01070 - Document Preparation Clerk		11.78
01090 - Duplicating Machine Operator		11.78
01111 - General Clerk I		10.72
01112 - General Clerk II		11.70
01113 - General Clerk III		13.13
01120 - Housing Referral Assistant		15.48
01141 - Messenger Courier		11.59
01191 - Order Clerk I		10.98
01192 - Order Clerk II		11.98
01261 - Personnel Assistant (Employment) I		13.77
01262 - Personnel Assistant (Employment) II		15.40
01263 - Personnel Assistant (Employment) III		17.18
01270 - Production Control Clerk		16.86
01280 - Receptionist		11.11
01290 - Rental Clerk		11.01
01300 - Scheduler, Maintenance		12.41
01311 - Secretary I		12.41
01312 - Secretary II		13.88
01313 - Secretary III		15.48
01320 - Service Order Dispatcher		11.94
01410 - Supply Technician		17.20
01420 - Survey Worker		13.15
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.44
01611 - Word Processor I		11.09
01612 - Word Processor II		12.44
01613 - Word Processor III		13.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.04
05010 - Automotive Electrician		15.68
05040 - Automotive Glass Installer		14.87
05070 - Automotive Worker		14.87
05110 - Mobile Equipment Servicer		12.78
05130 - Motor Equipment Metal Mechanic		16.51
05160 - Motor Equipment Metal Worker		14.87
05190 - Motor Vehicle Mechanic		16.51
05220 - Motor Vehicle Mechanic Helper		12.22
05250 - Motor Vehicle Upholstery Worker		14.04
05280 - Motor Vehicle Wrecker		14.87
05310 - Painter, Automotive		15.68

05340 - Radiator Repair Specialist	14.87
05370 - Tire Repairer	11.11
05400 - Transmission Repair Specialist	16.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.30
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	8.14
07130 - Food Service Worker	8.73
07210 - Meat Cutter	15.26
07260 - Waiter/Waitress	9.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.72
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	15.36
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.63
09130 - Upholsterer	15.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.98
11060 - Elevator Operator	9.31
11090 - Gardener	13.56
11122 - Housekeeping Aide	10.44
11150 - Janitor	10.44
11210 - Laborer, Grounds Maintenance	10.48
11240 - Maid or Houseman	9.15
11260 - Pruner	9.31
11270 - Tractor Operator	12.24
11330 - Trail Maintenance Worker	10.48
11360 - Window Cleaner	11.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	17.46
12012 - Certified Occupational Therapist Assistant	22.96
12015 - Certified Physical Therapist Assistant	23.64
12020 - Dental Assistant	15.48
12025 - Dental Hygienist	26.35
12030 - EKG Technician	17.37
12035 - Electroneurodiagnostic Technologist	17.37
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	14.96
12072 - Licensed Practical Nurse II	16.73
12073 - Licensed Practical Nurse III	18.66
12100 - Medical Assistant	12.75
12130 - Medical Laboratory Technician	16.25
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	14.58
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	10.39
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.75
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	16.18
12236 - Optical Technician	14.49
12250 - Pharmacy Technician	12.39
12280 - Phlebotomist	14.30
12305 - Radiologic Technologist	23.26
12311 - Registered Nurse I	21.74
12312 - Registered Nurse II	26.59
12313 - Registered Nurse II, Specialist	26.59
12314 - Registered Nurse III	32.18
12315 - Registered Nurse III, Anesthetist	32.18

12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		20.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.78
13012 - Exhibits Specialist II		24.57
13013 - Exhibits Specialist III		30.06
13041 - Illustrator I		19.78
13042 - Illustrator II		24.57
13043 - Illustrator III		30.06
13047 - Librarian		27.69
13050 - Library Aide/Clerk		12.47
13054 - Library Information Technology Systems Administrator		24.57
13058 - Library Technician		14.28
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.62
13063 - Media Specialist III		18.52
13071 - Photographer I		15.57
13072 - Photographer II		17.66
13073 - Photographer III		22.17
13074 - Photographer IV		27.06
13075 - Photographer V		32.84
13110 - Video Teleconference Technician		14.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.84
14042 - Computer Operator II		17.02
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.93
14071 - Computer Programmer I	(see 1)	18.74
14072 - Computer Programmer II	(see 1)	23.63
14073 - Computer Programmer III	(see 1)	26.35
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.84
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.38
15020 - Aircrew Training Devices Instructor (Rated)		31.25
15030 - Air Crew Training Devices Instructor (Pilot)		37.46
15050 - Computer Based Training Specialist / Instructor		25.38
15060 - Educational Technologist		27.29
15070 - Flight Instructor (Pilot)		37.46
15080 - Graphic Artist		18.60
15090 - Technical Instructor		17.77
15095 - Technical Instructor/Course Developer		21.74
15110 - Test Proctor		14.34
15120 - Tutor		14.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.54
16030 - Counter Attendant		9.54
16040 - Dry Cleaner		11.46
16070 - Finisher, Flatwork, Machine		9.54
16090 - Presser, Hand		9.54
16110 - Presser, Machine, Drycleaning		9.54
16130 - Presser, Machine, Shirts		9.54
16160 - Presser, Machine, Wearing Apparel, Laundry		9.54
16190 - Sewing Machine Operator		12.20
16220 - Tailor		12.84
16250 - Washer, Machine		10.13
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	15.51
19040 - Tool And Die Maker	20.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.28
21030 - Material Coordinator	16.86
21040 - Material Expediter	16.86
21050 - Material Handling Laborer	10.53
21071 - Order Filler	11.52
21080 - Production Line Worker (Food Processing)	13.28
21110 - Shipping Packer	13.04
21130 - Shipping/Receiving Clerk	13.04
21140 - Store Worker I	9.67
21150 - Stock Clerk	13.77
21210 - Tools And Parts Attendant	13.28
21410 - Warehouse Specialist	13.28
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.78
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.78
23023 - Aircraft Mechanic III	21.98
23040 - Aircraft Mechanic Helper	13.90
23050 - Aircraft, Painter	18.05
23060 - Aircraft Servicer	16.00
23080 - Aircraft Worker	17.19
23110 - Appliance Mechanic	15.92
23120 - Bicycle Repairer	10.18
23125 - Cable Splicer	20.65
23130 - Carpenter, Maintenance	17.22
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	16.55
23181 - Electronics Technician Maintenance I	18.90
23182 - Electronics Technician Maintenance II	19.89
23183 - Electronics Technician Maintenance III	21.10
23260 - Fabric Worker	14.66
23290 - Fire Alarm System Mechanic	17.18
23310 - Fire Extinguisher Repairer	13.56
23311 - Fuel Distribution System Mechanic	15.78
23312 - Fuel Distribution System Operator	15.32
23370 - General Maintenance Worker	14.46
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.18
23391 - Gunsmith I	13.56
23392 - Gunsmith II	15.74
23393 - Gunsmith III	17.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.26
23430 - Heavy Equipment Mechanic	16.70
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	17.96
23465 - Laboratory/Shelter Mechanic	16.86
23470 - Laborer	10.53
23510 - Locksmith	15.36
23530 - Machinery Maintenance Mechanic	18.63
23550 - Machinist, Maintenance	16.19
23580 - Maintenance Trades Helper	10.99
23591 - Metrology Technician I	17.96
23592 - Metrology Technician II	19.05
23593 - Metrology Technician III	20.15
23640 - Millwright	17.96
23710 - Office Appliance Repairer	16.49

23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	15.97
23810 - Plumber, Maintenance	15.49
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	15.74
23890 - Sheet-Metal Worker, Maintenance	15.55
23910 - Small Engine Mechanic	14.73
23931 - Telecommunications Mechanic I	20.47
23932 - Telecommunications Mechanic II	21.71
23950 - Telephone Lineman	20.03
23960 - Welder, Combination, Maintenance	14.88
23965 - Well Driller	17.96
23970 - Woodcraft Worker	17.96
23980 - Woodworker	15.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.82
24580 - Child Care Center Clerk	12.49
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	12.90
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.38
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	20.38
25190 - Ventilation Equipment Tender	14.16
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.19
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	17.40
27010 - Court Security Officer	17.40
27030 - Detection Dog Handler	13.11
27040 - Detention Officer	17.40
27070 - Firefighter	17.65
27101 - Guard I	10.22
27102 - Guard II	13.11
27131 - Police Officer I	17.10
27132 - Police Officer II	19.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.76
28043 - Carnival Equpment Worker	8.99
28210 - Gate Attendant/Gate Tender	12.74
28310 - Lifeguard	11.35
28350 - Park Attendant (Aide)	14.25
28510 - Recreation Aide/Health Facility Attendant	10.40
28515 - Recreation Specialist	15.46
28630 - Sports Official	11.35
28690 - Swimming Pool Operator	15.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	16.89
29042 - Stevedore II	19.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.06
30022 - Archeological Technician II	20.72

30023 - Archeological Technician III		25.08
30030 - Cartographic Technician		25.08
30040 - Civil Engineering Technician		20.19
30061 - Drafter/CAD Operator I		16.48
30062 - Drafter/CAD Operator II		20.55
30063 - Drafter/CAD Operator III		22.84
30064 - Drafter/CAD Operator IV		25.29
30081 - Engineering Technician I		14.18
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		20.31
30084 - Engineering Technician IV		24.79
30085 - Engineering Technician V		30.21
30086 - Engineering Technician VI		36.60
30090 - Environmental Technician		20.36
30210 - Laboratory Technician		17.85
30240 - Mathematical Technician		25.08
30361 - Paralegal/Legal Assistant I		17.29
30362 - Paralegal/Legal Assistant II		20.89
30363 - Paralegal/Legal Assistant III		25.55
30364 - Paralegal/Legal Assistant IV		30.90
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		24.79
30462 - Technical Writer II		30.21
30463 - Technical Writer III		35.56
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.22
30621 - Weather Observer, Senior	(see 2)	22.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.35
31030 - Bus Driver		14.23
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		13.02
31310 - Taxi Driver		11.29
31361 - Truckdriver, Light		13.02
31362 - Truckdriver, Medium		14.23
31363 - Truckdriver, Heavy		18.14
31364 - Truckdriver, Tractor-Trailer		18.14
99000 - Miscellaneous Occupations		
99030 - Cashier		8.69
99050 - Desk Clerk		9.95
99095 - Embalmer		25.34
99251 - Laboratory Animal Caretaker I		10.23
99252 - Laboratory Animal Caretaker II		10.75
99310 - Mortician		25.34
99410 - Pest Controller		15.05
99510 - Photofinishing Worker		12.91
99710 - Recycling Laborer		12.45
99711 - Recycling Specialist		15.08
99730 - Refuse Collector		11.05
99810 - Sales Clerk		13.44
99820 - School Crossing Guard		11.05
99830 - Survey Party Chief		16.32
99831 - Surveying Aide		10.69
99832 - Surveying Technician		14.64
99840 - Vending Machine Attendant		14.77
99841 - Vending Machine Repairer		16.29
99842 - Vending Machine Repairer Helper		14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2111 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

Fringe Benefits Required Follow the Occupational Listing

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01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74

01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	15.35
01410 - Supply Technician	23.21
01420 - Survey Worker	18.82
01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.74
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01

12040 - Emergency Medical Technician		15.34
12071 - Licensed Practical Nurse I		15.49
12072 - Licensed Practical Nurse II		17.33
12073 - Licensed Practical Nurse III		19.32
12100 - Medical Assistant		15.38
12130 - Medical Laboratory Technician		17.89
12160 - Medical Record Clerk		13.95
12190 - Medical Record Technician		15.38
12195 - Medical Transcriptionist		15.86
12210 - Nuclear Medicine Technologist		34.45
12221 - Nursing Assistant I		10.55
12222 - Nursing Assistant II		11.87
12223 - Nursing Assistant III		12.95
12224 - Nursing Assistant IV		14.87
12235 - Optical Dispenser		17.57
12236 - Optical Technician		15.24
12250 - Pharmacy Technician		15.81
12280 - Phlebotomist		14.87
12305 - Radiologic Technologist		25.46
12311 - Registered Nurse I		26.32
12312 - Registered Nurse II		29.80
12313 - Registered Nurse II, Specialist		29.80
12314 - Registered Nurse III		36.04
12315 - Registered Nurse III, Anesthetist		36.04
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		19.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		23.54
13013 - Exhibits Specialist III		28.80
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		30.22
13047 - Librarian		30.39
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		16.53
13061 - Media Specialist I		16.17
13062 - Media Specialist II		18.41
13063 - Media Specialist III		20.54
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.70
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	41.70
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	26.06
15070 - Flight Instructor (Pilot)	41.70
15080 - Graphic Artist	23.71
15090 - Technical Instructor	21.38
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.26
15120 - Tutor	17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.18
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.60
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.04
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	18.65
23312 - Fuel Distribution System Operator	13.82
23370 - General Maintenance Worker	16.44

23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90

27132 - Police Officer II		34.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.37
28042 - Carnival Equipment Repairer		14.74
28043 - Carnival Equpment Worker		9.40
28210 - Gate Attendant/Gate Tender		14.63
28310 - Lifeguard		13.49
28350 - Park Attendant (Aide)		16.39
28510 - Recreation Aide/Health Facility Attendant		11.96
28515 - Recreation Specialist		19.57
28630 - Sports Official		13.04
28690 - Swimming Pool Operator		17.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.65
29020 - Hatch Tender		21.65
29030 - Line Handler		21.65
29041 - Stevedore I		20.86
29042 - Stevedore II		24.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.74
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		18.25
30023 - Archeological Technician III		24.98
30030 - Cartographic Technician		25.86
30040 - Civil Engineering Technician		23.88
30061 - Drafter/CAD Operator I		18.66
30062 - Drafter/CAD Operator II		20.89
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.66
30081 - Engineering Technician I		18.79
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		20.88
30210 - Laboratory Technician		18.62
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		32.87
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		14.86
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		11.02

31361 - Truckdriver, Light	16.45
31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99030 - Cashier	9.31
99050 - Desk Clerk	10.67
99095 - Embalmer	21.54
99251 - Laboratory Animal Caretaker I	10.75
99252 - Laboratory Animal Caretaker II	11.86
99310 - Mortician	24.52
99410 - Pest Controller	14.26
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.31
99711 - Recycling Specialist	19.30
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	11.12
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2112 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82

01051 - Data Entry Operator I	12.92
01052 - Data Entry Operator II	14.09
01060 - Dispatcher, Motor Vehicle	17.16
01070 - Document Preparation Clerk	12.67
01090 - Duplicating Machine Operator	12.67
01111 - General Clerk I	12.62
01112 - General Clerk II	13.88
01113 - General Clerk III	15.59
01120 - Housing Referral Assistant	20.88
01141 - Messenger Courier	12.39
01191 - Order Clerk I	12.71
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	15.88
01262 - Personnel Assistant (Employment) II	17.90
01263 - Personnel Assistant (Employment) III	20.30
01270 - Production Control Clerk	20.00
01280 - Receptionist	13.44
01290 - Rental Clerk	14.93
01300 - Scheduler, Maintenance	16.74
01311 - Secretary I	16.74
01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	15.35
01410 - Supply Technician	23.21
01420 - Survey Worker	18.82
01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.74
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	13.95
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.87
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III, Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	19.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.80
13041 - Illustrator I	20.64
13042 - Illustrator II	25.57
13043 - Illustrator III	30.22
13047 - Librarian	30.39
13050 - Library Aide/Clerk	12.37
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	16.53
13061 - Media Specialist I	16.17
13062 - Media Specialist II	18.41
13063 - Media Specialist III	20.54
13071 - Photographer I	15.46
13072 - Photographer II	17.30

13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.70
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		23.71
15090 - Technical Instructor		21.38
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.26
15120 - Tutor		17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.52
16220 - Tailor		13.18
16250 - Washer, Machine		10.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.51
19040 - Tool And Die Maker		22.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.81
21030 - Material Coordinator		19.02
21040 - Material Expediter		19.02
21050 - Material Handling Laborer		12.17
21071 - Order Filler		11.60
21080 - Production Line Worker (Food Processing)		14.81
21110 - Shipping Packer		14.81
21130 - Shipping/Receiving Clerk		14.81
21140 - Store Worker I		9.45
21150 - Stock Clerk		14.43
21210 - Tools And Parts Attendant		14.81
21410 - Warehouse Specialist		14.81
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.81
23021 - Aircraft Mechanic I		23.31
23022 - Aircraft Mechanic II		24.81

23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.60
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.04
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	18.65
23312 - Fuel Distribution System Operator	13.82
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40

24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	19.57
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	17.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.65
29020 - Hatch Tender	21.65
29030 - Line Handler	21.65
29041 - Stevedore I	20.86
29042 - Stevedore II	24.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.74
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	23.88
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22
30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	20.88
30210 - Laboratory Technician	18.62
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	17.91
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.14

30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		32.87
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		14.86
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		11.02
31361 - Truckdriver, Light		16.45
31362 - Truckdriver, Medium		17.99
31363 - Truckdriver, Heavy		19.54
31364 - Truckdriver, Tractor-Trailer		19.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.31
99050 - Desk Clerk		10.67
99095 - Embalmer		21.54
99251 - Laboratory Animal Caretaker I		10.75
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		24.52
99410 - Pest Controller		14.26
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.31
99711 - Recycling Specialist		19.30
99730 - Refuse Collector		13.33
99810 - Sales Clerk		12.58
99820 - School Crossing Guard		11.80
99830 - Survey Party Chief		18.42
99831 - Surveying Aide		11.12
99832 - Surveying Technician		16.78
99840 - Vending Machine Attendant		11.67
99841 - Vending Machine Repairer		14.81
99842 - Vending Machine Repairer Helper		11.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2113
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.80
01020 - Administrative Assistant		18.03
01040 - Court Reporter		14.78
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		12.51
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.15
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.04
01192 - Order Clerk II		13.14
01261 - Personnel Assistant (Employment) I		13.67
01262 - Personnel Assistant (Employment) II		15.29
01263 - Personnel Assistant (Employment) III		17.05
01270 - Production Control Clerk		17.01
01280 - Receptionist		11.59
01290 - Rental Clerk		10.86
01300 - Scheduler, Maintenance		12.97
01311 - Secretary I		12.97
01312 - Secretary II		14.78
01313 - Secretary III		16.29
01320 - Service Order Dispatcher		13.44
01410 - Supply Technician		18.03
01420 - Survey Worker		14.78
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		13.45
01533 - Travel Clerk III		14.49
01611 - Word Processor I		12.19
01612 - Word Processor II		13.68
01613 - Word Processor III		15.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.13
05010 - Automotive Electrician		16.92
05040 - Automotive Glass Installer		14.59
05070 - Automotive Worker		14.98
05110 - Mobile Equipment Servicer		12.16
05130 - Motor Equipment Metal Mechanic		16.92
05160 - Motor Equipment Metal Worker		14.98
05190 - Motor Vehicle Mechanic		16.92

05220 - Motor Vehicle Mechanic Helper	12.02
05250 - Motor Vehicle Upholstery Worker	14.98
05280 - Motor Vehicle Wrecker	14.98
05310 - Painter, Automotive	15.96
05340 - Radiator Repair Specialist	14.98
05370 - Tire Repairer	9.52
05400 - Transmission Repair Specialist	16.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.48
07042 - Cook II	12.16
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.98
07260 - Waiter/Waitress	9.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.97
09040 - Furniture Handler	9.38
09080 - Furniture Refinisher	13.97
09090 - Furniture Refinisher Helper	9.38
09110 - Furniture Repairer, Minor	12.06
09130 - Upholsterer	13.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.88
11060 - Elevator Operator	9.88
11090 - Gardener	14.48
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.36
11260 - Pruner	9.87
11270 - Tractor Operator	13.33
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.26
12011 - Breath Alcohol Technician	15.04
12012 - Certified Occupational Therapist Assistant	22.51
12015 - Certified Physical Therapist Assistant	20.96
12020 - Dental Assistant	17.01
12025 - Dental Hygienist	20.52
12030 - EKG Technician	20.75
12035 - Electroneurodiagnostic Technologist	20.75
12040 - Emergency Medical Technician	14.26
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	18.02
12160 - Medical Record Clerk	14.30
12190 - Medical Record Technician	17.01
12195 - Medical Transcriptionist	12.93
12210 - Nuclear Medicine Technologist	33.17
12221 - Nursing Assistant I	9.83
12222 - Nursing Assistant II	11.06
12223 - Nursing Assistant III	12.07
12224 - Nursing Assistant IV	13.54
12235 - Optical Dispenser	17.38
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.54
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	19.98

12312 - Registered Nurse II		24.44
12313 - Registered Nurse II, Specialist		24.44
12314 - Registered Nurse III		29.57
12315 - Registered Nurse III, Anesthetist		29.57
12316 - Registered Nurse IV		35.43
12317 - Scheduler (Drug and Alcohol Testing)		20.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.34
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		29.31
13041 - Illustrator I		17.56
13042 - Illustrator II		21.97
13043 - Illustrator III		27.74
13047 - Librarian		26.53
13050 - Library Aide/Clerk		13.46
13054 - Library Information Technology Systems Administrator		22.14
13058 - Library Technician		14.87
13061 - Media Specialist I		13.10
13062 - Media Specialist II		14.87
13063 - Media Specialist III		16.58
13071 - Photographer I		12.81
13072 - Photographer II		15.03
13073 - Photographer III		18.61
13074 - Photographer IV		22.76
13075 - Photographer V		27.54
13110 - Video Teleconference Technician		15.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.52
14042 - Computer Operator II		16.48
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.77
14045 - Computer Operator V		23.01
14071 - Computer Programmer I	(see 1)	17.10
14072 - Computer Programmer II	(see 1)	21.19
14073 - Computer Programmer III	(see 1)	25.92
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.10
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.52
14160 - Personal Computer Support Technician		20.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.76
15020 - Aircrew Training Devices Instructor (Rated)		26.33
15030 - Air Crew Training Devices Instructor (Pilot)		30.98
15050 - Computer Based Training Specialist / Instructor		21.76
15060 - Educational Technologist		23.72
15070 - Flight Instructor (Pilot)		30.98
15080 - Graphic Artist		17.91
15090 - Technical Instructor		17.86
15095 - Technical Instructor/Course Developer		21.85
15110 - Test Proctor		14.41
15120 - Tutor		14.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67

16190 - Sewing Machine Operator	11.79
16220 - Tailor	12.51
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.89
19040 - Tool And Die Maker	20.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.22
21030 - Material Coordinator	17.01
21040 - Material Expediter	17.01
21050 - Material Handling Laborer	11.64
21071 - Order Filler	10.60
21080 - Production Line Worker (Food Processing)	13.22
21110 - Shipping Packer	10.99
21130 - Shipping/Receiving Clerk	10.99
21140 - Store Worker I	9.85
21150 - Stock Clerk	14.02
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.40
23021 - Aircraft Mechanic I	16.93
23022 - Aircraft Mechanic II	17.95
23023 - Aircraft Mechanic III	19.00
23040 - Aircraft Mechanic Helper	11.76
23050 - Aircraft, Painter	16.69
23060 - Aircraft Servicer	13.83
23080 - Aircraft Worker	14.86
23110 - Appliance Mechanic	18.63
23120 - Bicycle Repairer	8.90
23125 - Cable Splicer	18.51
23130 - Carpenter, Maintenance	15.93
23140 - Carpet Layer	14.84
23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician Maintenance I	17.37
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.83
23290 - Fire Alarm System Mechanic	15.19
23310 - Fire Extinguisher Repairer	12.79
23311 - Fuel Distribution System Mechanic	16.41
23312 - Fuel Distribution System Operator	12.52
23370 - General Maintenance Worker	14.32
23380 - Ground Support Equipment Mechanic	16.93
23381 - Ground Support Equipment Servicer	13.83
23382 - Ground Support Equipment Worker	14.86
23391 - Gunsmith I	12.79
23392 - Gunsmith II	14.84
23393 - Gunsmith III	16.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.42
23430 - Heavy Equipment Mechanic	16.87
23440 - Heavy Equipment Operator	14.44
23460 - Instrument Mechanic	16.93
23465 - Laboratory/Shelter Mechanic	15.89
23470 - Laborer	11.64
23510 - Locksmith	15.84
23530 - Machinery Maintenance Mechanic	18.65
23550 - Machinist, Maintenance	17.13
23580 - Maintenance Trades Helper	10.35
23591 - Metrology Technician I	16.93

23592 - Metrology Technician II	17.95
23593 - Metrology Technician III	19.00
23640 - Millwright	16.93
23710 - Office Appliance Repairer	16.45
23760 - Painter, Maintenance	14.45
23790 - Pipefitter, Maintenance	16.12
23810 - Plumber, Maintenance	15.21
23820 - Pneudraulic Systems Mechanic	16.93
23850 - Rigger	16.93
23870 - Scale Mechanic	14.84
23890 - Sheet-Metal Worker, Maintenance	15.76
23910 - Small Engine Mechanic	14.58
23931 - Telecommunications Mechanic I	18.70
23932 - Telecommunications Mechanic II	19.84
23950 - Telephone Lineman	19.10
23960 - Welder, Combination, Maintenance	14.83
23965 - Well Driller	16.93
23970 - Woodcraft Worker	16.93
23980 - Woodworker	12.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.55
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.40
24620 - Family Readiness And Support Services Coordinator	13.27
24630 - Homemaker	14.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	19.12
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	19.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.87
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.13
27010 - Court Security Officer	17.13
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.13
27070 - Firefighter	17.20
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	18.01
27132 - Police Officer II	19.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.55
28043 - Carnival Equpment Worker	9.25
28210 - Gate Attendant/Gate Tender	13.25
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.82
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	14.17
28630 - Sports Official	11.81
28690 - Swimming Pool Operator	15.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	14.86
29020 - Hatch Tender	14.84
29030 - Line Handler	14.84
29041 - Stevedore I	13.83
29042 - Stevedore II	16.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.94
30022 - Archeological Technician II		18.54
30023 - Archeological Technician III		23.67
30030 - Cartographic Technician		23.67
30040 - Civil Engineering Technician		20.97
30061 - Drafter/CAD Operator I		16.94
30062 - Drafter/CAD Operator II		19.10
30063 - Drafter/CAD Operator III		21.30
30064 - Drafter/CAD Operator IV		26.18
30081 - Engineering Technician I		14.12
30082 - Engineering Technician II		15.85
30083 - Engineering Technician III		18.18
30084 - Engineering Technician IV		22.52
30085 - Engineering Technician V		27.55
30086 - Engineering Technician VI		33.33
30090 - Environmental Technician		19.24
30210 - Laboratory Technician		17.67
30240 - Mathematical Technician		23.18
30361 - Paralegal/Legal Assistant I		15.94
30362 - Paralegal/Legal Assistant II		18.83
30363 - Paralegal/Legal Assistant III		23.03
30364 - Paralegal/Legal Assistant IV		27.87
30390 - Photo-Optics Technician		23.67
30461 - Technical Writer I		16.84
30462 - Technical Writer II		20.60
30463 - Technical Writer III		24.92
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.30
30621 - Weather Observer, Senior	(see 2)	23.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.69
31030 - Bus Driver		14.09
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		9.48
31290 - Shuttle Bus Driver		13.03
31310 - Taxi Driver		10.91
31361 - Truckdriver, Light		13.03
31362 - Truckdriver, Medium		14.09
31363 - Truckdriver, Heavy		15.69
31364 - Truckdriver, Tractor-Trailer		15.69
99000 - Miscellaneous Occupations		
99030 - Cashier		8.53
99050 - Desk Clerk		9.20
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.27
99252 - Laboratory Animal Caretaker II		9.73
99310 - Mortician		22.74
99410 - Pest Controller		12.99
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.18
99711 - Recycling Specialist		15.41
99730 - Refuse Collector		10.65
99810 - Sales Clerk		12.28
99820 - School Crossing Guard		10.51
99830 - Survey Party Chief		18.83
99831 - Surveying Aide		11.70

99832 - Surveying Technician	16.03
99840 - Vending Machine Attendant	13.62
99841 - Vending Machine Repairer	18.85
99842 - Vending Machine Repairer Helper	13.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2114 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		16.40

01013 - Accounting Clerk III	17.80
01020 - Administrative Assistant	18.03
01040 - Court Reporter	14.78
01051 - Data Entry Operator I	11.46
01052 - Data Entry Operator II	12.51
01060 - Dispatcher, Motor Vehicle	14.48
01070 - Document Preparation Clerk	13.15
01090 - Duplicating Machine Operator	13.15
01111 - General Clerk I	11.33
01112 - General Clerk II	12.36
01113 - General Clerk III	13.88
01120 - Housing Referral Assistant	16.29
01141 - Messenger Courier	11.03
01191 - Order Clerk I	12.04
01192 - Order Clerk II	13.14
01261 - Personnel Assistant (Employment) I	13.67
01262 - Personnel Assistant (Employment) II	15.29
01263 - Personnel Assistant (Employment) III	17.05
01270 - Production Control Clerk	17.01
01280 - Receptionist	11.59
01290 - Rental Clerk	10.86
01300 - Scheduler, Maintenance	12.97
01311 - Secretary I	12.97
01312 - Secretary II	14.78
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	13.44
01410 - Supply Technician	18.03
01420 - Survey Worker	14.78
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.45
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.19
01612 - Word Processor II	13.68
01613 - Word Processor III	15.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.13
05010 - Automotive Electrician	16.92
05040 - Automotive Glass Installer	14.59
05070 - Automotive Worker	14.98
05110 - Mobile Equipment Servicer	12.16
05130 - Motor Equipment Metal Mechanic	16.92
05160 - Motor Equipment Metal Worker	14.98
05190 - Motor Vehicle Mechanic	16.92
05220 - Motor Vehicle Mechanic Helper	12.02
05250 - Motor Vehicle Upholstery Worker	14.98
05280 - Motor Vehicle Wrecker	14.98
05310 - Painter, Automotive	15.96
05340 - Radiator Repair Specialist	14.98
05370 - Tire Repairer	9.52
05400 - Transmission Repair Specialist	16.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.48
07042 - Cook II	12.16
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.98
07260 - Waiter/Waitress	9.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.97
09040 - Furniture Handler	9.38
09080 - Furniture Refinisher	13.97
09090 - Furniture Refinisher Helper	9.38

09110 - Furniture Repairer, Minor	12.06
09130 - Upholsterer	13.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.88
11060 - Elevator Operator	9.88
11090 - Gardener	14.48
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.36
11260 - Pruner	9.87
11270 - Tractor Operator	13.33
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.26
12011 - Breath Alcohol Technician	15.04
12012 - Certified Occupational Therapist Assistant	22.51
12015 - Certified Physical Therapist Assistant	20.96
12020 - Dental Assistant	17.01
12025 - Dental Hygienist	20.52
12030 - EKG Technician	20.75
12035 - Electroneurodiagnostic Technologist	20.75
12040 - Emergency Medical Technician	14.26
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	18.02
12160 - Medical Record Clerk	14.30
12190 - Medical Record Technician	17.01
12195 - Medical Transcriptionist	12.93
12210 - Nuclear Medicine Technologist	33.17
12221 - Nursing Assistant I	9.83
12222 - Nursing Assistant II	11.06
12223 - Nursing Assistant III	12.07
12224 - Nursing Assistant IV	13.54
12235 - Optical Dispenser	17.38
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.54
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	19.98
12312 - Registered Nurse II	24.44
12313 - Registered Nurse II, Specialist	24.44
12314 - Registered Nurse III	29.57
12315 - Registered Nurse III, Anesthetist	29.57
12316 - Registered Nurse IV	35.43
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.34
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	29.31
13041 - Illustrator I	17.56
13042 - Illustrator II	21.97
13043 - Illustrator III	27.74
13047 - Librarian	26.53
13050 - Library Aide/Clerk	13.46
13054 - Library Information Technology Systems Administrator	22.14
13058 - Library Technician	14.87
13061 - Media Specialist I	13.10
13062 - Media Specialist II	14.87

13063 - Media Specialist III		16.58
13071 - Photographer I		12.81
13072 - Photographer II		15.03
13073 - Photographer III		18.61
13074 - Photographer IV		22.76
13075 - Photographer V		27.54
13110 - Video Teleconference Technician		15.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.52
14042 - Computer Operator II		16.48
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.77
14045 - Computer Operator V		23.01
14071 - Computer Programmer I	(see 1)	17.10
14072 - Computer Programmer II	(see 1)	21.19
14073 - Computer Programmer III	(see 1)	25.92
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.10
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.52
14160 - Personal Computer Support Technician		20.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		21.76
15020 - Aircrew Training Devices Instructor (Rated)		26.33
15030 - Air Crew Training Devices Instructor (Pilot)		30.98
15050 - Computer Based Training Specialist / Instructor		21.76
15060 - Educational Technologist		23.72
15070 - Flight Instructor (Pilot)		30.98
15080 - Graphic Artist		17.91
15090 - Technical Instructor		17.86
15095 - Technical Instructor/Course Developer		21.85
15110 - Test Proctor		14.41
15120 - Tutor		14.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.79
16220 - Tailor		12.51
16250 - Washer, Machine		9.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.89
19040 - Tool And Die Maker		20.04
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.22
21030 - Material Coordinator		17.01
21040 - Material Expediter		17.01
21050 - Material Handling Laborer		11.64
21071 - Order Filler		10.60
21080 - Production Line Worker (Food Processing)		13.22
21110 - Shipping Packer		10.99
21130 - Shipping/Receiving Clerk		10.99
21140 - Store Worker I		9.85
21150 - Stock Clerk		14.02
21210 - Tools And Parts Attendant		13.22
21410 - Warehouse Specialist		13.22
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	17.40
23021 - Aircraft Mechanic I	16.93
23022 - Aircraft Mechanic II	17.95
23023 - Aircraft Mechanic III	19.00
23040 - Aircraft Mechanic Helper	11.76
23050 - Aircraft, Painter	16.69
23060 - Aircraft Servicer	13.83
23080 - Aircraft Worker	14.86
23110 - Appliance Mechanic	18.63
23120 - Bicycle Repairer	8.90
23125 - Cable Splicer	18.51
23130 - Carpenter, Maintenance	15.93
23140 - Carpet Layer	14.84
23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician Maintenance I	17.37
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.83
23290 - Fire Alarm System Mechanic	15.19
23310 - Fire Extinguisher Repairer	12.79
23311 - Fuel Distribution System Mechanic	16.41
23312 - Fuel Distribution System Operator	12.52
23370 - General Maintenance Worker	14.32
23380 - Ground Support Equipment Mechanic	16.93
23381 - Ground Support Equipment Servicer	13.83
23382 - Ground Support Equipment Worker	14.86
23391 - Gunsmith I	12.79
23392 - Gunsmith II	14.84
23393 - Gunsmith III	16.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.42
23430 - Heavy Equipment Mechanic	16.87
23440 - Heavy Equipment Operator	14.44
23460 - Instrument Mechanic	16.93
23465 - Laboratory/Shelter Mechanic	15.89
23470 - Laborer	11.64
23510 - Locksmith	15.84
23530 - Machinery Maintenance Mechanic	18.65
23550 - Machinist, Maintenance	17.13
23580 - Maintenance Trades Helper	10.35
23591 - Metrology Technician I	16.93
23592 - Metrology Technician II	17.95
23593 - Metrology Technician III	19.00
23640 - Millwright	16.93
23710 - Office Appliance Repairer	16.45
23760 - Painter, Maintenance	14.45
23790 - Pipefitter, Maintenance	16.12
23810 - Plumber, Maintenance	15.21
23820 - Pneudraulic Systems Mechanic	16.93
23850 - Rigger	16.93
23870 - Scale Mechanic	14.84
23890 - Sheet-Metal Worker, Maintenance	15.76
23910 - Small Engine Mechanic	14.58
23931 - Telecommunications Mechanic I	18.70
23932 - Telecommunications Mechanic II	19.84
23950 - Telephone Lineman	19.10
23960 - Welder, Combination, Maintenance	14.83
23965 - Well Driller	16.93
23970 - Woodcraft Worker	16.93
23980 - Woodworker	12.39
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	8.55
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.40
24620 - Family Readiness And Support Services Coordinator	13.27
24630 - Homemaker	14.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	19.12
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	19.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.87
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.13
27010 - Court Security Officer	17.13
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.13
27070 - Firefighter	17.20
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	18.01
27132 - Police Officer II	19.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.55
28043 - Carnival Equpment Worker	9.25
28210 - Gate Attendant/Gate Tender	13.25
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.82
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	14.17
28630 - Sports Official	11.81
28690 - Swimming Pool Operator	15.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	14.86
29020 - Hatch Tender	14.84
29030 - Line Handler	14.84
29041 - Stevedore I	13.83
29042 - Stevedore II	16.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.94
30022 - Archeological Technician II	18.54
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	20.97
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	14.12
30082 - Engineering Technician II	15.85
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.52
30085 - Engineering Technician V	27.55
30086 - Engineering Technician VI	33.33
30090 - Environmental Technician	19.24
30210 - Laboratory Technician	17.67
30240 - Mathematical Technician	23.18

30361 - Paralegal/Legal Assistant I		15.94
30362 - Paralegal/Legal Assistant II		18.83
30363 - Paralegal/Legal Assistant III		23.03
30364 - Paralegal/Legal Assistant IV		27.87
30390 - Photo-Optics Technician		23.67
30461 - Technical Writer I		16.84
30462 - Technical Writer II		20.60
30463 - Technical Writer III		24.92
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.30
30621 - Weather Observer, Senior	(see 2)	23.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.69
31030 - Bus Driver		14.09
31043 - Driver Courier		12.25
31260 - Parking and Lot Attendant		9.48
31290 - Shuttle Bus Driver		13.03
31310 - Taxi Driver		10.91
31361 - Truckdriver, Light		13.03
31362 - Truckdriver, Medium		14.09
31363 - Truckdriver, Heavy		15.69
31364 - Truckdriver, Tractor-Trailer		15.69
99000 - Miscellaneous Occupations		
99030 - Cashier		8.53
99050 - Desk Clerk		9.20
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.27
99252 - Laboratory Animal Caretaker II		9.73
99310 - Mortician		22.74
99410 - Pest Controller		12.99
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.18
99711 - Recycling Specialist		15.41
99730 - Refuse Collector		10.65
99810 - Sales Clerk		12.28
99820 - School Crossing Guard		10.51
99830 - Survey Party Chief		18.83
99831 - Surveying Aide		11.70
99832 - Surveying Technician		16.03
99840 - Vending Machine Attendant		13.62
99841 - Vending Machine Repairer		18.85
99842 - Vending Machine Repairer Helper		13.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2115 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.14
01012 - Accounting Clerk II		13.62
01013 - Accounting Clerk III		16.03
01020 - Administrative Assistant		18.33
01040 - Court Reporter		15.07
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		16.75
01070 - Document Preparation Clerk		11.81
01090 - Duplicating Machine Operator		11.81
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		18.09
01120 - Housing Referral Assistant		16.80
01141 - Messenger Courier		10.89
01191 - Order Clerk I		12.79
01192 - Order Clerk II		13.69

01261 - Personnel Assistant (Employment) I	13.47
01262 - Personnel Assistant (Employment) II	15.07
01263 - Personnel Assistant (Employment) III	16.80
01270 - Production Control Clerk	18.80
01280 - Receptionist	11.93
01290 - Rental Clerk	12.50
01300 - Scheduler, Maintenance	13.47
01311 - Secretary I	13.47
01312 - Secretary II	15.07
01313 - Secretary III	16.80
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	18.33
01420 - Survey Worker	14.09
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.45
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.58
01612 - Word Processor II	15.29
01613 - Word Processor III	17.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.96
05010 - Automotive Electrician	16.74
05040 - Automotive Glass Installer	14.73
05070 - Automotive Worker	14.73
05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	17.19
05160 - Motor Equipment Metal Worker	14.73
05190 - Motor Vehicle Mechanic	17.18
05220 - Motor Vehicle Mechanic Helper	12.01
05250 - Motor Vehicle Upholstery Worker	13.71
05280 - Motor Vehicle Wrecker	14.73
05310 - Painter, Automotive	15.73
05340 - Radiator Repair Specialist	14.73
05370 - Tire Repairer	11.70
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	10.86
07042 - Cook II	12.20
07070 - Dishwasher	8.18
07130 - Food Service Worker	9.21
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.52
09040 - Furniture Handler	10.58
09080 - Furniture Refinisher	16.52
09090 - Furniture Refinisher Helper	12.29
09110 - Furniture Repairer, Minor	14.40
09130 - Upholsterer	16.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.02
11060 - Elevator Operator	10.02
11090 - Gardener	12.83
11122 - Housekeeping Aide	11.17
11150 - Janitor	11.17
11210 - Laborer, Grounds Maintenance	11.30
11240 - Maid or Houseman	8.91
11260 - Pruner	10.07
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	

12010 - Ambulance Driver	15.60
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	27.76
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	16.28
12025 - Dental Hygienist	27.39
12030 - EKG Technician	21.26
12035 - Electroneurodiagnostic Technologist	21.26
12040 - Emergency Medical Technician	15.15
12071 - Licensed Practical Nurse I	15.80
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	18.89
12100 - Medical Assistant	13.57
12130 - Medical Laboratory Technician	17.22
12160 - Medical Record Clerk	13.75
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.65
12210 - Nuclear Medicine Technologist	32.90
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	19.34
12236 - Optical Technician	14.66
12250 - Pharmacy Technician	14.44
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	23.35
12311 - Registered Nurse I	23.41
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II, Specialist	28.64
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III, Anesthetist	34.65
12316 - Registered Nurse IV	41.52
12317 - Scheduler (Drug and Alcohol Testing)	20.99
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.14
13012 - Exhibits Specialist II	22.48
13013 - Exhibits Specialist III	27.50
13041 - Illustrator I	18.79
13042 - Illustrator II	23.29
13043 - Illustrator III	28.49
13047 - Librarian	24.89
13050 - Library Aide/Clerk	12.40
13054 - Library Information Technology Systems Administrator	22.40
13058 - Library Technician	13.25
13061 - Media Specialist I	16.22
13062 - Media Specialist II	18.14
13063 - Media Specialist III	20.53
13071 - Photographer I	13.56
13072 - Photographer II	16.00
13073 - Photographer III	18.80
13074 - Photographer IV	23.00
13075 - Photographer V	27.82
13110 - Video Teleconference Technician	15.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.44
14042 - Computer Operator II	15.03
14043 - Computer Operator III	16.96
14044 - Computer Operator IV	20.82
14045 - Computer Operator V	23.11
14071 - Computer Programmer I	24.20
14072 - Computer Programmer II (see 1)	

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		20.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		39.61
15050 - Computer Based Training Specialist / Instructor		26.70
15060 - Educational Technologist		23.96
15070 - Flight Instructor (Pilot)		37.51
15080 - Graphic Artist		22.77
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.11
15110 - Test Proctor		16.56
15120 - Tutor		16.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.79
16220 - Tailor		12.51
16250 - Washer, Machine		9.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.70
19040 - Tool And Die Maker		21.00
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.29
21030 - Material Coordinator		18.80
21040 - Material Expediter		18.80
21050 - Material Handling Laborer		12.93
21071 - Order Filler		10.98
21080 - Production Line Worker (Food Processing)		15.29
21110 - Shipping Packer		14.88
21130 - Shipping/Receiving Clerk		14.88
21140 - Store Worker I		9.85
21150 - Stock Clerk		14.02
21210 - Tools And Parts Attendant		15.29
21410 - Warehouse Specialist		15.29
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.15
23021 - Aircraft Mechanic I		23.72
23022 - Aircraft Mechanic II		25.15
23023 - Aircraft Mechanic III		26.71
23040 - Aircraft Mechanic Helper		15.08
23050 - Aircraft, Painter		20.64
23060 - Aircraft Servicer		17.67
23080 - Aircraft Worker		18.98
23110 - Appliance Mechanic		18.66
23120 - Bicycle Repairer		12.87
23125 - Cable Splicer		23.45
23130 - Carpenter, Maintenance		17.89
23140 - Carpet Layer		17.55
23160 - Electrician, Maintenance		20.10
23181 - Electronics Technician Maintenance I		22.35

23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	16.35
23290 - Fire Alarm System Mechanic	19.13
23310 - Fire Extinguisher Repairer	15.12
23311 - Fuel Distribution System Mechanic	23.13
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	23.72
23381 - Ground Support Equipment Servicer	17.67
23382 - Ground Support Equipment Worker	18.98
23391 - Gunsmith I	16.81
23392 - Gunsmith II	18.67
23393 - Gunsmith III	20.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	18.39
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	18.79
23470 - Laborer	12.93
23510 - Locksmith	16.48
23530 - Machinery Maintenance Mechanic	22.01
23550 - Machinist, Maintenance	18.54
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.81
23593 - Metrology Technician III	27.31
23640 - Millwright	20.21
23710 - Office Appliance Repairer	21.11
23760 - Painter, Maintenance	16.52
23790 - Pipefitter, Maintenance	19.16
23810 - Plumber, Maintenance	18.01
23820 - Pneudraulic Systems Mechanic	20.02
23850 - Rigger	19.65
23870 - Scale Mechanic	17.55
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	14.74
23931 - Telecommunications Mechanic I	23.49
23932 - Telecommunications Mechanic II	25.00
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	16.90
23965 - Well Driller	20.02
23970 - Woodcraft Worker	20.02
23980 - Woodworker	12.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.27
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	22.27
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	10.51

27008 - Corrections Officer		15.87
27010 - Court Security Officer		15.87
27030 - Detection Dog Handler		13.68
27040 - Detention Officer		15.87
27070 - Firefighter		13.26
27101 - Guard I		10.51
27102 - Guard II		13.68
27131 - Police Officer I		19.58
27132 - Police Officer II		21.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.32
28042 - Carnival Equipment Repairer		10.47
28043 - Carnival Equpment Worker		8.39
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.29
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.13
28515 - Recreation Specialist		17.10
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		14.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.99
29020 - Hatch Tender		18.99
29030 - Line Handler		18.99
29041 - Stevedore I		17.72
29042 - Stevedore II		22.13
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.46
30022 - Archeological Technician II		18.41
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.82
30040 - Civil Engineering Technician		22.04
30061 - Drafter/CAD Operator I		16.46
30062 - Drafter/CAD Operator II		18.41
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		13.90
30082 - Engineering Technician II		16.57
30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		23.88
30085 - Engineering Technician V		29.16
30086 - Engineering Technician VI		35.34
30090 - Environmental Technician		21.21
30210 - Laboratory Technician		20.56
30240 - Mathematical Technician		22.18
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.79
30363 - Paralegal/Legal Assistant III		27.87
30364 - Paralegal/Legal Assistant IV		33.75
30390 - Photo-Optics Technician		22.82
30461 - Technical Writer I		22.03
30462 - Technical Writer II		26.95
30463 - Technical Writer III		32.60
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54

30621 - Weather Observer, Senior (see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.82
31030 - Bus Driver	18.11
31043 - Driver Courier	15.41
31260 - Parking and Lot Attendant	9.32
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.42
31361 - Truckdriver, Light	15.41
31362 - Truckdriver, Medium	18.16
31363 - Truckdriver, Heavy	19.44
31364 - Truckdriver, Tractor-Trailer	19.44
99000 - Miscellaneous Occupations	
99030 - Cashier	8.57
99050 - Desk Clerk	9.66
99095 - Embalmer	24.27
99251 - Laboratory Animal Caretaker I	10.44
99252 - Laboratory Animal Caretaker II	11.35
99310 - Mortician	24.27
99410 - Pest Controller	14.06
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	15.26
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	13.54
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	11.25
99830 - Survey Party Chief	20.53
99831 - Surveying Aide	11.63
99832 - Surveying Technician	15.94
99840 - Vending Machine Attendant	11.62
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2116 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.14
01012 - Accounting Clerk II		13.62
01013 - Accounting Clerk III		16.03
01020 - Administrative Assistant		18.33
01040 - Court Reporter		15.07
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		16.75
01070 - Document Preparation Clerk		11.81
01090 - Duplicating Machine Operator		11.81
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		18.09
01120 - Housing Referral Assistant		16.80
01141 - Messenger Courier		10.89
01191 - Order Clerk I		12.79
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		13.47
01262 - Personnel Assistant (Employment) II		15.07
01263 - Personnel Assistant (Employment) III		16.80
01270 - Production Control Clerk		18.80
01280 - Receptionist		11.93
01290 - Rental Clerk		12.50
01300 - Scheduler, Maintenance		13.47
01311 - Secretary I		13.47
01312 - Secretary II		15.07
01313 - Secretary III		16.80
01320 - Service Order Dispatcher		14.63
01410 - Supply Technician		18.33
01420 - Survey Worker		14.09
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		13.45
01533 - Travel Clerk III		14.49
01611 - Word Processor I		12.58
01612 - Word Processor II		15.29
01613 - Word Processor III		17.11
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.96
05010 - Automotive Electrician		16.74
05040 - Automotive Glass Installer		14.73
05070 - Automotive Worker		14.73
05110 - Mobile Equipment Servicer		12.68
05130 - Motor Equipment Metal Mechanic		17.19
05160 - Motor Equipment Metal Worker		14.73
05190 - Motor Vehicle Mechanic		17.18
05220 - Motor Vehicle Mechanic Helper		12.01
05250 - Motor Vehicle Upholstery Worker		13.71
05280 - Motor Vehicle Wrecker		14.73
05310 - Painter, Automotive		15.73
05340 - Radiator Repair Specialist		14.73
05370 - Tire Repairer		11.70
05400 - Transmission Repair Specialist		17.19
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.75
07041 - Cook I		10.86
07042 - Cook II		12.20
07070 - Dishwasher		8.18
07130 - Food Service Worker		9.21

07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.52
09040 - Furniture Handler	10.58
09080 - Furniture Refinisher	16.52
09090 - Furniture Refinisher Helper	12.29
09110 - Furniture Repairer, Minor	14.40
09130 - Upholsterer	16.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.02
11060 - Elevator Operator	10.02
11090 - Gardener	12.83
11122 - Housekeeping Aide	11.17
11150 - Janitor	11.17
11210 - Laborer, Grounds Maintenance	11.30
11240 - Maid or Houseman	8.91
11260 - Pruner	10.07
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	15.60
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	27.76
12015 - Certified Physical Therapist Assistant	22.30
12020 - Dental Assistant	16.28
12025 - Dental Hygienist	27.39
12030 - EKG Technician	21.26
12035 - Electroneurodiagnostic Technologist	21.26
12040 - Emergency Medical Technician	15.15
12071 - Licensed Practical Nurse I	15.80
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	18.89
12100 - Medical Assistant	13.57
12130 - Medical Laboratory Technician	17.22
12160 - Medical Record Clerk	13.75
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.65
12210 - Nuclear Medicine Technologist	32.90
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	19.34
12236 - Optical Technician	14.66
12250 - Pharmacy Technician	14.44
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	23.35
12311 - Registered Nurse I	23.41
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II, Specialist	28.64
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III, Anesthetist	34.65
12316 - Registered Nurse IV	41.52
12317 - Scheduler (Drug and Alcohol Testing)	20.99
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.14
13012 - Exhibits Specialist II	22.48
13013 - Exhibits Specialist III	27.50
13041 - Illustrator I	18.79
13042 - Illustrator II	23.29
13043 - Illustrator III	28.49

13047 - Librarian		24.89
13050 - Library Aide/Clerk		12.40
13054 - Library Information Technology Systems Administrator		22.40
13058 - Library Technician		13.25
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.53
13071 - Photographer I		13.56
13072 - Photographer II		16.00
13073 - Photographer III		18.80
13074 - Photographer IV		23.00
13075 - Photographer V		27.82
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.44
14042 - Computer Operator II		15.03
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		20.82
14045 - Computer Operator V		23.11
14071 - Computer Programmer I		24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.41
14160 - Personal Computer Support Technician		20.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		39.61
15050 - Computer Based Training Specialist / Instructor		26.70
15060 - Educational Technologist		23.96
15070 - Flight Instructor (Pilot)		37.51
15080 - Graphic Artist		22.77
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.11
15110 - Test Proctor		16.56
15120 - Tutor		16.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.79
16220 - Tailor		12.51
16250 - Washer, Machine		9.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.70
19040 - Tool And Die Maker		21.00
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.29
21030 - Material Coordinator		18.80
21040 - Material Expediter		18.80
21050 - Material Handling Laborer		12.93
21071 - Order Filler		10.98
21080 - Production Line Worker (Food Processing)		15.29

21110 - Shipping Packer	14.88
21130 - Shipping/Receiving Clerk	14.88
21140 - Store Worker I	9.85
21150 - Stock Clerk	14.02
21210 - Tools And Parts Attendant	15.29
21410 - Warehouse Specialist	15.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.15
23021 - Aircraft Mechanic I	23.72
23022 - Aircraft Mechanic II	25.15
23023 - Aircraft Mechanic III	26.71
23040 - Aircraft Mechanic Helper	15.08
23050 - Aircraft, Painter	20.64
23060 - Aircraft Servicer	17.67
23080 - Aircraft Worker	18.98
23110 - Appliance Mechanic	18.66
23120 - Bicycle Repairer	12.87
23125 - Cable Splicer	23.45
23130 - Carpenter, Maintenance	17.89
23140 - Carpet Layer	17.55
23160 - Electrician, Maintenance	20.10
23181 - Electronics Technician Maintenance I	22.35
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	16.35
23290 - Fire Alarm System Mechanic	19.13
23310 - Fire Extinguisher Repairer	15.12
23311 - Fuel Distribution System Mechanic	23.13
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	23.72
23381 - Ground Support Equipment Servicer	17.67
23382 - Ground Support Equipment Worker	18.98
23391 - Gunsmith I	16.81
23392 - Gunsmith II	18.67
23393 - Gunsmith III	20.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	18.39
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	18.79
23470 - Laborer	12.93
23510 - Locksmith	16.48
23530 - Machinery Maintenance Mechanic	22.01
23550 - Machinist, Maintenance	18.54
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.81
23593 - Metrology Technician III	27.31
23640 - Millwright	20.21
23710 - Office Appliance Repairer	21.11
23760 - Painter, Maintenance	16.52
23790 - Pipefitter, Maintenance	19.16
23810 - Plumber, Maintenance	18.01
23820 - Pneudraulic Systems Mechanic	20.02
23850 - Rigger	19.65
23870 - Scale Mechanic	17.55
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	14.74
23931 - Telecommunications Mechanic I	23.49

23932 - Telecommunications Mechanic II	25.00
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	16.90
23965 - Well Driller	20.02
23970 - Woodcraft Worker	20.02
23980 - Woodworker	12.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.27
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	22.27
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	15.87
27010 - Court Security Officer	15.87
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	15.87
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27101 - Guard I	10.51
27102 - Guard II	13.68
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.32
28042 - Carnival Equipment Repairer	10.47
28043 - Carnival Equpment Worker	8.39
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	17.10
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.87
29000 - Stevedoring/Longshoremen Occupational Services	
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30000 - Technical Occupations	
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30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.46
30022 - Archeological Technician II	18.41
30023 - Archeological Technician III	22.82
30030 - Cartographic Technician	22.82
30040 - Civil Engineering Technician	22.04
30061 - Drafter/CAD Operator I	16.46
30062 - Drafter/CAD Operator II	18.41
30063 - Drafter/CAD Operator III	20.54
30064 - Drafter/CAD Operator IV	25.27
30081 - Engineering Technician I	13.90
30082 - Engineering Technician II	16.57

30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		23.88
30085 - Engineering Technician V		29.16
30086 - Engineering Technician VI		35.34
30090 - Environmental Technician		21.21
30210 - Laboratory Technician		20.56
30240 - Mathematical Technician		22.18
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.79
30363 - Paralegal/Legal Assistant III		27.87
30364 - Paralegal/Legal Assistant IV		33.75
30390 - Photo-Optics Technician		22.82
30461 - Technical Writer I		22.03
30462 - Technical Writer II		26.95
30463 - Technical Writer III		32.60
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer, Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.11
31043 - Driver Courier		15.41
31260 - Parking and Lot Attendant		9.32
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		15.41
31362 - Truckdriver, Medium		18.16
31363 - Truckdriver, Heavy		19.44
31364 - Truckdriver, Tractor-Trailer		19.44
99000 - Miscellaneous Occupations		
99030 - Cashier		8.57
99050 - Desk Clerk		9.66
99095 - Embalmer		24.27
99251 - Laboratory Animal Caretaker I		10.44
99252 - Laboratory Animal Caretaker II		11.35
99310 - Mortician		24.27
99410 - Pest Controller		14.06
99510 - Photofinishing Worker		13.91
99710 - Recycling Laborer		15.26
99711 - Recycling Specialist		19.47
99730 - Refuse Collector		13.54
99810 - Sales Clerk		12.62
99820 - School Crossing Guard		11.25
99830 - Survey Party Chief		20.53
99831 - Surveying Aide		11.63
99832 - Surveying Technician		15.94
99840 - Vending Machine Attendant		11.62
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2117
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Brevard, Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		19.20
01040 - Court Reporter		16.31
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		13.31
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.38
01112 - General Clerk II		13.39
01113 - General Clerk III		14.93
01120 - Housing Referral Assistant		17.64
01141 - Messenger Courier		12.16
01191 - Order Clerk I		11.55
01192 - Order Clerk II		13.60
01261 - Personnel Assistant (Employment) I		14.66
01262 - Personnel Assistant (Employment) II		16.40
01263 - Personnel Assistant (Employment) III		18.29
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.39
01290 - Rental Clerk		12.83
01300 - Scheduler, Maintenance		14.20
01311 - Secretary I		14.20
01312 - Secretary II		15.82
01313 - Secretary III		17.64
01320 - Service Order Dispatcher		14.82
01410 - Supply Technician		19.60
01420 - Survey Worker		16.31
01531 - Travel Clerk I		11.33
01532 - Travel Clerk II		12.24
01533 - Travel Clerk III		13.11
01611 - Word Processor I		12.21
01612 - Word Processor II		13.16
01613 - Word Processor III		16.23

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.50
05130 - Motor Equipment Metal Mechanic	18.88
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.80
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	8.13
07130 - Food Service Worker	10.11
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	16.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	17.75
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	24.67
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.81
12030 - EKG Technician	17.76
12035 - Electroneurodiagnostic Technologist	17.76
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.52
12100 - Medical Assistant	12.83
12130 - Medical Laboratory Technician	18.67
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	15.17
12195 - Medical Transcriptionist	14.93
12210 - Nuclear Medicine Technologist	30.91
12221 - Nursing Assistant I	11.00

12222 - Nursing Assistant II		12.37
12223 - Nursing Assistant III		13.50
12224 - Nursing Assistant IV		15.14
12235 - Optical Dispenser		17.68
12236 - Optical Technician		13.58
12250 - Pharmacy Technician		12.47
12280 - Phlebotomist		15.14
12305 - Radiologic Technologist		24.10
12311 - Registered Nurse I		22.67
12312 - Registered Nurse II		27.73
12313 - Registered Nurse II, Specialist		27.73
12314 - Registered Nurse III		33.55
12315 - Registered Nurse III, Anesthetist		33.55
12316 - Registered Nurse IV		40.22
12317 - Scheduler (Drug and Alcohol Testing)		22.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.52
13012 - Exhibits Specialist II		20.85
13013 - Exhibits Specialist III		23.88
13041 - Illustrator I		16.29
13042 - Illustrator II		19.52
13043 - Illustrator III		23.31
13047 - Librarian		22.41
13050 - Library Aide/Clerk		11.99
13054 - Library Information Technology Systems Administrator		20.85
13058 - Library Technician		15.75
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.55
13063 - Media Specialist III		17.57
13071 - Photographer I		15.22
13072 - Photographer II		17.02
13073 - Photographer III		21.09
13074 - Photographer IV		24.68
13075 - Photographer V		27.29
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.06
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.37
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.15
14160 - Personal Computer Support Technician		22.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		35.42
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		25.26
15070 - Flight Instructor (Pilot)		35.42
15080 - Graphic Artist		20.58
15090 - Technical Instructor		21.82
15095 - Technical Instructor/Course Developer		25.91
15110 - Test Proctor		17.90
15120 - Tutor		17.90

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.37
16030 - Counter Attendant	8.37
16040 - Dry Cleaner	10.44
16070 - Finisher, Flatwork, Machine	8.37
16090 - Presser, Hand	8.37
16110 - Presser, Machine, Drycleaning	8.37
16130 - Presser, Machine, Shirts	8.37
16160 - Presser, Machine, Wearing Apparel, Laundry	8.37
16190 - Sewing Machine Operator	11.12
16220 - Tailor	11.82
16250 - Washer, Machine	9.06
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.55
19040 - Tool And Die Maker	20.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.08
21030 - Material Coordinator	19.41
21040 - Material Expediter	19.41
21050 - Material Handling Laborer	11.56
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.66
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.29
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.46
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.47
23080 - Aircraft Worker	18.35
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	18.77
23140 - Carpet Layer	17.82
23160 - Electrician, Maintenance	22.10
23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.73
23260 - Fabric Worker	16.67
23290 - Fire Alarm System Mechanic	17.54
23310 - Fire Extinguisher Repairer	15.49
23311 - Fuel Distribution System Mechanic	20.11
23312 - Fuel Distribution System Operator	16.75
23370 - General Maintenance Worker	17.61
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.47
23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.74

23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
27010 - Court Security Officer	18.77
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27102 - Guard II	17.09
27131 - Police Officer I	20.43
27132 - Police Officer II	22.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	13.43
28043 - Carnival Equpment Worker	9.04
28210 - Gate Attendant/Gate Tender	13.56
28310 - Lifeguard	12.08
28350 - Park Attendant (Aide)	15.16
28510 - Recreation Aide/Health Facility Attendant	11.07
28515 - Recreation Specialist	18.79
28630 - Sports Official	12.08

28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.91
29020 - Hatch Tender		17.91
29030 - Line Handler		17.91
29041 - Stevedore I		17.02
29042 - Stevedore II		20.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.56
30022 - Archeological Technician II		16.54
30023 - Archeological Technician III		20.23
30030 - Cartographic Technician		19.71
30040 - Civil Engineering Technician		20.89
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		15.57
30063 - Drafter/CAD Operator III		18.21
30064 - Drafter/CAD Operator IV		21.36
30081 - Engineering Technician I		15.41
30082 - Engineering Technician II		17.30
30083 - Engineering Technician III		19.35
30084 - Engineering Technician IV		23.98
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.49
30090 - Environmental Technician		18.78
30210 - Laboratory Technician		22.77
30240 - Mathematical Technician		19.29
30361 - Paralegal/Legal Assistant I		15.19
30362 - Paralegal/Legal Assistant II		20.55
30363 - Paralegal/Legal Assistant III		25.12
30364 - Paralegal/Legal Assistant IV		30.43
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30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.21
30621 - Weather Observer, Senior	(see 2)	19.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.22
31030 - Bus Driver		12.82
31043 - Driver Courier		15.56
31260 - Parking and Lot Attendant		11.35
31290 - Shuttle Bus Driver		13.22
31310 - Taxi Driver		13.42
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		15.11
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		9.59
99050 - Desk Clerk		10.15
99095 - Embalmer		23.84
99251 - Laboratory Animal Caretaker I		10.25
99252 - Laboratory Animal Caretaker II		11.13
99310 - Mortician		23.84

99410 - Pest Controller	14.24
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	13.25
99711 - Recycling Specialist	15.71
99730 - Refuse Collector	12.05
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	13.23
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	13.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2118 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Brevard, Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		19.20
01040 - Court Reporter		16.31
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		13.31
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.38
01112 - General Clerk II		13.39
01113 - General Clerk III		14.93
01120 - Housing Referral Assistant		17.64
01141 - Messenger Courier		12.16
01191 - Order Clerk I		11.55

01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	14.66
01262 - Personnel Assistant (Employment) II	16.40
01263 - Personnel Assistant (Employment) III	18.29
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.39
01290 - Rental Clerk	12.83
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.82
01313 - Secretary III	17.64
01320 - Service Order Dispatcher	14.82
01410 - Supply Technician	19.60
01420 - Survey Worker	16.31
01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.24
01533 - Travel Clerk III	13.11
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	16.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.50
05130 - Motor Equipment Metal Mechanic	18.88
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.80
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	8.13
07130 - Food Service Worker	10.11
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	16.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.61

12000 - Health Occupations		
12010 - Ambulance Driver		15.51
12011 - Breath Alcohol Technician		17.75
12012 - Certified Occupational Therapist Assistant		27.42
12015 - Certified Physical Therapist Assistant		24.67
12020 - Dental Assistant		15.36
12025 - Dental Hygienist		28.81
12030 - EKG Technician		17.76
12035 - Electroneurodiagnostic Technologist		17.76
12040 - Emergency Medical Technician		15.51
12071 - Licensed Practical Nurse I		16.45
12072 - Licensed Practical Nurse II		18.40
12073 - Licensed Practical Nurse III		20.52
12100 - Medical Assistant		12.83
12130 - Medical Laboratory Technician		18.67
12160 - Medical Record Clerk		14.62
12190 - Medical Record Technician		15.17
12195 - Medical Transcriptionist		14.93
12210 - Nuclear Medicine Technologist		30.91
12221 - Nursing Assistant I		11.00
12222 - Nursing Assistant II		12.37
12223 - Nursing Assistant III		13.50
12224 - Nursing Assistant IV		15.14
12235 - Optical Dispenser		17.68
12236 - Optical Technician		13.58
12250 - Pharmacy Technician		12.47
12280 - Phlebotomist		15.14
12305 - Radiologic Technologist		24.10
12311 - Registered Nurse I		22.67
12312 - Registered Nurse II		27.73
12313 - Registered Nurse II, Specialist		27.73
12314 - Registered Nurse III		33.55
12315 - Registered Nurse III, Anesthetist		33.55
12316 - Registered Nurse IV		40.22
12317 - Scheduler (Drug and Alcohol Testing)		22.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.52
13012 - Exhibits Specialist II		20.85
13013 - Exhibits Specialist III		23.88
13041 - Illustrator I		16.29
13042 - Illustrator II		19.52
13043 - Illustrator III		23.31
13047 - Librarian		22.41
13050 - Library Aide/Clerk		11.99
13054 - Library Information Technology Systems Administrator		20.85
13058 - Library Technician		15.75
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.55
13063 - Media Specialist III		17.57
13071 - Photographer I		15.22
13072 - Photographer II		17.02
13073 - Photographer III		21.09
13074 - Photographer IV		24.68
13075 - Photographer V		27.29
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.06
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.37
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	23.18

14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.15
14160 - Personal Computer Support Technician		22.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		35.42
15050 - Computer Based Training Specialist / Instructor		29.98
15060 - Educational Technologist		25.26
15070 - Flight Instructor (Pilot)		35.42
15080 - Graphic Artist		20.58
15090 - Technical Instructor		21.82
15095 - Technical Instructor/Course Developer		25.91
15110 - Test Proctor		17.90
15120 - Tutor		17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.37
16030 - Counter Attendant		8.37
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.37
16090 - Presser, Hand		8.37
16110 - Presser, Machine, Drycleaning		8.37
16130 - Presser, Machine, Shirts		8.37
16160 - Presser, Machine, Wearing Apparel, Laundry		8.37
16190 - Sewing Machine Operator		11.12
16220 - Tailor		11.82
16250 - Washer, Machine		9.06
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.55
19040 - Tool And Die Maker		20.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.08
21030 - Material Coordinator		19.41
21040 - Material Expediter		19.41
21050 - Material Handling Laborer		11.56
21071 - Order Filler		11.67
21080 - Production Line Worker (Food Processing)		13.84
21110 - Shipping Packer		13.52
21130 - Shipping/Receiving Clerk		13.52
21140 - Store Worker I		11.88
21150 - Stock Clerk		15.84
21210 - Tools And Parts Attendant		14.66
21410 - Warehouse Specialist		14.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.29
23021 - Aircraft Mechanic I		22.18
23022 - Aircraft Mechanic II		23.29
23023 - Aircraft Mechanic III		24.46
23040 - Aircraft Mechanic Helper		15.59
23050 - Aircraft, Painter		19.14
23060 - Aircraft Servicer		17.47
23080 - Aircraft Worker		18.35
23110 - Appliance Mechanic		18.95
23120 - Bicycle Repairer		13.08
23125 - Cable Splicer		24.84
23130 - Carpenter, Maintenance		18.77
23140 - Carpet Layer		17.82
23160 - Electrician, Maintenance		22.10

23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.73
23260 - Fabric Worker	16.67
23290 - Fire Alarm System Mechanic	17.54
23310 - Fire Extinguisher Repairer	15.49
23311 - Fuel Distribution System Mechanic	20.11
23312 - Fuel Distribution System Operator	16.75
23370 - General Maintenance Worker	17.61
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.47
23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87

27007 - Baggage Inspector		12.42
27008 - Corrections Officer		18.77
27010 - Court Security Officer		18.77
27030 - Detection Dog Handler		17.09
27040 - Detention Officer		18.77
27070 - Firefighter		19.22
27101 - Guard I		12.42
27102 - Guard II		17.09
27131 - Police Officer I		20.43
27132 - Police Officer II		22.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.12
28042 - Carnival Equipment Repairer		13.43
28043 - Carnival Equpment Worker		9.04
28210 - Gate Attendant/Gate Tender		13.56
28310 - Lifeguard		12.08
28350 - Park Attendant (Aide)		15.16
28510 - Recreation Aide/Health Facility Attendant		11.07
28515 - Recreation Specialist		18.79
28630 - Sports Official		12.08
28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.91
29020 - Hatch Tender		17.91
29030 - Line Handler		17.91
29041 - Stevedore I		17.02
29042 - Stevedore II		20.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.56
30022 - Archeological Technician II		16.54
30023 - Archeological Technician III		20.23
30030 - Cartographic Technician		19.71
30040 - Civil Engineering Technician		20.89
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		15.57
30063 - Drafter/CAD Operator III		18.21
30064 - Drafter/CAD Operator IV		21.36
30081 - Engineering Technician I		15.41
30082 - Engineering Technician II		17.30
30083 - Engineering Technician III		19.35
30084 - Engineering Technician IV		23.98
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.49
30090 - Environmental Technician		18.78
30210 - Laboratory Technician		22.77
30240 - Mathematical Technician		19.29
30361 - Paralegal/Legal Assistant I		15.19
30362 - Paralegal/Legal Assistant II		20.55
30363 - Paralegal/Legal Assistant III		25.12
30364 - Paralegal/Legal Assistant IV		30.43
30390 - Photo-Optics Technician		19.71
30461 - Technical Writer I		19.86
30462 - Technical Writer II		24.29
30463 - Technical Writer III		29.39
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	18.21

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	19.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.22
31030 - Bus Driver		12.82
31043 - Driver Courier		15.56
31260 - Parking and Lot Attendant		11.35
31290 - Shuttle Bus Driver		13.22
31310 - Taxi Driver		13.42
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		15.11
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		9.59
99050 - Desk Clerk		10.15
99095 - Embalmer		23.84
99251 - Laboratory Animal Caretaker I		10.25
99252 - Laboratory Animal Caretaker II		11.13
99310 - Mortician		23.84
99410 - Pest Controller		14.24
99510 - Photofinishing Worker		10.82
99710 - Recycling Laborer		13.25
99711 - Recycling Specialist		15.71
99730 - Refuse Collector		12.05
99810 - Sales Clerk		11.66
99820 - School Crossing Guard		10.86
99830 - Survey Party Chief		17.08
99831 - Surveying Aide		11.32
99832 - Surveying Technician		15.53
99840 - Vending Machine Attendant		13.23
99841 - Vending Machine Repairer		15.49
99842 - Vending Machine Repairer Helper		13.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2119 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		16.82
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		18.07
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		14.66
01410 - Supply Technician		23.21
01420 - Survey Worker		18.82
01531 - Travel Clerk I		12.57
01532 - Travel Clerk II		13.48
01533 - Travel Clerk III		14.33
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93
01613 - Word Processor III		16.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.44
05010 - Automotive Electrician		16.61
05040 - Automotive Glass Installer		15.52
05070 - Automotive Worker		15.52
05110 - Mobile Equipment Servicer		13.34
05130 - Motor Equipment Metal Mechanic		17.56
05160 - Motor Equipment Metal Worker		15.52
05190 - Motor Vehicle Mechanic		17.34
05220 - Motor Vehicle Mechanic Helper		12.24
05250 - Motor Vehicle Upholstery Worker		14.42
05280 - Motor Vehicle Wrecker		15.52
05310 - Painter, Automotive		16.62
05340 - Radiator Repair Specialist		15.52
05370 - Tire Repairer		11.41
05400 - Transmission Repair Specialist		17.53
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.65
07041 - Cook I		11.08
07042 - Cook II		12.90

07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	7.71
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	14.13
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	14.69
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.61
12315 - Registered Nurse III, Anesthetist	36.61
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	19.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.01
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.80
13041 - Illustrator I	20.64

13042 - Illustrator II		25.57
13043 - Illustrator III		31.27
13047 - Librarian		31.86
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		16.53
13061 - Media Specialist I		16.17
13062 - Media Specialist II		18.41
13063 - Media Specialist III		20.54
13071 - Photographer I		15.54
13072 - Photographer II		17.83
13073 - Photographer III		21.43
13074 - Photographer IV		27.00
13075 - Photographer V		32.66
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		42.90
15080 - Graphic Artist		25.96
15090 - Technical Instructor		21.38
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.26
15120 - Tutor		17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		12.52
16220 - Tailor		13.18
16250 - Washer, Machine		10.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.51
19040 - Tool And Die Maker		22.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.81
21030 - Material Coordinator		19.02
21040 - Material Expediter		19.02
21050 - Material Handling Laborer		12.17

21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	23.32
23183 - Electronics Technician Maintenance III	25.75
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.83
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	20.59
23312 - Fuel Distribution System Operator	15.49
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.11
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.89
23593 - Metrology Technician III	21.08
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24

23910 - Small Engine Mechanic	15.16
23931 - Telecommunications Mechanic I	23.92
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	21.16
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.90
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	20.30
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	19.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.76
29020 - Hatch Tender	22.76
29030 - Line Handler	22.76
29041 - Stevedore I	20.86
29042 - Stevedore II	24.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.74
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	24.73
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66

30081 - Engineering Technician I		17.93
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		27.90
30085 - Engineering Technician V		34.13
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		19.85
30210 - Laboratory Technician		18.62
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		31.36
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		15.04
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		10.67
31361 - Truckdriver, Light		16.45
31362 - Truckdriver, Medium		17.99
31363 - Truckdriver, Heavy		19.54
31364 - Truckdriver, Tractor-Trailer		19.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.31
99050 - Desk Clerk		10.67
99095 - Embalmer		22.48
99251 - Laboratory Animal Caretaker I		10.75
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		24.52
99410 - Pest Controller		14.45
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.31
99711 - Recycling Specialist		19.30
99730 - Refuse Collector		13.33
99810 - Sales Clerk		12.45
99820 - School Crossing Guard		11.80
99830 - Survey Party Chief		18.80
99831 - Surveying Aide		10.24
99832 - Surveying Technician		16.78
99840 - Vending Machine Attendant		12.85
99841 - Vending Machine Repairer		16.68
99842 - Vending Machine Repairer Helper		12.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

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Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2120
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		16.82
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		18.07
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		14.66
01410 - Supply Technician		23.21
01420 - Survey Worker		18.82
01531 - Travel Clerk I		12.57
01532 - Travel Clerk II		13.48
01533 - Travel Clerk III		14.33
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93
01613 - Word Processor III		16.98

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.44
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.34
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	7.71
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	14.13
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	14.69
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55

12222 - Nursing Assistant II		11.87
12223 - Nursing Assistant III		12.95
12224 - Nursing Assistant IV		14.53
12235 - Optical Dispenser		17.57
12236 - Optical Technician		15.24
12250 - Pharmacy Technician		15.84
12280 - Phlebotomist		14.53
12305 - Radiologic Technologist		25.46
12311 - Registered Nurse I		26.32
12312 - Registered Nurse II		29.80
12313 - Registered Nurse II, Specialist		29.80
12314 - Registered Nurse III		36.61
12315 - Registered Nurse III, Anesthetist		36.61
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		19.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.01
13012 - Exhibits Specialist II		23.54
13013 - Exhibits Specialist III		28.80
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		31.27
13047 - Librarian		31.86
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		16.53
13061 - Media Specialist I		16.17
13062 - Media Specialist II		18.41
13063 - Media Specialist III		20.54
13071 - Photographer I		15.54
13072 - Photographer II		17.83
13073 - Photographer III		21.43
13074 - Photographer IV		27.00
13075 - Photographer V		32.66
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		42.90
15080 - Graphic Artist		25.96
15090 - Technical Instructor		21.38
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.26
15120 - Tutor		17.26

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.18
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	23.32
23183 - Electronics Technician Maintenance III	25.75
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.83
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	20.59
23312 - Fuel Distribution System Operator	15.49
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94

23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.11
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.89
23593 - Metrology Technician III	21.08
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.16
23931 - Telecommunications Mechanic I	23.92
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	21.16
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.90
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	20.30
28630 - Sports Official	13.04

28690 - Swimming Pool Operator		19.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.76
29020 - Hatch Tender		22.76
29030 - Line Handler		22.76
29041 - Stevedore I		20.86
29042 - Stevedore II		24.67
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.74
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		18.25
30023 - Archeological Technician III		24.98
30030 - Cartographic Technician		25.86
30040 - Civil Engineering Technician		24.73
30061 - Drafter/CAD Operator I		18.66
30062 - Drafter/CAD Operator II		20.89
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.66
30081 - Engineering Technician I		17.93
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		27.90
30085 - Engineering Technician V		34.13
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		19.85
30210 - Laboratory Technician		18.62
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		31.36
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		15.04
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		10.67
31361 - Truckdriver, Light		16.45
31362 - Truckdriver, Medium		17.99
31363 - Truckdriver, Heavy		19.54
31364 - Truckdriver, Tractor-Trailer		19.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.31
99050 - Desk Clerk		10.67
99095 - Embalmer		22.48
99251 - Laboratory Animal Caretaker I		10.75
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		24.52

99410 - Pest Controller	14.45
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.31
99711 - Recycling Specialist	19.30
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.80
99831 - Surveying Aide	10.24
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	12.85
99841 - Vending Machine Repairer	16.68
99842 - Vending Machine Repairer Helper	12.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2121 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Wakulla, Walton, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.62
01012 - Accounting Clerk II		14.16
01013 - Accounting Clerk III		16.60
01020 - Administrative Assistant		19.11
01040 - Court Reporter		15.99
01051 - Data Entry Operator I		11.29
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		15.56
01070 - Document Preparation Clerk		12.33
01090 - Duplicating Machine Operator		12.33
01111 - General Clerk I		11.73
01112 - General Clerk II		12.80

01113 - General Clerk III	14.36
01120 - Housing Referral Assistant	17.84
01141 - Messenger Courier	10.25
01191 - Order Clerk I	12.03
01192 - Order Clerk II	13.31
01261 - Personnel Assistant (Employment) I	13.91
01262 - Personnel Assistant (Employment) II	15.56
01263 - Personnel Assistant (Employment) III	17.35
01270 - Production Control Clerk	16.96
01280 - Receptionist	12.41
01290 - Rental Clerk	13.45
01300 - Scheduler, Maintenance	14.30
01311 - Secretary I	14.30
01312 - Secretary II	15.99
01313 - Secretary III	17.83
01320 - Service Order Dispatcher	13.76
01410 - Supply Technician	19.82
01420 - Survey Worker	14.20
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.14
01533 - Travel Clerk III	12.89
01611 - Word Processor I	12.40
01612 - Word Processor II	13.91
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.94
05040 - Automotive Glass Installer	17.66
05070 - Automotive Worker	16.05
05110 - Mobile Equipment Servicer	14.27
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.32
05250 - Motor Vehicle Upholstery Worker	15.19
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter, Automotive	16.94
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.65
07041 - Cook I	9.27
07042 - Cook II	10.60
07070 - Dishwasher	7.94
07130 - Food Service Worker	9.09
07210 - Meat Cutter	13.19
07260 - Waiter/Waitress	9.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.30
11090 - Gardener	14.31
11122 - Housekeeping Aide	9.30
11150 - Janitor	9.30
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	8.16

11260 - Pruner	10.24
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.16
12011 - Breath Alcohol Technician	16.36
12012 - Certified Occupational Therapist Assistant	22.08
12015 - Certified Physical Therapist Assistant	22.08
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.79
12035 - Electroneurodiagnostic Technologist	24.79
12040 - Emergency Medical Technician	14.16
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.16
12100 - Medical Assistant	13.61
12130 - Medical Laboratory Technician	14.72
12160 - Medical Record Clerk	14.22
12190 - Medical Record Technician	15.11
12195 - Medical Transcriptionist	15.44
12210 - Nuclear Medicine Technologist	36.67
12221 - Nursing Assistant I	8.84
12222 - Nursing Assistant II	9.94
12223 - Nursing Assistant III	10.85
12224 - Nursing Assistant IV	12.17
12235 - Optical Dispenser	19.09
12236 - Optical Technician	14.61
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	12.36
12305 - Radiologic Technologist	24.22
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.91
12313 - Registered Nurse II, Specialist	31.91
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III, Anesthetist	35.53
12316 - Registered Nurse IV	42.57
12317 - Scheduler (Drug and Alcohol Testing)	21.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.21
13012 - Exhibits Specialist II	25.03
13013 - Exhibits Specialist III	30.62
13041 - Illustrator I	20.21
13042 - Illustrator II	25.03
13043 - Illustrator III	30.62
13047 - Librarian	27.73
13050 - Library Aide/Clerk	11.92
13054 - Library Information Technology Systems Administrator	25.03
13058 - Library Technician	14.48
13061 - Media Specialist I	16.53
13062 - Media Specialist II	18.18
13063 - Media Specialist III	20.00
13071 - Photographer I	15.34
13072 - Photographer II	17.16
13073 - Photographer III	21.26
13074 - Photographer IV	26.01
13075 - Photographer V	31.47
13110 - Video Teleconference Technician	16.40
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.68
14042 - Computer Operator II	17.54

14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	17.74
14072 - Computer Programmer II	(see 1)	21.98
14073 - Computer Programmer III	(see 1)	24.73
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.01
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		39.19
15050 - Computer Based Training Specialist / Instructor		27.01
15060 - Educational Technologist		23.53
15070 - Flight Instructor (Pilot)		39.19
15080 - Graphic Artist		19.93
15090 - Technical Instructor		19.10
15095 - Technical Instructor/Course Developer		23.38
15110 - Test Proctor		15.41
15120 - Tutor		15.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.19
16030 - Counter Attendant		8.19
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.19
16090 - Presser, Hand		8.19
16110 - Presser, Machine, Drycleaning		8.19
16130 - Presser, Machine, Shirts		8.19
16160 - Presser, Machine, Wearing Apparel, Laundry		8.19
16190 - Sewing Machine Operator		11.09
16220 - Tailor		11.84
16250 - Washer, Machine		8.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.34
19040 - Tool And Die Maker		21.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.55
21030 - Material Coordinator		17.03
21040 - Material Expediter		17.03
21050 - Material Handling Laborer		10.44
21071 - Order Filler		12.32
21080 - Production Line Worker (Food Processing)		13.32
21110 - Shipping Packer		12.39
21130 - Shipping/Receiving Clerk		12.39
21140 - Store Worker I		10.87
21150 - Stock Clerk		14.50
21210 - Tools And Parts Attendant		13.32
21410 - Warehouse Specialist		12.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.96
23021 - Aircraft Mechanic I		19.85
23022 - Aircraft Mechanic II		20.96
23023 - Aircraft Mechanic III		22.06
23040 - Aircraft Mechanic Helper		14.82
23050 - Aircraft, Painter		18.71
23060 - Aircraft Servicer		16.90
23080 - Aircraft Worker		17.86
23110 - Appliance Mechanic		17.53
23120 - Bicycle Repairer		13.79

23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	16.94
23140 - Carpet Layer	16.05
23160 - Electrician, Maintenance	17.84
23181 - Electronics Technician Maintenance I	21.01
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	15.19
23290 - Fire Alarm System Mechanic	17.84
23310 - Fire Extinguisher Repairer	14.27
23311 - Fuel Distribution System Mechanic	20.69
23312 - Fuel Distribution System Operator	16.69
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	19.85
23381 - Ground Support Equipment Servicer	16.90
23382 - Ground Support Equipment Worker	17.86
23391 - Gunsmith I	13.87
23392 - Gunsmith II	15.87
23393 - Gunsmith III	17.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.71
23430 - Heavy Equipment Mechanic	19.62
23440 - Heavy Equipment Operator	17.84
23460 - Instrument Mechanic	17.91
23465 - Laboratory/Shelter Mechanic	18.51
23470 - Laborer	10.20
23510 - Locksmith	16.94
23530 - Machinery Maintenance Mechanic	19.82
23550 - Machinist, Maintenance	17.84
23580 - Maintenance Trades Helper	14.02
23591 - Metrology Technician I	17.91
23592 - Metrology Technician II	18.92
23593 - Metrology Technician III	19.95
23640 - Millwright	17.84
23710 - Office Appliance Repairer	19.34
23760 - Painter, Maintenance	16.94
23790 - Pipefitter, Maintenance	17.84
23810 - Plumber, Maintenance	16.94
23820 - Pneudraulic Systems Mechanic	17.91
23850 - Rigger	17.91
23870 - Scale Mechanic	16.05
23890 - Sheet-Metal Worker, Maintenance	17.84
23910 - Small Engine Mechanic	16.05
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.65
23950 - Telephone Lineman	22.54
23960 - Welder, Combination, Maintenance	17.84
23965 - Well Driller	17.91
23970 - Woodcraft Worker	17.91
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.28
24580 - Child Care Center Clerk	11.51
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	13.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.91
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	17.91

25190 - Ventilation Equipment Tender	13.32
25210 - Water Treatment Plant Operator	20.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	12.35
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	13.97
27040 - Detention Officer	19.80
27070 - Firefighter	20.44
27101 - Guard I	12.35
27102 - Guard II	13.97
27131 - Police Officer I	22.92
27132 - Police Officer II	25.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.46
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	8.73
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.08
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	19.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.35
29020 - Hatch Tender	19.35
29030 - Line Handler	19.35
29041 - Stevedore I	18.26
29042 - Stevedore II	20.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.64
30022 - Archeological Technician II	17.20
30023 - Archeological Technician III	21.21
30030 - Cartographic Technician	21.93
30040 - Civil Engineering Technician	21.63
30061 - Drafter/CAD Operator I	15.24
30062 - Drafter/CAD Operator II	17.71
30063 - Drafter/CAD Operator III	19.75
30064 - Drafter/CAD Operator IV	24.30
30081 - Engineering Technician I	13.31
30082 - Engineering Technician II	14.94
30083 - Engineering Technician III	16.71
30084 - Engineering Technician IV	20.72
30085 - Engineering Technician V	25.34
30086 - Engineering Technician VI	30.66
30090 - Environmental Technician	16.56
30210 - Laboratory Technician	17.87
30240 - Mathematical Technician	21.43
30361 - Paralegal/Legal Assistant I	16.27
30362 - Paralegal/Legal Assistant II	20.17
30363 - Paralegal/Legal Assistant III	24.67
30364 - Paralegal/Legal Assistant IV	29.85
30390 - Photo-Optics Technician	21.79
30461 - Technical Writer I	22.51
30462 - Technical Writer II	27.54
30463 - Technical Writer III	34.34
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.75
30621 - Weather Observer, Senior	(see 2)	21.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.07
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		9.34
31290 - Shuttle Bus Driver		13.35
31310 - Taxi Driver		10.54
31361 - Truckdriver, Light		13.35
31362 - Truckdriver, Medium		13.66
31363 - Truckdriver, Heavy		14.59
31364 - Truckdriver, Tractor-Trailer		14.59
99000 - Miscellaneous Occupations		
99030 - Cashier		9.19
99050 - Desk Clerk		9.06
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		8.88
99252 - Laboratory Animal Caretaker II		9.32
99310 - Mortician		26.11
99410 - Pest Controller		13.40
99510 - Photofinishing Worker		12.06
99710 - Recycling Laborer		13.27
99711 - Recycling Specialist		15.36
99730 - Refuse Collector		12.08
99810 - Sales Clerk		12.25
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		16.92
99831 - Surveying Aide		9.19
99832 - Surveying Technician		15.38
99840 - Vending Machine Attendant		11.78
99841 - Vending Machine Repairer		14.21
99842 - Vending Machine Repairer Helper		11.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2122 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.62
01012 - Accounting Clerk II		14.16
01013 - Accounting Clerk III		16.60
01020 - Administrative Assistant		19.11
01040 - Court Reporter		15.99
01051 - Data Entry Operator I		11.29
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		15.56
01070 - Document Preparation Clerk		12.33
01090 - Duplicating Machine Operator		12.33
01111 - General Clerk I		11.73
01112 - General Clerk II		12.80
01113 - General Clerk III		14.36
01120 - Housing Referral Assistant		17.84
01141 - Messenger Courier		10.25
01191 - Order Clerk I		12.03
01192 - Order Clerk II		13.31
01261 - Personnel Assistant (Employment) I		13.91
01262 - Personnel Assistant (Employment) II		15.56
01263 - Personnel Assistant (Employment) III		17.35
01270 - Production Control Clerk		16.96
01280 - Receptionist		12.41
01290 - Rental Clerk		13.45
01300 - Scheduler, Maintenance		14.30
01311 - Secretary I		14.30
01312 - Secretary II		15.99
01313 - Secretary III		17.83
01320 - Service Order Dispatcher		13.76
01410 - Supply Technician		19.82
01420 - Survey Worker		14.20
01531 - Travel Clerk I		11.36
01532 - Travel Clerk II		12.14
01533 - Travel Clerk III		12.89
01611 - Word Processor I		12.40
01612 - Word Processor II		13.91
01613 - Word Processor III		15.56
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.84
05010 - Automotive Electrician		16.94
05040 - Automotive Glass Installer		17.66
05070 - Automotive Worker		16.05
05110 - Mobile Equipment Servicer		14.27
05130 - Motor Equipment Metal Mechanic		17.84
05160 - Motor Equipment Metal Worker		16.05
05190 - Motor Vehicle Mechanic		17.84
05220 - Motor Vehicle Mechanic Helper		13.32
05250 - Motor Vehicle Upholstery Worker		15.19
05280 - Motor Vehicle Wrecker		16.05
05310 - Painter, Automotive		16.94
05340 - Radiator Repair Specialist		16.05
05370 - Tire Repairer		13.79
05400 - Transmission Repair Specialist		17.84
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.65
07041 - Cook I		9.27

07042 - Cook II	10.60
07070 - Dishwasher	7.94
07130 - Food Service Worker	9.09
07210 - Meat Cutter	13.19
07260 - Waiter/Waitress	9.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.30
11090 - Gardener	14.31
11122 - Housekeeping Aide	9.30
11150 - Janitor	9.30
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	8.16
11260 - Pruner	10.24
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.16
12011 - Breath Alcohol Technician	16.36
12012 - Certified Occupational Therapist Assistant	22.08
12015 - Certified Physical Therapist Assistant	22.08
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.79
12035 - Electroneurodiagnostic Technologist	24.79
12040 - Emergency Medical Technician	14.16
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.16
12100 - Medical Assistant	13.61
12130 - Medical Laboratory Technician	14.72
12160 - Medical Record Clerk	14.22
12190 - Medical Record Technician	15.11
12195 - Medical Transcriptionist	15.44
12210 - Nuclear Medicine Technologist	36.67
12221 - Nursing Assistant I	8.84
12222 - Nursing Assistant II	9.94
12223 - Nursing Assistant III	10.85
12224 - Nursing Assistant IV	12.17
12235 - Optical Dispenser	19.09
12236 - Optical Technician	14.61
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	12.36
12305 - Radiologic Technologist	24.22
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.91
12313 - Registered Nurse II, Specialist	31.91
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III, Anesthetist	35.53
12316 - Registered Nurse IV	42.57
12317 - Scheduler (Drug and Alcohol Testing)	21.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.21
13012 - Exhibits Specialist II	25.03
13013 - Exhibits Specialist III	30.62

13041 - Illustrator I		20.21
13042 - Illustrator II		25.03
13043 - Illustrator III		30.62
13047 - Librarian		27.73
13050 - Library Aide/Clerk		11.92
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		14.48
13061 - Media Specialist I		16.53
13062 - Media Specialist II		18.18
13063 - Media Specialist III		20.00
13071 - Photographer I		15.34
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		26.01
13075 - Photographer V		31.47
13110 - Video Teleconference Technician		16.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.68
14042 - Computer Operator II		17.54
14043 - Computer Operator III		19.56
14044 - Computer Operator IV		22.18
14045 - Computer Operator V		24.06
14071 - Computer Programmer I	(see 1)	17.74
14072 - Computer Programmer II	(see 1)	21.98
14073 - Computer Programmer III	(see 1)	24.73
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.01
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.68
14160 - Personal Computer Support Technician		22.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.01
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		39.19
15050 - Computer Based Training Specialist / Instructor		27.01
15060 - Educational Technologist		23.53
15070 - Flight Instructor (Pilot)		39.19
15080 - Graphic Artist		19.93
15090 - Technical Instructor		19.10
15095 - Technical Instructor/Course Developer		23.38
15110 - Test Proctor		15.41
15120 - Tutor		15.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.19
16030 - Counter Attendant		8.19
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.19
16090 - Presser, Hand		8.19
16110 - Presser, Machine, Drycleaning		8.19
16130 - Presser, Machine, Shirts		8.19
16160 - Presser, Machine, Wearing Apparel, Laundry		8.19
16190 - Sewing Machine Operator		11.09
16220 - Tailor		11.84
16250 - Washer, Machine		8.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.34
19040 - Tool And Die Maker		21.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.55
21030 - Material Coordinator		17.03
21040 - Material Expediter		17.03

21050 - Material Handling Laborer 10.44
21071 - Order Filler 12.32
21080 - Production Line Worker (Food Processing) 13.32
21110 - Shipping Packer 12.39
21130 - Shipping/Receiving Clerk 12.39
21140 - Store Worker I 10.87
21150 - Stock Clerk 14.50
21210 - Tools And Parts Attendant 13.32
21410 - Warehouse Specialist 12.55

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 20.96
23021 - Aircraft Mechanic I 19.85
23022 - Aircraft Mechanic II 20.96
23023 - Aircraft Mechanic III 22.06
23040 - Aircraft Mechanic Helper 14.82
23050 - Aircraft, Painter 18.71
23060 - Aircraft Servicer 16.90
23080 - Aircraft Worker 17.86
23110 - Appliance Mechanic 17.53
23120 - Bicycle Repairer 13.79
23125 - Cable Splicer 19.62
23130 - Carpenter, Maintenance 16.94
23140 - Carpet Layer 16.05
23160 - Electrician, Maintenance 17.84
23181 - Electronics Technician Maintenance I 21.01
23182 - Electronics Technician Maintenance II 24.32
23183 - Electronics Technician Maintenance III 25.61
23260 - Fabric Worker 15.19
23290 - Fire Alarm System Mechanic 17.84
23310 - Fire Extinguisher Repairer 14.27
23311 - Fuel Distribution System Mechanic 20.69
23312 - Fuel Distribution System Operator 16.69
23370 - General Maintenance Worker 16.05
23380 - Ground Support Equipment Mechanic 19.85
23381 - Ground Support Equipment Servicer 16.90
23382 - Ground Support Equipment Worker 17.86
23391 - Gunsmith I 13.87
23392 - Gunsmith II 15.87
23393 - Gunsmith III 17.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic 17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 20.71
23430 - Heavy Equipment Mechanic 19.62
23440 - Heavy Equipment Operator 17.84
23460 - Instrument Mechanic 17.91
23465 - Laboratory/Shelter Mechanic 18.51
23470 - Laborer 10.20
23510 - Locksmith 16.94
23530 - Machinery Maintenance Mechanic 19.82
23550 - Machinist, Maintenance 17.84
23580 - Maintenance Trades Helper 14.02
23591 - Metrology Technician I 17.91
23592 - Metrology Technician II 18.92
23593 - Metrology Technician III 19.95
23640 - Millwright 17.84
23710 - Office Appliance Repairer 19.34
23760 - Painter, Maintenance 16.94
23790 - Pipefitter, Maintenance 17.84
23810 - Plumber, Maintenance 16.94
23820 - Pneudraulic Systems Mechanic 17.91
23850 - Rigger 17.91
23870 - Scale Mechanic 16.05

23890 - Sheet-Metal Worker, Maintenance	17.84
23910 - Small Engine Mechanic	16.05
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.65
23950 - Telephone Lineman	22.54
23960 - Welder, Combination, Maintenance	17.84
23965 - Well Driller	17.91
23970 - Woodcraft Worker	17.91
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.28
24580 - Child Care Center Clerk	11.51
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	13.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.91
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	17.91
25190 - Ventilation Equipment Tender	13.32
25210 - Water Treatment Plant Operator	20.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	12.35
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	13.97
27040 - Detention Officer	19.80
27070 - Firefighter	20.44
27101 - Guard I	12.35
27102 - Guard II	13.97
27131 - Police Officer I	22.92
27132 - Police Officer II	25.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.46
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	8.73
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.08
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	19.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.35
29020 - Hatch Tender	19.35
29030 - Line Handler	19.35
29041 - Stevedore I	18.26
29042 - Stevedore II	20.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.64
30022 - Archeological Technician II	17.20
30023 - Archeological Technician III	21.21
30030 - Cartographic Technician	21.93
30040 - Civil Engineering Technician	21.63
30061 - Drafter/CAD Operator I	15.24
30062 - Drafter/CAD Operator II	17.71
30063 - Drafter/CAD Operator III	19.75

30064 - Drafter/CAD Operator IV		24.30
30081 - Engineering Technician I		13.31
30082 - Engineering Technician II		14.94
30083 - Engineering Technician III		16.71
30084 - Engineering Technician IV		20.72
30085 - Engineering Technician V		25.34
30086 - Engineering Technician VI		30.66
30090 - Environmental Technician		16.56
30210 - Laboratory Technician		17.87
30240 - Mathematical Technician		21.43
30361 - Paralegal/Legal Assistant I		16.27
30362 - Paralegal/Legal Assistant II		20.17
30363 - Paralegal/Legal Assistant III		24.67
30364 - Paralegal/Legal Assistant IV		29.85
30390 - Photo-Optics Technician		21.79
30461 - Technical Writer I		22.51
30462 - Technical Writer II		27.54
30463 - Technical Writer III		34.34
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.75
30621 - Weather Observer, Senior	(see 2)	21.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.07
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		9.34
31290 - Shuttle Bus Driver		13.35
31310 - Taxi Driver		10.54
31361 - Truckdriver, Light		13.35
31362 - Truckdriver, Medium		13.66
31363 - Truckdriver, Heavy		14.59
31364 - Truckdriver, Tractor-Trailer		14.59
99000 - Miscellaneous Occupations		
99030 - Cashier		9.19
99050 - Desk Clerk		9.06
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		8.88
99252 - Laboratory Animal Caretaker II		9.32
99310 - Mortician		26.11
99410 - Pest Controller		13.40
99510 - Photofinishing Worker		12.06
99710 - Recycling Laborer		13.27
99711 - Recycling Specialist		15.36
99730 - Refuse Collector		12.08
99810 - Sales Clerk		12.25
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		16.92
99831 - Surveying Aide		9.19
99832 - Surveying Technician		15.38
99840 - Vending Machine Attendant		11.78
99841 - Vending Machine Repairer		14.21
99842 - Vending Machine Repairer Helper		11.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2123
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

Fringe Benefits Required Follow the Occupational Listing

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01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
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01013 - Accounting Clerk III		16.10
01020 - Administrative Assistant		20.26
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		13.25
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		12.27
01090 - Duplicating Machine Operator		12.00
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		18.23
01141 - Messenger Courier		11.28
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.96
01261 - Personnel Assistant (Employment) I		13.74
01262 - Personnel Assistant (Employment) II		15.77
01263 - Personnel Assistant (Employment) III		17.14
01270 - Production Control Clerk		18.85
01280 - Receptionist		12.05
01290 - Rental Clerk		13.74
01300 - Scheduler, Maintenance		14.16
01311 - Secretary I		14.16
01312 - Secretary II		16.35
01313 - Secretary III		18.23
01320 - Service Order Dispatcher		14.87
01410 - Supply Technician		21.79
01420 - Survey Worker		15.33
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.44

01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.45
05010 - Automotive Electrician	17.28
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	13.56
05130 - Motor Equipment Metal Mechanic	18.18
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.42
07041 - Cook I	10.88
07042 - Cook II	12.39
07070 - Dishwasher	8.71
07130 - Food Service Worker	9.24
07210 - Meat Cutter	12.62
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.18
09040 - Furniture Handler	9.40
09080 - Furniture Refinisher	14.18
09090 - Furniture Refinisher Helper	11.04
09110 - Furniture Repairer, Minor	12.53
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.22
11060 - Elevator Operator	10.13
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.17
11240 - Maid or Houseman	9.70
11260 - Pruner	9.83
11270 - Tractor Operator	12.62
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	16.12
12012 - Certified Occupational Therapist Assistant	26.19
12015 - Certified Physical Therapist Assistant	25.00
12020 - Dental Assistant	16.71
12025 - Dental Hygienist	30.66
12030 - EKG Technician	20.11
12035 - Electroneurodiagnostic Technologist	20.11
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	14.95
12072 - Licensed Practical Nurse II	16.72
12073 - Licensed Practical Nurse III	18.65
12100 - Medical Assistant	13.32
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.88
12190 - Medical Record Technician	14.89

12195 - Medical Transcriptionist		15.03
12210 - Nuclear Medicine Technologist		30.76
12221 - Nursing Assistant I		9.39
12222 - Nursing Assistant II		10.56
12223 - Nursing Assistant III		11.12
12224 - Nursing Assistant IV		12.46
12235 - Optical Dispenser		19.70
12236 - Optical Technician		16.81
12250 - Pharmacy Technician		15.85
12280 - Phlebotomist		12.46
12305 - Radiologic Technologist		22.22
12311 - Registered Nurse I		22.12
12312 - Registered Nurse II		27.06
12313 - Registered Nurse II, Specialist		27.06
12314 - Registered Nurse III		32.74
12315 - Registered Nurse III, Anesthetist		32.74
12316 - Registered Nurse IV		39.23
12317 - Scheduler (Drug and Alcohol Testing)		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.37
13012 - Exhibits Specialist II		22.76
13013 - Exhibits Specialist III		27.81
13041 - Illustrator I		21.64
13042 - Illustrator II		25.12
13043 - Illustrator III		31.42
13047 - Librarian		27.87
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		13.93
13061 - Media Specialist I		16.23
13062 - Media Specialist II		17.11
13063 - Media Specialist III		19.07
13071 - Photographer I		13.91
13072 - Photographer II		15.91
13073 - Photographer III		19.29
13074 - Photographer IV		23.54
13075 - Photographer V		28.55
13110 - Video Teleconference Technician		17.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.38
14042 - Computer Operator II		19.58
14043 - Computer Operator III		22.42
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.38
14160 - Personal Computer Support Technician		24.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		28.24
15070 - Flight Instructor (Pilot)		41.13
15080 - Graphic Artist		22.58
15090 - Technical Instructor		20.56

15095 - Technical Instructor/Course Developer	25.15
15110 - Test Proctor	16.59
15120 - Tutor	16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.54
16030 - Counter Attendant	9.54
16040 - Dry Cleaner	11.46
16070 - Finisher, Flatwork, Machine	9.54
16090 - Presser, Hand	9.54
16110 - Presser, Machine, Drycleaning	9.54
16130 - Presser, Machine, Shirts	9.54
16160 - Presser, Machine, Wearing Apparel, Laundry	9.54
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.84
16250 - Washer, Machine	10.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.60
19040 - Tool And Die Maker	19.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.44
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.41
21080 - Production Line Worker (Food Processing)	13.44
21110 - Shipping Packer	12.46
21130 - Shipping/Receiving Clerk	12.46
21140 - Store Worker I	9.67
21150 - Stock Clerk	13.77
21210 - Tools And Parts Attendant	13.48
21410 - Warehouse Specialist	13.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.23
23021 - Aircraft Mechanic I	23.79
23022 - Aircraft Mechanic II	25.23
23023 - Aircraft Mechanic III	32.17
23040 - Aircraft Mechanic Helper	17.62
23050 - Aircraft, Painter	22.20
23060 - Aircraft Servicer	19.97
23080 - Aircraft Worker	21.39
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	12.47
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	17.26
23140 - Carpet Layer	17.76
23160 - Electrician, Maintenance	18.03
23181 - Electronics Technician Maintenance I	18.27
23182 - Electronics Technician Maintenance II	19.57
23183 - Electronics Technician Maintenance III	20.85
23260 - Fabric Worker	15.74
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.55
23311 - Fuel Distribution System Mechanic	19.15
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	23.76
23381 - Ground Support Equipment Servicer	19.95
23382 - Ground Support Equipment Worker	21.37
23391 - Gunsmith I	14.55
23392 - Gunsmith II	16.89
23393 - Gunsmith III	19.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.94

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.33
23430 - Heavy Equipment Mechanic	18.96
23440 - Heavy Equipment Operator	16.93
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	19.66
23550 - Machinist, Maintenance	17.28
23580 - Maintenance Trades Helper	12.84
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.82
23593 - Metrology Technician III	20.97
23640 - Millwright	20.77
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	16.69
23810 - Plumber, Maintenance	15.86
23820 - Pneudraulic Systems Mechanic	19.27
23850 - Rigger	20.99
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	15.35
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	19.27
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	9.22
24620 - Family Readiness And Support Services Coordinator	14.56
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	19.63
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	13.45
25210 - Water Treatment Plant Operator	19.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54
27007 - Baggage Inspector	11.12
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	17.72
27101 - Guard I	11.12
27102 - Guard II	16.05
27131 - Police Officer I	23.56
27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.86
28042 - Carnival Equipment Repairer	13.66
28043 - Carnival Equpment Worker	10.52
28210 - Gate Attendant/Gate Tender	12.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24

28510 - Recreation Aide/Health Facility Attendant		9.56
28515 - Recreation Specialist		13.01
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.61
29020 - Hatch Tender		20.61
29030 - Line Handler		20.61
29041 - Stevedore I		18.19
29042 - Stevedore II		22.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.87
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		25.89
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		21.23
30061 - Drafter/CAD Operator I		17.87
30062 - Drafter/CAD Operator II		19.99
30063 - Drafter/CAD Operator III		22.30
30064 - Drafter/CAD Operator IV		27.43
30081 - Engineering Technician I		15.95
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		20.85
30084 - Engineering Technician IV		24.77
30085 - Engineering Technician V		30.30
30086 - Engineering Technician VI		36.66
30090 - Environmental Technician		17.42
30210 - Laboratory Technician		18.95
30240 - Mathematical Technician		24.18
30361 - Paralegal/Legal Assistant I		19.15
30362 - Paralegal/Legal Assistant II		22.65
30363 - Paralegal/Legal Assistant III		27.70
30364 - Paralegal/Legal Assistant IV		33.61
30390 - Photo-Optics Technician		24.77
30461 - Technical Writer I		19.45
30462 - Technical Writer II		23.79
30463 - Technical Writer III		27.41
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.30
30621 - Weather Observer, Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.19
31030 - Bus Driver		15.24
31043 - Driver Courier		13.30
31260 - Parking and Lot Attendant		9.04
31290 - Shuttle Bus Driver		15.10
31310 - Taxi Driver		10.99
31361 - Truckdriver, Light		15.10
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		18.56
31364 - Truckdriver, Tractor-Trailer		18.56
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.38
99095 - Embalmer		22.06

99251 - Laboratory Animal Caretaker I	9.98
99252 - Laboratory Animal Caretaker II	10.48
99310 - Mortician	24.41
99410 - Pest Controller	15.51
99510 - Photofinishing Worker	12.51
99710 - Recycling Laborer	16.26
99711 - Recycling Specialist	19.07
99730 - Refuse Collector	14.43
99810 - Sales Clerk	13.66
99820 - School Crossing Guard	9.24
99830 - Survey Party Chief	18.23
99831 - Surveying Aide	12.51
99832 - Surveying Technician	17.15
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	16.51
99842 - Vending Machine Repairer Helper	13.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2124 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.10
01020 - Administrative Assistant		20.26
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		13.25
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		12.27
01090 - Duplicating Machine Operator		12.00
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		18.23

01141 - Messenger Courier	11.28
01191 - Order Clerk I	11.88
01192 - Order Clerk II	12.96
01261 - Personnel Assistant (Employment) I	13.74
01262 - Personnel Assistant (Employment) II	15.77
01263 - Personnel Assistant (Employment) III	17.14
01270 - Production Control Clerk	18.85
01280 - Receptionist	12.05
01290 - Rental Clerk	13.74
01300 - Scheduler, Maintenance	14.16
01311 - Secretary I	14.16
01312 - Secretary II	16.35
01313 - Secretary III	18.23
01320 - Service Order Dispatcher	14.87
01410 - Supply Technician	21.79
01420 - Survey Worker	15.33
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.45
05010 - Automotive Electrician	17.28
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	13.56
05130 - Motor Equipment Metal Mechanic	18.18
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.42
07041 - Cook I	10.88
07042 - Cook II	12.39
07070 - Dishwasher	8.71
07130 - Food Service Worker	9.24
07210 - Meat Cutter	12.62
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.18
09040 - Furniture Handler	9.40
09080 - Furniture Refinisher	14.18
09090 - Furniture Refinisher Helper	11.04
09110 - Furniture Repairer, Minor	12.53
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.22
11060 - Elevator Operator	10.13
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.17
11240 - Maid or Houseman	9.70
11260 - Pruner	9.83
11270 - Tractor Operator	12.62

11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	16.12
12012 - Certified Occupational Therapist Assistant	26.19
12015 - Certified Physical Therapist Assistant	25.00
12020 - Dental Assistant	16.71
12025 - Dental Hygienist	30.66
12030 - EKG Technician	20.11
12035 - Electroneurodiagnostic Technologist	20.11
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	14.95
12072 - Licensed Practical Nurse II	16.72
12073 - Licensed Practical Nurse III	18.65
12100 - Medical Assistant	13.32
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.88
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.03
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	9.39
12222 - Nursing Assistant II	10.56
12223 - Nursing Assistant III	11.12
12224 - Nursing Assistant IV	12.46
12235 - Optical Dispenser	19.70
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	12.46
12305 - Radiologic Technologist	22.22
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	22.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.37
13012 - Exhibits Specialist II	22.76
13013 - Exhibits Specialist III	27.81
13041 - Illustrator I	21.64
13042 - Illustrator II	25.12
13043 - Illustrator III	31.42
13047 - Librarian	27.87
13050 - Library Aide/Clerk	12.77
13054 - Library Information Technology Systems Administrator	25.12
13058 - Library Technician	13.93
13061 - Media Specialist I	16.23
13062 - Media Specialist II	17.11
13063 - Media Specialist III	19.07
13071 - Photographer I	13.91
13072 - Photographer II	15.91
13073 - Photographer III	19.29
13074 - Photographer IV	23.54
13075 - Photographer V	28.55
13110 - Video Teleconference Technician	17.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.38
14042 - Computer Operator II	19.58
14043 - Computer Operator III	22.42
14044 - Computer Operator IV	24.72

14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.38
14160 - Personal Computer Support Technician		24.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		28.24
15070 - Flight Instructor (Pilot)		41.13
15080 - Graphic Artist		22.58
15090 - Technical Instructor		20.56
15095 - Technical Instructor/Course Developer		25.15
15110 - Test Proctor		16.59
15120 - Tutor		16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.54
16030 - Counter Attendant		9.54
16040 - Dry Cleaner		11.46
16070 - Finisher, Flatwork, Machine		9.54
16090 - Presser, Hand		9.54
16110 - Presser, Machine, Drycleaning		9.54
16130 - Presser, Machine, Shirts		9.54
16160 - Presser, Machine, Wearing Apparel, Laundry		9.54
16190 - Sewing Machine Operator		12.20
16220 - Tailor		12.84
16250 - Washer, Machine		10.13
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.60
19040 - Tool And Die Maker		19.67
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.44
21030 - Material Coordinator		18.74
21040 - Material Expediter		18.74
21050 - Material Handling Laborer		10.95
21071 - Order Filler		11.41
21080 - Production Line Worker (Food Processing)		13.44
21110 - Shipping Packer		12.46
21130 - Shipping/Receiving Clerk		12.46
21140 - Store Worker I		9.67
21150 - Stock Clerk		13.77
21210 - Tools And Parts Attendant		13.48
21410 - Warehouse Specialist		13.75
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.23
23021 - Aircraft Mechanic I		23.79
23022 - Aircraft Mechanic II		25.23
23023 - Aircraft Mechanic III		32.17
23040 - Aircraft Mechanic Helper		17.62
23050 - Aircraft, Painter		22.20
23060 - Aircraft Servicer		19.97
23080 - Aircraft Worker		21.39
23110 - Appliance Mechanic		18.09
23120 - Bicycle Repairer		12.47
23125 - Cable Splicer		24.89
23130 - Carpenter, Maintenance		17.26

23140 - Carpet Layer	17.76
23160 - Electrician, Maintenance	18.03
23181 - Electronics Technician Maintenance I	18.27
23182 - Electronics Technician Maintenance II	19.57
23183 - Electronics Technician Maintenance III	20.85
23260 - Fabric Worker	15.74
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.55
23311 - Fuel Distribution System Mechanic	19.15
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	23.76
23381 - Ground Support Equipment Servicer	19.95
23382 - Ground Support Equipment Worker	21.37
23391 - Gunsmith I	14.55
23392 - Gunsmith II	16.89
23393 - Gunsmith III	19.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.33
23430 - Heavy Equipment Mechanic	18.96
23440 - Heavy Equipment Operator	16.93
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	19.66
23550 - Machinist, Maintenance	17.28
23580 - Maintenance Trades Helper	12.84
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.82
23593 - Metrology Technician III	20.97
23640 - Millwright	20.77
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	16.69
23810 - Plumber, Maintenance	15.86
23820 - Pneudraulic Systems Mechanic	19.27
23850 - Rigger	20.99
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	15.35
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	19.27
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	9.22
24620 - Family Readiness And Support Services Coordinator	14.56
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	19.63
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	13.45
25210 - Water Treatment Plant Operator	19.63

27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54
27007 - Baggage Inspector	11.12
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	17.72
27101 - Guard I	11.12
27102 - Guard II	16.05
27131 - Police Officer I	23.56
27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.86
28042 - Carnival Equipment Repairer	13.66
28043 - Carnival Equpment Worker	10.52
28210 - Gate Attendant/Gate Tender	12.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.56
28515 - Recreation Specialist	13.01
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.61
29020 - Hatch Tender	20.61
29030 - Line Handler	20.61
29041 - Stevedore I	18.19
29042 - Stevedore II	22.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.87
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	25.89
30030 - Cartographic Technician	25.56
30040 - Civil Engineering Technician	21.23
30061 - Drafter/CAD Operator I	17.87
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.30
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	15.95
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	20.85
30084 - Engineering Technician IV	24.77
30085 - Engineering Technician V	30.30
30086 - Engineering Technician VI	36.66
30090 - Environmental Technician	17.42
30210 - Laboratory Technician	18.95
30240 - Mathematical Technician	24.18
30361 - Paralegal/Legal Assistant I	19.15
30362 - Paralegal/Legal Assistant II	22.65
30363 - Paralegal/Legal Assistant III	27.70
30364 - Paralegal/Legal Assistant IV	33.61
30390 - Photo-Optics Technician	24.77
30461 - Technical Writer I	19.45
30462 - Technical Writer II	23.79
30463 - Technical Writer III	27.41
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.30
30621 - Weather Observer, Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.19
31030 - Bus Driver		15.24
31043 - Driver Courier		13.30
31260 - Parking and Lot Attendant		9.04
31290 - Shuttle Bus Driver		15.10
31310 - Taxi Driver		10.99
31361 - Truckdriver, Light		15.10
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		18.56
31364 - Truckdriver, Tractor-Trailer		18.56
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.38
99095 - Embalmer		22.06
99251 - Laboratory Animal Caretaker I		9.98
99252 - Laboratory Animal Caretaker II		10.48
99310 - Mortician		24.41
99410 - Pest Controller		15.51
99510 - Photofinishing Worker		12.51
99710 - Recycling Laborer		16.26
99711 - Recycling Specialist		19.07
99730 - Refuse Collector		14.43
99810 - Sales Clerk		13.66
99820 - School Crossing Guard		9.24
99830 - Survey Party Chief		18.23
99831 - Surveying Aide		12.51
99832 - Surveying Technician		17.15
99840 - Vending Machine Attendant		12.90
99841 - Vending Machine Repairer		16.51
99842 - Vending Machine Repairer Helper		13.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2125 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Florida

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		21.10
01040 - Court Reporter		18.36
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		15.88
01070 - Document Preparation Clerk		12.08
01090 - Duplicating Machine Operator		12.08
01111 - General Clerk I		12.58
01112 - General Clerk II		13.73
01113 - General Clerk III		15.09
01120 - Housing Referral Assistant		19.46
01141 - Messenger Courier		11.26
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.94
01261 - Personnel Assistant (Employment) I		14.67
01262 - Personnel Assistant (Employment) II		18.22
01263 - Personnel Assistant (Employment) III		18.84
01270 - Production Control Clerk		19.92
01280 - Receptionist		11.91
01290 - Rental Clerk		14.73
01300 - Scheduler, Maintenance		15.31
01311 - Secretary I		15.31
01312 - Secretary II		17.12
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		14.23
01410 - Supply Technician		21.10
01420 - Survey Worker		13.68
01531 - Travel Clerk I		12.46
01532 - Travel Clerk II		13.56
01533 - Travel Clerk III		14.75
01611 - Word Processor I		13.15
01612 - Word Processor II		14.76
01613 - Word Processor III		16.48
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.27
05010 - Automotive Electrician		20.79
05040 - Automotive Glass Installer		19.87
05070 - Automotive Worker		19.87
05110 - Mobile Equipment Servicer		18.02
05130 - Motor Equipment Metal Mechanic		21.75
05160 - Motor Equipment Metal Worker		19.87
05190 - Motor Vehicle Mechanic		20.88
05220 - Motor Vehicle Mechanic Helper		17.00
05250 - Motor Vehicle Upholstery Worker		18.94
05280 - Motor Vehicle Wrecker		19.87
05310 - Painter, Automotive		20.79
05340 - Radiator Repair Specialist		19.87
05370 - Tire Repairer		12.68
05400 - Transmission Repair Specialist		21.53
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.08

07041 - Cook I	10.83
07042 - Cook II	12.08
07070 - Dishwasher	8.52
07130 - Food Service Worker	10.34
07210 - Meat Cutter	14.06
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.05
11060 - Elevator Operator	9.05
11090 - Gardener	14.30
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.70
11260 - Pruner	9.76
11270 - Tractor Operator	13.14
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	17.88
12012 - Certified Occupational Therapist Assistant	26.35
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	16.89
12025 - Dental Hygienist	26.04
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	13.09
12130 - Medical Laboratory Technician	16.70
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	15.52
12195 - Medical Transcriptionist	15.02
12210 - Nuclear Medicine Technologist	30.98
12221 - Nursing Assistant I	9.46
12222 - Nursing Assistant II	10.63
12223 - Nursing Assistant III	11.60
12224 - Nursing Assistant IV	13.02
12235 - Optical Dispenser	19.04
12236 - Optical Technician	13.00
12250 - Pharmacy Technician	14.03
12280 - Phlebotomist	12.65
12305 - Radiologic Technologist	25.53
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55
12313 - Registered Nurse II, Specialist	27.55
12314 - Registered Nurse III	33.08
12315 - Registered Nurse III, Anesthetist	33.08
12316 - Registered Nurse IV	39.89
12317 - Scheduler (Drug and Alcohol Testing)	22.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.45
13012 - Exhibits Specialist II	26.22

13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		27.59
13050 - Library Aide/Clerk		10.78
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		13.74
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.54
14044 - Computer Operator IV		21.70
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.16
15070 - Flight Instructor (Pilot)		40.18
15080 - Graphic Artist		22.03
15090 - Technical Instructor		19.47
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.75
15120 - Tutor		16.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.35
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		12.15
16220 - Tailor		12.91
16250 - Washer, Machine		9.80
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.33
19040 - Tool And Die Maker		19.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.62
21030 - Material Coordinator		17.77

21040 - Material Expediter	18.02
21050 - Material Handling Laborer	10.87
21071 - Order Filler	11.42
21080 - Production Line Worker (Food Processing)	16.62
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	9.94
21150 - Stock Clerk	13.53
21210 - Tools And Parts Attendant	16.50
21410 - Warehouse Specialist	16.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.29
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.29
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	18.32
23060 - Aircraft Servicer	21.80
23080 - Aircraft Worker	22.87
23110 - Appliance Mechanic	17.67
23120 - Bicycle Repairer	12.68
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.07
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	15.47
23290 - Fire Alarm System Mechanic	17.61
23310 - Fire Extinguisher Repairer	13.68
23311 - Fuel Distribution System Mechanic	17.66
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	14.96
23392 - Gunsmith II	17.39
23393 - Gunsmith III	19.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.45
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	11.48
23510 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	20.38
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.78
23593 - Metrology Technician III	21.82
23640 - Millwright	19.28
23710 - Office Appliance Repairer	18.68
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	17.70
23810 - Plumber, Maintenance	16.93
23820 - Pneudraulic Systems Mechanic	18.75
23850 - Rigger	17.75

23870 - Scale Mechanic	16.63
23890 - Sheet-Metal Worker, Maintenance	17.67
23910 - Small Engine Mechanic	16.34
23931 - Telecommunications Mechanic I	20.34
23932 - Telecommunications Mechanic II	24.13
23950 - Telephone Lineman	23.50
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	17.75
23970 - Woodcraft Worker	18.75
23980 - Woodworker	14.30
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	9.49
24620 - Family Readiness And Support Services Coordinator	13.23
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.33
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	19.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.49
27007 - Baggage Inspector	10.36
27008 - Corrections Officer	22.81
27010 - Court Security Officer	21.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	22.81
27070 - Firefighter	19.59
27101 - Guard I	10.36
27102 - Guard II	16.29
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.35
28042 - Carnival Equipment Repairer	11.02
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	12.85
28310 - Lifeguard	11.15
28350 - Park Attendant (Aide)	14.37
28510 - Recreation Aide/Health Facility Attendant	7.98
28515 - Recreation Specialist	15.47
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	14.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	16.51
29042 - Stevedore II	20.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.80
30022 - Archeological Technician II	18.16
30023 - Archeological Technician III	22.52
30030 - Cartographic Technician	24.49
30040 - Civil Engineering Technician	22.98
30061 - Drafter/CAD Operator I	14.36
30062 - Drafter/CAD Operator II	18.16

30063 - Drafter/CAD Operator III		18.41
30064 - Drafter/CAD Operator IV		24.93
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		24.45
30085 - Engineering Technician V		26.10
30086 - Engineering Technician VI		29.43
30090 - Environmental Technician		18.16
30210 - Laboratory Technician		17.50
30240 - Mathematical Technician		21.76
30361 - Paralegal/Legal Assistant I		18.01
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.02
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.73
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.41
30621 - Weather Observer, Senior	(see 2)	19.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.51
31043 - Driver Courier		11.93
31260 - Parking and Lot Attendant		9.69
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		9.96
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		14.85
31363 - Truckdriver, Heavy		16.96
31364 - Truckdriver, Tractor-Trailer		16.96
99000 - Miscellaneous Occupations		
99030 - Cashier		7.97
99050 - Desk Clerk		9.76
99095 - Embalmer		20.28
99251 - Laboratory Animal Caretaker I		9.97
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		26.58
99410 - Pest Controller		13.00
99510 - Photofinishing Worker		11.02
99710 - Recycling Laborer		13.22
99711 - Recycling Specialist		15.51
99730 - Refuse Collector		11.78
99810 - Sales Clerk		12.49
99820 - School Crossing Guard		9.20
99830 - Survey Party Chief		17.05
99831 - Surveying Aide		10.49
99832 - Surveying Technician		16.01
99840 - Vending Machine Attendant		13.04
99841 - Vending Machine Repairer		15.43
99842 - Vending Machine Repairer Helper		13.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2126 Revision No.: 20 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		21.10
01040 - Court Reporter		18.36
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		15.88
01070 - Document Preparation Clerk		12.08
01090 - Duplicating Machine Operator		12.08
01111 - General Clerk I		12.58
01112 - General Clerk II		13.73
01113 - General Clerk III		15.09
01120 - Housing Referral Assistant		19.46
01141 - Messenger Courier		11.26
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.94
01261 - Personnel Assistant (Employment) I		14.67
01262 - Personnel Assistant (Employment) II		18.22
01263 - Personnel Assistant (Employment) III		18.84
01270 - Production Control Clerk		19.92
01280 - Receptionist		11.91
01290 - Rental Clerk		14.73
01300 - Scheduler, Maintenance		15.31
01311 - Secretary I		15.31
01312 - Secretary II		17.12
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		14.23
01410 - Supply Technician		21.10
01420 - Survey Worker		13.68
01531 - Travel Clerk I		12.46
01532 - Travel Clerk II		13.56
01533 - Travel Clerk III		14.75
01611 - Word Processor I		13.15

01612 - Word Processor II	14.76
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.27
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	12.68
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	10.83
07042 - Cook II	12.08
07070 - Dishwasher	8.52
07130 - Food Service Worker	10.34
07210 - Meat Cutter	14.06
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.05
11060 - Elevator Operator	9.05
11090 - Gardener	14.30
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.70
11260 - Pruner	9.76
11270 - Tractor Operator	13.14
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	17.88
12012 - Certified Occupational Therapist Assistant	26.35
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	16.89
12025 - Dental Hygienist	26.04
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	13.09
12130 - Medical Laboratory Technician	16.70
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	15.52
12195 - Medical Transcriptionist	15.02

12210 - Nuclear Medicine Technologist		30.98
12221 - Nursing Assistant I		9.46
12222 - Nursing Assistant II		10.63
12223 - Nursing Assistant III		11.60
12224 - Nursing Assistant IV		13.02
12235 - Optical Dispenser		19.04
12236 - Optical Technician		13.00
12250 - Pharmacy Technician		14.03
12280 - Phlebotomist		12.65
12305 - Radiologic Technologist		25.53
12311 - Registered Nurse I		23.88
12312 - Registered Nurse II		27.55
12313 - Registered Nurse II, Specialist		27.55
12314 - Registered Nurse III		33.08
12315 - Registered Nurse III, Anesthetist		33.08
12316 - Registered Nurse IV		39.89
12317 - Scheduler (Drug and Alcohol Testing)		22.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		27.59
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13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		13.74
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14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.16
15070 - Flight Instructor (Pilot)		40.18
15080 - Graphic Artist		22.03
15090 - Technical Instructor		19.47
15095 - Technical Instructor/Course Developer		25.39

15110 - Test Proctor	16.75
15120 - Tutor	16.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.04
16030 - Counter Attendant	9.04
16040 - Dry Cleaner	11.35
16070 - Finisher, Flatwork, Machine	9.04
16090 - Presser, Hand	9.04
16110 - Presser, Machine, Drycleaning	9.04
16130 - Presser, Machine, Shirts	9.04
16160 - Presser, Machine, Wearing Apparel, Laundry	9.04
16190 - Sewing Machine Operator	12.15
16220 - Tailor	12.91
16250 - Washer, Machine	9.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.33
19040 - Tool And Die Maker	19.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.62
21030 - Material Coordinator	17.77
21040 - Material Expediter	18.02
21050 - Material Handling Laborer	10.87
21071 - Order Filler	11.42
21080 - Production Line Worker (Food Processing)	16.62
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	9.94
21150 - Stock Clerk	13.53
21210 - Tools And Parts Attendant	16.50
21410 - Warehouse Specialist	16.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.29
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.29
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	18.32
23060 - Aircraft Servicer	21.80
23080 - Aircraft Worker	22.87
23110 - Appliance Mechanic	17.67
23120 - Bicycle Repairer	12.68
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.07
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	15.47
23290 - Fire Alarm System Mechanic	17.61
23310 - Fire Extinguisher Repairer	13.68
23311 - Fuel Distribution System Mechanic	17.66
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	14.96
23392 - Gunsmith II	17.39
23393 - Gunsmith III	19.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.61
23411 - Heating, Ventilation And Air Contditioning	18.45

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	11.48
23510 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	20.38
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.78
23593 - Metrology Technician III	21.82
23640 - Millwright	19.28
23710 - Office Appliance Repairer	18.68
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	17.70
23810 - Plumber, Maintenance	16.93
23820 - Pneudraulic Systems Mechanic	18.75
23850 - Rigger	17.75
23870 - Scale Mechanic	16.63
23890 - Sheet-Metal Worker, Maintenance	17.67
23910 - Small Engine Mechanic	16.34
23931 - Telecommunications Mechanic I	20.34
23932 - Telecommunications Mechanic II	24.13
23950 - Telephone Lineman	23.50
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	17.75
23970 - Woodcraft Worker	18.75
23980 - Woodworker	14.30
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	9.49
24620 - Family Readiness And Support Services Coordinator	13.23
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.33
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	19.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.49
27007 - Baggage Inspector	10.36
27008 - Corrections Officer	22.81
27010 - Court Security Officer	21.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	22.81
27070 - Firefighter	19.59
27101 - Guard I	10.36
27102 - Guard II	16.29
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.35
28042 - Carnival Equipment Repairer	11.02
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	12.85
28310 - Lifeguard	11.15
28350 - Park Attendant (Aide)	14.37
28510 - Recreation Aide/Health Facility Attendant	7.98

28515 - Recreation Specialist		15.47
28630 - Sports Official		11.45
28690 - Swimming Pool Operator		14.49
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.40
29020 - Hatch Tender		18.40
29030 - Line Handler		18.40
29041 - Stevedore I		16.51
29042 - Stevedore II		20.12
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.80
30022 - Archeological Technician II		18.16
30023 - Archeological Technician III		22.52
30030 - Cartographic Technician		24.49
30040 - Civil Engineering Technician		22.98
30061 - Drafter/CAD Operator I		14.36
30062 - Drafter/CAD Operator II		18.16
30063 - Drafter/CAD Operator III		18.41
30064 - Drafter/CAD Operator IV		24.93
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		24.45
30085 - Engineering Technician V		26.10
30086 - Engineering Technician VI		29.43
30090 - Environmental Technician		18.16
30210 - Laboratory Technician		17.50
30240 - Mathematical Technician		21.76
30361 - Paralegal/Legal Assistant I		18.01
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.02
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.73
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.41
30621 - Weather Observer, Senior	(see 2)	19.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.51
31043 - Driver Courier		11.93
31260 - Parking and Lot Attendant		9.69
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		9.96
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		14.85
31363 - Truckdriver, Heavy		16.96
31364 - Truckdriver, Tractor-Trailer		16.96
99000 - Miscellaneous Occupations		
99030 - Cashier		7.97
99050 - Desk Clerk		9.76
99095 - Embalmer		20.28
99251 - Laboratory Animal Caretaker I		9.97

99252 - Laboratory Animal Caretaker II	10.85
99310 - Mortician	26.58
99410 - Pest Controller	13.00
99510 - Photofinishing Worker	11.02
99710 - Recycling Laborer	13.22
99711 - Recycling Specialist	15.51
99730 - Refuse Collector	11.78
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	9.20
99830 - Survey Party Chief	17.05
99831 - Surveying Aide	10.49
99832 - Surveying Technician	16.01
99840 - Vending Machine Attendant	13.04
99841 - Vending Machine Repairer	15.43
99842 - Vending Machine Repairer Helper	13.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2131 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.02
01012 - Accounting Clerk II		13.88
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		16.91
01040 - Court Reporter		13.54
01051 - Data Entry Operator I		10.94
01052 - Data Entry Operator II		12.38
01060 - Dispatcher, Motor Vehicle		16.94
01070 - Document Preparation Clerk		11.42

01090 - Duplicating Machine Operator	11.42
01111 - General Clerk I	10.34
01112 - General Clerk II	11.49
01113 - General Clerk III	12.89
01120 - Housing Referral Assistant	15.22
01141 - Messenger Courier	8.86
01191 - Order Clerk I	10.76
01192 - Order Clerk II	14.83
01261 - Personnel Assistant (Employment) I	13.44
01262 - Personnel Assistant (Employment) II	14.62
01263 - Personnel Assistant (Employment) III	16.29
01270 - Production Control Clerk	22.50
01280 - Receptionist	9.81
01290 - Rental Clerk	10.36
01300 - Scheduler, Maintenance	12.20
01311 - Secretary I	12.20
01312 - Secretary II	13.65
01313 - Secretary III	15.22
01320 - Service Order Dispatcher	16.31
01410 - Supply Technician	16.91
01420 - Survey Worker	13.65
01531 - Travel Clerk I	11.29
01532 - Travel Clerk II	12.35
01533 - Travel Clerk III	13.13
01611 - Word Processor I	12.24
01612 - Word Processor II	14.15
01613 - Word Processor III	15.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.65
05010 - Automotive Electrician	16.57
05040 - Automotive Glass Installer	15.89
05070 - Automotive Worker	15.89
05110 - Mobile Equipment Servicer	13.94
05130 - Motor Equipment Metal Mechanic	17.27
05160 - Motor Equipment Metal Worker	15.89
05190 - Motor Vehicle Mechanic	17.27
05220 - Motor Vehicle Mechanic Helper	13.81
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.89
05310 - Painter, Automotive	16.57
05340 - Radiator Repair Specialist	15.89
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	17.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.85
07041 - Cook I	10.12
07042 - Cook II	11.14
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.93
07210 - Meat Cutter	12.30
07260 - Waiter/Waitress	8.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.64
09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.01
11060 - Elevator Operator	9.01
11090 - Gardener	11.54
11122 - Housekeeping Aide	9.21

11150 - Janitor	9.21
11210 - Laborer, Grounds Maintenance	10.37
11240 - Maid or Houseman	7.95
11260 - Pruner	9.49
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.37
11360 - Window Cleaner	10.06
12000 - Health Occupations	
12010 - Ambulance Driver	15.72
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	20.16
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	15.02
12025 - Dental Hygienist	24.21
12030 - EKG Technician	23.26
12035 - Electroneurodiagnostic Technologist	23.26
12040 - Emergency Medical Technician	15.72
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.34
12073 - Licensed Practical Nurse III	17.11
12100 - Medical Assistant	11.55
12130 - Medical Laboratory Technician	13.68
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.98
12195 - Medical Transcriptionist	12.45
12210 - Nuclear Medicine Technologist	33.72
12221 - Nursing Assistant I	9.44
12222 - Nursing Assistant II	10.62
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	13.01
12235 - Optical Dispenser	15.34
12236 - Optical Technician	13.71
12250 - Pharmacy Technician	13.05
12280 - Phlebotomist	13.01
12305 - Radiologic Technologist	22.21
12311 - Registered Nurse I	19.63
12312 - Registered Nurse II	24.01
12313 - Registered Nurse II, Specialist	24.01
12314 - Registered Nurse III	29.04
12315 - Registered Nurse III, Anesthetist	29.04
12316 - Registered Nurse IV	34.81
12317 - Scheduler (Drug and Alcohol Testing)	19.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.93
13012 - Exhibits Specialist II	21.21
13013 - Exhibits Specialist III	27.17
13041 - Illustrator I	17.93
13042 - Illustrator II	21.21
13043 - Illustrator III	27.17
13047 - Librarian	24.60
13050 - Library Aide/Clerk	12.66
13054 - Library Information Technology Systems Administrator	22.21
13058 - Library Technician	16.18
13061 - Media Specialist I	15.40
13062 - Media Specialist II	17.23
13063 - Media Specialist III	19.21
13071 - Photographer I	16.03
13072 - Photographer II	18.16
13073 - Photographer III	22.51
13074 - Photographer IV	27.48
13075 - Photographer V	33.33
13110 - Video Teleconference Technician	16.03

14000 - Information Technology Occupations		
14041 - Computer Operator I		14.24
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.65
14044 - Computer Operator IV		20.70
14045 - Computer Operator V		22.98
14071 - Computer Programmer I		18.23
14072 - Computer Programmer II		22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.24
14160 - Personal Computer Support Technician		20.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.95
15020 - Aircrew Training Devices Instructor (Rated)		31.40
15030 - Air Crew Training Devices Instructor (Pilot)		37.46
15050 - Computer Based Training Specialist / Instructor		25.95
15060 - Educational Technologist		28.05
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		27.04
15090 - Technical Instructor		20.08
15095 - Technical Instructor/Course Developer		24.56
15110 - Test Proctor		16.20
15120 - Tutor		16.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		9.38
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08
16110 - Presser, Machine, Drycleaning		8.08
16130 - Presser, Machine, Shirts		8.08
16160 - Presser, Machine, Wearing Apparel, Laundry		8.08
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.29
16250 - Washer, Machine		8.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.96
19040 - Tool And Die Maker		19.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.64
21030 - Material Coordinator		22.50
21040 - Material Expediter		22.50
21050 - Material Handling Laborer		9.88
21071 - Order Filler		11.36
21080 - Production Line Worker (Food Processing)		13.64
21110 - Shipping Packer		15.22
21130 - Shipping/Receiving Clerk		15.22
21140 - Store Worker I		12.92
21150 - Stock Clerk		16.85
21210 - Tools And Parts Attendant		13.64
21410 - Warehouse Specialist		13.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		18.47
23021 - Aircraft Mechanic I		17.68
23022 - Aircraft Mechanic II		18.47
23023 - Aircraft Mechanic III		19.13
23040 - Aircraft Mechanic Helper		13.52
23050 - Aircraft, Painter		17.26
23060 - Aircraft Servicer		15.20

23080 - Aircraft Worker	16.27
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	14.03
23125 - Cable Splicer	23.38
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	16.32
23160 - Electrician, Maintenance	18.59
23181 - Electronics Technician Maintenance I	21.04
23182 - Electronics Technician Maintenance II	21.92
23183 - Electronics Technician Maintenance III	22.83
23260 - Fabric Worker	15.64
23290 - Fire Alarm System Mechanic	17.68
23310 - Fire Extinguisher Repairer	14.78
23311 - Fuel Distribution System Mechanic	17.68
23312 - Fuel Distribution System Operator	16.68
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	17.68
23381 - Ground Support Equipment Servicer	15.20
23382 - Ground Support Equipment Worker	16.27
23391 - Gunsmith I	14.78
23392 - Gunsmith II	16.32
23393 - Gunsmith III	17.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.47
23430 - Heavy Equipment Mechanic	22.26
23440 - Heavy Equipment Operator	16.61
23460 - Instrument Mechanic	21.32
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	9.88
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	21.57
23550 - Machinist, Maintenance	19.56
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	21.32
23592 - Metrology Technician II	22.17
23593 - Metrology Technician III	23.02
23640 - Millwright	17.68
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	19.12
23790 - Pipefitter, Maintenance	18.45
23810 - Plumber, Maintenance	17.55
23820 - Pneudraulic Systems Mechanic	17.68
23850 - Rigger	17.68
23870 - Scale Mechanic	16.32
23890 - Sheet-Metal Worker, Maintenance	17.68
23910 - Small Engine Mechanic	16.32
23931 - Telecommunications Mechanic I	20.90
23932 - Telecommunications Mechanic II	21.90
23950 - Telephone Lineman	22.99
23960 - Welder, Combination, Maintenance	17.68
23965 - Well Driller	17.68
23970 - Woodcraft Worker	17.68
23980 - Woodworker	14.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	7.55
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	20.71
25040 - Sewage Plant Operator	16.96
25070 - Stationary Engineer	20.90
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	16.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.06
27007 - Baggage Inspector	8.49
27008 - Corrections Officer	13.72
27010 - Court Security Officer	14.23
27030 - Detection Dog Handler	11.24
27040 - Detention Officer	13.72
27070 - Firefighter	14.73
27101 - Guard I	8.49
27102 - Guard II	11.24
27131 - Police Officer I	15.13
27132 - Police Officer II	16.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.24
28042 - Carnival Equipment Repairer	9.57
28043 - Carnival Equpment Worker	7.97
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	16.18
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.32
29020 - Hatch Tender	16.32
29030 - Line Handler	16.32
29041 - Stevedore I	15.64
29042 - Stevedore II	16.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.93
30022 - Archeological Technician II	19.11
30023 - Archeological Technician III	23.82
30030 - Cartographic Technician	23.82
30040 - Civil Engineering Technician	23.82
30061 - Drafter/CAD Operator I	16.93
30062 - Drafter/CAD Operator II	19.38
30063 - Drafter/CAD Operator III	21.60
30064 - Drafter/CAD Operator IV	24.04
30081 - Engineering Technician I	14.49
30082 - Engineering Technician II	16.93
30083 - Engineering Technician III	19.38
30084 - Engineering Technician IV	24.04
30085 - Engineering Technician V	29.33
30086 - Engineering Technician VI	35.57
30090 - Environmental Technician	24.04
30210 - Laboratory Technician	21.60
30240 - Mathematical Technician	24.04
30361 - Paralegal/Legal Assistant I	16.98
30362 - Paralegal/Legal Assistant II	19.70
30363 - Paralegal/Legal Assistant III	22.96
30364 - Paralegal/Legal Assistant IV	27.83
30390 - Photo-Optics Technician	24.04
30461 - Technical Writer I	24.04
30462 - Technical Writer II	29.33

30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer, Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.32
31030 - Bus Driver		15.95
31043 - Driver Courier		13.55
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.39
31310 - Taxi Driver		13.01
31361 - Truckdriver, Light		14.39
31362 - Truckdriver, Medium		15.23
31363 - Truckdriver, Heavy		17.49
31364 - Truckdriver, Tractor-Trailer		17.49
99000 - Miscellaneous Occupations		
99030 - Cashier		7.68
99050 - Desk Clerk		9.61
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		22.74
99410 - Pest Controller		13.23
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.54
99711 - Recycling Specialist		16.80
99730 - Refuse Collector		14.22
99810 - Sales Clerk		10.78
99820 - School Crossing Guard		13.20
99830 - Survey Party Chief		18.56
99831 - Surveying Aide		10.94
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		18.13
99841 - Vending Machine Repairer		21.12
99842 - Vending Machine Repairer Helper		18.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2132 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.02
01012 - Accounting Clerk II		13.88
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		16.91
01040 - Court Reporter		13.54
01051 - Data Entry Operator I		10.94
01052 - Data Entry Operator II		12.38
01060 - Dispatcher, Motor Vehicle		16.94
01070 - Document Preparation Clerk		11.42
01090 - Duplicating Machine Operator		11.42
01111 - General Clerk I		10.34
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		15.22
01141 - Messenger Courier		8.86
01191 - Order Clerk I		10.76
01192 - Order Clerk II		14.83
01261 - Personnel Assistant (Employment) I		13.44
01262 - Personnel Assistant (Employment) II		14.62
01263 - Personnel Assistant (Employment) III		16.29
01270 - Production Control Clerk		22.50
01280 - Receptionist		9.81
01290 - Rental Clerk		10.36
01300 - Scheduler, Maintenance		12.20
01311 - Secretary I		12.20
01312 - Secretary II		13.65
01313 - Secretary III		15.22
01320 - Service Order Dispatcher		16.31
01410 - Supply Technician		16.91
01420 - Survey Worker		13.65
01531 - Travel Clerk I		11.29
01532 - Travel Clerk II		12.35
01533 - Travel Clerk III		13.13
01611 - Word Processor I		12.24
01612 - Word Processor II		14.15
01613 - Word Processor III		15.83
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.65
05010 - Automotive Electrician		16.57
05040 - Automotive Glass Installer		15.89
05070 - Automotive Worker		15.89
05110 - Mobile Equipment Servicer		13.94
05130 - Motor Equipment Metal Mechanic		17.27
05160 - Motor Equipment Metal Worker		15.89
05190 - Motor Vehicle Mechanic		17.27
05220 - Motor Vehicle Mechanic Helper		13.81
05250 - Motor Vehicle Upholstery Worker		15.36

05280 - Motor Vehicle Wrecker	15.89
05310 - Painter, Automotive	16.57
05340 - Radiator Repair Specialist	15.89
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	17.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.85
07041 - Cook I	10.12
07042 - Cook II	11.14
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.93
07210 - Meat Cutter	12.30
07260 - Waiter/Waitress	8.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.64
09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.01
11060 - Elevator Operator	9.01
11090 - Gardener	11.54
11122 - Housekeeping Aide	9.21
11150 - Janitor	9.21
11210 - Laborer, Grounds Maintenance	10.37
11240 - Maid or Houseman	7.95
11260 - Pruner	9.49
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.37
11360 - Window Cleaner	10.06
12000 - Health Occupations	
12010 - Ambulance Driver	15.72
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	20.16
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	15.02
12025 - Dental Hygienist	24.21
12030 - EKG Technician	23.26
12035 - Electroneurodiagnostic Technologist	23.26
12040 - Emergency Medical Technician	15.72
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.34
12073 - Licensed Practical Nurse III	17.11
12100 - Medical Assistant	11.55
12130 - Medical Laboratory Technician	13.68
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.98
12195 - Medical Transcriptionist	12.45
12210 - Nuclear Medicine Technologist	33.72
12221 - Nursing Assistant I	9.44
12222 - Nursing Assistant II	10.62
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	13.01
12235 - Optical Dispenser	15.34
12236 - Optical Technician	13.71
12250 - Pharmacy Technician	13.05
12280 - Phlebotomist	13.01
12305 - Radiologic Technologist	22.21
12311 - Registered Nurse I	19.63
12312 - Registered Nurse II	24.01
12313 - Registered Nurse II, Specialist	24.01

12314 - Registered Nurse III		29.04
12315 - Registered Nurse III, Anesthetist		29.04
12316 - Registered Nurse IV		34.81
12317 - Scheduler (Drug and Alcohol Testing)		19.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.93
13012 - Exhibits Specialist II		21.21
13013 - Exhibits Specialist III		27.17
13041 - Illustrator I		17.93
13042 - Illustrator II		21.21
13043 - Illustrator III		27.17
13047 - Librarian		24.60
13050 - Library Aide/Clerk		12.66
13054 - Library Information Technology Systems Administrator		22.21
13058 - Library Technician		16.18
13061 - Media Specialist I		15.40
13062 - Media Specialist II		17.23
13063 - Media Specialist III		19.21
13071 - Photographer I		16.03
13072 - Photographer II		18.16
13073 - Photographer III		22.51
13074 - Photographer IV		27.48
13075 - Photographer V		33.33
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.24
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.65
14044 - Computer Operator IV		20.70
14045 - Computer Operator V		22.98
14071 - Computer Programmer I		18.23
14072 - Computer Programmer II		22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.24
14160 - Personal Computer Support Technician		20.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.95
15020 - Aircrew Training Devices Instructor (Rated)		31.40
15030 - Air Crew Training Devices Instructor (Pilot)		37.46
15050 - Computer Based Training Specialist / Instructor		25.95
15060 - Educational Technologist		28.05
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		27.04
15090 - Technical Instructor		20.08
15095 - Technical Instructor/Course Developer		24.56
15110 - Test Proctor		16.20
15120 - Tutor		16.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		9.38
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08
16110 - Presser, Machine, Drycleaning		8.08
16130 - Presser, Machine, Shirts		8.08
16160 - Presser, Machine, Wearing Apparel, Laundry		8.08
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.29

16250 - Washer, Machine	8.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.96
19040 - Tool And Die Maker	19.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.64
21030 - Material Coordinator	22.50
21040 - Material Expediter	22.50
21050 - Material Handling Laborer	9.88
21071 - Order Filler	11.36
21080 - Production Line Worker (Food Processing)	13.64
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	15.22
21140 - Store Worker I	12.92
21150 - Stock Clerk	16.85
21210 - Tools And Parts Attendant	13.64
21410 - Warehouse Specialist	13.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.47
23021 - Aircraft Mechanic I	17.68
23022 - Aircraft Mechanic II	18.47
23023 - Aircraft Mechanic III	19.13
23040 - Aircraft Mechanic Helper	13.52
23050 - Aircraft, Painter	17.26
23060 - Aircraft Servicer	15.20
23080 - Aircraft Worker	16.27
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	14.03
23125 - Cable Splicer	23.38
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23140 - Carpet Layer	16.32
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23550 - Machinist, Maintenance	19.56
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	21.32
23592 - Metrology Technician II	22.17
23593 - Metrology Technician III	23.02

23640 - Millwright	17.68
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	19.12
23790 - Pipefitter, Maintenance	18.45
23810 - Plumber, Maintenance	17.55
23820 - Pneudraulic Systems Mechanic	17.68
23850 - Rigger	17.68
23870 - Scale Mechanic	16.32
23890 - Sheet-Metal Worker, Maintenance	17.68
23910 - Small Engine Mechanic	16.32
23931 - Telecommunications Mechanic I	20.90
23932 - Telecommunications Mechanic II	21.90
23950 - Telephone Lineman	22.99
23960 - Welder, Combination, Maintenance	17.68
23965 - Well Driller	17.68
23970 - Woodcraft Worker	17.68
23980 - Woodworker	14.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	7.55
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.71
25040 - Sewage Plant Operator	16.96
25070 - Stationary Engineer	20.90
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	16.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.06
27007 - Baggage Inspector	8.49
27008 - Corrections Officer	13.72
27010 - Court Security Officer	14.23
27030 - Detection Dog Handler	11.24
27040 - Detention Officer	13.72
27070 - Firefighter	14.73
27101 - Guard I	8.49
27102 - Guard II	11.24
27131 - Police Officer I	15.13
27132 - Police Officer II	16.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.24
28042 - Carnival Equipment Repairer	9.57
28043 - Carnival Equpment Worker	7.97
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	16.18
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.32
29020 - Hatch Tender	16.32
29030 - Line Handler	16.32
29041 - Stevedore I	15.64
29042 - Stevedore II	16.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		19.11
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		23.82
30040 - Civil Engineering Technician		23.82
30061 - Drafter/CAD Operator I		16.93
30062 - Drafter/CAD Operator II		19.38
30063 - Drafter/CAD Operator III		21.60
30064 - Drafter/CAD Operator IV		24.04
30081 - Engineering Technician I		14.49
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.38
30084 - Engineering Technician IV		24.04
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.57
30090 - Environmental Technician		24.04
30210 - Laboratory Technician		21.60
30240 - Mathematical Technician		24.04
30361 - Paralegal/Legal Assistant I		16.98
30362 - Paralegal/Legal Assistant II		19.70
30363 - Paralegal/Legal Assistant III		22.96
30364 - Paralegal/Legal Assistant IV		27.83
30390 - Photo-Optics Technician		24.04
30461 - Technical Writer I		24.04
30462 - Technical Writer II		29.33
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.60
30621 - Weather Observer, Senior	(see 2)	24.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.32
31030 - Bus Driver		15.95
31043 - Driver Courier		13.55
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.39
31310 - Taxi Driver		13.01
31361 - Truckdriver, Light		14.39
31362 - Truckdriver, Medium		15.23
31363 - Truckdriver, Heavy		17.49
31364 - Truckdriver, Tractor-Trailer		17.49
99000 - Miscellaneous Occupations		
99030 - Cashier		7.68
99050 - Desk Clerk		9.61
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		22.74
99410 - Pest Controller		13.23
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.54
99711 - Recycling Specialist		16.80
99730 - Refuse Collector		14.22
99810 - Sales Clerk		10.78
99820 - School Crossing Guard		13.20
99830 - Survey Party Chief		18.56
99831 - Surveying Aide		10.94
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		18.13

99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2133 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.40
01012 - Accounting Clerk II		15.04
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		26.66
01040 - Court Reporter		20.93
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		13.16
01090 - Duplicating Machine Operator		13.16
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.60
01191 - Order Clerk I		13.01
01192 - Order Clerk II		14.80

01261 - Personnel Assistant (Employment) I	15.22
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	21.32
01280 - Receptionist	13.41
01290 - Rental Clerk	15.21
01300 - Scheduler, Maintenance	16.13
01311 - Secretary I	16.13
01312 - Secretary II	18.05
01313 - Secretary III	20.13
01320 - Service Order Dispatcher	15.87
01410 - Supply Technician	26.66
01420 - Survey Worker	18.40
01531 - Travel Clerk I	14.22
01532 - Travel Clerk II	15.53
01533 - Travel Clerk III	16.73
01611 - Word Processor I	13.25
01612 - Word Processor II	15.21
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	10.14
11090 - Gardener	15.57
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.22
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.22
11360 - Window Cleaner	13.54
12000 - Health Occupations	

12010 - Ambulance Driver		16.75
12011 - Breath Alcohol Technician		19.89
12012 - Certified Occupational Therapist Assistant		25.49
12015 - Certified Physical Therapist Assistant		23.23
12020 - Dental Assistant		17.07
12025 - Dental Hygienist		33.43
12030 - EKG Technician		22.52
12035 - Electroneurodiagnostic Technologist		22.52
12040 - Emergency Medical Technician		16.75
12071 - Licensed Practical Nurse I		17.72
12072 - Licensed Practical Nurse II		19.89
12073 - Licensed Practical Nurse III		21.97
12100 - Medical Assistant		14.71
12130 - Medical Laboratory Technician		16.93
12160 - Medical Record Clerk		15.08
12190 - Medical Record Technician		16.53
12195 - Medical Transcriptionist		16.01
12210 - Nuclear Medicine Technologist		32.29
12221 - Nursing Assistant I		10.13
12222 - Nursing Assistant II		11.38
12223 - Nursing Assistant III		12.42
12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		17.05
12236 - Optical Technician		15.13
12250 - Pharmacy Technician		14.87
12280 - Phlebotomist		13.47
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		24.94
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II, Specialist		29.25
12314 - Registered Nurse III		35.38
12315 - Registered Nurse III, Anesthetist		35.38
12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		23.52
13013 - Exhibits Specialist III		28.34
13041 - Illustrator I		20.89
13042 - Illustrator II		23.52
13043 - Illustrator III		28.34
13047 - Librarian		28.28
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		25.27
13058 - Library Technician		15.42
13061 - Media Specialist I		18.42
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		14.44
13072 - Photographer II		15.01
13073 - Photographer III		18.59
13074 - Photographer IV		22.40
13075 - Photographer V		24.90
13110 - Video Teleconference Technician		17.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		39.94
15080 - Graphic Artist		24.69
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.93
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		14.02
16220 - Tailor		15.09
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.46
19040 - Tool And Die Maker		22.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.74
21030 - Material Coordinator		19.67
21040 - Material Expediter		19.67
21050 - Material Handling Laborer		13.01
21071 - Order Filler		13.62
21080 - Production Line Worker (Food Processing)		14.74
21110 - Shipping Packer		13.86
21130 - Shipping/Receiving Clerk		14.47
21140 - Store Worker I		11.48
21150 - Stock Clerk		16.46
21210 - Tools And Parts Attendant		14.74
21410 - Warehouse Specialist		14.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.76
23021 - Aircraft Mechanic I		25.12
23022 - Aircraft Mechanic II		26.76
23023 - Aircraft Mechanic III		28.32
23040 - Aircraft Mechanic Helper		17.97
23050 - Aircraft, Painter		22.08
23060 - Aircraft Servicer		20.63
23080 - Aircraft Worker		21.95
23110 - Appliance Mechanic		18.74
23120 - Bicycle Repairer		12.83
23125 - Cable Splicer		21.54
23130 - Carpenter, Maintenance		20.20
23140 - Carpet Layer		17.91
23160 - Electrician, Maintenance		22.60
23181 - Electronics Technician Maintenance I		21.00

23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	15.61
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.43
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	25.12
23381 - Ground Support Equipment Servicer	20.63
23382 - Ground Support Equipment Worker	21.95
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	18.31
23470 - Laborer	11.70
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	22.37
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	20.54
23820 - Pneudraulic Systems Mechanic	19.57
23850 - Rigger	21.30
23870 - Scale Mechanic	17.11
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	17.53
23970 - Woodcraft Worker	19.57
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47

27008 - Corrections Officer		14.99
27010 - Court Security Officer		17.55
27030 - Detection Dog Handler		16.44
27040 - Detention Officer		15.32
27070 - Firefighter		17.97
27101 - Guard I		12.47
27102 - Guard II		16.44
27131 - Police Officer I		19.70
27132 - Police Officer II		21.89
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.92
28042 - Carnival Equipment Repairer		12.69
28043 - Carnival Equpment Worker		8.19
28210 - Gate Attendant/Gate Tender		15.26
28310 - Lifeguard		11.33
28350 - Park Attendant (Aide)		17.08
28510 - Recreation Aide/Health Facility Attendant		10.14
28515 - Recreation Specialist		13.65
28630 - Sports Official		12.93
28690 - Swimming Pool Operator		18.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.62
29020 - Hatch Tender		19.62
29030 - Line Handler		19.62
29041 - Stevedore I		18.07
29042 - Stevedore II		20.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.38
30021 - Archeological Technician I		19.76
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		27.39
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		19.26
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		22.75
30210 - Laboratory Technician		17.80
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.41
30362 - Paralegal/Legal Assistant II		24.05
30363 - Paralegal/Legal Assistant III		29.41
30364 - Paralegal/Legal Assistant IV		35.56
30390 - Photo-Optics Technician		26.56
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		23.76
30492 - Unexploded Ordnance (UXO) Technician II		28.74
30493 - Unexploded Ordnance (UXO) Technician III		34.45
30494 - Unexploded (UXO) Safety Escort		23.76
30495 - Unexploded (UXO) Sweep Personnel		23.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.91

30621 - Weather Observer, Senior (see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.49
31030 - Bus Driver	17.43
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	9.40
31290 - Shuttle Bus Driver	15.38
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	15.38
31362 - Truckdriver, Medium	16.81
31363 - Truckdriver, Heavy	20.87
31364 - Truckdriver, Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	26.90
99251 - Laboratory Animal Caretaker I	10.03
99252 - Laboratory Animal Caretaker II	11.03
99310 - Mortician	29.59
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	15.00
99711 - Recycling Specialist	18.87
99730 - Refuse Collector	13.06
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2134 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.40
01012 - Accounting Clerk II		15.04
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		26.66
01040 - Court Reporter		20.93
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		13.16
01090 - Duplicating Machine Operator		13.16
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.60
01191 - Order Clerk I		13.01
01192 - Order Clerk II		14.80
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		21.32
01280 - Receptionist		13.41
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		16.13
01311 - Secretary I		16.13
01312 - Secretary II		18.05
01313 - Secretary III		20.13
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		26.66
01420 - Survey Worker		18.40
01531 - Travel Clerk I		14.22
01532 - Travel Clerk II		15.53
01533 - Travel Clerk III		16.73
01611 - Word Processor I		13.25
01612 - Word Processor II		15.21
01613 - Word Processor III		18.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.36
05010 - Automotive Electrician		21.55
05040 - Automotive Glass Installer		20.18
05070 - Automotive Worker		20.18
05110 - Mobile Equipment Servicer		17.47
05130 - Motor Equipment Metal Mechanic		23.36
05160 - Motor Equipment Metal Worker		20.18
05190 - Motor Vehicle Mechanic		23.36
05220 - Motor Vehicle Mechanic Helper		17.56
05250 - Motor Vehicle Upholstery Worker		19.05
05280 - Motor Vehicle Wrecker		20.18
05310 - Painter, Automotive		21.55
05340 - Radiator Repair Specialist		20.18
05370 - Tire Repairer		13.80
05400 - Transmission Repair Specialist		23.36
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.20
07041 - Cook I		11.95
07042 - Cook II		13.58

07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	10.14
11090 - Gardener	15.57
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.22
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.22
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	23.23
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	33.43
12030 - EKG Technician	22.52
12035 - Electroneurodiagnostic Technologist	22.52
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	16.53
12195 - Medical Transcriptionist	16.01
12210 - Nuclear Medicine Technologist	32.29
12221 - Nursing Assistant I	10.13
12222 - Nursing Assistant II	11.38
12223 - Nursing Assistant III	12.42
12224 - Nursing Assistant IV	13.47
12235 - Optical Dispenser	17.05
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	13.47
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	35.38
12315 - Registered Nurse III, Anesthetist	35.38
12316 - Registered Nurse IV	42.41
12317 - Scheduler (Drug and Alcohol Testing)	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.57
13012 - Exhibits Specialist II	23.52
13013 - Exhibits Specialist III	28.34
13041 - Illustrator I	20.89

13042 - Illustrator II		23.52
13043 - Illustrator III		28.34
13047 - Librarian		28.28
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		25.27
13058 - Library Technician		15.42
13061 - Media Specialist I		18.42
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		14.44
13072 - Photographer II		15.01
13073 - Photographer III		18.59
13074 - Photographer IV		22.40
13075 - Photographer V		24.90
13110 - Video Teleconference Technician		17.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		39.94
15080 - Graphic Artist		24.69
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.93
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		14.02
16220 - Tailor		15.09
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.46
19040 - Tool And Die Maker		22.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.74
21030 - Material Coordinator		19.67
21040 - Material Expediter		19.67
21050 - Material Handling Laborer		13.01

21071 - Order Filler	13.62
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	14.47
21140 - Store Worker I	11.48
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.76
23021 - Aircraft Mechanic I	25.12
23022 - Aircraft Mechanic II	26.76
23023 - Aircraft Mechanic III	28.32
23040 - Aircraft Mechanic Helper	17.97
23050 - Aircraft, Painter	22.08
23060 - Aircraft Servicer	20.63
23080 - Aircraft Worker	21.95
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	21.54
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	17.91
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	15.61
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.43
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	25.12
23381 - Ground Support Equipment Servicer	20.63
23382 - Ground Support Equipment Worker	21.95
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	18.31
23470 - Laborer	11.70
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	22.37
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	20.54
23820 - Pneudraulic Systems Mechanic	19.57
23850 - Rigger	21.30
23870 - Scale Mechanic	17.11
23890 - Sheet-Metal Worker, Maintenance	19.19

23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	17.53
23970 - Woodcraft Worker	19.57
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.92
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.19
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.14
28515 - Recreation Specialist	13.65
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
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30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.30
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.78
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30030 - Cartographic Technician	26.56
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30061 - Drafter/CAD Operator I	19.76
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.91
30064 - Drafter/CAD Operator IV	29.42

30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		22.75
30210 - Laboratory Technician		17.80
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.41
30362 - Paralegal/Legal Assistant II		24.05
30363 - Paralegal/Legal Assistant III		29.41
30364 - Paralegal/Legal Assistant IV		35.56
30390 - Photo-Optics Technician		26.56
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		23.76
30492 - Unexploded Ordnance (UXO) Technician II		28.74
30493 - Unexploded Ordnance (UXO) Technician III		34.45
30494 - Unexploded (UXO) Safety Escort		23.76
30495 - Unexploded (UXO) Sweep Personnel		23.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer, Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.49
31030 - Bus Driver		17.43
31043 - Driver Courier		13.94
31260 - Parking and Lot Attendant		9.40
31290 - Shuttle Bus Driver		15.38
31310 - Taxi Driver		10.70
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		16.81
31363 - Truckdriver, Heavy		20.87
31364 - Truckdriver, Tractor-Trailer		20.87
99000 - Miscellaneous Occupations		
99030 - Cashier		9.25
99050 - Desk Clerk		10.05
99095 - Embalmer		26.90
99251 - Laboratory Animal Caretaker I		10.03
99252 - Laboratory Animal Caretaker II		11.03
99310 - Mortician		29.59
99410 - Pest Controller		14.59
99510 - Photofinishing Worker		16.45
99710 - Recycling Laborer		15.00
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		13.06
99810 - Sales Clerk		13.50
99820 - School Crossing Guard		13.53
99830 - Survey Party Chief		20.64
99831 - Surveying Aide		12.11
99832 - Surveying Technician		17.05
99840 - Vending Machine Attendant		11.69
99841 - Vending Machine Repairer		14.27
99842 - Vending Machine Repairer Helper		11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2135 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.25
01040 - Court Reporter		17.11
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher, Motor Vehicle		16.85
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49
01113 - General Clerk III		16.21
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		10.15
01191 - Order Clerk I		11.74
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		14.83
01262 - Personnel Assistant (Employment) II		16.72
01263 - Personnel Assistant (Employment) III		18.93
01270 - Production Control Clerk		24.21
01280 - Receptionist		11.77
01290 - Rental Clerk		14.10
01300 - Scheduler, Maintenance		15.33
01311 - Secretary I		15.21
01312 - Secretary II		17.11
01313 - Secretary III		19.44
01320 - Service Order Dispatcher		13.82
01410 - Supply Technician		21.25
01420 - Survey Worker		15.35

01531 - Travel Clerk I	11.93
01532 - Travel Clerk II	13.17
01533 - Travel Clerk III	14.20
01611 - Word Processor I	13.01
01612 - Word Processor II	14.79
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.42
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	16.38
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	19.16
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.42
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	15.90
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.32
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	11.29
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.30
07042 - Cook II	11.88
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.54
07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.04
11090 - Gardener	12.13
11122 - Housekeeping Aide	9.13
11150 - Janitor	9.13
11210 - Laborer, Grounds Maintenance	9.57
11240 - Maid or Houseman	7.56
11260 - Pruner	8.56
11270 - Tractor Operator	11.45
11330 - Trail Maintenance Worker	9.57
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.46
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	19.56
12015 - Certified Physical Therapist Assistant	22.65
12020 - Dental Assistant	13.79
12025 - Dental Hygienist	26.58
12030 - EKG Technician	23.63
12035 - Electroneurodiagnostic Technologist	23.63
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	13.26
12072 - Licensed Practical Nurse II	14.83
12073 - Licensed Practical Nurse III	16.54
12100 - Medical Assistant	13.07

12130 - Medical Laboratory Technician		16.47
12160 - Medical Record Clerk		14.11
12190 - Medical Record Technician		15.78
12195 - Medical Transcriptionist		14.72
12210 - Nuclear Medicine Technologist		34.15
12221 - Nursing Assistant I		8.68
12222 - Nursing Assistant II		9.55
12223 - Nursing Assistant III		10.65
12224 - Nursing Assistant IV		11.95
12235 - Optical Dispenser		14.73
12236 - Optical Technician		11.22
12250 - Pharmacy Technician		14.38
12280 - Phlebotomist		11.96
12305 - Radiologic Technologist		22.55
12311 - Registered Nurse I		25.86
12312 - Registered Nurse II		29.44
12313 - Registered Nurse II, Specialist		29.44
12314 - Registered Nurse III		35.62
12315 - Registered Nurse III, Anesthetist		35.62
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		19.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.03
13042 - Illustrator II		23.59
13043 - Illustrator III		28.85
13047 - Librarian		26.77
13050 - Library Aide/Clerk		10.10
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		14.82
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		14.94
13072 - Photographer II		16.73
13073 - Photographer III		20.74
13074 - Photographer IV		25.38
13075 - Photographer V		30.61
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.41
14160 - Personal Computer Support Technician		20.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		28.58

15070 - Flight Instructor (Pilot)	43.15
15080 - Graphic Artist	22.19
15090 - Technical Instructor	22.12
15095 - Technical Instructor/Course Developer	27.38
15110 - Test Proctor	18.04
15120 - Tutor	17.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.52
16030 - Counter Attendant	8.52
16040 - Dry Cleaner	10.29
16070 - Finisher, Flatwork, Machine	8.52
16090 - Presser, Hand	8.52
16110 - Presser, Machine, Drycleaning	8.52
16130 - Presser, Machine, Shirts	8.52
16160 - Presser, Machine, Wearing Apparel, Laundry	8.52
16190 - Sewing Machine Operator	10.87
16220 - Tailor	11.48
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.03
19040 - Tool And Die Maker	20.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.58
21030 - Material Coordinator	24.15
21040 - Material Expediter	24.15
21050 - Material Handling Laborer	10.77
21071 - Order Filler	11.54
21080 - Production Line Worker (Food Processing)	17.58
21110 - Shipping Packer	13.22
21130 - Shipping/Receiving Clerk	13.22
21140 - Store Worker I	10.39
21150 - Stock Clerk	14.56
21210 - Tools And Parts Attendant	17.58
21410 - Warehouse Specialist	17.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.41
23021 - Aircraft Mechanic I	20.27
23022 - Aircraft Mechanic II	21.41
23023 - Aircraft Mechanic III	22.54
23040 - Aircraft Mechanic Helper	14.65
23050 - Aircraft, Painter	19.05
23060 - Aircraft Servicer	16.89
23080 - Aircraft Worker	17.72
23110 - Appliance Mechanic	16.91
23120 - Bicycle Repairer	11.29
23125 - Cable Splicer	24.80
23130 - Carpenter, Maintenance	17.68
23140 - Carpet Layer	15.52
23160 - Electrician, Maintenance	19.61
23181 - Electronics Technician Maintenance I	17.56
23182 - Electronics Technician Maintenance II	20.93
23183 - Electronics Technician Maintenance III	22.27
23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	18.00
23310 - Fire Extinguisher Repairer	13.81
23311 - Fuel Distribution System Mechanic	18.33
23312 - Fuel Distribution System Operator	14.29
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	20.27
23381 - Ground Support Equipment Servicer	16.89
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	13.81
23392 - Gunsmith II	15.93

23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.07
23430 - Heavy Equipment Mechanic	20.78
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	17.49
23470 - Laborer	10.77
23510 - Locksmith	16.91
23530 - Machinery Maintenance Mechanic	22.52
23550 - Machinist, Maintenance	18.94
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	23.08
23593 - Metrology Technician III	24.31
23640 - Millwright	20.16
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	16.37
23790 - Pipefitter, Maintenance	18.23
23810 - Plumber, Maintenance	17.24
23820 - Pneudraulic Systems Mechanic	18.00
23850 - Rigger	18.00
23870 - Scale Mechanic	15.93
23890 - Sheet-Metal Worker, Maintenance	17.53
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	24.96
23950 - Telephone Lineman	17.41
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	18.00
23970 - Woodcraft Worker	18.00
23980 - Woodworker	15.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	9.42
24620 - Family Readiness And Support Services Coordinator	12.93
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	15.55
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	14.75
27040 - Detention Officer	15.55
27070 - Firefighter	17.27
27101 - Guard I	13.19
27102 - Guard II	14.75
27131 - Police Officer I	17.14
27132 - Police Officer II	18.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.16
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	8.57

28210 - Gate Attendant/Gate Tender		14.30
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.00
28510 - Recreation Aide/Health Facility Attendant		11.68
28515 - Recreation Specialist		17.62
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		17.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.18
29020 - Hatch Tender		22.18
29030 - Line Handler		22.18
29041 - Stevedore I		21.49
29042 - Stevedore II		24.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		22.69
30023 - Archeological Technician III		28.11
30030 - Cartographic Technician		27.87
30040 - Civil Engineering Technician		24.43
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		22.69
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		29.85
30081 - Engineering Technician I		17.77
30082 - Engineering Technician II		20.10
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		32.62
30086 - Engineering Technician VI		37.46
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30364 - Paralegal/Legal Assistant IV		32.19
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30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		22.74
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30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.40
31030 - Bus Driver		13.64
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		9.90
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		10.19
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.22
31363 - Truckdriver, Heavy		16.28
31364 - Truckdriver, Tractor-Trailer		16.28
99000 - Miscellaneous Occupations		

99030 - Cashier	8.05
99050 - Desk Clerk	10.00
99095 - Embalmer	21.73
99251 - Laboratory Animal Caretaker I	9.28
99252 - Laboratory Animal Caretaker II	10.08
99310 - Mortician	26.29
99410 - Pest Controller	13.56
99510 - Photofinishing Worker	12.34
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	11.07
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	14.31
99841 - Vending Machine Repairer	17.62
99842 - Vending Machine Repairer Helper	14.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2136 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.25
01040 - Court Reporter		17.11

01051 - Data Entry Operator I	12.03
01052 - Data Entry Operator II	13.13
01060 - Dispatcher, Motor Vehicle	16.85
01070 - Document Preparation Clerk	12.73
01090 - Duplicating Machine Operator	12.73
01111 - General Clerk I	13.39
01112 - General Clerk II	14.49
01113 - General Clerk III	16.21
01120 - Housing Referral Assistant	19.59
01141 - Messenger Courier	10.15
01191 - Order Clerk I	11.74
01192 - Order Clerk II	14.18
01261 - Personnel Assistant (Employment) I	14.83
01262 - Personnel Assistant (Employment) II	16.72
01263 - Personnel Assistant (Employment) III	18.93
01270 - Production Control Clerk	24.21
01280 - Receptionist	11.77
01290 - Rental Clerk	14.10
01300 - Scheduler, Maintenance	15.33
01311 - Secretary I	15.21
01312 - Secretary II	17.11
01313 - Secretary III	19.44
01320 - Service Order Dispatcher	13.82
01410 - Supply Technician	21.25
01420 - Survey Worker	15.35
01531 - Travel Clerk I	11.93
01532 - Travel Clerk II	13.17
01533 - Travel Clerk III	14.20
01611 - Word Processor I	13.01
01612 - Word Processor II	14.79
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.42
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	16.38
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	19.16
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.42
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	15.90
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.32
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	11.29
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.30
07042 - Cook II	11.88
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.54
07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.04
11090 - Gardener	12.13
11122 - Housekeeping Aide	9.13
11150 - Janitor	9.13
11210 - Laborer, Grounds Maintenance	9.57
11240 - Maid or Houseman	7.56
11260 - Pruner	8.56
11270 - Tractor Operator	11.45
11330 - Trail Maintenance Worker	9.57
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	14.46
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	19.56
12015 - Certified Physical Therapist Assistant	22.65
12020 - Dental Assistant	13.79
12025 - Dental Hygienist	26.58
12030 - EKG Technician	23.63
12035 - Electroneurodiagnostic Technologist	23.63
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	13.26
12072 - Licensed Practical Nurse II	14.83
12073 - Licensed Practical Nurse III	16.54
12100 - Medical Assistant	13.07
12130 - Medical Laboratory Technician	16.47
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	15.78
12195 - Medical Transcriptionist	14.72
12210 - Nuclear Medicine Technologist	34.15
12221 - Nursing Assistant I	8.68
12222 - Nursing Assistant II	9.55
12223 - Nursing Assistant III	10.65
12224 - Nursing Assistant IV	11.95
12235 - Optical Dispenser	14.73
12236 - Optical Technician	11.22
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	11.96
12305 - Radiologic Technologist	22.55
12311 - Registered Nurse I	25.86
12312 - Registered Nurse II	29.44
12313 - Registered Nurse II, Specialist	29.44
12314 - Registered Nurse III	35.62
12315 - Registered Nurse III, Anesthetist	35.62
12316 - Registered Nurse IV	42.69
12317 - Scheduler (Drug and Alcohol Testing)	19.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.51
13012 - Exhibits Specialist II	24.18
13013 - Exhibits Specialist III	29.58
13041 - Illustrator I	19.03
13042 - Illustrator II	23.59
13043 - Illustrator III	28.85
13047 - Librarian	26.77
13050 - Library Aide/Clerk	10.10
13054 - Library Information Technology Systems Administrator	24.18
13058 - Library Technician	14.82
13061 - Media Specialist I	17.44
13062 - Media Specialist II	19.51
13063 - Media Specialist III	21.76
13071 - Photographer I	14.94
13072 - Photographer II	16.73

13073 - Photographer III		20.74
13074 - Photographer IV		25.38
13075 - Photographer V		30.61
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.41
14160 - Personal Computer Support Technician		20.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15
15050 - Computer Based Training Specialist / Instructor		29.76
15060 - Educational Technologist		28.58
15070 - Flight Instructor (Pilot)		43.15
15080 - Graphic Artist		22.19
15090 - Technical Instructor		22.12
15095 - Technical Instructor/Course Developer		27.38
15110 - Test Proctor		18.04
15120 - Tutor		17.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.52
16030 - Counter Attendant		8.52
16040 - Dry Cleaner		10.29
16070 - Finisher, Flatwork, Machine		8.52
16090 - Presser, Hand		8.52
16110 - Presser, Machine, Drycleaning		8.52
16130 - Presser, Machine, Shirts		8.52
16160 - Presser, Machine, Wearing Apparel, Laundry		8.52
16190 - Sewing Machine Operator		10.87
16220 - Tailor		11.48
16250 - Washer, Machine		9.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.03
19040 - Tool And Die Maker		20.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.58
21030 - Material Coordinator		24.15
21040 - Material Expediter		24.15
21050 - Material Handling Laborer		10.77
21071 - Order Filler		11.54
21080 - Production Line Worker (Food Processing)		17.58
21110 - Shipping Packer		13.22
21130 - Shipping/Receiving Clerk		13.22
21140 - Store Worker I		10.39
21150 - Stock Clerk		14.56
21210 - Tools And Parts Attendant		17.58
21410 - Warehouse Specialist		17.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.41
23021 - Aircraft Mechanic I		20.27
23022 - Aircraft Mechanic II		21.41

23023 - Aircraft Mechanic III	22.54
23040 - Aircraft Mechanic Helper	14.65
23050 - Aircraft, Painter	19.05
23060 - Aircraft Servicer	16.89
23080 - Aircraft Worker	17.72
23110 - Appliance Mechanic	16.91
23120 - Bicycle Repairer	11.29
23125 - Cable Splicer	24.80
23130 - Carpenter, Maintenance	17.68
23140 - Carpet Layer	15.52
23160 - Electrician, Maintenance	19.61
23181 - Electronics Technician Maintenance I	17.56
23182 - Electronics Technician Maintenance II	20.93
23183 - Electronics Technician Maintenance III	22.27
23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	18.00
23310 - Fire Extinguisher Repairer	13.81
23311 - Fuel Distribution System Mechanic	18.33
23312 - Fuel Distribution System Operator	14.29
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	20.27
23381 - Ground Support Equipment Servicer	16.89
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	13.81
23392 - Gunsmith II	15.93
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.07
23430 - Heavy Equipment Mechanic	20.78
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	17.49
23470 - Laborer	10.77
23510 - Locksmith	16.91
23530 - Machinery Maintenance Mechanic	22.52
23550 - Machinist, Maintenance	18.94
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	23.08
23593 - Metrology Technician III	24.31
23640 - Millwright	20.16
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	16.37
23790 - Pipefitter, Maintenance	18.23
23810 - Plumber, Maintenance	17.24
23820 - Pneudraulic Systems Mechanic	18.00
23850 - Rigger	18.00
23870 - Scale Mechanic	15.93
23890 - Sheet-Metal Worker, Maintenance	17.53
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	24.96
23950 - Telephone Lineman	17.41
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	18.00
23970 - Woodcraft Worker	18.00
23980 - Woodworker	15.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	9.42

24620 - Family Readiness And Support Services Coordinator	12.93
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	15.55
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	14.75
27040 - Detention Officer	15.55
27070 - Firefighter	17.27
27101 - Guard I	13.19
27102 - Guard II	14.75
27131 - Police Officer I	17.14
27132 - Police Officer II	18.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.16
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	17.62
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	20.28
30022 - Archeological Technician II	22.69
30023 - Archeological Technician III	28.11
30030 - Cartographic Technician	27.87
30040 - Civil Engineering Technician	24.43
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	22.69
30063 - Drafter/CAD Operator III	25.28
30064 - Drafter/CAD Operator IV	29.85
30081 - Engineering Technician I	17.77
30082 - Engineering Technician II	20.10
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.93
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	27.76
30210 - Laboratory Technician	23.96
30240 - Mathematical Technician	27.76
30361 - Paralegal/Legal Assistant I	15.07
30362 - Paralegal/Legal Assistant II	21.76
30363 - Paralegal/Legal Assistant III	26.62

30364 - Paralegal/Legal Assistant IV		32.19
30390 - Photo-Optics Technician		27.76
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.40
31030 - Bus Driver		13.64
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		9.90
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		10.19
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.22
31363 - Truckdriver, Heavy		16.28
31364 - Truckdriver, Tractor-Trailer		16.28
99000 - Miscellaneous Occupations		
99030 - Cashier		8.05
99050 - Desk Clerk		10.00
99095 - Embalmer		21.73
99251 - Laboratory Animal Caretaker I		9.28
99252 - Laboratory Animal Caretaker II		10.08
99310 - Mortician		26.29
99410 - Pest Controller		13.56
99510 - Photofinishing Worker		12.34
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		16.94
99730 - Refuse Collector		11.96
99810 - Sales Clerk		10.45
99820 - School Crossing Guard		11.07
99830 - Survey Party Chief		20.77
99831 - Surveying Aide		13.52
99832 - Surveying Technician		18.47
99840 - Vending Machine Attendant		14.31
99841 - Vending Machine Repairer		17.62
99842 - Vending Machine Repairer Helper		14.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2137
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee, Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.99
01012 - Accounting Clerk II		15.15
01013 - Accounting Clerk III		17.27
01020 - Administrative Assistant		18.90
01040 - Court Reporter		13.82
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.34
01060 - Dispatcher, Motor Vehicle		13.82
01070 - Document Preparation Clerk		11.59
01090 - Duplicating Machine Operator		11.59
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.32
01120 - Housing Referral Assistant		15.43
01141 - Messenger Courier		10.22
01191 - Order Clerk I		11.21
01192 - Order Clerk II		12.43
01261 - Personnel Assistant (Employment) I		12.92
01262 - Personnel Assistant (Employment) II		14.45
01263 - Personnel Assistant (Employment) III		16.12
01270 - Production Control Clerk		19.01
01280 - Receptionist		10.48
01290 - Rental Clerk		10.51
01300 - Scheduler, Maintenance		12.14
01311 - Secretary I		12.14
01312 - Secretary II		13.82
01313 - Secretary III		15.43
01320 - Service Order Dispatcher		12.14
01410 - Supply Technician		18.90
01420 - Survey Worker		12.90
01531 - Travel Clerk I		11.62
01532 - Travel Clerk II		12.49
01533 - Travel Clerk III		13.23
01611 - Word Processor I		10.81
01612 - Word Processor II		12.14
01613 - Word Processor III		14.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.32
05010 - Automotive Electrician		17.62
05040 - Automotive Glass Installer		15.94
05070 - Automotive Worker		15.94

05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.93
05220 - Motor Vehicle Mechanic Helper	13.86
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.98
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	10.21
05400 - Transmission Repair Specialist	17.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.07
07041 - Cook I	9.48
07042 - Cook II	11.27
07070 - Dishwasher	7.87
07130 - Food Service Worker	8.71
07210 - Meat Cutter	13.02
07260 - Waiter/Waitress	7.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.44
11060 - Elevator Operator	8.44
11090 - Gardener	10.95
11122 - Housekeeping Aide	8.92
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.83
11260 - Pruner	8.97
11270 - Tractor Operator	11.42
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	9.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.34
12011 - Breath Alcohol Technician	16.16
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	20.80
12020 - Dental Assistant	14.78
12025 - Dental Hygienist	32.84
12030 - EKG Technician	24.50
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	14.34
12071 - Licensed Practical Nurse I	14.44
12072 - Licensed Practical Nurse II	16.16
12073 - Licensed Practical Nurse III	18.02
12100 - Medical Assistant	11.88
12130 - Medical Laboratory Technician	14.61
12160 - Medical Record Clerk	12.50
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	13.66
12210 - Nuclear Medicine Technologist	35.35
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	10.31
12223 - Nursing Assistant III	11.25
12224 - Nursing Assistant IV	12.63
12235 - Optical Dispenser	16.16
12236 - Optical Technician	14.44

12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		12.63
12305 - Radiologic Technologist		23.01
12311 - Registered Nurse I		19.07
12312 - Registered Nurse II		23.33
12313 - Registered Nurse II, Specialist		23.33
12314 - Registered Nurse III		28.22
12315 - Registered Nurse III, Anesthetist		28.22
12316 - Registered Nurse IV		33.82
12317 - Scheduler (Drug and Alcohol Testing)		20.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		23.68
13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		20.60
13042 - Illustrator II		23.68
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		10.66
13054 - Library Information Technology Systems Administrator		23.68
13058 - Library Technician		19.12
13061 - Media Specialist I		16.74
13062 - Media Specialist II		19.45
13063 - Media Specialist III		20.89
13071 - Photographer I		13.70
13072 - Photographer II		15.44
13073 - Photographer III		18.89
13074 - Photographer IV		23.22
13075 - Photographer V		28.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.49
14042 - Computer Operator II		15.09
14043 - Computer Operator III		16.83
14044 - Computer Operator IV		18.70
14045 - Computer Operator V		20.70
14071 - Computer Programmer I		20.24
14072 - Computer Programmer II		25.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.49
14160 - Personal Computer Support Technician		18.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.93
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		37.50
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		27.49
15070 - Flight Instructor (Pilot)		34.09
15080 - Graphic Artist		19.48
15090 - Technical Instructor		21.88
15095 - Technical Instructor/Course Developer		26.77
15110 - Test Proctor		17.66
15120 - Tutor		17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.09
16030 - Counter Attendant		8.09
16040 - Dry Cleaner		9.84
16070 - Finisher, Flatwork, Machine		8.09

16090 - Presser, Hand	8.09
16110 - Presser, Machine, Drycleaning	8.09
16130 - Presser, Machine, Shirts	8.09
16160 - Presser, Machine, Wearing Apparel, Laundry	8.09
16190 - Sewing Machine Operator	10.41
16220 - Tailor	10.97
16250 - Washer, Machine	8.64
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.05
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.67
21030 - Material Coordinator	19.01
21040 - Material Expediter	19.01
21050 - Material Handling Laborer	11.19
21071 - Order Filler	11.23
21080 - Production Line Worker (Food Processing)	12.67
21110 - Shipping Packer	12.52
21130 - Shipping/Receiving Clerk	12.52
21140 - Store Worker I	10.59
21150 - Stock Clerk	13.81
21210 - Tools And Parts Attendant	12.67
21410 - Warehouse Specialist	12.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.83
23021 - Aircraft Mechanic I	19.84
23022 - Aircraft Mechanic II	20.83
23023 - Aircraft Mechanic III	21.88
23040 - Aircraft Mechanic Helper	14.58
23050 - Aircraft, Painter	18.78
23060 - Aircraft Servicer	16.68
23080 - Aircraft Worker	17.72
23110 - Appliance Mechanic	16.52
23120 - Bicycle Repairer	10.21
23125 - Cable Splicer	24.52
23130 - Carpenter, Maintenance	15.59
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	17.19
23181 - Electronics Technician Maintenance I	19.46
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	23.23
23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	17.03
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	17.74
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	15.03
23380 - Ground Support Equipment Mechanic	19.84
23381 - Ground Support Equipment Servicer	16.68
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	15.53
23392 - Gunsmith II	17.61
23393 - Gunsmith III	19.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.76
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	14.76
23460 - Instrument Mechanic	17.74
23465 - Laboratory/Shelter Mechanic	18.67
23470 - Laborer	9.31
23510 - Locksmith	16.52

23530 - Machinery Maintenance Mechanic	17.31
23550 - Machinist, Maintenance	17.26
23580 - Maintenance Trades Helper	10.82
23591 - Metrology Technician I	17.74
23592 - Metrology Technician II	18.67
23593 - Metrology Technician III	19.60
23640 - Millwright	18.87
23710 - Office Appliance Repairer	16.76
23760 - Painter, Maintenance	15.59
23790 - Pipefitter, Maintenance	18.11
23810 - Plumber, Maintenance	17.20
23820 - Pneudraulic Systems Mechanic	17.74
23850 - Rigger	17.74
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	17.45
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.52
23950 - Telephone Lineman	16.91
23960 - Welder, Combination, Maintenance	15.29
23965 - Well Driller	17.74
23970 - Woodcraft Worker	17.74
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.83
24610 - Chore Aide	9.10
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.03
25040 - Sewage Plant Operator	16.12
25070 - Stationary Engineer	17.03
25190 - Ventilation Equipment Tender	12.59
25210 - Water Treatment Plant Operator	16.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.38
27008 - Corrections Officer	16.85
27010 - Court Security Officer	14.92
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	16.85
27070 - Firefighter	15.68
27101 - Guard I	13.38
27102 - Guard II	15.58
27131 - Police Officer I	16.23
27132 - Police Officer II	18.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.34
28042 - Carnival Equipment Repairer	10.68
28043 - Carnival Equpment Worker	8.80
28210 - Gate Attendant/Gate Tender	12.90
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.42
28510 - Recreation Aide/Health Facility Attendant	10.53
28515 - Recreation Specialist	15.99
28630 - Sports Official	11.49
28690 - Swimming Pool Operator	17.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.84
29020 - Hatch Tender	15.84
29030 - Line Handler	15.84

29041 - Stevedore I		14.91
29042 - Stevedore II		16.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.68
30022 - Archeological Technician II		17.53
30023 - Archeological Technician III		21.72
30030 - Cartographic Technician		21.72
30040 - Civil Engineering Technician		20.50
30061 - Drafter/CAD Operator I		15.68
30062 - Drafter/CAD Operator II		17.53
30063 - Drafter/CAD Operator III		19.55
30064 - Drafter/CAD Operator IV		24.06
30081 - Engineering Technician I		14.46
30082 - Engineering Technician II		16.24
30083 - Engineering Technician III		18.16
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		33.30
30090 - Environmental Technician		21.72
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		21.72
30361 - Paralegal/Legal Assistant I		17.48
30362 - Paralegal/Legal Assistant II		21.65
30363 - Paralegal/Legal Assistant III		26.49
30364 - Paralegal/Legal Assistant IV		32.05
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.87
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer, Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.27
31030 - Bus Driver		13.72
31043 - Driver Courier		11.99
31260 - Parking and Lot Attendant		9.41
31290 - Shuttle Bus Driver		12.77
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		12.77
31362 - Truckdriver, Medium		13.62
31363 - Truckdriver, Heavy		15.09
31364 - Truckdriver, Tractor-Trailer		15.09
99000 - Miscellaneous Occupations		
99030 - Cashier		7.76
99050 - Desk Clerk		10.10
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.50
99252 - Laboratory Animal Caretaker II		10.21
99310 - Mortician		22.74
99410 - Pest Controller		12.98
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		12.34
99711 - Recycling Specialist		14.76
99730 - Refuse Collector		11.59

99810 - Sales Clerk	10.80
99820 - School Crossing Guard	11.68
99830 - Survey Party Chief	12.83
99831 - Surveying Aide	9.09
99832 - Surveying Technician	12.43
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	16.45
99842 - Vending Machine Repairer Helper	14.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2138 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee, Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.99
01012 - Accounting Clerk II		15.15
01013 - Accounting Clerk III		17.27
01020 - Administrative Assistant		18.90
01040 - Court Reporter		13.82
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.34
01060 - Dispatcher, Motor Vehicle		13.82
01070 - Document Preparation Clerk		11.59
01090 - Duplicating Machine Operator		11.59
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.32
01120 - Housing Referral Assistant		15.43
01141 - Messenger Courier		10.22
01191 - Order Clerk I		11.21
01192 - Order Clerk II		12.43
01261 - Personnel Assistant (Employment) I		12.92
01262 - Personnel Assistant (Employment) II		14.45

01263 - Personnel Assistant (Employment) III	16.12
01270 - Production Control Clerk	19.01
01280 - Receptionist	10.48
01290 - Rental Clerk	10.51
01300 - Scheduler, Maintenance	12.14
01311 - Secretary I	12.14
01312 - Secretary II	13.82
01313 - Secretary III	15.43
01320 - Service Order Dispatcher	12.14
01410 - Supply Technician	18.90
01420 - Survey Worker	12.90
01531 - Travel Clerk I	11.62
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.23
01611 - Word Processor I	10.81
01612 - Word Processor II	12.14
01613 - Word Processor III	14.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.32
05010 - Automotive Electrician	17.62
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.93
05220 - Motor Vehicle Mechanic Helper	13.86
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.98
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	10.21
05400 - Transmission Repair Specialist	17.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.07
07041 - Cook I	9.48
07042 - Cook II	11.27
07070 - Dishwasher	7.87
07130 - Food Service Worker	8.71
07210 - Meat Cutter	13.02
07260 - Waiter/Waitress	7.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.78
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	13.03
09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	16.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.44
11060 - Elevator Operator	8.44
11090 - Gardener	10.95
11122 - Housekeeping Aide	8.92
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.83
11260 - Pruner	8.97
11270 - Tractor Operator	11.42
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	9.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.34
12011 - Breath Alcohol Technician	16.16

12012 - Certified Occupational Therapist Assistant		22.17
12015 - Certified Physical Therapist Assistant		20.80
12020 - Dental Assistant		14.78
12025 - Dental Hygienist		32.84
12030 - EKG Technician		24.50
12035 - Electroneurodiagnostic Technologist		22.64
12040 - Emergency Medical Technician		14.34
12071 - Licensed Practical Nurse I		14.44
12072 - Licensed Practical Nurse II		16.16
12073 - Licensed Practical Nurse III		18.02
12100 - Medical Assistant		11.88
12130 - Medical Laboratory Technician		14.61
12160 - Medical Record Clerk		12.50
12190 - Medical Record Technician		16.16
12195 - Medical Transcriptionist		13.66
12210 - Nuclear Medicine Technologist		35.35
12221 - Nursing Assistant I		9.93
12222 - Nursing Assistant II		10.31
12223 - Nursing Assistant III		11.25
12224 - Nursing Assistant IV		12.63
12235 - Optical Dispenser		16.16
12236 - Optical Technician		14.44
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		12.63
12305 - Radiologic Technologist		23.01
12311 - Registered Nurse I		19.07
12312 - Registered Nurse II		23.33
12313 - Registered Nurse II, Specialist		23.33
12314 - Registered Nurse III		28.22
12315 - Registered Nurse III, Anesthetist		28.22
12316 - Registered Nurse IV		33.82
12317 - Scheduler (Drug and Alcohol Testing)		20.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		23.68
13013 - Exhibits Specialist III		28.98
13041 - Illustrator I		20.60
13042 - Illustrator II		23.68
13043 - Illustrator III		28.98
13047 - Librarian		26.24
13050 - Library Aide/Clerk		10.66
13054 - Library Information Technology Systems Administrator		23.68
13058 - Library Technician		19.12
13061 - Media Specialist I		16.74
13062 - Media Specialist II		19.45
13063 - Media Specialist III		20.89
13071 - Photographer I		13.70
13072 - Photographer II		15.44
13073 - Photographer III		18.89
13074 - Photographer IV		23.22
13075 - Photographer V		28.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.49
14042 - Computer Operator II		15.09
14043 - Computer Operator III		16.83
14044 - Computer Operator IV		18.70
14045 - Computer Operator V		20.70
14071 - Computer Programmer I		20.24
14072 - Computer Programmer II		25.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.49
14160 - Personal Computer Support Technician		18.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.93
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		37.50
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		27.49
15070 - Flight Instructor (Pilot)		34.09
15080 - Graphic Artist		19.48
15090 - Technical Instructor		21.88
15095 - Technical Instructor/Course Developer		26.77
15110 - Test Proctor		17.66
15120 - Tutor		17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.09
16030 - Counter Attendant		8.09
16040 - Dry Cleaner		9.84
16070 - Finisher, Flatwork, Machine		8.09
16090 - Presser, Hand		8.09
16110 - Presser, Machine, Drycleaning		8.09
16130 - Presser, Machine, Shirts		8.09
16160 - Presser, Machine, Wearing Apparel, Laundry		8.09
16190 - Sewing Machine Operator		10.41
16220 - Tailor		10.97
16250 - Washer, Machine		8.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.05
19040 - Tool And Die Maker		22.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.67
21030 - Material Coordinator		19.01
21040 - Material Expediter		19.01
21050 - Material Handling Laborer		11.19
21071 - Order Filler		11.23
21080 - Production Line Worker (Food Processing)		12.67
21110 - Shipping Packer		12.52
21130 - Shipping/Receiving Clerk		12.52
21140 - Store Worker I		10.59
21150 - Stock Clerk		13.81
21210 - Tools And Parts Attendant		12.67
21410 - Warehouse Specialist		12.67
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.83
23021 - Aircraft Mechanic I		19.84
23022 - Aircraft Mechanic II		20.83
23023 - Aircraft Mechanic III		21.88
23040 - Aircraft Mechanic Helper		14.58
23050 - Aircraft, Painter		18.78
23060 - Aircraft Servicer		16.68
23080 - Aircraft Worker		17.72
23110 - Appliance Mechanic		16.52
23120 - Bicycle Repairer		10.21
23125 - Cable Splicer		24.52
23130 - Carpenter, Maintenance		15.59
23140 - Carpet Layer		15.84
23160 - Electrician, Maintenance		17.19
23181 - Electronics Technician Maintenance I		19.46
23182 - Electronics Technician Maintenance II		20.76
23183 - Electronics Technician Maintenance III		23.23

23260 - Fabric Worker	14.91
23290 - Fire Alarm System Mechanic	17.03
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	17.74
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	15.03
23380 - Ground Support Equipment Mechanic	19.84
23381 - Ground Support Equipment Servicer	16.68
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	15.53
23392 - Gunsmith II	17.61
23393 - Gunsmith III	19.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.76
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	14.76
23460 - Instrument Mechanic	17.74
23465 - Laboratory/Shelter Mechanic	18.67
23470 - Laborer	9.31
23510 - Locksmith	16.52
23530 - Machinery Maintenance Mechanic	17.31
23550 - Machinist, Maintenance	17.26
23580 - Maintenance Trades Helper	10.82
23591 - Metrology Technician I	17.74
23592 - Metrology Technician II	18.67
23593 - Metrology Technician III	19.60
23640 - Millwright	18.87
23710 - Office Appliance Repairer	16.76
23760 - Painter, Maintenance	15.59
23790 - Pipefitter, Maintenance	18.11
23810 - Plumber, Maintenance	17.20
23820 - Pneudraulic Systems Mechanic	17.74
23850 - Rigger	17.74
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	17.45
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.52
23950 - Telephone Lineman	16.91
23960 - Welder, Combination, Maintenance	15.29
23965 - Well Driller	17.74
23970 - Woodcraft Worker	17.74
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	13.83
24610 - Chore Aide	9.10
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.03
25040 - Sewage Plant Operator	16.12
25070 - Stationary Engineer	17.03
25190 - Ventilation Equipment Tender	12.59
25210 - Water Treatment Plant Operator	16.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.38
27008 - Corrections Officer	16.85
27010 - Court Security Officer	14.92

27030 - Detection Dog Handler		15.58
27040 - Detention Officer		16.85
27070 - Firefighter		15.68
27101 - Guard I		13.38
27102 - Guard II		15.58
27131 - Police Officer I		16.23
27132 - Police Officer II		18.04
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.34
28042 - Carnival Equipment Repairer		10.68
28043 - Carnival Equpment Worker		8.80
28210 - Gate Attendant/Gate Tender		12.90
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.42
28510 - Recreation Aide/Health Facility Attendant		10.53
28515 - Recreation Specialist		15.99
28630 - Sports Official		11.49
28690 - Swimming Pool Operator		17.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.84
29020 - Hatch Tender		15.84
29030 - Line Handler		15.84
29041 - Stevedore I		14.91
29042 - Stevedore II		16.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.68
30022 - Archeological Technician II		17.53
30023 - Archeological Technician III		21.72
30030 - Cartographic Technician		21.72
30040 - Civil Engineering Technician		20.50
30061 - Drafter/CAD Operator I		15.68
30062 - Drafter/CAD Operator II		17.53
30063 - Drafter/CAD Operator III		19.55
30064 - Drafter/CAD Operator IV		24.06
30081 - Engineering Technician I		14.46
30082 - Engineering Technician II		16.24
30083 - Engineering Technician III		18.16
30084 - Engineering Technician IV		27.52
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		33.30
30090 - Environmental Technician		21.72
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		21.72
30361 - Paralegal/Legal Assistant I		17.48
30362 - Paralegal/Legal Assistant II		21.65
30363 - Paralegal/Legal Assistant III		26.49
30364 - Paralegal/Legal Assistant IV		32.05
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.87
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer, Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		

31020 - Bus Aide	10.27
31030 - Bus Driver	13.72
31043 - Driver Courier	11.99
31260 - Parking and Lot Attendant	9.41
31290 - Shuttle Bus Driver	12.77
31310 - Taxi Driver	10.53
31361 - Truckdriver, Light	12.77
31362 - Truckdriver, Medium	13.62
31363 - Truckdriver, Heavy	15.09
31364 - Truckdriver, Tractor-Trailer	15.09
99000 - Miscellaneous Occupations	
99030 - Cashier	7.76
99050 - Desk Clerk	10.10
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.50
99252 - Laboratory Animal Caretaker II	10.21
99310 - Mortician	22.74
99410 - Pest Controller	12.98
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	12.34
99711 - Recycling Specialist	14.76
99730 - Refuse Collector	11.59
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	11.68
99830 - Survey Party Chief	12.83
99831 - Surveying Aide	9.09
99832 - Surveying Technician	12.43
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	16.45
99842 - Vending Machine Repairer Helper	14.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2139 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.15
01012 - Accounting Clerk II		12.70
01013 - Accounting Clerk III		15.43
01020 - Administrative Assistant		17.56
01040 - Court Reporter		13.47
01051 - Data Entry Operator I		12.01
01052 - Data Entry Operator II		13.11
01060 - Dispatcher, Motor Vehicle		13.43
01070 - Document Preparation Clerk		10.78
01090 - Duplicating Machine Operator		10.78
01111 - General Clerk I		10.42
01112 - General Clerk II		11.37
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		16.01
01141 - Messenger Courier		10.86
01191 - Order Clerk I		11.98
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.00
01263 - Personnel Assistant (Employment) III		16.73
01270 - Production Control Clerk		19.94
01280 - Receptionist		11.08
01290 - Rental Clerk		12.09
01300 - Scheduler, Maintenance		12.10
01311 - Secretary I		12.10
01312 - Secretary II		13.47
01313 - Secretary III		16.01
01320 - Service Order Dispatcher		11.55
01410 - Supply Technician		17.56
01420 - Survey Worker		13.11
01531 - Travel Clerk I		11.07
01532 - Travel Clerk II		12.02
01533 - Travel Clerk III		12.98
01611 - Word Processor I		12.17
01612 - Word Processor II		13.41
01613 - Word Processor III		15.00
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.70
05010 - Automotive Electrician		17.65
05040 - Automotive Glass Installer		16.98
05070 - Automotive Worker		16.98
05110 - Mobile Equipment Servicer		15.63
05130 - Motor Equipment Metal Mechanic		18.36
05160 - Motor Equipment Metal Worker		16.98
05190 - Motor Vehicle Mechanic		17.40
05220 - Motor Vehicle Mechanic Helper		14.95
05250 - Motor Vehicle Upholstery Worker		16.30
05280 - Motor Vehicle Wrecker		16.98
05310 - Painter, Automotive		17.65
05340 - Radiator Repair Specialist		16.98
05370 - Tire Repairer		14.01
05400 - Transmission Repair Specialist		18.36
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.28
07041 - Cook I		8.41
07042 - Cook II		9.84
07070 - Dishwasher		7.25

07130 - Food Service Worker	8.60
07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	7.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.28
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer, Minor	15.95
09130 - Upholsterer	17.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.84
11060 - Elevator Operator	8.95
11090 - Gardener	13.56
11122 - Housekeeping Aide	8.22
11150 - Janitor	8.18
11210 - Laborer, Grounds Maintenance	10.99
11240 - Maid or Houseman	7.89
11260 - Pruner	10.14
11270 - Tractor Operator	12.40
11330 - Trail Maintenance Worker	10.99
11360 - Window Cleaner	9.22
12000 - Health Occupations	
12010 - Ambulance Driver	13.17
12011 - Breath Alcohol Technician	16.33
12012 - Certified Occupational Therapist Assistant	22.40
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	15.33
12025 - Dental Hygienist	24.42
12030 - EKG Technician	24.76
12035 - Electroneurodiagnostic Technologist	24.76
12040 - Emergency Medical Technician	13.17
12071 - Licensed Practical Nurse I	14.60
12072 - Licensed Practical Nurse II	16.33
12073 - Licensed Practical Nurse III	18.21
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	12.87
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	35.89
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.74
12224 - Nursing Assistant IV	13.18
12235 - Optical Dispenser	21.66
12236 - Optical Technician	12.91
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	13.18
12305 - Radiologic Technologist	22.80
12311 - Registered Nurse I	23.44
12312 - Registered Nurse II	28.67
12313 - Registered Nurse II, Specialist	28.67
12314 - Registered Nurse III	34.68
12315 - Registered Nurse III, Anesthetist	34.68
12316 - Registered Nurse IV	41.57
12317 - Scheduler (Drug and Alcohol Testing)	20.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.81
13012 - Exhibits Specialist II	22.08
13013 - Exhibits Specialist III	27.01
13041 - Illustrator I	17.81
13042 - Illustrator II	22.08

13043 - Illustrator III		27.01
13047 - Librarian		24.61
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		17.94
13061 - Media Specialist I		15.93
13062 - Media Specialist II		17.81
13063 - Media Specialist III		19.87
13071 - Photographer I		13.47
13072 - Photographer II		17.09
13073 - Photographer III		20.02
13074 - Photographer IV		24.50
13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.25
14043 - Computer Operator III		18.71
14044 - Computer Operator IV		21.28
14045 - Computer Operator V		24.78
14071 - Computer Programmer I		21.48
14072 - Computer Programmer II		26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		22.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.04
15020 - Aircrew Training Devices Instructor (Rated)		33.91
15030 - Air Crew Training Devices Instructor (Pilot)		37.31
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		24.72
15070 - Flight Instructor (Pilot)		37.31
15080 - Graphic Artist		16.91
15090 - Technical Instructor		20.87
15095 - Technical Instructor/Course Developer		25.53
15110 - Test Proctor		16.84
15120 - Tutor		16.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		9.63
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.09
16220 - Tailor		10.56
16250 - Washer, Machine		8.71
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.54
19040 - Tool And Die Maker		24.92
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.11
21030 - Material Coordinator		20.57
21040 - Material Expediter		20.57
21050 - Material Handling Laborer		11.91
21071 - Order Filler		10.84

21080 - Production Line Worker (Food Processing)	14.11
21110 - Shipping Packer	12.22
21130 - Shipping/Receiving Clerk	12.22
21140 - Store Worker I	13.47
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	15.99
21410 - Warehouse Specialist	15.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.55
23021 - Aircraft Mechanic I	22.65
23022 - Aircraft Mechanic II	23.55
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	18.45
23050 - Aircraft, Painter	21.45
23060 - Aircraft Servicer	20.12
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	19.83
23120 - Bicycle Repairer	14.01
23125 - Cable Splicer	26.17
23130 - Carpenter, Maintenance	18.03
23140 - Carpet Layer	19.81
23160 - Electrician, Maintenance	19.22
23181 - Electronics Technician Maintenance I	21.40
23182 - Electronics Technician Maintenance II	22.46
23183 - Electronics Technician Maintenance III	23.33
23260 - Fabric Worker	16.22
23290 - Fire Alarm System Mechanic	18.52
23310 - Fire Extinguisher Repairer	15.47
23311 - Fuel Distribution System Mechanic	21.13
23312 - Fuel Distribution System Operator	17.73
23370 - General Maintenance Worker	16.96
23380 - Ground Support Equipment Mechanic	22.65
23381 - Ground Support Equipment Servicer	20.12
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	15.47
23392 - Gunsmith II	16.98
23393 - Gunsmith III	18.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.90
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	16.10
23460 - Instrument Mechanic	20.61
23465 - Laboratory/Shelter Mechanic	17.76
23470 - Laborer	10.96
23510 - Locksmith	17.76
23530 - Machinery Maintenance Mechanic	22.18
23550 - Machinist, Maintenance	18.52
23580 - Maintenance Trades Helper	14.64
23591 - Metrology Technician I	20.61
23592 - Metrology Technician II	21.65
23593 - Metrology Technician III	22.73
23640 - Millwright	22.52
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	17.76
23790 - Pipefitter, Maintenance	20.61
23810 - Plumber, Maintenance	19.83
23820 - Pneudraulic Systems Mechanic	18.52
23850 - Rigger	18.52
23870 - Scale Mechanic	16.98
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	16.69

23931 - Telecommunications Mechanic I	24.72
23932 - Telecommunications Mechanic II	25.64
23950 - Telephone Lineman	21.63
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	18.52
23970 - Woodcraft Worker	18.52
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	8.82
24620 - Family Readiness And Support Services Coordinator	11.18
24630 - Homemaker	13.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.21
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	14.01
27010 - Court Security Officer	15.25
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	14.01
27070 - Firefighter	15.25
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.73
27132 - Police Officer II	18.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.61
28042 - Carnival Equipment Repairer	8.99
28043 - Carnival Equpment Worker	7.58
28210 - Gate Attendant/Gate Tender	13.99
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	15.64
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	14.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.51
29042 - Stevedore II	21.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.40
30022 - Archeological Technician II	18.39
30023 - Archeological Technician III	21.32
30030 - Cartographic Technician	23.13
30040 - Civil Engineering Technician	21.32
30061 - Drafter/CAD Operator I	18.00
30062 - Drafter/CAD Operator II	20.72
30063 - Drafter/CAD Operator III	20.95
30064 - Drafter/CAD Operator IV	23.60
30081 - Engineering Technician I	14.47

30082 - Engineering Technician II		16.46
30083 - Engineering Technician III		18.42
30084 - Engineering Technician IV		22.50
30085 - Engineering Technician V		27.52
30086 - Engineering Technician VI		33.31
30090 - Environmental Technician		22.26
30210 - Laboratory Technician		20.95
30240 - Mathematical Technician		21.32
30361 - Paralegal/Legal Assistant I		17.65
30362 - Paralegal/Legal Assistant II		21.88
30363 - Paralegal/Legal Assistant III		26.76
30364 - Paralegal/Legal Assistant IV		32.38
30390 - Photo-Optics Technician		21.32
30461 - Technical Writer I		21.32
30462 - Technical Writer II		26.08
30463 - Technical Writer III		31.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.25
30621 - Weather Observer, Senior	(see 2)	21.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.29
31030 - Bus Driver		14.03
31043 - Driver Courier		13.52
31260 - Parking and Lot Attendant		11.04
31290 - Shuttle Bus Driver		14.31
31310 - Taxi Driver		10.40
31361 - Truckdriver, Light		14.31
31362 - Truckdriver, Medium		15.10
31363 - Truckdriver, Heavy		16.70
31364 - Truckdriver, Tractor-Trailer		16.70
99000 - Miscellaneous Occupations		
99030 - Cashier		7.96
99050 - Desk Clerk		8.76
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.22
99252 - Laboratory Animal Caretaker II		11.80
99310 - Mortician		22.74
99410 - Pest Controller		14.91
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.36
99711 - Recycling Specialist		14.18
99730 - Refuse Collector		10.43
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		9.65
99830 - Survey Party Chief		16.92
99831 - Surveying Aide		13.06
99832 - Surveying Technician		15.39
99840 - Vending Machine Attendant		17.18
99841 - Vending Machine Repairer		19.53
99842 - Vending Machine Repairer Helper		17.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2140 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.15
01012 - Accounting Clerk II		12.70
01013 - Accounting Clerk III		15.43
01020 - Administrative Assistant		17.56
01040 - Court Reporter		13.47
01051 - Data Entry Operator I		12.01
01052 - Data Entry Operator II		13.11
01060 - Dispatcher, Motor Vehicle		13.43
01070 - Document Preparation Clerk		10.78
01090 - Duplicating Machine Operator		10.78
01111 - General Clerk I		10.42
01112 - General Clerk II		11.37
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		16.01
01141 - Messenger Courier		10.86
01191 - Order Clerk I		11.98
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.00
01263 - Personnel Assistant (Employment) III		16.73
01270 - Production Control Clerk		19.94
01280 - Receptionist		11.08
01290 - Rental Clerk		12.09
01300 - Scheduler, Maintenance		12.10
01311 - Secretary I		12.10
01312 - Secretary II		13.47
01313 - Secretary III		16.01
01320 - Service Order Dispatcher		11.55
01410 - Supply Technician		17.56
01420 - Survey Worker		13.11
01531 - Travel Clerk I		11.07
01532 - Travel Clerk II		12.02
01533 - Travel Clerk III		12.98
01611 - Word Processor I		12.17
01612 - Word Processor II		13.41

01613 - Word Processor III	15.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.70
05010 - Automotive Electrician	17.65
05040 - Automotive Glass Installer	16.98
05070 - Automotive Worker	16.98
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	16.98
05190 - Motor Vehicle Mechanic	17.40
05220 - Motor Vehicle Mechanic Helper	14.95
05250 - Motor Vehicle Upholstery Worker	16.30
05280 - Motor Vehicle Wrecker	16.98
05310 - Painter, Automotive	17.65
05340 - Radiator Repair Specialist	16.98
05370 - Tire Repairer	14.01
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	8.41
07042 - Cook II	9.84
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.60
07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	7.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.28
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer, Minor	15.95
09130 - Upholsterer	17.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.84
11060 - Elevator Operator	8.95
11090 - Gardener	13.56
11122 - Housekeeping Aide	8.22
11150 - Janitor	8.18
11210 - Laborer, Grounds Maintenance	10.99
11240 - Maid or Houseman	7.89
11260 - Pruner	10.14
11270 - Tractor Operator	12.40
11330 - Trail Maintenance Worker	10.99
11360 - Window Cleaner	9.22
12000 - Health Occupations	
12010 - Ambulance Driver	13.17
12011 - Breath Alcohol Technician	16.33
12012 - Certified Occupational Therapist Assistant	22.40
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	15.33
12025 - Dental Hygienist	24.42
12030 - EKG Technician	24.76
12035 - Electroneurodiagnostic Technologist	24.76
12040 - Emergency Medical Technician	13.17
12071 - Licensed Practical Nurse I	14.60
12072 - Licensed Practical Nurse II	16.33
12073 - Licensed Practical Nurse III	18.21
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	12.87
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	35.89

12221 - Nursing Assistant I		9.54
12222 - Nursing Assistant II		10.77
12223 - Nursing Assistant III		11.74
12224 - Nursing Assistant IV		13.18
12235 - Optical Dispenser		21.66
12236 - Optical Technician		12.91
12250 - Pharmacy Technician		13.63
12280 - Phlebotomist		13.18
12305 - Radiologic Technologist		22.80
12311 - Registered Nurse I		23.44
12312 - Registered Nurse II		28.67
12313 - Registered Nurse II, Specialist		28.67
12314 - Registered Nurse III		34.68
12315 - Registered Nurse III, Anesthetist		34.68
12316 - Registered Nurse IV		41.57
12317 - Scheduler (Drug and Alcohol Testing)		20.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.81
13012 - Exhibits Specialist II		22.08
13013 - Exhibits Specialist III		27.01
13041 - Illustrator I		17.81
13042 - Illustrator II		22.08
13043 - Illustrator III		27.01
13047 - Librarian		24.61
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		17.94
13061 - Media Specialist I		15.93
13062 - Media Specialist II		17.81
13063 - Media Specialist III		19.87
13071 - Photographer I		13.47
13072 - Photographer II		17.09
13073 - Photographer III		20.02
13074 - Photographer IV		24.50
13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.25
14043 - Computer Operator III		18.71
14044 - Computer Operator IV		21.28
14045 - Computer Operator V		24.78
14071 - Computer Programmer I		21.48
14072 - Computer Programmer II		26.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.53
14160 - Personal Computer Support Technician		22.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.04
15020 - Aircrew Training Devices Instructor (Rated)		33.91
15030 - Air Crew Training Devices Instructor (Pilot)		37.31
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		24.72
15070 - Flight Instructor (Pilot)		37.31
15080 - Graphic Artist		16.91
15090 - Technical Instructor		20.87
15095 - Technical Instructor/Course Developer		25.53
15110 - Test Proctor		16.84

15120 - Tutor	16.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.23
16030 - Counter Attendant	8.23
16040 - Dry Cleaner	9.63
16070 - Finisher, Flatwork, Machine	8.23
16090 - Presser, Hand	8.23
16110 - Presser, Machine, Drycleaning	8.23
16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.09
16220 - Tailor	10.56
16250 - Washer, Machine	8.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.54
19040 - Tool And Die Maker	24.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.11
21030 - Material Coordinator	20.57
21040 - Material Expediter	20.57
21050 - Material Handling Laborer	11.91
21071 - Order Filler	10.84
21080 - Production Line Worker (Food Processing)	14.11
21110 - Shipping Packer	12.22
21130 - Shipping/Receiving Clerk	12.22
21140 - Store Worker I	13.47
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	15.99
21410 - Warehouse Specialist	15.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.55
23021 - Aircraft Mechanic I	22.65
23022 - Aircraft Mechanic II	23.55
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	18.45
23050 - Aircraft, Painter	21.45
23060 - Aircraft Servicer	20.12
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	19.83
23120 - Bicycle Repairer	14.01
23125 - Cable Splicer	26.17
23130 - Carpenter, Maintenance	18.03
23140 - Carpet Layer	19.81
23160 - Electrician, Maintenance	19.22
23181 - Electronics Technician Maintenance I	21.40
23182 - Electronics Technician Maintenance II	22.46
23183 - Electronics Technician Maintenance III	23.33
23260 - Fabric Worker	16.22
23290 - Fire Alarm System Mechanic	18.52
23310 - Fire Extinguisher Repairer	15.47
23311 - Fuel Distribution System Mechanic	21.13
23312 - Fuel Distribution System Operator	17.73
23370 - General Maintenance Worker	16.96
23380 - Ground Support Equipment Mechanic	22.65
23381 - Ground Support Equipment Servicer	20.12
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	15.47
23392 - Gunsmith II	16.98
23393 - Gunsmith III	18.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.90

23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	16.10
23460 - Instrument Mechanic	20.61
23465 - Laboratory/Shelter Mechanic	17.76
23470 - Laborer	10.96
23510 - Locksmith	17.76
23530 - Machinery Maintenance Mechanic	22.18
23550 - Machinist, Maintenance	18.52
23580 - Maintenance Trades Helper	14.64
23591 - Metrology Technician I	20.61
23592 - Metrology Technician II	21.65
23593 - Metrology Technician III	22.73
23640 - Millwright	22.52
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	17.76
23790 - Pipefitter, Maintenance	20.61
23810 - Plumber, Maintenance	19.83
23820 - Pneudraulic Systems Mechanic	18.52
23850 - Rigger	18.52
23870 - Scale Mechanic	16.98
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	24.72
23932 - Telecommunications Mechanic II	25.64
23950 - Telephone Lineman	21.63
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	18.52
23970 - Woodcraft Worker	18.52
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	8.82
24620 - Family Readiness And Support Services Coordinator	11.18
24630 - Homemaker	13.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.21
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	14.01
27010 - Court Security Officer	15.25
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	14.01
27070 - Firefighter	15.25
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.73
27132 - Police Officer II	18.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.61
28042 - Carnival Equipment Repairer	8.99
28043 - Carnival Equpment Worker	7.58
28210 - Gate Attendant/Gate Tender	13.99
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	15.64

28630 - Sports Official		12.46
28690 - Swimming Pool Operator		14.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.23
29020 - Hatch Tender		20.23
29030 - Line Handler		20.23
29041 - Stevedore I		19.51
29042 - Stevedore II		21.12
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.40
30022 - Archeological Technician II		18.39
30023 - Archeological Technician III		21.32
30030 - Cartographic Technician		23.13
30040 - Civil Engineering Technician		21.32
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.72
30063 - Drafter/CAD Operator III		20.95
30064 - Drafter/CAD Operator IV		23.60
30081 - Engineering Technician I		14.47
30082 - Engineering Technician II		16.46
30083 - Engineering Technician III		18.42
30084 - Engineering Technician IV		22.50
30085 - Engineering Technician V		27.52
30086 - Engineering Technician VI		33.31
30090 - Environmental Technician		22.26
30210 - Laboratory Technician		20.95
30240 - Mathematical Technician		21.32
30361 - Paralegal/Legal Assistant I		17.65
30362 - Paralegal/Legal Assistant II		21.88
30363 - Paralegal/Legal Assistant III		26.76
30364 - Paralegal/Legal Assistant IV		32.38
30390 - Photo-Optics Technician		21.32
30461 - Technical Writer I		21.32
30462 - Technical Writer II		26.08
30463 - Technical Writer III		31.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.25
30621 - Weather Observer, Senior	(see 2)	21.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.29
31030 - Bus Driver		14.03
31043 - Driver Courier		13.52
31260 - Parking and Lot Attendant		11.04
31290 - Shuttle Bus Driver		14.31
31310 - Taxi Driver		10.40
31361 - Truckdriver, Light		14.31
31362 - Truckdriver, Medium		15.10
31363 - Truckdriver, Heavy		16.70
31364 - Truckdriver, Tractor-Trailer		16.70
99000 - Miscellaneous Occupations		
99030 - Cashier		7.96
99050 - Desk Clerk		8.76
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.22
99252 - Laboratory Animal Caretaker II		11.80

99310 - Mortician	22.74
99410 - Pest Controller	14.91
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	14.18
99730 - Refuse Collector	10.43
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	9.65
99830 - Survey Party Chief	16.92
99831 - Surveying Aide	13.06
99832 - Surveying Technician	15.39
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	19.53
99842 - Vending Machine Repairer Helper	17.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2141 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.94
01012 - Accounting Clerk II		13.40
01013 - Accounting Clerk III		14.99
01020 - Administrative Assistant		16.85
01040 - Court Reporter		13.33
01051 - Data Entry Operator I		10.82
01052 - Data Entry Operator II		12.82
01060 - Dispatcher, Motor Vehicle		18.34
01070 - Document Preparation Clerk		11.45

01090 - Duplicating Machine Operator	11.45
01111 - General Clerk I	10.83
01112 - General Clerk II	11.82
01113 - General Clerk III	13.26
01120 - Housing Referral Assistant	14.86
01141 - Messenger Courier	10.37
01191 - Order Clerk I	10.77
01192 - Order Clerk II	12.93
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	23.11
01280 - Receptionist	10.70
01290 - Rental Clerk	11.58
01300 - Scheduler, Maintenance	11.91
01311 - Secretary I	11.91
01312 - Secretary II	13.33
01313 - Secretary III	14.86
01320 - Service Order Dispatcher	14.92
01410 - Supply Technician	16.85
01420 - Survey Worker	13.73
01531 - Travel Clerk I	12.02
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.86
01611 - Word Processor I	11.68
01612 - Word Processor II	13.13
01613 - Word Processor III	14.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.50
05010 - Automotive Electrician	16.31
05040 - Automotive Glass Installer	15.44
05070 - Automotive Worker	15.75
05110 - Mobile Equipment Servicer	13.74
05130 - Motor Equipment Metal Mechanic	17.21
05160 - Motor Equipment Metal Worker	15.44
05190 - Motor Vehicle Mechanic	17.21
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.61
05280 - Motor Vehicle Wrecker	15.44
05310 - Painter, Automotive	16.31
05340 - Radiator Repair Specialist	15.44
05370 - Tire Repairer	10.86
05400 - Transmission Repair Specialist	17.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.67
07041 - Cook I	9.98
07042 - Cook II	11.40
07070 - Dishwasher	8.40
07130 - Food Service Worker	9.69
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	20.14
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer, Minor	17.71
09130 - Upholsterer	20.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	9.58
11090 - Gardener	13.28
11122 - Housekeeping Aide	9.58

11150 - Janitor	9.58
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.20
11260 - Pruner	10.78
11270 - Tractor Operator	12.46
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	10.44
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.08
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	22.06
12020 - Dental Assistant	14.09
12025 - Dental Hygienist	32.84
12030 - EKG Technician	22.85
12035 - Electroneurodiagnostic Technologist	22.85
12040 - Emergency Medical Technician	15.67
12071 - Licensed Practical Nurse I	14.37
12072 - Licensed Practical Nurse II	16.08
12073 - Licensed Practical Nurse III	17.93
12100 - Medical Assistant	12.64
12130 - Medical Laboratory Technician	13.46
12160 - Medical Record Clerk	13.31
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	35.33
12221 - Nursing Assistant I	10.09
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	17.75
12236 - Optical Technician	13.41
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	22.50
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.94
12313 - Registered Nurse II, Specialist	27.94
12314 - Registered Nurse III	33.07
12315 - Registered Nurse III, Anesthetist	33.80
12316 - Registered Nurse IV	39.40
12317 - Scheduler (Drug and Alcohol Testing)	19.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.60
13012 - Exhibits Specialist II	24.29
13013 - Exhibits Specialist III	29.71
13041 - Illustrator I	19.60
13042 - Illustrator II	24.29
13043 - Illustrator III	29.71
13047 - Librarian	26.89
13050 - Library Aide/Clerk	12.62
13054 - Library Information Technology Systems Administrator	24.29
13058 - Library Technician	17.42
13061 - Media Specialist I	17.52
13062 - Media Specialist II	19.60
13063 - Media Specialist III	21.86
13071 - Photographer I	15.24
13072 - Photographer II	17.12
13073 - Photographer III	21.04
13074 - Photographer IV	25.73
13075 - Photographer V	31.13
13110 - Video Teleconference Technician	17.52

14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 2)	20.15
14072 - Computer Programmer II	(see 2)	26.57
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		24.24
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		24.84
15090 - Technical Instructor		21.66
15095 - Technical Instructor/Course Developer		26.49
15110 - Test Proctor		17.47
15120 - Tutor		17.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		10.52
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.17
16220 - Tailor		11.83
16250 - Washer, Machine		9.17
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.57
19040 - Tool And Die Maker		22.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.30
21030 - Material Coordinator		23.11
21040 - Material Expediter		23.11
21050 - Material Handling Laborer		14.26
21071 - Order Filler		12.65
21080 - Production Line Worker (Food Processing)		15.30
21110 - Shipping Packer		15.62
21130 - Shipping/Receiving Clerk		15.62
21140 - Store Worker I		11.72
21150 - Stock Clerk		15.90
21210 - Tools And Parts Attendant		15.30
21410 - Warehouse Specialist		15.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.07
23021 - Aircraft Mechanic I		22.92
23022 - Aircraft Mechanic II		24.07
23023 - Aircraft Mechanic III		25.27
23040 - Aircraft Mechanic Helper		17.16
23050 - Aircraft, Painter		21.75
23060 - Aircraft Servicer		19.45

23080 - Aircraft Worker	20.56
23110 - Appliance Mechanic	18.50
23120 - Bicycle Repairer	13.66
23125 - Cable Splicer	20.30
23130 - Carpenter, Maintenance	16.38
23140 - Carpet Layer	17.58
23160 - Electrician, Maintenance	21.23
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	22.76
23183 - Electronics Technician Maintenance III	24.04
23260 - Fabric Worker	16.33
23290 - Fire Alarm System Mechanic	19.62
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	18.45
23312 - Fuel Distribution System Operator	14.70
23370 - General Maintenance Worker	15.94
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	19.45
23382 - Ground Support Equipment Worker	20.56
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.58
23393 - Gunsmith III	19.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.62
23430 - Heavy Equipment Mechanic	22.69
23440 - Heavy Equipment Operator	19.62
23460 - Instrument Mechanic	21.25
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	14.26
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	22.08
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	21.25
23592 - Metrology Technician II	22.32
23593 - Metrology Technician III	23.43
23640 - Millwright	20.82
23710 - Office Appliance Repairer	19.44
23760 - Painter, Maintenance	18.57
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.57
23820 - Pneudraulic Systems Mechanic	19.62
23850 - Rigger	19.62
23870 - Scale Mechanic	17.58
23890 - Sheet-Metal Worker, Maintenance	19.62
23910 - Small Engine Mechanic	17.58
23931 - Telecommunications Mechanic I	23.83
23932 - Telecommunications Mechanic II	25.05
23950 - Telephone Lineman	20.38
23960 - Welder, Combination, Maintenance	18.65
23965 - Well Driller	19.62
23970 - Woodcraft Worker	19.62
23980 - Woodworker	15.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	9.45
24620 - Family Readiness And Support Services Coordinator	12.85
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	14.20
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.55
27008 - Corrections Officer	17.25
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.25
27070 - Firefighter	17.11
27101 - Guard I	10.55
27102 - Guard II	13.87
27131 - Police Officer I	17.71
27132 - Police Officer II	19.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.84
28042 - Carnival Equipment Repairer	11.56
28043 - Carnival Equpment Worker	8.70
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	15.61
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	14.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.94
29020 - Hatch Tender	18.94
29030 - Line Handler	18.94
29041 - Stevedore I	17.59
29042 - Stevedore II	20.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1)	27.16
30021 - Archeological Technician I	16.69
30022 - Archeological Technician II	18.67
30023 - Archeological Technician III	23.13
30030 - Cartographic Technician	22.77
30040 - Civil Engineering Technician	21.31
30061 - Drafter/CAD Operator I	16.69
30062 - Drafter/CAD Operator II	18.67
30063 - Drafter/CAD Operator III	20.82
30064 - Drafter/CAD Operator IV	25.61
30081 - Engineering Technician I	15.31
30082 - Engineering Technician II	17.18
30083 - Engineering Technician III	19.22
30084 - Engineering Technician IV	23.78
30085 - Engineering Technician V	29.14
30086 - Engineering Technician VI	25.35
30090 - Environmental Technician	22.79
30210 - Laboratory Technician	20.97
30240 - Mathematical Technician	23.13
30361 - Paralegal/Legal Assistant I	18.28
30362 - Paralegal/Legal Assistant II	22.66
30363 - Paralegal/Legal Assistant III	26.08
30364 - Paralegal/Legal Assistant IV	31.56
30390 - Photo-Optics Technician	23.14
30461 - Technical Writer I	23.13
30462 - Technical Writer II	28.30

30463 - Technical Writer III		34.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	20.82
30621 - Weather Observer, Senior	(see 1)	23.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.24
31030 - Bus Driver		14.05
31043 - Driver Courier		13.68
31260 - Parking and Lot Attendant		9.21
31290 - Shuttle Bus Driver		13.68
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.68
31362 - Truckdriver, Medium		14.55
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		8.11
99050 - Desk Clerk		9.12
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.15
99252 - Laboratory Animal Caretaker II		11.72
99310 - Mortician		22.74
99410 - Pest Controller		14.40
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.65
99711 - Recycling Specialist		16.17
99730 - Refuse Collector		12.67
99810 - Sales Clerk		11.19
99820 - School Crossing Guard		11.23
99830 - Survey Party Chief		18.50
99831 - Surveying Aide		11.56
99832 - Surveying Technician		15.85
99840 - Vending Machine Attendant		11.62
99841 - Vending Machine Repairer		13.94
99842 - Vending Machine Repairer Helper		11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2142 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

Fringe Benefits Required Follow the Occupational Listing

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01300 - Scheduler, Maintenance		11.91
01311 - Secretary I		11.91
01312 - Secretary II		13.33
01313 - Secretary III		14.86
01320 - Service Order Dispatcher		14.92
01410 - Supply Technician		16.85
01420 - Survey Worker		13.73
01531 - Travel Clerk I		12.02
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.86
01611 - Word Processor I		11.68
01612 - Word Processor II		13.13
01613 - Word Processor III		14.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.50
05010 - Automotive Electrician		16.31
05040 - Automotive Glass Installer		15.44
05070 - Automotive Worker		15.75
05110 - Mobile Equipment Servicer		13.74
05130 - Motor Equipment Metal Mechanic		17.21
05160 - Motor Equipment Metal Worker		15.44
05190 - Motor Vehicle Mechanic		17.21
05220 - Motor Vehicle Mechanic Helper		12.88
05250 - Motor Vehicle Upholstery Worker		14.61
05280 - Motor Vehicle Wrecker		15.44
05310 - Painter, Automotive		16.31

05340 - Radiator Repair Specialist	15.44
05370 - Tire Repairer	10.86
05400 - Transmission Repair Specialist	17.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.67
07041 - Cook I	9.98
07042 - Cook II	11.40
07070 - Dishwasher	8.40
07130 - Food Service Worker	9.69
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	20.14
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer, Minor	17.71
09130 - Upholsterer	20.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	9.58
11090 - Gardener	13.28
11122 - Housekeeping Aide	9.58
11150 - Janitor	9.58
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.20
11260 - Pruner	10.78
11270 - Tractor Operator	12.46
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	10.44
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.08
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	22.06
12020 - Dental Assistant	14.09
12025 - Dental Hygienist	32.84
12030 - EKG Technician	22.85
12035 - Electroneurodiagnostic Technologist	22.85
12040 - Emergency Medical Technician	15.67
12071 - Licensed Practical Nurse I	14.37
12072 - Licensed Practical Nurse II	16.08
12073 - Licensed Practical Nurse III	17.93
12100 - Medical Assistant	12.64
12130 - Medical Laboratory Technician	13.46
12160 - Medical Record Clerk	13.31
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	16.94
12210 - Nuclear Medicine Technologist	35.33
12221 - Nursing Assistant I	10.09
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	17.75
12236 - Optical Technician	13.41
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	22.50
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.94
12313 - Registered Nurse II, Specialist	27.94
12314 - Registered Nurse III	33.07
12315 - Registered Nurse III, Anesthetist	33.80

12316 - Registered Nurse IV		39.40
12317 - Scheduler (Drug and Alcohol Testing)		19.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.29
13013 - Exhibits Specialist III		29.71
13041 - Illustrator I		19.60
13042 - Illustrator II		24.29
13043 - Illustrator III		29.71
13047 - Librarian		26.89
13050 - Library Aide/Clerk		12.62
13054 - Library Information Technology Systems Administrator		24.29
13058 - Library Technician		17.42
13061 - Media Specialist I		17.52
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.86
13071 - Photographer I		15.24
13072 - Photographer II		17.12
13073 - Photographer III		21.04
13074 - Photographer IV		25.73
13075 - Photographer V		31.13
13110 - Video Teleconference Technician		17.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.25
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		26.13
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	26.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		23.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.11
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		24.24
15070 - Flight Instructor (Pilot)		41.11
15080 - Graphic Artist		24.84
15090 - Technical Instructor		21.66
15095 - Technical Instructor/Course Developer		26.49
15110 - Test Proctor		17.47
15120 - Tutor		17.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.67
16040 - Dry Cleaner		10.52
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.17
16220 - Tailor		11.83
16250 - Washer, Machine		9.17
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	18.57
19040 - Tool And Die Maker	22.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	14.26
21071 - Order Filler	12.65
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	15.62
21130 - Shipping/Receiving Clerk	15.62
21140 - Store Worker I	11.72
21150 - Stock Clerk	15.90
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.07
23021 - Aircraft Mechanic I	22.92
23022 - Aircraft Mechanic II	24.07
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	17.16
23050 - Aircraft, Painter	21.75
23060 - Aircraft Servicer	19.45
23080 - Aircraft Worker	20.56
23110 - Appliance Mechanic	18.50
23120 - Bicycle Repairer	13.66
23125 - Cable Splicer	20.30
23130 - Carpenter, Maintenance	16.38
23140 - Carpet Layer	17.58
23160 - Electrician, Maintenance	21.23
23181 - Electronics Technician Maintenance I	21.54
23182 - Electronics Technician Maintenance II	22.76
23183 - Electronics Technician Maintenance III	24.04
23260 - Fabric Worker	16.33
23290 - Fire Alarm System Mechanic	19.62
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	18.45
23312 - Fuel Distribution System Operator	14.70
23370 - General Maintenance Worker	15.94
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	19.45
23382 - Ground Support Equipment Worker	20.56
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.58
23393 - Gunsmith III	19.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.62
23430 - Heavy Equipment Mechanic	22.69
23440 - Heavy Equipment Operator	19.62
23460 - Instrument Mechanic	21.25
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	14.26
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	22.08
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	21.25
23592 - Metrology Technician II	22.32
23593 - Metrology Technician III	23.43
23640 - Millwright	20.82
23710 - Office Appliance Repairer	19.44

23760 - Painter, Maintenance	18.57
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.57
23820 - Pneudraulic Systems Mechanic	19.62
23850 - Rigger	19.62
23870 - Scale Mechanic	17.58
23890 - Sheet-Metal Worker, Maintenance	19.62
23910 - Small Engine Mechanic	17.58
23931 - Telecommunications Mechanic I	23.83
23932 - Telecommunications Mechanic II	25.05
23950 - Telephone Lineman	20.38
23960 - Welder, Combination, Maintenance	18.65
23965 - Well Driller	19.62
23970 - Woodcraft Worker	19.62
23980 - Woodworker	15.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.31
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	9.45
24620 - Family Readiness And Support Services Coordinator	12.85
24630 - Homemaker	14.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.46
25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	21.46
25190 - Ventilation Equipment Tender	14.20
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.55
27008 - Corrections Officer	17.25
27010 - Court Security Officer	17.41
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.25
27070 - Firefighter	17.11
27101 - Guard I	10.55
27102 - Guard II	13.87
27131 - Police Officer I	17.71
27132 - Police Officer II	19.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.84
28042 - Carnival Equipment Repairer	11.56
28043 - Carnival Equpment Worker	8.70
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	15.61
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	14.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.94
29020 - Hatch Tender	18.94
29030 - Line Handler	18.94
29041 - Stevedore I	17.59
29042 - Stevedore II	20.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.69
30022 - Archeological Technician II	18.67

30023 - Archeological Technician III		23.13
30030 - Cartographic Technician		22.77
30040 - Civil Engineering Technician		21.31
30061 - Drafter/CAD Operator I		16.69
30062 - Drafter/CAD Operator II		18.67
30063 - Drafter/CAD Operator III		20.82
30064 - Drafter/CAD Operator IV		25.61
30081 - Engineering Technician I		15.31
30082 - Engineering Technician II		17.18
30083 - Engineering Technician III		19.22
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.14
30086 - Engineering Technician VI		25.35
30090 - Environmental Technician		22.79
30210 - Laboratory Technician		20.97
30240 - Mathematical Technician		23.13
30361 - Paralegal/Legal Assistant I		18.28
30362 - Paralegal/Legal Assistant II		22.66
30363 - Paralegal/Legal Assistant III		26.08
30364 - Paralegal/Legal Assistant IV		31.56
30390 - Photo-Optics Technician		23.14
30461 - Technical Writer I		23.13
30462 - Technical Writer II		28.30
30463 - Technical Writer III		34.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.82
30621 - Weather Observer, Senior	(see 2)	23.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.24
31030 - Bus Driver		14.05
31043 - Driver Courier		13.68
31260 - Parking and Lot Attendant		9.21
31290 - Shuttle Bus Driver		13.68
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.68
31362 - Truckdriver, Medium		14.55
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		8.11
99050 - Desk Clerk		9.12
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.15
99252 - Laboratory Animal Caretaker II		11.72
99310 - Mortician		22.74
99410 - Pest Controller		14.40
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.65
99711 - Recycling Specialist		16.17
99730 - Refuse Collector		12.67
99810 - Sales Clerk		11.19
99820 - School Crossing Guard		11.23
99830 - Survey Party Chief		18.50
99831 - Surveying Aide		11.56
99832 - Surveying Technician		15.85
99840 - Vending Machine Attendant		11.62
99841 - Vending Machine Repairer		13.94
99842 - Vending Machine Repairer Helper		11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2147 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.50
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.59
01020 - Administrative Assistant		17.67
01040 - Court Reporter		15.38
01051 - Data Entry Operator I		10.48
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.06
01070 - Document Preparation Clerk		12.25
01090 - Duplicating Machine Operator		12.25
01111 - General Clerk I		10.29
01112 - General Clerk II		11.28
01113 - General Clerk III		12.32
01120 - Housing Referral Assistant		17.15
01141 - Messenger Courier		10.12
01191 - Order Clerk I		11.23
01192 - Order Clerk II		12.25
01261 - Personnel Assistant (Employment) I		14.33
01262 - Personnel Assistant (Employment) II		14.90
01263 - Personnel Assistant (Employment) III		16.48
01270 - Production Control Clerk		18.34
01280 - Receptionist		9.67
01290 - Rental Clerk		11.10

01300 - Scheduler, Maintenance	13.75
01311 - Secretary I	13.75
01312 - Secretary II	15.38
01313 - Secretary III	17.15
01320 - Service Order Dispatcher	11.57
01410 - Supply Technician	17.67
01420 - Survey Worker	15.26
01531 - Travel Clerk I	11.61
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.44
01611 - Word Processor I	12.25
01612 - Word Processor II	13.75
01613 - Word Processor III	15.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.34
05010 - Automotive Electrician	13.06
05040 - Automotive Glass Installer	12.10
05070 - Automotive Worker	12.10
05110 - Mobile Equipment Servicer	8.59
05130 - Motor Equipment Metal Mechanic	13.06
05160 - Motor Equipment Metal Worker	12.10
05190 - Motor Vehicle Mechanic	13.06
05220 - Motor Vehicle Mechanic Helper	10.12
05250 - Motor Vehicle Upholstery Worker	12.10
05280 - Motor Vehicle Wrecker	12.10
05310 - Painter, Automotive	12.37
05340 - Radiator Repair Specialist	12.10
05370 - Tire Repairer	7.81
05400 - Transmission Repair Specialist	12.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.47
07041 - Cook I	9.54
07042 - Cook II	11.78
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.78
07210 - Meat Cutter	11.86
07260 - Waiter/Waitress	7.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.38
09040 - Furniture Handler	8.85
09080 - Furniture Refinisher	14.38
09090 - Furniture Refinisher Helper	10.66
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	14.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.23
11060 - Elevator Operator	8.23
11090 - Gardener	10.99
11122 - Housekeeping Aide	8.33
11150 - Janitor	8.23
11210 - Laborer, Grounds Maintenance	9.14
11240 - Maid or Houseman	7.25
11260 - Pruner	8.23
11270 - Tractor Operator	10.33
11330 - Trail Maintenance Worker	9.14
11360 - Window Cleaner	9.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.81
12011 - Breath Alcohol Technician	15.81
12012 - Certified Occupational Therapist Assistant	21.70
12015 - Certified Physical Therapist Assistant	21.70
12020 - Dental Assistant	13.20
12025 - Dental Hygienist	29.85

12030 - EKG Technician		23.96
12035 - Electroneurodiagnostic Technologist		23.96
12040 - Emergency Medical Technician		15.81
12071 - Licensed Practical Nurse I		14.14
12072 - Licensed Practical Nurse II		15.81
12073 - Licensed Practical Nurse III		17.63
12100 - Medical Assistant		11.54
12130 - Medical Laboratory Technician		14.14
12160 - Medical Record Clerk		11.82
12190 - Medical Record Technician		13.59
12195 - Medical Transcriptionist		14.14
12210 - Nuclear Medicine Technologist		34.75
12221 - Nursing Assistant I		10.03
12222 - Nursing Assistant II		11.30
12223 - Nursing Assistant III		12.31
12224 - Nursing Assistant IV		13.84
12235 - Optical Dispenser		15.81
12236 - Optical Technician		14.14
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.84
12305 - Radiologic Technologist		22.64
12311 - Registered Nurse I		20.70
12312 - Registered Nurse II		25.32
12313 - Registered Nurse II, Specialist		25.32
12314 - Registered Nurse III		30.64
12315 - Registered Nurse III, Anesthetist		30.64
12316 - Registered Nurse IV		36.72
12317 - Scheduler (Drug and Alcohol Testing)		19.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.06
13012 - Exhibits Specialist II		18.66
13013 - Exhibits Specialist III		22.83
13041 - Illustrator I		15.06
13042 - Illustrator II		18.66
13043 - Illustrator III		22.83
13047 - Librarian		20.66
13050 - Library Aide/Clerk		12.00
13054 - Library Information Technology Systems Administrator		18.66
13058 - Library Technician		15.06
13061 - Media Specialist I		13.46
13062 - Media Specialist II		15.06
13063 - Media Specialist III		16.80
13071 - Photographer I		12.82
13072 - Photographer II		14.32
13073 - Photographer III		17.75
13074 - Photographer IV		21.73
13075 - Photographer V		26.30
13110 - Video Teleconference Technician		12.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.65
14042 - Computer Operator II		15.76
14043 - Computer Operator III		17.56
14044 - Computer Operator IV		19.50
14045 - Computer Operator V		21.81
14071 - Computer Programmer I	(see 1)	15.73
14072 - Computer Programmer II	(see 1)	19.50
14073 - Computer Programmer III	(see 1)	23.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.23
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.65

14160 - Personal Computer Support Technician	19.50
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.23
15020 - Aircrew Training Devices Instructor (Rated)	29.32
15030 - Air Crew Training Devices Instructor (Pilot)	33.30
15050 - Computer Based Training Specialist / Instructor	24.23
15060 - Educational Technologist	22.82
15070 - Flight Instructor (Pilot)	33.30
15080 - Graphic Artist	20.47
15090 - Technical Instructor	17.65
15095 - Technical Instructor/Course Developer	21.58
15110 - Test Proctor	13.87
15120 - Tutor	13.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.08
16030 - Counter Attendant	8.08
16040 - Dry Cleaner	9.34
16070 - Finisher, Flatwork, Machine	8.08
16090 - Presser, Hand	8.08
16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.49
19040 - Tool And Die Maker	18.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.49
21030 - Material Coordinator	18.34
21040 - Material Expediter	18.34
21050 - Material Handling Laborer	10.65
21071 - Order Filler	9.66
21080 - Production Line Worker (Food Processing)	12.49
21110 - Shipping Packer	13.33
21130 - Shipping/Receiving Clerk	13.33
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	12.49
21410 - Warehouse Specialist	12.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.69
23021 - Aircraft Mechanic I	19.70
23022 - Aircraft Mechanic II	20.69
23023 - Aircraft Mechanic III	21.74
23040 - Aircraft Mechanic Helper	13.70
23050 - Aircraft, Painter	18.50
23060 - Aircraft Servicer	16.09
23080 - Aircraft Worker	17.38
23110 - Appliance Mechanic	14.49
23120 - Bicycle Repairer	9.74
23125 - Cable Splicer	15.43
23130 - Carpenter, Maintenance	13.00
23140 - Carpet Layer	13.55
23160 - Electrician, Maintenance	14.99
23181 - Electronics Technician Maintenance I	14.72
23182 - Electronics Technician Maintenance II	15.05
23183 - Electronics Technician Maintenance III	18.31
23260 - Fabric Worker	12.60
23290 - Fire Alarm System Mechanic	15.43
23310 - Fire Extinguisher Repairer	11.67
23311 - Fuel Distribution System Mechanic	15.43

23312 - Fuel Distribution System Operator	13.01
23370 - General Maintenance Worker	11.95
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.09
23382 - Ground Support Equipment Worker	17.38
23391 - Gunsmith I	11.67
23392 - Gunsmith II	13.55
23393 - Gunsmith III	15.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.55
23430 - Heavy Equipment Mechanic	15.15
23440 - Heavy Equipment Operator	13.73
23460 - Instrument Mechanic	15.43
23465 - Laboratory/Shelter Mechanic	14.49
23470 - Laborer	10.65
23510 - Locksmith	14.49
23530 - Machinery Maintenance Mechanic	17.38
23550 - Machinist, Maintenance	15.43
23580 - Maintenance Trades Helper	9.92
23591 - Metrology Technician I	15.43
23592 - Metrology Technician II	16.41
23593 - Metrology Technician III	17.37
23640 - Millwright	15.43
23710 - Office Appliance Repairer	14.38
23760 - Painter, Maintenance	13.55
23790 - Pipefitter, Maintenance	15.32
23810 - Plumber, Maintenance	14.38
23820 - Pneudraulic Systems Mechanic	15.43
23850 - Rigger	15.43
23870 - Scale Mechanic	13.55
23890 - Sheet-Metal Worker, Maintenance	15.21
23910 - Small Engine Mechanic	13.55
23931 - Telecommunications Mechanic I	19.01
23932 - Telecommunications Mechanic II	19.76
23950 - Telephone Lineman	18.24
23960 - Welder, Combination, Maintenance	14.66
23965 - Well Driller	15.43
23970 - Woodcraft Worker	15.43
23980 - Woodworker	11.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	12.43
24620 - Family Readiness And Support Services Coordinator	12.44
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	15.43
25040 - Sewage Plant Operator	14.49
25070 - Stationary Engineer	15.43
25190 - Ventilation Equipment Tender	10.73
25210 - Water Treatment Plant Operator	14.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	7.35
27008 - Corrections Officer	12.05
27010 - Court Security Officer	12.05
27030 - Detection Dog Handler	10.90
27040 - Detention Officer	12.05
27070 - Firefighter	12.05
27101 - Guard I	7.37

27102 - Guard II		10.90
27131 - Police Officer I		12.05
27132 - Police Officer II		13.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		9.53
28042 - Carnival Equipment Repairer		10.08
28043 - Carnival Equpment Worker		7.78
28210 - Gate Attendant/Gate Tender		13.18
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.74
28510 - Recreation Aide/Health Facility Attendant		10.76
28515 - Recreation Specialist		18.26
28630 - Sports Official		11.74
28690 - Swimming Pool Operator		17.71
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.20
29020 - Hatch Tender		15.20
29030 - Line Handler		15.20
29041 - Stevedore I		14.22
29042 - Stevedore II		16.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.56
30023 - Archeological Technician III		24.21
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		21.93
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.56
30063 - Drafter/CAD Operator III		20.74
30064 - Drafter/CAD Operator IV		24.21
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		16.41
30083 - Engineering Technician III		18.36
30084 - Engineering Technician IV		22.34
30085 - Engineering Technician V		27.83
30086 - Engineering Technician VI		33.66
30090 - Environmental Technician		21.10
30210 - Laboratory Technician		20.74
30240 - Mathematical Technician		23.34
30361 - Paralegal/Legal Assistant I		19.06
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.35
30364 - Paralegal/Legal Assistant IV		30.80
30390 - Photo-Optics Technician		21.93
30461 - Technical Writer I		22.17
30462 - Technical Writer II		27.10
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.74
30621 - Weather Observer, Senior	(see 2)	23.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.15
31030 - Bus Driver		9.69
31043 - Driver Courier		8.97
31260 - Parking and Lot Attendant		7.25

31290 - Shuttle Bus Driver	9.99
31310 - Taxi Driver	8.21
31361 - Truckdriver, Light	8.97
31362 - Truckdriver, Medium	11.61
31363 - Truckdriver, Heavy	12.48
31364 - Truckdriver, Tractor-Trailer	12.48
99000 - Miscellaneous Occupations	
99030 - Cashier	7.46
99050 - Desk Clerk	9.70
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	16.24
99252 - Laboratory Animal Caretaker II	17.04
99310 - Mortician	22.74
99410 - Pest Controller	13.28
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	10.76
99711 - Recycling Specialist	16.27
99730 - Refuse Collector	10.24
99810 - Sales Clerk	8.95
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	20.30
99831 - Surveying Aide	11.54
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	20.19
99841 - Vending Machine Repairer	23.57
99842 - Vending Machine Repairer Helper	20.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2148 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	12.50
01012 - Accounting Clerk II	13.53
01013 - Accounting Clerk III	15.59
01020 - Administrative Assistant	17.67
01040 - Court Reporter	15.38
01051 - Data Entry Operator I	10.48
01052 - Data Entry Operator II	11.99
01060 - Dispatcher, Motor Vehicle	13.06
01070 - Document Preparation Clerk	12.25
01090 - Duplicating Machine Operator	12.25
01111 - General Clerk I	10.29
01112 - General Clerk II	11.28
01113 - General Clerk III	12.32
01120 - Housing Referral Assistant	17.15
01141 - Messenger Courier	10.12
01191 - Order Clerk I	11.23
01192 - Order Clerk II	12.25
01261 - Personnel Assistant (Employment) I	14.33
01262 - Personnel Assistant (Employment) II	14.90
01263 - Personnel Assistant (Employment) III	16.48
01270 - Production Control Clerk	18.34
01280 - Receptionist	9.67
01290 - Rental Clerk	11.10
01300 - Scheduler, Maintenance	13.75
01311 - Secretary I	13.75
01312 - Secretary II	15.38
01313 - Secretary III	17.15
01320 - Service Order Dispatcher	11.57
01410 - Supply Technician	17.67
01420 - Survey Worker	15.26
01531 - Travel Clerk I	11.61
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.44
01611 - Word Processor I	12.25
01612 - Word Processor II	13.75
01613 - Word Processor III	15.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.34
05010 - Automotive Electrician	13.06
05040 - Automotive Glass Installer	12.10
05070 - Automotive Worker	12.10
05110 - Mobile Equipment Servicer	8.59
05130 - Motor Equipment Metal Mechanic	13.06
05160 - Motor Equipment Metal Worker	12.10
05190 - Motor Vehicle Mechanic	13.06
05220 - Motor Vehicle Mechanic Helper	10.12
05250 - Motor Vehicle Upholstery Worker	12.10
05280 - Motor Vehicle Wrecker	12.10
05310 - Painter, Automotive	12.37
05340 - Radiator Repair Specialist	12.10
05370 - Tire Repairer	7.81
05400 - Transmission Repair Specialist	12.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.47
07041 - Cook I	9.54
07042 - Cook II	11.78
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.78
07210 - Meat Cutter	11.86
07260 - Waiter/Waitress	7.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.38
09040 - Furniture Handler	8.85

09080 - Furniture Refinisher	14.38
09090 - Furniture Refinisher Helper	10.66
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	14.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.23
11060 - Elevator Operator	8.23
11090 - Gardener	10.99
11122 - Housekeeping Aide	8.33
11150 - Janitor	8.23
11210 - Laborer, Grounds Maintenance	9.14
11240 - Maid or Houseman	7.25
11260 - Pruner	8.23
11270 - Tractor Operator	10.33
11330 - Trail Maintenance Worker	9.14
11360 - Window Cleaner	9.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.81
12011 - Breath Alcohol Technician	15.81
12012 - Certified Occupational Therapist Assistant	21.70
12015 - Certified Physical Therapist Assistant	21.70
12020 - Dental Assistant	13.20
12025 - Dental Hygienist	29.85
12030 - EKG Technician	23.96
12035 - Electroneurodiagnostic Technologist	23.96
12040 - Emergency Medical Technician	15.81
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12073 - Licensed Practical Nurse III	17.63
12100 - Medical Assistant	11.54
12130 - Medical Laboratory Technician	14.14
12160 - Medical Record Clerk	11.82
12190 - Medical Record Technician	13.59
12195 - Medical Transcriptionist	14.14
12210 - Nuclear Medicine Technologist	34.75
12221 - Nursing Assistant I	10.03
12222 - Nursing Assistant II	11.30
12223 - Nursing Assistant III	12.31
12224 - Nursing Assistant IV	13.84
12235 - Optical Dispenser	15.81
12236 - Optical Technician	14.14
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.64
12311 - Registered Nurse I	20.70
12312 - Registered Nurse II	25.32
12313 - Registered Nurse II, Specialist	25.32
12314 - Registered Nurse III	30.64
12315 - Registered Nurse III, Anesthetist	30.64
12316 - Registered Nurse IV	36.72
12317 - Scheduler (Drug and Alcohol Testing)	19.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.06
13012 - Exhibits Specialist II	18.66
13013 - Exhibits Specialist III	22.83
13041 - Illustrator I	15.06
13042 - Illustrator II	18.66
13043 - Illustrator III	22.83
13047 - Librarian	20.66
13050 - Library Aide/Clerk	12.00
13054 - Library Information Technology Systems Administrator	18.66
13058 - Library Technician	15.06

13061 - Media Specialist I		13.46
13062 - Media Specialist II		15.06
13063 - Media Specialist III		16.80
13071 - Photographer I		12.82
13072 - Photographer II		14.32
13073 - Photographer III		17.75
13074 - Photographer IV		21.73
13075 - Photographer V		26.30
13110 - Video Teleconference Technician		12.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.65
14042 - Computer Operator II		15.76
14043 - Computer Operator III		17.56
14044 - Computer Operator IV		19.50
14045 - Computer Operator V		21.81
14071 - Computer Programmer I	(see 1)	15.73
14072 - Computer Programmer II	(see 1)	19.50
14073 - Computer Programmer III	(see 1)	23.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.23
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.65
14160 - Personal Computer Support Technician		19.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.23
15020 - Aircrew Training Devices Instructor (Rated)		29.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.30
15050 - Computer Based Training Specialist / Instructor		24.23
15060 - Educational Technologist		22.82
15070 - Flight Instructor (Pilot)		33.30
15080 - Graphic Artist		20.47
15090 - Technical Instructor		17.65
15095 - Technical Instructor/Course Developer		21.58
15110 - Test Proctor		13.87
15120 - Tutor		13.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		9.34
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08
16110 - Presser, Machine, Drycleaning		8.08
16130 - Presser, Machine, Shirts		8.08
16160 - Presser, Machine, Wearing Apparel, Laundry		8.08
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.33
16250 - Washer, Machine		8.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.49
19040 - Tool And Die Maker		18.20
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.49
21030 - Material Coordinator		18.34
21040 - Material Expediter		18.34
21050 - Material Handling Laborer		10.65
21071 - Order Filler		9.66
21080 - Production Line Worker (Food Processing)		12.49
21110 - Shipping Packer		13.33
21130 - Shipping/Receiving Clerk		13.33
21140 - Store Worker I		13.23
21150 - Stock Clerk		18.58
21210 - Tools And Parts Attendant		12.49

21410 - Warehouse Specialist	12.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.69
23021 - Aircraft Mechanic I	19.70
23022 - Aircraft Mechanic II	20.69
23023 - Aircraft Mechanic III	21.74
23040 - Aircraft Mechanic Helper	13.70
23050 - Aircraft, Painter	18.50
23060 - Aircraft Servicer	16.09
23080 - Aircraft Worker	17.38
23110 - Appliance Mechanic	14.49
23120 - Bicycle Repairer	9.74
23125 - Cable Splicer	15.43
23130 - Carpenter, Maintenance	13.00
23140 - Carpet Layer	13.55
23160 - Electrician, Maintenance	14.99
23181 - Electronics Technician Maintenance I	14.72
23182 - Electronics Technician Maintenance II	15.05
23183 - Electronics Technician Maintenance III	18.31
23260 - Fabric Worker	12.60
23290 - Fire Alarm System Mechanic	15.43
23310 - Fire Extinguisher Repairer	11.67
23311 - Fuel Distribution System Mechanic	15.43
23312 - Fuel Distribution System Operator	13.01
23370 - General Maintenance Worker	11.95
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.09
23382 - Ground Support Equipment Worker	17.38
23391 - Gunsmith I	11.67
23392 - Gunsmith II	13.55
23393 - Gunsmith III	15.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.55
23430 - Heavy Equipment Mechanic	15.15
23440 - Heavy Equipment Operator	13.73
23460 - Instrument Mechanic	15.43
23465 - Laboratory/Shelter Mechanic	14.49
23470 - Laborer	10.65
23510 - Locksmith	14.49
23530 - Machinery Maintenance Mechanic	17.38
23550 - Machinist, Maintenance	15.43
23580 - Maintenance Trades Helper	9.92
23591 - Metrology Technician I	15.43
23592 - Metrology Technician II	16.41
23593 - Metrology Technician III	17.37
23640 - Millwright	15.43
23710 - Office Appliance Repairer	14.38
23760 - Painter, Maintenance	13.55
23790 - Pipefitter, Maintenance	15.32
23810 - Plumber, Maintenance	14.38
23820 - Pneudraulic Systems Mechanic	15.43
23850 - Rigger	15.43
23870 - Scale Mechanic	13.55
23890 - Sheet-Metal Worker, Maintenance	15.21
23910 - Small Engine Mechanic	13.55
23931 - Telecommunications Mechanic I	19.01
23932 - Telecommunications Mechanic II	19.76
23950 - Telephone Lineman	18.24
23960 - Welder, Combination, Maintenance	14.66
23965 - Well Driller	15.43
23970 - Woodcraft Worker	15.43

23980 - Woodworker	11.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	12.43
24620 - Family Readiness And Support Services Coordinator	12.44
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	15.43
25040 - Sewage Plant Operator	14.49
25070 - Stationary Engineer	15.43
25190 - Ventilation Equipment Tender	10.73
25210 - Water Treatment Plant Operator	14.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.90
27007 - Baggage Inspector	7.35
27008 - Corrections Officer	12.05
27010 - Court Security Officer	12.05
27030 - Detection Dog Handler	10.90
27040 - Detention Officer	12.05
27070 - Firefighter	12.05
27101 - Guard I	7.37
27102 - Guard II	10.90
27131 - Police Officer I	12.05
27132 - Police Officer II	13.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.53
28042 - Carnival Equipment Repairer	10.08
28043 - Carnival Equpment Worker	7.78
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.76
28515 - Recreation Specialist	18.26
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.20
29020 - Hatch Tender	15.20
29030 - Line Handler	15.20
29041 - Stevedore I	14.22
29042 - Stevedore II	16.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.49
30022 - Archeological Technician II	19.56
30023 - Archeological Technician III	24.21
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	21.93
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.56
30063 - Drafter/CAD Operator III	20.74
30064 - Drafter/CAD Operator IV	24.21
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	16.41
30083 - Engineering Technician III	18.36
30084 - Engineering Technician IV	22.34
30085 - Engineering Technician V	27.83
30086 - Engineering Technician VI	33.66
30090 - Environmental Technician	21.10

30210 - Laboratory Technician		20.74
30240 - Mathematical Technician		23.34
30361 - Paralegal/Legal Assistant I		19.06
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.35
30364 - Paralegal/Legal Assistant IV		30.80
30390 - Photo-Optics Technician		21.93
30461 - Technical Writer I		22.17
30462 - Technical Writer II		27.10
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.74
30621 - Weather Observer, Senior	(see 2)	23.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.15
31030 - Bus Driver		9.69
31043 - Driver Courier		8.97
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		9.99
31310 - Taxi Driver		8.21
31361 - Truckdriver, Light		8.97
31362 - Truckdriver, Medium		11.61
31363 - Truckdriver, Heavy		12.48
31364 - Truckdriver, Tractor-Trailer		12.48
99000 - Miscellaneous Occupations		
99030 - Cashier		7.46
99050 - Desk Clerk		9.70
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		16.24
99252 - Laboratory Animal Caretaker II		17.04
99310 - Mortician		22.74
99410 - Pest Controller		13.28
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		10.76
99711 - Recycling Specialist		16.27
99730 - Refuse Collector		10.24
99810 - Sales Clerk		8.95
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		20.30
99831 - Surveying Aide		11.54
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		20.19
99841 - Vending Machine Repairer		23.57
99842 - Vending Machine Repairer Helper		20.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2153
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		18.86
01280 - Receptionist		15.40
01290 - Rental Clerk		15.79
01300 - Scheduler, Maintenance		19.05
01311 - Secretary I		19.05
01312 - Secretary II		21.31
01313 - Secretary III		23.77
01320 - Service Order Dispatcher		14.05
01410 - Supply Technician		25.82
01420 - Survey Worker		17.10
01531 - Travel Clerk I		14.78

01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.12
01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74

12160 - Medical Record Clerk		17.82
12190 - Medical Record Technician		19.93
12195 - Medical Transcriptionist		19.74
12210 - Nuclear Medicine Technologist		31.72
12221 - Nursing Assistant I		11.39
12222 - Nursing Assistant II		12.81
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.03
12236 - Optical Technician		14.91
12250 - Pharmacy Technician		17.19
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		29.04
12311 - Registered Nurse I		29.29
12312 - Registered Nurse II		35.82
12313 - Registered Nurse II, Specialist		35.82
12314 - Registered Nurse III		43.34
12315 - Registered Nurse III, Anesthetist		43.34
12316 - Registered Nurse IV		51.94
12317 - Scheduler (Drug and Alcohol Testing)		25.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.61
13012 - Exhibits Specialist II		23.29
13013 - Exhibits Specialist III		28.49
13041 - Illustrator I		20.71
13042 - Illustrator II		25.67
13043 - Illustrator III		31.40
13047 - Librarian		28.71
13050 - Library Aide/Clerk		14.17
13054 - Library Information Technology Systems Administrator		21.89
13058 - Library Technician		17.36
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.78
13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09

15080 - Graphic Artist	22.97
15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course Developer	24.05
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.72
16030 - Counter Attendant	11.72
16040 - Dry Cleaner	14.51
16070 - Finisher, Flatwork, Machine	11.72
16090 - Presser, Hand	11.72
16110 - Presser, Machine, Drycleaning	11.72
16130 - Presser, Machine, Shirts	11.72
16160 - Presser, Machine, Wearing Apparel, Laundry	11.72
16190 - Sewing Machine Operator	15.45
16220 - Tailor	16.27
16250 - Washer, Machine	12.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.08
19040 - Tool And Die Maker	30.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.84
21030 - Material Coordinator	21.89
21040 - Material Expediter	21.89
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	20.84
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	14.69
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
23080 - Aircraft Worker	24.16
23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64

23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40

28310 - Lifeguard		15.84
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		13.19
28515 - Recreation Specialist		21.44
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		17.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.98
30022 - Archeological Technician II		19.43
30023 - Archeological Technician III		24.08
30030 - Cartographic Technician		24.08
30040 - Civil Engineering Technician		21.55
30061 - Drafter/CAD Operator I		16.86
30062 - Drafter/CAD Operator II		19.43
30063 - Drafter/CAD Operator III		21.67
30064 - Drafter/CAD Operator IV		26.66
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		18.64
30083 - Engineering Technician III		22.50
30084 - Engineering Technician IV		29.74
30085 - Engineering Technician V		32.60
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		22.21
30210 - Laboratory Technician		23.01
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.13
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.23
30390 - Photo-Optics Technician		25.78
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		33.84
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33

99510 - Photofinishing Worker	13.86
99710 - Recycling Laborer	19.19
99711 - Recycling Specialist	23.10
99730 - Refuse Collector	17.18
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	24.01
99831 - Surveying Aide	13.13
99832 - Surveying Technician	17.99
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.06
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $1.66 per hour, or $66.40 per week, or $297.73 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $4.02 per hour.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Shirley F. Ebbesen Director Division of Wage Determinations	Wage Determination No.: 2005-2154 Revision No.: 14 Date Of Last Revision: 09/09/2010

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40

01020 - Administrative Assistant	26.48
01040 - Court Reporter	18.59
01051 - Data Entry Operator I	13.16
01052 - Data Entry Operator II	14.36
01060 - Dispatcher, Motor Vehicle	17.10
01070 - Document Preparation Clerk	13.15
01090 - Duplicating Machine Operator	13.79
01111 - General Clerk I	12.53
01112 - General Clerk II	13.67
01113 - General Clerk III	15.45
01120 - Housing Referral Assistant	23.77
01141 - Messenger Courier	12.47
01191 - Order Clerk I	13.18
01192 - Order Clerk II	14.38
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	17.88
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	18.86
01280 - Receptionist	15.40
01290 - Rental Clerk	15.79
01300 - Scheduler, Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	14.05
01410 - Supply Technician	25.82
01420 - Survey Worker	17.10
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.12
01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63

09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	29.04
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III, Anesthetist	43.34
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	25.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	23.29
13013 - Exhibits Specialist III	28.49
13041 - Illustrator I	20.71
13042 - Illustrator II	25.67
13043 - Illustrator III	31.40
13047 - Librarian	28.71
13050 - Library Aide/Clerk	14.17
13054 - Library Information Technology Systems Administrator	21.89
13058 - Library Technician	17.36
13061 - Media Specialist I	15.86
13062 - Media Specialist II	17.74
13063 - Media Specialist III	19.78

13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.72
16030 - Counter Attendant		11.72
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.72
16090 - Presser, Hand		11.72
16110 - Presser, Machine, Drycleaning		11.72
16130 - Presser, Machine, Shirts		11.72
16160 - Presser, Machine, Wearing Apparel, Laundry		11.72
16190 - Sewing Machine Operator		15.45
16220 - Tailor		16.27
16250 - Washer, Machine		12.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.08
19040 - Tool And Die Maker		30.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.84
21030 - Material Coordinator		21.89
21040 - Material Expediter		21.89
21050 - Material Handling Laborer		16.89
21071 - Order Filler		13.51
21080 - Production Line Worker (Food Processing)		20.84
21110 - Shipping Packer		15.22
21130 - Shipping/Receiving Clerk		14.69
21140 - Store Worker I		13.23
21150 - Stock Clerk		18.58
21210 - Tools And Parts Attendant		20.84
21410 - Warehouse Specialist		20.84
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.74

23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
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23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
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23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62

24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.19
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	21.55
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	18.64
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	22.21
30210 - Laboratory Technician	23.01
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.13
30363 - Paralegal/Legal Assistant III	28.30
30364 - Paralegal/Legal Assistant IV	34.23
30390 - Photo-Optics Technician	25.78
30461 - Technical Writer I	22.86
30462 - Technical Writer II	27.96

30463 - Technical Writer III		33.84
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		23.10
99730 - Refuse Collector		17.18
99810 - Sales Clerk		14.39
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		24.01
99831 - Surveying Aide		13.13
99832 - Surveying Technician		17.99
99840 - Vending Machine Attendant		12.64
99841 - Vending Machine Repairer		15.06
99842 - Vending Machine Repairer Helper		12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans: Employer contributions costing an average of $1.64 per hour computed on the basis of

all hours worked by service employees employed on the contract. (See 29 CFR 4.175(b)) Contributions are exclusive of items required under Federal, State, and Local Government Statutes. (See 29 CFR 4.162)

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2159
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Idaho

Area: Idaho Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.27
01012 - Accounting Clerk II		13.83
01013 - Accounting Clerk III		15.09
01020 - Administrative Assistant		17.16
01040 - Court Reporter		22.66
01051 - Data Entry Operator I		11.51
01052 - Data Entry Operator II		12.57
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		11.17
01112 - General Clerk II		12.19
01113 - General Clerk III		13.68
01120 - Housing Referral Assistant		17.37
01141 - Messenger Courier		10.69
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant (Employment) I		13.55
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.51
01280 - Receptionist		11.51
01290 - Rental Clerk		12.35
01300 - Scheduler, Maintenance		13.93
01311 - Secretary I		13.93
01312 - Secretary II		15.58
01313 - Secretary III		17.37
01320 - Service Order Dispatcher		16.49
01410 - Supply Technician		17.16
01420 - Survey Worker		11.40
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.66
01533 - Travel Clerk III		13.73
01611 - Word Processor I		13.03
01612 - Word Processor II		13.92
01613 - Word Processor III		15.58
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.65
05010 - Automotive Electrician		14.43
05040 - Automotive Glass Installer		14.24
05070 - Automotive Worker		14.07
05110 - Mobile Equipment Servicer		11.50
05130 - Motor Equipment Metal Mechanic		15.83
05160 - Motor Equipment Metal Worker		14.07
05190 - Motor Vehicle Mechanic		15.83
05220 - Motor Vehicle Mechanic Helper		11.50
05250 - Motor Vehicle Upholstery Worker		13.30
05280 - Motor Vehicle Wrecker		14.07

05310 - Painter, Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	10.02
05400 - Transmission Repair Specialist	15.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	7.90
07130 - Food Service Worker	9.41
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.60
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	13.05
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer, Minor	11.54
09130 - Upholsterer	12.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.95
11060 - Elevator Operator	8.95
11090 - Gardener	14.27
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	11.56
11240 - Maid or Houseman	8.80
11260 - Pruner	10.14
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	21.99
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	33.20
12030 - EKG Technician	24.91
12035 - Electroneurodiagnostic Technologist	24.91
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	14.53
12072 - Licensed Practical Nurse II	16.25
12073 - Licensed Practical Nurse III	18.12
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	32.30
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.99
12223 - Nursing Assistant III	13.08
12224 - Nursing Assistant IV	14.66
12235 - Optical Dispenser	14.76
12236 - Optical Technician	13.18
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	14.66
12305 - Radiologic Technologist	22.77
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II, Specialist	27.78
12314 - Registered Nurse III	33.61

12315 - Registered Nurse III, Anesthetist		33.61
12316 - Registered Nurse IV		40.02
12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I		17.62
14072 - Computer Programmer II		22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		20.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		36.70
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		20.74
15070 - Flight Instructor (Pilot)		36.70
15080 - Graphic Artist		18.46
15090 - Technical Instructor		18.36
15095 - Technical Instructor/Course Developer		22.46
15110 - Test Proctor		14.79
15120 - Tutor		14.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.70
16070 - Finisher, Flatwork, Machine		8.97
16090 - Presser, Hand		8.97
16110 - Presser, Machine, Drycleaning		8.97
16130 - Presser, Machine, Shirts		8.97
16160 - Presser, Machine, Wearing Apparel, Laundry		8.97
16190 - Sewing Machine Operator		11.28
16220 - Tailor		11.90
16250 - Washer, Machine		9.39

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.91
19040 - Tool And Die Maker	22.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.95
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	10.85
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	12.95
21110 - Shipping Packer	12.87
21130 - Shipping/Receiving Clerk	12.87
21140 - Store Worker I	10.50
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	12.95
21410 - Warehouse Specialist	12.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.20
23021 - Aircraft Mechanic I	20.19
23022 - Aircraft Mechanic II	21.20
23023 - Aircraft Mechanic III	22.26
23040 - Aircraft Mechanic Helper	13.63
23050 - Aircraft, Painter	19.01
23060 - Aircraft Servicer	16.63
23080 - Aircraft Worker	17.60
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	10.23
23125 - Cable Splicer	29.76
23130 - Carpenter, Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	20.50
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	16.56
23290 - Fire Alarm System Mechanic	18.62
23310 - Fire Extinguisher Repairer	15.33
23311 - Fuel Distribution System Mechanic	21.65
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	20.19
23381 - Ground Support Equipment Servicer	16.63
23382 - Ground Support Equipment Worker	17.60
23391 - Gunsmith I	15.33
23392 - Gunsmith II	17.65
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.43
23430 - Heavy Equipment Mechanic	18.62
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	10.85
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.51
23593 - Metrology Technician III	22.53
23640 - Millwright	22.43

23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.65
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23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	15.28
25070 - Stationary Engineer	19.84
25190 - Ventilation Equipment Tender	13.95
25210 - Water Treatment Plant Operator	15.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Equpment Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	15.92
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.42
29020 - Hatch Tender	19.42
29030 - Line Handler	19.42
29041 - Stevedore I	16.97
29042 - Stevedore II	19.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.79

30022 - Archeological Technician II		20.00
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		22.41
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		13.93
30082 - Engineering Technician II		15.62
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		21.66
30085 - Engineering Technician V		26.49
30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		16.96
30362 - Paralegal/Legal Assistant II		21.01
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30390 - Photo-Optics Technician		24.45
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.61
30621 - Weather Observer, Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.06
31030 - Bus Driver		12.58
31043 - Driver Courier		12.40
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.52
31310 - Taxi Driver		9.78
31361 - Truckdriver, Light		13.52
31362 - Truckdriver, Medium		14.62
31363 - Truckdriver, Heavy		16.12
31364 - Truckdriver, Tractor-Trailer		16.12
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03
99050 - Desk Clerk		8.36
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		9.90
99252 - Laboratory Animal Caretaker II		10.80
99310 - Mortician		25.86
99410 - Pest Controller		16.64
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		15.96
99711 - Recycling Specialist		18.07
99730 - Refuse Collector		13.99
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		11.85
99830 - Survey Party Chief		20.27
99831 - Surveying Aide		13.74
99832 - Surveying Technician		18.43
99840 - Vending Machine Attendant		11.52
99841 - Vending Machine Repairer		14.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2160 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Idaho

Area: Idaho Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.27
01012 - Accounting Clerk II		13.83
01013 - Accounting Clerk III		15.09
01020 - Administrative Assistant		17.16
01040 - Court Reporter		22.66
01051 - Data Entry Operator I		11.51
01052 - Data Entry Operator II		12.57
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		11.17
01112 - General Clerk II		12.19
01113 - General Clerk III		13.68
01120 - Housing Referral Assistant		17.37
01141 - Messenger Courier		10.69
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant (Employment) I		13.55
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.51
01280 - Receptionist		11.51
01290 - Rental Clerk		12.35
01300 - Scheduler, Maintenance		13.93
01311 - Secretary I		13.93
01312 - Secretary II		15.58
01313 - Secretary III		17.37
01320 - Service Order Dispatcher		16.49
01410 - Supply Technician		17.16
01420 - Survey Worker		11.40
01531 - Travel Clerk I		12.07

01532 - Travel Clerk II	12.66
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.03
01612 - Word Processor II	13.92
01613 - Word Processor III	15.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.65
05010 - Automotive Electrician	14.43
05040 - Automotive Glass Installer	14.24
05070 - Automotive Worker	14.07
05110 - Mobile Equipment Servicer	11.50
05130 - Motor Equipment Metal Mechanic	15.83
05160 - Motor Equipment Metal Worker	14.07
05190 - Motor Vehicle Mechanic	15.83
05220 - Motor Vehicle Mechanic Helper	11.50
05250 - Motor Vehicle Upholstery Worker	13.30
05280 - Motor Vehicle Wrecker	14.07
05310 - Painter, Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	10.02
05400 - Transmission Repair Specialist	15.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	7.90
07130 - Food Service Worker	9.41
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.60
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	13.05
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer, Minor	11.54
09130 - Upholsterer	12.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.95
11060 - Elevator Operator	8.95
11090 - Gardener	14.27
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	11.56
11240 - Maid or Houseman	8.80
11260 - Pruner	10.14
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	21.99
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	33.20
12030 - EKG Technician	24.91
12035 - Electroneurodiagnostic Technologist	24.91
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	14.53
12072 - Licensed Practical Nurse II	16.25
12073 - Licensed Practical Nurse III	18.12
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.53

12160 - Medical Record Clerk		13.47
12190 - Medical Record Technician		15.07
12195 - Medical Transcriptionist		15.16
12210 - Nuclear Medicine Technologist		32.30
12221 - Nursing Assistant I		10.66
12222 - Nursing Assistant II		11.99
12223 - Nursing Assistant III		13.08
12224 - Nursing Assistant IV		14.66
12235 - Optical Dispenser		14.76
12236 - Optical Technician		13.18
12250 - Pharmacy Technician		14.80
12280 - Phlebotomist		14.66
12305 - Radiologic Technologist		22.77
12311 - Registered Nurse I		22.72
12312 - Registered Nurse II		27.78
12313 - Registered Nurse II, Specialist		27.78
12314 - Registered Nurse III		33.61
12315 - Registered Nurse III, Anesthetist		33.61
12316 - Registered Nurse IV		40.02
12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I		17.62
14072 - Computer Programmer II		22.88
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		20.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		36.70
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		20.74
15070 - Flight Instructor (Pilot)		36.70

15080 - Graphic Artist	18.46
15090 - Technical Instructor	18.36
15095 - Technical Instructor/Course Developer	22.46
15110 - Test Proctor	14.79
15120 - Tutor	14.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.97
16030 - Counter Attendant	8.97
16040 - Dry Cleaner	10.70
16070 - Finisher, Flatwork, Machine	8.97
16090 - Presser, Hand	8.97
16110 - Presser, Machine, Drycleaning	8.97
16130 - Presser, Machine, Shirts	8.97
16160 - Presser, Machine, Wearing Apparel, Laundry	8.97
16190 - Sewing Machine Operator	11.28
16220 - Tailor	11.90
16250 - Washer, Machine	9.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.91
19040 - Tool And Die Maker	22.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.95
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	10.85
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	12.95
21110 - Shipping Packer	12.87
21130 - Shipping/Receiving Clerk	12.87
21140 - Store Worker I	10.50
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	12.95
21410 - Warehouse Specialist	12.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.20
23021 - Aircraft Mechanic I	20.19
23022 - Aircraft Mechanic II	21.20
23023 - Aircraft Mechanic III	22.26
23040 - Aircraft Mechanic Helper	13.63
23050 - Aircraft, Painter	19.01
23060 - Aircraft Servicer	16.63
23080 - Aircraft Worker	17.60
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	10.23
23125 - Cable Splicer	29.76
23130 - Carpenter, Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	20.50
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	16.56
23290 - Fire Alarm System Mechanic	18.62
23310 - Fire Extinguisher Repairer	15.33
23311 - Fuel Distribution System Mechanic	21.65
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	20.19
23381 - Ground Support Equipment Servicer	16.63
23382 - Ground Support Equipment Worker	17.60
23391 - Gunsmith I	15.33
23392 - Gunsmith II	17.65
23393 - Gunsmith III	21.89

23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.43
23430 - Heavy Equipment Mechanic	18.62
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	10.85
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.51
23593 - Metrology Technician III	22.53
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	15.28
25070 - Stationary Engineer	19.84
25190 - Ventilation Equipment Tender	13.95
25210 - Water Treatment Plant Operator	15.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Equpment Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60

28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.36
28510 - Recreation Aide/Health Facility Attendant		11.92
28515 - Recreation Specialist		15.92
28630 - Sports Official		13.01
28690 - Swimming Pool Operator		17.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.42
29020 - Hatch Tender		19.42
29030 - Line Handler		19.42
29041 - Stevedore I		16.97
29042 - Stevedore II		19.50
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
30021 - Archeological Technician I		17.79
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30023 - Archeological Technician III		24.38
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30082 - Engineering Technician II		15.62
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		21.66
30085 - Engineering Technician V		26.49
30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		16.96
30362 - Paralegal/Legal Assistant II		21.01
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30390 - Photo-Optics Technician		24.45
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	19.61
30621 - Weather Observer, Senior	(see 1)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.06
31030 - Bus Driver		12.58
31043 - Driver Courier		12.40
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.52
31310 - Taxi Driver		9.78
31361 - Truckdriver, Light		13.52
31362 - Truckdriver, Medium		14.62
31363 - Truckdriver, Heavy		16.12
31364 - Truckdriver, Tractor-Trailer		16.12
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03

99050 - Desk Clerk	8.36
99095 - Embalmer	25.86
99251 - Laboratory Animal Caretaker I	9.90
99252 - Laboratory Animal Caretaker II	10.80
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.07
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2165 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.54
01020 - Administrative Assistant		18.90
01040 - Court Reporter		16.62
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher, Motor Vehicle		16.26

01070 - Document Preparation Clerk	13.23
01090 - Duplicating Machine Operator	13.23
01111 - General Clerk I	11.55
01112 - General Clerk II	12.61
01113 - General Clerk III	14.16
01120 - Housing Referral Assistant	18.54
01141 - Messenger Courier	11.80
01191 - Order Clerk I	12.17
01192 - Order Clerk II	13.84
01261 - Personnel Assistant (Employment) I	15.05
01262 - Personnel Assistant (Employment) II	16.71
01263 - Personnel Assistant (Employment) III	18.64
01270 - Production Control Clerk	19.26
01280 - Receptionist	11.86
01290 - Rental Clerk	11.69
01300 - Scheduler, Maintenance	14.86
01311 - Secretary I	14.86
01312 - Secretary II	16.62
01313 - Secretary III	18.54
01320 - Service Order Dispatcher	14.06
01410 - Supply Technician	18.90
01420 - Survey Worker	15.45
01531 - Travel Clerk I	11.70
01532 - Travel Clerk II	12.60
01533 - Travel Clerk III	13.44
01611 - Word Processor I	13.61
01612 - Word Processor II	14.86
01613 - Word Processor III	16.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.36
05010 - Automotive Electrician	18.64
05040 - Automotive Glass Installer	17.41
05070 - Automotive Worker	17.41
05110 - Mobile Equipment Servicer	15.99
05130 - Motor Equipment Metal Mechanic	18.64
05160 - Motor Equipment Metal Worker	17.41
05190 - Motor Vehicle Mechanic	18.64
05220 - Motor Vehicle Mechanic Helper	15.40
05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	17.41
05310 - Painter, Automotive	17.97
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	12.15
05400 - Transmission Repair Specialist	18.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.98
07041 - Cook I	11.80
07042 - Cook II	12.65
07070 - Dishwasher	8.66
07130 - Food Service Worker	9.86
07210 - Meat Cutter	13.41
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.10
09040 - Furniture Handler	12.54
09080 - Furniture Refinisher	16.10
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	14.37
09130 - Upholsterer	16.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.35
11060 - Elevator Operator	11.18
11090 - Gardener	15.80

11122 - Housekeeping Aide	13.40
11150 - Janitor	13.66
11210 - Laborer, Grounds Maintenance	13.37
11240 - Maid or Houseman	9.50
11260 - Pruner	12.29
11270 - Tractor Operator	15.53
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	23.29
12015 - Certified Physical Therapist Assistant	23.78
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	26.47
12030 - EKG Technician	22.66
12035 - Electroneurodiagnostic Technologist	22.66
12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	18.85
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	15.36
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	10.09
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	15.37
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	25.58
12311 - Registered Nurse I	18.86
12312 - Registered Nurse II	23.08
12313 - Registered Nurse II, Specialist	23.08
12314 - Registered Nurse III	27.92
12315 - Registered Nurse III, Anesthetist	27.92
12316 - Registered Nurse IV	33.47
12317 - Scheduler (Drug and Alcohol Testing)	21.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.23
13012 - Exhibits Specialist II	20.22
13013 - Exhibits Specialist III	24.66
13041 - Illustrator I	16.23
13042 - Illustrator II	20.22
13043 - Illustrator III	24.66
13047 - Librarian	22.22
13050 - Library Aide/Clerk	12.84
13054 - Library Information Technology Systems Administrator	20.22
13058 - Library Technician	14.42
13061 - Media Specialist I	14.98
13062 - Media Specialist II	16.76
13063 - Media Specialist III	18.69
13071 - Photographer I	12.95
13072 - Photographer II	14.48
13073 - Photographer III	17.94
13074 - Photographer IV	21.95
13075 - Photographer V	26.55

13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.31
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.45
14045 - Computer Operator V		23.76
14071 - Computer Programmer I		19.91
14072 - Computer Programmer II		24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		21.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.20
15020 - Aircrew Training Devices Instructor (Rated)		32.91
15030 - Air Crew Training Devices Instructor (Pilot)		39.45
15050 - Computer Based Training Specialist / Instructor		27.20
15060 - Educational Technologist		23.31
15070 - Flight Instructor (Pilot)		39.45
15080 - Graphic Artist		19.81
15090 - Technical Instructor		23.51
15095 - Technical Instructor/Course Developer		30.42
15110 - Test Proctor		17.45
15120 - Tutor		17.45
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.99
16030 - Counter Attendant		8.99
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.99
16090 - Presser, Hand		8.99
16110 - Presser, Machine, Drycleaning		8.99
16130 - Presser, Machine, Shirts		8.99
16160 - Presser, Machine, Wearing Apparel, Laundry		8.99
16190 - Sewing Machine Operator		11.73
16220 - Tailor		12.41
16250 - Washer, Machine		9.75
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.49
19040 - Tool And Die Maker		28.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.89
21030 - Material Coordinator		19.26
21040 - Material Expediter		19.26
21050 - Material Handling Laborer		12.40
21071 - Order Filler		12.33
21080 - Production Line Worker (Food Processing)		14.89
21110 - Shipping Packer		13.91
21130 - Shipping/Receiving Clerk		13.91
21140 - Store Worker I		12.50
21150 - Stock Clerk		16.12
21210 - Tools And Parts Attendant		14.89
21410 - Warehouse Specialist		14.89
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.91
23021 - Aircraft Mechanic I		24.64
23022 - Aircraft Mechanic II		25.91
23023 - Aircraft Mechanic III		27.18
23040 - Aircraft Mechanic Helper		18.29
23050 - Aircraft, Painter		23.36

23060 - Aircraft Servicer	20.82
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	23.36
23120 - Bicycle Repairer	12.15
23125 - Cable Splicer	24.70
23130 - Carpenter, Maintenance	24.42
23140 - Carpet Layer	24.77
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	22.10
23182 - Electronics Technician Maintenance II	23.36
23183 - Electronics Technician Maintenance III	24.64
23260 - Fabric Worker	20.82
23290 - Fire Alarm System Mechanic	24.64
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	24.64
23312 - Fuel Distribution System Operator	19.57
23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	24.64
23381 - Ground Support Equipment Servicer	20.82
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.79
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	24.64
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	12.83
23510 - Locksmith	21.24
23530 - Machinery Maintenance Mechanic	21.89
23550 - Machinist, Maintenance	19.15
23580 - Maintenance Trades Helper	13.32
23591 - Metrology Technician I	24.64
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.18
23640 - Millwright	24.64
23710 - Office Appliance Repairer	22.12
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	34.33
23810 - Plumber, Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	24.64
23850 - Rigger	24.64
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker, Maintenance	29.10
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic I	27.60
23932 - Telecommunications Mechanic II	28.57
23950 - Telephone Lineman	25.27
23960 - Welder, Combination, Maintenance	17.24
23965 - Well Driller	24.64
23970 - Woodcraft Worker	24.64
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	12.53
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.92

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	20.54
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	20.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.47
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	20.68
27010 - Court Security Officer	21.66
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	20.68
27070 - Firefighter	21.13
27101 - Guard I	13.66
27102 - Guard II	16.41
27131 - Police Officer I	25.26
27132 - Police Officer II	28.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.09
28043 - Carnival Equpment Worker	10.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.55
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	16.65
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	20.82
29042 - Stevedore II	23.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.05
30022 - Archeological Technician II	17.06
30023 - Archeological Technician III	19.71
30030 - Cartographic Technician	19.71
30040 - Civil Engineering Technician	22.24
30061 - Drafter/CAD Operator I	15.05
30062 - Drafter/CAD Operator II	17.18
30063 - Drafter/CAD Operator III	18.17
30064 - Drafter/CAD Operator IV	21.83
30081 - Engineering Technician I	15.19
30082 - Engineering Technician II	17.41
30083 - Engineering Technician III	19.48
30084 - Engineering Technician IV	24.12
30085 - Engineering Technician V	29.52
30086 - Engineering Technician VI	32.47
30090 - Environmental Technician	19.71
30210 - Laboratory Technician	19.51
30240 - Mathematical Technician	19.71
30361 - Paralegal/Legal Assistant I	16.51
30362 - Paralegal/Legal Assistant II	20.46
30363 - Paralegal/Legal Assistant III	25.03
30364 - Paralegal/Legal Assistant IV	30.28
30390 - Photo-Optics Technician	19.71
30461 - Technical Writer I	21.30

30462 - Technical Writer II		26.04
30463 - Technical Writer III		31.51
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.17
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.98
31030 - Bus Driver		17.64
31043 - Driver Courier		15.08
31260 - Parking and Lot Attendant		11.16
31290 - Shuttle Bus Driver		15.08
31310 - Taxi Driver		11.36
31361 - Truckdriver, Light		15.08
31362 - Truckdriver, Medium		16.04
31363 - Truckdriver, Heavy		17.79
31364 - Truckdriver, Tractor-Trailer		17.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.91
99050 - Desk Clerk		9.38
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.85
99252 - Laboratory Animal Caretaker II		12.44
99310 - Mortician		22.74
99410 - Pest Controller		19.71
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		16.11
99730 - Refuse Collector		12.75
99810 - Sales Clerk		12.08
99820 - School Crossing Guard		13.53
99830 - Survey Party Chief		19.22
99831 - Surveying Aide		12.58
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		16.52
99841 - Vending Machine Repairer		20.92
99842 - Vending Machine Repairer Helper		17.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2166 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.18
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.54
01020 - Administrative Assistant		18.90
01040 - Court Reporter		16.62
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher, Motor Vehicle		16.26
01070 - Document Preparation Clerk		13.23
01090 - Duplicating Machine Operator		13.23
01111 - General Clerk I		11.55
01112 - General Clerk II		12.61
01113 - General Clerk III		14.16
01120 - Housing Referral Assistant		18.54
01141 - Messenger Courier		11.80
01191 - Order Clerk I		12.17
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		15.05
01262 - Personnel Assistant (Employment) II		16.71
01263 - Personnel Assistant (Employment) III		18.64
01270 - Production Control Clerk		19.26
01280 - Receptionist		11.86
01290 - Rental Clerk		11.69
01300 - Scheduler, Maintenance		14.86
01311 - Secretary I		14.86
01312 - Secretary II		16.62
01313 - Secretary III		18.54
01320 - Service Order Dispatcher		14.06
01410 - Supply Technician		18.90
01420 - Survey Worker		15.45
01531 - Travel Clerk I		11.70
01532 - Travel Clerk II		12.60
01533 - Travel Clerk III		13.44
01611 - Word Processor I		13.61
01612 - Word Processor II		14.86
01613 - Word Processor III		16.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.36
05010 - Automotive Electrician		18.64
05040 - Automotive Glass Installer		17.41
05070 - Automotive Worker		17.41
05110 - Mobile Equipment Servicer		15.99
05130 - Motor Equipment Metal Mechanic		18.64
05160 - Motor Equipment Metal Worker		17.41
05190 - Motor Vehicle Mechanic		18.64
05220 - Motor Vehicle Mechanic Helper		15.40
05250 - Motor Vehicle Upholstery Worker		17.41
05280 - Motor Vehicle Wrecker		17.41
05310 - Painter, Automotive		17.97
05340 - Radiator Repair Specialist		17.41
05370 - Tire Repairer		12.15

05400 - Transmission Repair Specialist	18.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.98
07041 - Cook I	11.80
07042 - Cook II	12.65
07070 - Dishwasher	8.66
07130 - Food Service Worker	9.86
07210 - Meat Cutter	13.41
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.10
09040 - Furniture Handler	12.54
09080 - Furniture Refinisher	16.10
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	14.37
09130 - Upholsterer	16.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.35
11060 - Elevator Operator	11.18
11090 - Gardener	15.80
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.66
11210 - Laborer, Grounds Maintenance	13.37
11240 - Maid or Houseman	9.50
11260 - Pruner	12.29
11270 - Tractor Operator	15.53
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	23.29
12015 - Certified Physical Therapist Assistant	23.78
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	26.47
12030 - EKG Technician	22.66
12035 - Electroneurodiagnostic Technologist	22.66
12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	18.85
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	15.36
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	10.09
12222 - Nursing Assistant II	11.34
12223 - Nursing Assistant III	12.38
12224 - Nursing Assistant IV	13.89
12235 - Optical Dispenser	15.37
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.89
12305 - Radiologic Technologist	25.58
12311 - Registered Nurse I	18.86
12312 - Registered Nurse II	23.08
12313 - Registered Nurse II, Specialist	23.08
12314 - Registered Nurse III	27.92
12315 - Registered Nurse III, Anesthetist	27.92
12316 - Registered Nurse IV	33.47
12317 - Scheduler (Drug and Alcohol Testing)	21.46

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.22
13013 - Exhibits Specialist III		24.66
13041 - Illustrator I		16.23
13042 - Illustrator II		20.22
13043 - Illustrator III		24.66
13047 - Librarian		22.22
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		20.22
13058 - Library Technician		14.42
13061 - Media Specialist I		14.98
13062 - Media Specialist II		16.76
13063 - Media Specialist III		18.69
13071 - Photographer I		12.95
13072 - Photographer II		14.48
13073 - Photographer III		17.94
13074 - Photographer IV		21.95
13075 - Photographer V		26.55
13110 - Video Teleconference Technician		13.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		17.31
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.45
14045 - Computer Operator V		23.76
14071 - Computer Programmer I		19.91
14072 - Computer Programmer II		24.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		21.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.20
15020 - Aircrew Training Devices Instructor (Rated)		32.91
15030 - Air Crew Training Devices Instructor (Pilot)		39.45
15050 - Computer Based Training Specialist / Instructor		27.20
15060 - Educational Technologist		23.31
15070 - Flight Instructor (Pilot)		39.45
15080 - Graphic Artist		19.81
15090 - Technical Instructor		23.51
15095 - Technical Instructor/Course Developer		30.42
15110 - Test Proctor		17.45
15120 - Tutor		17.45
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.99
16030 - Counter Attendant		8.99
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.99
16090 - Presser, Hand		8.99
16110 - Presser, Machine, Drycleaning		8.99
16130 - Presser, Machine, Shirts		8.99
16160 - Presser, Machine, Wearing Apparel, Laundry		8.99
16190 - Sewing Machine Operator		11.73
16220 - Tailor		12.41
16250 - Washer, Machine		9.75
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.49
19040 - Tool And Die Maker		28.90

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.89
21030 - Material Coordinator	19.26
21040 - Material Expediter	19.26
21050 - Material Handling Laborer	12.40
21071 - Order Filler	12.33
21080 - Production Line Worker (Food Processing)	14.89
21110 - Shipping Packer	13.91
21130 - Shipping/Receiving Clerk	13.91
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	14.89
21410 - Warehouse Specialist	14.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.91
23021 - Aircraft Mechanic I	24.64
23022 - Aircraft Mechanic II	25.91
23023 - Aircraft Mechanic III	27.18
23040 - Aircraft Mechanic Helper	18.29
23050 - Aircraft, Painter	23.36
23060 - Aircraft Servicer	20.82
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	23.36
23120 - Bicycle Repairer	12.15
23125 - Cable Splicer	24.70
23130 - Carpenter, Maintenance	24.42
23140 - Carpet Layer	24.77
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	22.10
23182 - Electronics Technician Maintenance II	23.36
23183 - Electronics Technician Maintenance III	24.64
23260 - Fabric Worker	20.82
23290 - Fire Alarm System Mechanic	24.64
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System Mechanic	24.64
23312 - Fuel Distribution System Operator	19.57
23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	24.64
23381 - Ground Support Equipment Servicer	20.82
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.79
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	24.64
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	12.83
23510 - Locksmith	21.24
23530 - Machinery Maintenance Mechanic	21.89
23550 - Machinist, Maintenance	19.15
23580 - Maintenance Trades Helper	13.32
23591 - Metrology Technician I	24.64
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.18
23640 - Millwright	24.64
23710 - Office Appliance Repairer	22.12
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	34.33

23810 - Plumber, Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	24.64
23850 - Rigger	24.64
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker, Maintenance	29.10
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic I	27.60
23932 - Telecommunications Mechanic II	28.57
23950 - Telephone Lineman	25.27
23960 - Welder, Combination, Maintenance	17.24
23965 - Well Driller	24.64
23970 - Woodcraft Worker	24.64
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	12.53
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.46
25040 - Sewage Plant Operator	20.54
25070 - Stationary Engineer	22.46
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	20.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.47
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	20.68
27010 - Court Security Officer	21.66
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	20.68
27070 - Firefighter	21.13
27101 - Guard I	13.66
27102 - Guard II	16.41
27131 - Police Officer I	25.26
27132 - Police Officer II	28.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.09
28043 - Carnival Equpment Worker	10.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.55
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	16.65
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	20.82
29042 - Stevedore II	23.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.05
30022 - Archeological Technician II	17.06
30023 - Archeological Technician III	19.71
30030 - Cartographic Technician	19.71

30040 - Civil Engineering Technician		22.24
30061 - Drafter/CAD Operator I		15.05
30062 - Drafter/CAD Operator II		17.18
30063 - Drafter/CAD Operator III		18.17
30064 - Drafter/CAD Operator IV		21.83
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		32.47
30090 - Environmental Technician		19.71
30210 - Laboratory Technician		19.51
30240 - Mathematical Technician		19.71
30361 - Paralegal/Legal Assistant I		16.51
30362 - Paralegal/Legal Assistant II		20.46
30363 - Paralegal/Legal Assistant III		25.03
30364 - Paralegal/Legal Assistant IV		30.28
30390 - Photo-Optics Technician		19.71
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.04
30463 - Technical Writer III		31.51
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.17
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.98
31030 - Bus Driver		17.64
31043 - Driver Courier		15.08
31260 - Parking and Lot Attendant		11.16
31290 - Shuttle Bus Driver		15.08
31310 - Taxi Driver		11.36
31361 - Truckdriver, Light		15.08
31362 - Truckdriver, Medium		16.04
31363 - Truckdriver, Heavy		17.79
31364 - Truckdriver, Tractor-Trailer		17.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.91
99050 - Desk Clerk		9.38
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.85
99252 - Laboratory Animal Caretaker II		12.44
99310 - Mortician		22.74
99410 - Pest Controller		19.71
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		16.11
99730 - Refuse Collector		12.75
99810 - Sales Clerk		12.08
99820 - School Crossing Guard		13.53
99830 - Survey Party Chief		19.22
99831 - Surveying Aide		12.58
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		16.52
99841 - Vending Machine Repairer		20.92
99842 - Vending Machine Repairer Helper		17.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2167 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		16.00
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01

01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.89
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter, Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	13.72
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer, Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.32
11060 - Elevator Operator	12.32
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10

12100 - Medical Assistant		15.83
12130 - Medical Laboratory Technician		19.40
12160 - Medical Record Clerk		16.98
12190 - Medical Record Technician		18.38
12195 - Medical Transcriptionist		17.07
12210 - Nuclear Medicine Technologist		34.34
12221 - Nursing Assistant I		11.40
12222 - Nursing Assistant II		12.82
12223 - Nursing Assistant III		13.99
12224 - Nursing Assistant IV		15.71
12235 - Optical Dispenser		15.59
12236 - Optical Technician		17.48
12250 - Pharmacy Technician		15.58
12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22

15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	26.41
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course Developer	26.88
15110 - Test Proctor	17.84
15120 - Tutor	17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.40
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.53
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	18.12
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.53
21110 - Shipping Packer	16.66
21130 - Shipping/Receiving Clerk	16.66
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.53
21410 - Warehouse Specialist	16.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.38
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.01
23290 - Fire Alarm System Mechanic	27.57
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.38
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.20
23391 - Gunsmith I	21.36

23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.59
23460 - Instrument Mechanic	24.39
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	20.06
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	24.39
23592 - Metrology Technician II	25.63
23593 - Metrology Technician III	26.82
23640 - Millwright	29.97
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	30.39
23910 - Small Engine Mechanic	19.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	20.97
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.89
25040 - Sewage Plant Operator	27.09
25070 - Stationary Engineer	30.89
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.66
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.31

28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.37
28510 - Recreation Aide/Health Facility Attendant		10.81
28515 - Recreation Specialist		17.46
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.68
29020 - Hatch Tender		24.68
29030 - Line Handler		24.68
29041 - Stevedore I		23.37
29042 - Stevedore II		26.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		26.98
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		22.17
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		25.18
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		26.76
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.34
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		21.43
31310 - Taxi Driver		15.18
31361 - Truckdriver, Light		21.43
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15

99000 - Miscellaneous Occupations	
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	24.84
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99310 - Mortician	35.46
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	22.41
99711 - Recycling Specialist	26.24
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	14.63
99841 - Vending Machine Repairer	16.79
99842 - Vending Machine Repairer Helper	14.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2168 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67

01111 - General Clerk I	12.73
01112 - General Clerk II	13.89
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	11.93
01191 - Order Clerk I	16.00
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01280 - Receptionist	13.53
01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.89
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter, Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	13.72
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer, Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.32
11060 - Elevator Operator	12.32
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75

11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.92
13012 - Exhibits Specialist II	27.16
13013 - Exhibits Specialist III	33.22
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	35.08
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	29.01
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	18.50
13072 - Photographer II	20.70
13073 - Photographer III	25.64
13074 - Photographer IV	31.35
13075 - Photographer V	37.94
13110 - Video Teleconference Technician	17.89
14000 - Information Technology Occupations	

14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		17.84
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.40
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.53
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		18.12
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.53
21110 - Shipping Packer		16.66
21130 - Shipping/Receiving Clerk		16.66
21140 - Store Worker I		13.87
21150 - Stock Clerk		18.17
21210 - Tools And Parts Attendant		16.53
21410 - Warehouse Specialist		16.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.96
23021 - Aircraft Mechanic I		28.38
23022 - Aircraft Mechanic II		29.96
23023 - Aircraft Mechanic III		31.40
23040 - Aircraft Mechanic Helper		20.38
23050 - Aircraft, Painter		24.99
23060 - Aircraft Servicer		23.85
23080 - Aircraft Worker		25.02

23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.01
23290 - Fire Alarm System Mechanic	27.57
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.38
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.20
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.59
23460 - Instrument Mechanic	24.39
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	20.06
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	24.39
23592 - Metrology Technician II	25.63
23593 - Metrology Technician III	26.82
23640 - Millwright	29.97
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	30.39
23910 - Small Engine Mechanic	19.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	20.97
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.89

25040 - Sewage Plant Operator	27.09
25070 - Stationary Engineer	30.89
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.66
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.31
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	17.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.37
29042 - Stevedore II	26.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	25.81
30030 - Cartographic Technician	26.98
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	22.17
30210 - Laboratory Technician	22.13
30240 - Mathematical Technician	25.18
30361 - Paralegal/Legal Assistant I	21.05
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant III	31.89
30364 - Paralegal/Legal Assistant IV	38.59
30390 - Photo-Optics Technician	26.33
30461 - Technical Writer I	26.76
30462 - Technical Writer II	32.65
30463 - Technical Writer III	39.34

30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		21.43
31310 - Taxi Driver		15.18
31361 - Truckdriver, Light		21.43
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		14.03
99252 - Laboratory Animal Caretaker II		15.43
99310 - Mortician		35.46
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		15.92
99710 - Recycling Laborer		22.41
99711 - Recycling Specialist		26.24
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.81
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		24.14
99831 - Surveying Aide		15.15
99832 - Surveying Technician		20.76
99840 - Vending Machine Attendant		14.63
99841 - Vending Machine Repairer		16.79
99842 - Vending Machine Repairer Helper		14.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2169 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland, Jasper, Macon, Moultrie, Shelby

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		19.57
01040 - Court Reporter		14.35
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		11.95
01060 - Dispatcher, Motor Vehicle		17.37
01070 - Document Preparation Clerk		12.19
01090 - Duplicating Machine Operator		12.19
01111 - General Clerk I		10.06
01112 - General Clerk II		10.97
01113 - General Clerk III		13.19
01120 - Housing Referral Assistant		16.07
01141 - Messenger Courier		9.94
01191 - Order Clerk I		12.59
01192 - Order Clerk II		13.73
01261 - Personnel Assistant (Employment) I		18.47
01262 - Personnel Assistant (Employment) II		20.66
01263 - Personnel Assistant (Employment) III		23.03
01270 - Production Control Clerk		19.27
01280 - Receptionist		10.59
01290 - Rental Clerk		12.14
01300 - Scheduler, Maintenance		12.83
01311 - Secretary I		12.83
01312 - Secretary II		14.35
01313 - Secretary III		16.07
01320 - Service Order Dispatcher		14.18
01410 - Supply Technician		18.11
01420 - Survey Worker		14.35
01531 - Travel Clerk I		11.70
01532 - Travel Clerk II		12.60
01533 - Travel Clerk III		13.44
01611 - Word Processor I		11.57
01612 - Word Processor II		12.99
01613 - Word Processor III		14.53
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.05
05010 - Automotive Electrician		19.76
05040 - Automotive Glass Installer		18.48
05070 - Automotive Worker		18.48
05110 - Mobile Equipment Servicer		16.31
05130 - Motor Equipment Metal Mechanic		19.76
05160 - Motor Equipment Metal Worker		18.48
05190 - Motor Vehicle Mechanic		19.53
05220 - Motor Vehicle Mechanic Helper		15.42
05250 - Motor Vehicle Upholstery Worker		18.48
05280 - Motor Vehicle Wrecker		18.48
05310 - Painter, Automotive		18.02
05340 - Radiator Repair Specialist		18.48

05370 - Tire Repairer	13.55
05400 - Transmission Repair Specialist	18.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.38
07041 - Cook I	10.79
07042 - Cook II	12.18
07070 - Dishwasher	8.36
07130 - Food Service Worker	9.33
07210 - Meat Cutter	14.55
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.38
09040 - Furniture Handler	14.31
09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	15.09
09110 - Furniture Repairer, Minor	17.17
09130 - Upholsterer	19.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	10.89
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.76
11150 - Janitor	10.93
11210 - Laborer, Grounds Maintenance	10.64
11240 - Maid or Houseman	8.90
11260 - Pruner	9.90
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	10.64
11360 - Window Cleaner	11.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	18.26
12012 - Certified Occupational Therapist Assistant	25.30
12015 - Certified Physical Therapist Assistant	25.38
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	36.85
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	16.33
12072 - Licensed Practical Nurse II	18.26
12073 - Licensed Practical Nurse III	19.46
12100 - Medical Assistant	13.63
12130 - Medical Laboratory Technician	16.84
12160 - Medical Record Clerk	14.48
12190 - Medical Record Technician	16.64
12195 - Medical Transcriptionist	15.36
12210 - Nuclear Medicine Technologist	36.85
12221 - Nursing Assistant I	10.72
12222 - Nursing Assistant II	12.06
12223 - Nursing Assistant III	13.16
12224 - Nursing Assistant IV	14.77
12235 - Optical Dispenser	14.88
12236 - Optical Technician	16.33
12250 - Pharmacy Technician	13.34
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	25.08
12311 - Registered Nurse I	21.62
12312 - Registered Nurse II	26.43
12313 - Registered Nurse II, Specialist	26.43
12314 - Registered Nurse III	31.99
12315 - Registered Nurse III, Anesthetist	31.99
12316 - Registered Nurse IV	38.34

12317 - Scheduler (Drug and Alcohol Testing)		22.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		21.12
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		23.56
13047 - Librarian		22.21
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		15.64
13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.39
13073 - Photographer III		20.06
13074 - Photographer IV		21.01
13075 - Photographer V		21.64
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		21.69
15090 - Technical Instructor		16.53
15095 - Technical Instructor/Course Developer		22.16
15110 - Test Proctor		13.35
15120 - Tutor		13.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.99
16030 - Counter Attendant		8.99
16040 - Dry Cleaner		11.05
16070 - Finisher, Flatwork, Machine		8.99
16090 - Presser, Hand		8.99
16110 - Presser, Machine, Drycleaning		8.99
16130 - Presser, Machine, Shirts		8.99
16160 - Presser, Machine, Wearing Apparel, Laundry		8.99
16190 - Sewing Machine Operator		11.73
16220 - Tailor		12.41
16250 - Washer, Machine		9.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72

19040 - Tool And Die Maker	28.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.54
21030 - Material Coordinator	20.57
21040 - Material Expediter	20.57
21050 - Material Handling Laborer	14.43
21071 - Order Filler	13.30
21080 - Production Line Worker (Food Processing)	16.54
21110 - Shipping Packer	14.02
21130 - Shipping/Receiving Clerk	14.02
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23021 - Aircraft Mechanic I	22.92
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft, Painter	21.48
23060 - Aircraft Servicer	20.76
23080 - Aircraft Worker	21.46
23110 - Appliance Mechanic	21.73
23120 - Bicycle Repairer	14.91
23125 - Cable Splicer	22.92
23130 - Carpenter, Maintenance	20.61
23140 - Carpet Layer	20.56
23160 - Electrician, Maintenance	29.27
23181 - Electronics Technician Maintenance I	20.36
23182 - Electronics Technician Maintenance II	21.49
23183 - Electronics Technician Maintenance III	22.64
23260 - Fabric Worker	19.37
23290 - Fire Alarm System Mechanic	22.92
23310 - Fire Extinguisher Repairer	18.21
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	18.21
23370 - General Maintenance Worker	17.38
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	20.76
23382 - Ground Support Equipment Worker	21.46
23391 - Gunsmith I	18.21
23392 - Gunsmith II	20.56
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.36
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.92
23440 - Heavy Equipment Operator	30.38
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	21.73
23470 - Laborer	13.50
23510 - Locksmith	21.73
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.14
23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	24.09
23593 - Metrology Technician III	25.26
23640 - Millwright	26.84
23710 - Office Appliance Repairer	21.73
23760 - Painter, Maintenance	21.43

23790 - Pipefitter, Maintenance	31.72
23810 - Plumber, Maintenance	29.06
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	20.56
23890 - Sheet-Metal Worker, Maintenance	22.80
23910 - Small Engine Mechanic	20.56
23931 - Telecommunications Mechanic I	23.86
23932 - Telecommunications Mechanic II	24.83
23950 - Telephone Lineman	22.40
23960 - Welder, Combination, Maintenance	18.67
23965 - Well Driller	22.92
23970 - Woodcraft Worker	22.92
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	14.96
24630 - Homemaker	16.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	21.73
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	21.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.38
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	22.21
27010 - Court Security Officer	22.21
27030 - Detection Dog Handler	14.38
27040 - Detention Officer	22.21
27070 - Firefighter	20.05
27101 - Guard I	12.86
27102 - Guard II	14.38
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	12.65
28043 - Carnival Equpment Worker	10.12
28210 - Gate Attendant/Gate Tender	14.57
28310 - Lifeguard	12.97
28350 - Park Attendant (Aide)	16.29
28510 - Recreation Aide/Health Facility Attendant	11.89
28515 - Recreation Specialist	13.26
28630 - Sports Official	12.97
28690 - Swimming Pool Operator	17.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	20.56
29030 - Line Handler	20.56
29041 - Stevedore I	19.37
29042 - Stevedore II	21.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	16.74
30022 - Archeological Technician II	19.23
30023 - Archeological Technician III	23.82

30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		26.67
30061 - Drafter/CAD Operator I		14.83
30062 - Drafter/CAD Operator II		19.23
30063 - Drafter/CAD Operator III		21.44
30064 - Drafter/CAD Operator IV		26.38
30081 - Engineering Technician I		14.36
30082 - Engineering Technician II		19.88
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		29.70
30086 - Engineering Technician VI		32.71
30090 - Environmental Technician		25.49
30210 - Laboratory Technician		23.82
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		18.78
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.46
30364 - Paralegal/Legal Assistant IV		34.43
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		23.60
30462 - Technical Writer II		28.06
30463 - Technical Writer III		33.92
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.44
30621 - Weather Observer, Senior	(see 2)	23.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.12
31030 - Bus Driver		18.66
31043 - Driver Courier		13.69
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		14.88
31310 - Taxi Driver		15.03
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		15.58
31363 - Truckdriver, Heavy		19.80
31364 - Truckdriver, Tractor-Trailer		19.80
99000 - Miscellaneous Occupations		
99030 - Cashier		8.78
99050 - Desk Clerk		9.98
99095 - Embalmer		24.42
99251 - Laboratory Animal Caretaker I		14.82
99252 - Laboratory Animal Caretaker II		15.55
99310 - Mortician		24.42
99410 - Pest Controller		19.34
99510 - Photofinishing Worker		13.09
99710 - Recycling Laborer		16.88
99711 - Recycling Specialist		19.61
99730 - Refuse Collector		15.52
99810 - Sales Clerk		11.46
99820 - School Crossing Guard		13.71
99830 - Survey Party Chief		19.36
99831 - Surveying Aide		12.09
99832 - Surveying Technician		17.55
99840 - Vending Machine Attendant		17.32
99841 - Vending Machine Repairer		20.92
99842 - Vending Machine Repairer Helper		17.32

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2170 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland, Jasper, Macon, Moultrie, Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		19.57
01040 - Court Reporter		14.35
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		11.95
01060 - Dispatcher, Motor Vehicle		17.37
01070 - Document Preparation Clerk		12.19
01090 - Duplicating Machine Operator		12.19
01111 - General Clerk I		10.06
01112 - General Clerk II		10.97
01113 - General Clerk III		13.19
01120 - Housing Referral Assistant		16.07
01141 - Messenger Courier		9.94
01191 - Order Clerk I		12.59
01192 - Order Clerk II		13.73
01261 - Personnel Assistant (Employment) I		18.47
01262 - Personnel Assistant (Employment) II		20.66
01263 - Personnel Assistant (Employment) III		23.03
01270 - Production Control Clerk		19.27
01280 - Receptionist		10.59
01290 - Rental Clerk		12.14
01300 - Scheduler, Maintenance		12.83
01311 - Secretary I		12.83
01312 - Secretary II		14.35
01313 - Secretary III		16.07
01320 - Service Order Dispatcher		14.18
01410 - Supply Technician		18.11
01420 - Survey Worker		14.35

01531 - Travel Clerk I	11.70
01532 - Travel Clerk II	12.60
01533 - Travel Clerk III	13.44
01611 - Word Processor I	11.57
01612 - Word Processor II	12.99
01613 - Word Processor III	14.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.05
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	18.48
05070 - Automotive Worker	18.48
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	19.76
05160 - Motor Equipment Metal Worker	18.48
05190 - Motor Vehicle Mechanic	19.53
05220 - Motor Vehicle Mechanic Helper	15.42
05250 - Motor Vehicle Upholstery Worker	18.48
05280 - Motor Vehicle Wrecker	18.48
05310 - Painter, Automotive	18.02
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	13.55
05400 - Transmission Repair Specialist	18.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.38
07041 - Cook I	10.79
07042 - Cook II	12.18
07070 - Dishwasher	8.36
07130 - Food Service Worker	9.33
07210 - Meat Cutter	14.55
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.38
09040 - Furniture Handler	14.31
09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	15.09
09110 - Furniture Repairer, Minor	17.17
09130 - Upholsterer	19.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	10.89
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.76
11150 - Janitor	10.93
11210 - Laborer, Grounds Maintenance	10.64
11240 - Maid or Houseman	8.90
11260 - Pruner	9.90
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	10.64
11360 - Window Cleaner	11.89
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	18.26
12012 - Certified Occupational Therapist Assistant	25.30
12015 - Certified Physical Therapist Assistant	25.38
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	36.85
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	16.33
12072 - Licensed Practical Nurse II	18.26
12073 - Licensed Practical Nurse III	19.46
12100 - Medical Assistant	13.63

12130 - Medical Laboratory Technician		16.84
12160 - Medical Record Clerk		14.48
12190 - Medical Record Technician		16.64
12195 - Medical Transcriptionist		15.36
12210 - Nuclear Medicine Technologist		36.85
12221 - Nursing Assistant I		10.72
12222 - Nursing Assistant II		12.06
12223 - Nursing Assistant III		13.16
12224 - Nursing Assistant IV		14.77
12235 - Optical Dispenser		14.88
12236 - Optical Technician		16.33
12250 - Pharmacy Technician		13.34
12280 - Phlebotomist		14.77
12305 - Radiologic Technologist		25.08
12311 - Registered Nurse I		21.62
12312 - Registered Nurse II		26.43
12313 - Registered Nurse II, Specialist		26.43
12314 - Registered Nurse III		31.99
12315 - Registered Nurse III, Anesthetist		31.99
12316 - Registered Nurse IV		38.34
12317 - Scheduler (Drug and Alcohol Testing)		22.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.46
13012 - Exhibits Specialist II		20.15
13013 - Exhibits Specialist III		21.12
13041 - Illustrator I		18.38
13042 - Illustrator II		22.49
13043 - Illustrator III		23.56
13047 - Librarian		22.21
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		21.45
13058 - Library Technician		15.64
13061 - Media Specialist I		13.98
13062 - Media Specialist II		15.64
13063 - Media Specialist III		17.43
13071 - Photographer I		15.26
13072 - Photographer II		16.39
13073 - Photographer III		20.06
13074 - Photographer IV		21.01
13075 - Photographer V		21.64
13110 - Video Teleconference Technician		14.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		17.17
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		22.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.26
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		25.83

15070 - Flight Instructor (Pilot)	44.26
15080 - Graphic Artist	21.69
15090 - Technical Instructor	16.53
15095 - Technical Instructor/Course Developer	22.16
15110 - Test Proctor	13.35
15120 - Tutor	13.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.99
16030 - Counter Attendant	8.99
16040 - Dry Cleaner	11.05
16070 - Finisher, Flatwork, Machine	8.99
16090 - Presser, Hand	8.99
16110 - Presser, Machine, Drycleaning	8.99
16130 - Presser, Machine, Shirts	8.99
16160 - Presser, Machine, Wearing Apparel, Laundry	8.99
16190 - Sewing Machine Operator	11.73
16220 - Tailor	12.41
16250 - Washer, Machine	9.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	28.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.54
21030 - Material Coordinator	20.57
21040 - Material Expediter	20.57
21050 - Material Handling Laborer	14.43
21071 - Order Filler	13.30
21080 - Production Line Worker (Food Processing)	16.54
21110 - Shipping Packer	14.02
21130 - Shipping/Receiving Clerk	14.02
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23021 - Aircraft Mechanic I	22.92
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft, Painter	21.48
23060 - Aircraft Servicer	20.76
23080 - Aircraft Worker	21.46
23110 - Appliance Mechanic	21.73
23120 - Bicycle Repairer	14.91
23125 - Cable Splicer	22.92
23130 - Carpenter, Maintenance	20.61
23140 - Carpet Layer	20.56
23160 - Electrician, Maintenance	29.27
23181 - Electronics Technician Maintenance I	20.36
23182 - Electronics Technician Maintenance II	21.49
23183 - Electronics Technician Maintenance III	22.64
23260 - Fabric Worker	19.37
23290 - Fire Alarm System Mechanic	22.92
23310 - Fire Extinguisher Repairer	18.21
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	18.21
23370 - General Maintenance Worker	17.38
23380 - Ground Support Equipment Mechanic	22.92
23381 - Ground Support Equipment Servicer	20.76
23382 - Ground Support Equipment Worker	21.46
23391 - Gunsmith I	18.21
23392 - Gunsmith II	20.56

23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.36
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.35
23430 - Heavy Equipment Mechanic	22.92
23440 - Heavy Equipment Operator	30.38
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	21.73
23470 - Laborer	13.50
23510 - Locksmith	21.73
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.14
23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	24.09
23593 - Metrology Technician III	25.26
23640 - Millwright	26.84
23710 - Office Appliance Repairer	21.73
23760 - Painter, Maintenance	21.43
23790 - Pipefitter, Maintenance	31.72
23810 - Plumber, Maintenance	29.06
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	20.56
23890 - Sheet-Metal Worker, Maintenance	22.80
23910 - Small Engine Mechanic	20.56
23931 - Telecommunications Mechanic I	23.86
23932 - Telecommunications Mechanic II	24.83
23950 - Telephone Lineman	22.40
23960 - Welder, Combination, Maintenance	18.67
23965 - Well Driller	22.92
23970 - Woodcraft Worker	22.92
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	14.96
24630 - Homemaker	16.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	21.73
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	21.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.38
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	22.21
27010 - Court Security Officer	22.21
27030 - Detection Dog Handler	14.38
27040 - Detention Officer	22.21
27070 - Firefighter	20.05
27101 - Guard I	12.86
27102 - Guard II	14.38
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	12.65
28043 - Carnival Equpment Worker	10.12

28210 - Gate Attendant/Gate Tender		14.57
28310 - Lifeguard		12.97
28350 - Park Attendant (Aide)		16.29
28510 - Recreation Aide/Health Facility Attendant		11.89
28515 - Recreation Specialist		13.26
28630 - Sports Official		12.97
28690 - Swimming Pool Operator		17.84
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.56
29020 - Hatch Tender		20.56
29030 - Line Handler		20.56
29041 - Stevedore I		19.37
29042 - Stevedore II		21.73
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		16.74
30022 - Archeological Technician II		19.23
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		26.67
30061 - Drafter/CAD Operator I		14.83
30062 - Drafter/CAD Operator II		19.23
30063 - Drafter/CAD Operator III		21.44
30064 - Drafter/CAD Operator IV		26.38
30081 - Engineering Technician I		14.36
30082 - Engineering Technician II		19.88
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		29.70
30086 - Engineering Technician VI		32.71
30090 - Environmental Technician		25.49
30210 - Laboratory Technician		23.82
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		18.78
30362 - Paralegal/Legal Assistant II		23.27
30363 - Paralegal/Legal Assistant III		28.46
30364 - Paralegal/Legal Assistant IV		34.43
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		23.60
30462 - Technical Writer II		28.06
30463 - Technical Writer III		33.92
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.44
30621 - Weather Observer, Senior	(see 2)	23.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.12
31030 - Bus Driver		18.66
31043 - Driver Courier		13.69
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		14.88
31310 - Taxi Driver		15.03
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		15.58
31363 - Truckdriver, Heavy		19.80
31364 - Truckdriver, Tractor-Trailer		19.80
99000 - Miscellaneous Occupations		

99030 - Cashier	8.78
99050 - Desk Clerk	9.98
99095 - Embalmer	24.42
99251 - Laboratory Animal Caretaker I	14.82
99252 - Laboratory Animal Caretaker II	15.55
99310 - Mortician	24.42
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.09
99710 - Recycling Laborer	16.88
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	15.52
99810 - Sales Clerk	11.46
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	19.36
99831 - Surveying Aide	12.09
99832 - Surveying Technician	17.55
99840 - Vending Machine Attendant	17.32
99841 - Vending Machine Repairer	20.92
99842 - Vending Machine Repairer Helper	17.32

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2171 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle, Livingston, Will

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15

01060 - Dispatcher, Motor Vehicle	22.93
01070 - Document Preparation Clerk	13.67
01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	12.73
01112 - General Clerk II	13.89
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	11.93
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01280 - Receptionist	13.53
01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	19.19
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.34
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal Mechanic	28.12
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28
05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter, Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.17
07210 - Meat Cutter	15.77
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer, Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29

11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.84
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	24.85
12020 - Dental Assistant	14.23
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.77
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	36.15
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	17.70
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	29.74
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	19.24
13072 - Photographer II	21.51
13073 - Photographer III	26.65
13074 - Photographer IV	32.46

13075 - Photographer V		35.76
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		28.07
15110 - Test Proctor		18.53
15120 - Tutor		18.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.85
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.93
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		17.45
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.93
21110 - Shipping Packer		17.20
21130 - Shipping/Receiving Clerk		17.20
21140 - Store Worker I		13.87
21150 - Stock Clerk		18.17
21210 - Tools And Parts Attendant		16.93
21410 - Warehouse Specialist		16.93
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.96
23021 - Aircraft Mechanic I		28.13
23022 - Aircraft Mechanic II		29.96
23023 - Aircraft Mechanic III		31.40
23040 - Aircraft Mechanic Helper		20.38

23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.70
23120 - Bicycle Repairer	16.41
23125 - Cable Splicer	28.80
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	25.28
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.20
23290 - Fire Alarm System Mechanic	26.18
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	26.18
23465 - Laboratory/Shelter Mechanic	24.84
23470 - Laborer	13.78
23510 - Locksmith	24.84
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.64
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	26.18
23592 - Metrology Technician II	27.46
23593 - Metrology Technician III	28.56
23640 - Millwright	28.64
23710 - Office Appliance Repairer	24.84
23760 - Painter, Maintenance	24.38
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.80
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.73
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	27.25
23932 - Telecommunications Mechanic II	28.30
23950 - Telephone Lineman	26.18
23960 - Welder, Combination, Maintenance	21.33
23965 - Well Driller	26.18
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	14.81

24630 - Homemaker	14.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.66
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	31.66
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	26.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.11
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	14.73
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	14.73
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.40
28515 - Recreation Specialist	18.25
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.75
29020 - Hatch Tender	23.75
29030 - Line Handler	23.75
29041 - Stevedore I	22.40
29042 - Stevedore II	25.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.76
30023 - Archeological Technician III	26.59
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.76
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	40.57
30090 - Environmental Technician	24.28
30210 - Laboratory Technician	22.13
30240 - Mathematical Technician	26.13
30361 - Paralegal/Legal Assistant I	20.55
30362 - Paralegal/Legal Assistant II	25.43
30363 - Paralegal/Legal Assistant III	31.14
30364 - Paralegal/Legal Assistant IV	37.63
30390 - Photo-Optics Technician	26.33

30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		12.74
31361 - Truckdriver, Light		17.30
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.65
99251 - Laboratory Animal Caretaker I		19.18
99252 - Laboratory Animal Caretaker II		20.46
99310 - Mortician		30.13
99410 - Pest Controller		19.25
99510 - Photofinishing Worker		12.83
99710 - Recycling Laborer		17.79
99711 - Recycling Specialist		20.42
99730 - Refuse Collector		16.48
99810 - Sales Clerk		12.95
99820 - School Crossing Guard		15.24
99830 - Survey Party Chief		22.51
99831 - Surveying Aide		13.73
99832 - Surveying Technician		17.73
99840 - Vending Machine Attendant		18.25
99841 - Vending Machine Repairer		21.08
99842 - Vending Machine Repairer Helper		18.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2172 Revision No.: 15

State: Illinois

Area: Illinois Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle, Livingston, Will

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
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01141 - Messenger Courier		11.93
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01192 - Order Clerk II		17.58
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01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
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01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.34
05010 - Automotive Electrician		24.51
05040 - Automotive Glass Installer		23.47
05070 - Automotive Worker		23.47
05110 - Mobile Equipment Servicer		21.37
05130 - Motor Equipment Metal Mechanic		28.12
05160 - Motor Equipment Metal Worker		23.47
05190 - Motor Vehicle Mechanic		28.63
05220 - Motor Vehicle Mechanic Helper		20.28
05250 - Motor Vehicle Upholstery Worker		22.45
05280 - Motor Vehicle Wrecker		23.47

05310 - Painter, Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.17
07210 - Meat Cutter	15.77
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer, Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.84
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	24.85
12020 - Dental Assistant	14.23
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.77
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	36.15
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	17.70
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43

12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		22.03
13042 - Illustrator II		27.53
13043 - Illustrator III		32.62
13047 - Librarian		33.74
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.74
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		28.07
15110 - Test Proctor		18.53
15120 - Tutor		18.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.85
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.93
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.45
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.93
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.93
21410 - Warehouse Specialist	16.93
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.70
23120 - Bicycle Repairer	16.41
23125 - Cable Splicer	28.80
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	25.28
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.20
23290 - Fire Alarm System Mechanic	26.18
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.95
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	26.18
23465 - Laboratory/Shelter Mechanic	24.84
23470 - Laborer	13.78
23510 - Locksmith	24.84
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.64
23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	26.18
23592 - Metrology Technician II	27.46
23593 - Metrology Technician III	28.56
23640 - Millwright	28.64

23710 - Office Appliance Repairer	24.84
23760 - Painter, Maintenance	24.38
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.80
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.73
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	27.25
23932 - Telecommunications Mechanic II	28.30
23950 - Telephone Lineman	26.18
23960 - Welder, Combination, Maintenance	21.33
23965 - Well Driller	26.18
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support Services Coordinator	14.81
24630 - Homemaker	14.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.66
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	31.66
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	26.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.11
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	14.73
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	14.73
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	11.40
28515 - Recreation Specialist	18.25
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.75
29020 - Hatch Tender	23.75
29030 - Line Handler	23.75
29041 - Stevedore I	22.40
29042 - Stevedore II	25.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.64

30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		26.59
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.28
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant III		31.14
30364 - Paralegal/Legal Assistant IV		37.63
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		12.74
31361 - Truckdriver, Light		17.30
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.65
99251 - Laboratory Animal Caretaker I		19.18
99252 - Laboratory Animal Caretaker II		20.46
99310 - Mortician		30.13
99410 - Pest Controller		19.25
99510 - Photofinishing Worker		12.83
99710 - Recycling Laborer		17.79
99711 - Recycling Specialist		20.42
99730 - Refuse Collector		16.48
99810 - Sales Clerk		12.95
99820 - School Crossing Guard		15.24
99830 - Survey Party Chief		22.51
99831 - Surveying Aide		13.73
99832 - Surveying Technician		17.73
99840 - Vending Machine Attendant		18.25
99841 - Vending Machine Repairer		21.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2173 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.28
01013 - Accounting Clerk III		17.09
01020 - Administrative Assistant		17.64
01040 - Court Reporter		15.50
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		11.11
01112 - General Clerk II		12.13
01113 - General Clerk III		13.61
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		11.85
01191 - Order Clerk I		12.00
01192 - Order Clerk II		14.79
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		17.19
01263 - Personnel Assistant (Employment) III		19.39
01270 - Production Control Clerk		20.93
01280 - Receptionist		11.03
01290 - Rental Clerk		10.75

01300 - Scheduler, Maintenance	13.86
01311 - Secretary I	13.86
01312 - Secretary II	15.50
01313 - Secretary III	17.34
01320 - Service Order Dispatcher	14.23
01410 - Supply Technician	19.21
01420 - Survey Worker	12.52
01531 - Travel Clerk I	11.94
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	13.00
01612 - Word Processor II	14.63
01613 - Word Processor III	16.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.60
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter, Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.45
07041 - Cook I	11.63
07042 - Cook II	12.45
07070 - Dishwasher	9.96
07130 - Food Service Worker	9.96
07210 - Meat Cutter	14.32
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.29
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.82
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.58
11060 - Elevator Operator	10.91
11090 - Gardener	15.41
11122 - Housekeeping Aide	10.88
11150 - Janitor	10.91
11210 - Laborer, Grounds Maintenance	12.75
11240 - Maid or Houseman	9.51
11260 - Pruner	11.72
11270 - Tractor Operator	13.73
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	17.70
12012 - Certified Occupational Therapist Assistant	15.73
12015 - Certified Physical Therapist Assistant	20.16
12020 - Dental Assistant	15.77
12025 - Dental Hygienist	31.98

12030 - EKG Technician		27.85
12035 - Electroneurodiagnostic Technologist		30.13
12040 - Emergency Medical Technician		15.48
12071 - Licensed Practical Nurse I		16.48
12072 - Licensed Practical Nurse II		18.43
12073 - Licensed Practical Nurse III		20.49
12100 - Medical Assistant		13.86
12130 - Medical Laboratory Technician		19.40
12160 - Medical Record Clerk		12.69
12190 - Medical Record Technician		18.24
12195 - Medical Transcriptionist		16.46
12210 - Nuclear Medicine Technologist		36.12
12221 - Nursing Assistant I		9.65
12222 - Nursing Assistant II		10.85
12223 - Nursing Assistant III		11.84
12224 - Nursing Assistant IV		13.29
12235 - Optical Dispenser		13.26
12236 - Optical Technician		16.16
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.29
12305 - Radiologic Technologist		24.29
12311 - Registered Nurse I		21.30
12312 - Registered Nurse II		26.05
12313 - Registered Nurse II, Specialist		26.05
12314 - Registered Nurse III		31.51
12315 - Registered Nurse III, Anesthetist		31.51
12316 - Registered Nurse IV		37.77
12317 - Scheduler (Drug and Alcohol Testing)		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		19.20
13013 - Exhibits Specialist III		20.47
13041 - Illustrator I		16.28
13042 - Illustrator II		18.12
13043 - Illustrator III		20.83
13047 - Librarian		19.95
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		19.76
13058 - Library Technician		12.79
13061 - Media Specialist I		13.00
13062 - Media Specialist II		14.54
13063 - Media Specialist III		16.22
13071 - Photographer I		15.68
13072 - Photographer II		17.45
13073 - Photographer III		18.65
13074 - Photographer IV		21.09
13075 - Photographer V		21.73
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.13
14044 - Computer Operator IV		21.29
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37

14160 - Personal Computer Support Technician	21.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.93
15020 - Aircrew Training Devices Instructor (Rated)	35.00
15030 - Air Crew Training Devices Instructor (Pilot)	41.39
15050 - Computer Based Training Specialist / Instructor	28.93
15060 - Educational Technologist	27.97
15070 - Flight Instructor (Pilot)	41.39
15080 - Graphic Artist	21.60
15090 - Technical Instructor	23.53
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.27
15120 - Tutor	17.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.18
16030 - Counter Attendant	9.18
16040 - Dry Cleaner	11.31
16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	24.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.55
21030 - Material Coordinator	20.93
21040 - Material Expediter	20.93
21050 - Material Handling Laborer	17.28
21071 - Order Filler	12.41
21080 - Production Line Worker (Food Processing)	15.55
21110 - Shipping Packer	14.56
21130 - Shipping/Receiving Clerk	14.56
21140 - Store Worker I	13.01
21150 - Stock Clerk	16.12
21210 - Tools And Parts Attendant	17.22
21410 - Warehouse Specialist	15.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.50
23021 - Aircraft Mechanic I	23.30
23022 - Aircraft Mechanic II	24.50
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	19.04
23050 - Aircraft, Painter	21.82
23060 - Aircraft Servicer	20.43
23080 - Aircraft Worker	21.12
23110 - Appliance Mechanic	19.82
23120 - Bicycle Repairer	16.87
23125 - Cable Splicer	27.56
23130 - Carpenter, Maintenance	24.93
23140 - Carpet Layer	23.22
23160 - Electrician, Maintenance	28.26
23181 - Electronics Technician Maintenance I	20.74
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	23.55
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	18.52
23311 - Fuel Distribution System Mechanic	23.50

23312 - Fuel Distribution System Operator	19.95
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	20.43
23382 - Ground Support Equipment Worker	21.12
23391 - Gunsmith I	18.52
23392 - Gunsmith II	20.90
23393 - Gunsmith III	23.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.03
23430 - Heavy Equipment Mechanic	22.72
23440 - Heavy Equipment Operator	27.42
23460 - Instrument Mechanic	23.30
23465 - Laboratory/Shelter Mechanic	22.09
23470 - Laborer	11.31
23510 - Locksmith	23.72
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist, Maintenance	19.64
23580 - Maintenance Trades Helper	18.26
23591 - Metrology Technician I	23.30
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.70
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	26.72
23790 - Pipefitter, Maintenance	31.23
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	23.30
23850 - Rigger	23.30
23870 - Scale Mechanic	20.90
23890 - Sheet-Metal Worker, Maintenance	25.28
23910 - Small Engine Mechanic	20.16
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	26.66
23960 - Welder, Combination, Maintenance	19.64
23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.30
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	10.44
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	20.81
25210 - Water Treatment Plant Operator	21.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	19.73
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	19.73
27070 - Firefighter	21.85
27101 - Guard I	14.46

27102 - Guard II		16.17
27131 - Police Officer I		23.72
27132 - Police Officer II		26.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.69
28042 - Carnival Equipment Repairer		11.08
28043 - Carnival Equpment Worker		10.44
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		13.35
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		18.07
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.22
29020 - Hatch Tender		19.22
29030 - Line Handler		19.22
29041 - Stevedore I		18.11
29042 - Stevedore II		20.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		18.70
30023 - Archeological Technician III		23.18
30030 - Cartographic Technician		23.28
30040 - Civil Engineering Technician		22.63
30061 - Drafter/CAD Operator I		15.49
30062 - Drafter/CAD Operator II		18.70
30063 - Drafter/CAD Operator III		20.97
30064 - Drafter/CAD Operator IV		25.66
30081 - Engineering Technician I		13.62
30082 - Engineering Technician II		15.75
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		22.86
30085 - Engineering Technician V		25.95
30086 - Engineering Technician VI		31.34
30090 - Environmental Technician		21.77
30210 - Laboratory Technician		20.97
30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		18.88
30362 - Paralegal/Legal Assistant II		23.39
30363 - Paralegal/Legal Assistant III		27.54
30364 - Paralegal/Legal Assistant IV		33.29
30390 - Photo-Optics Technician		23.28
30461 - Technical Writer I		23.18
30462 - Technical Writer II		28.35
30463 - Technical Writer III		33.48
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.42
31030 - Bus Driver		17.75
31043 - Driver Courier		12.39
31260 - Parking and Lot Attendant		11.98

31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	11.96
31361 - Truckdriver, Light	13.26
31362 - Truckdriver, Medium	14.03
31363 - Truckdriver, Heavy	18.18
31364 - Truckdriver, Tractor-Trailer	18.18
99000 - Miscellaneous Occupations	
99030 - Cashier	8.95
99050 - Desk Clerk	10.62
99095 - Embalmer	29.30
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.81
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	17.44
99711 - Recycling Specialist	20.24
99730 - Refuse Collector	16.04
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	19.19
99831 - Surveying Aide	12.75
99832 - Surveying Technician	17.45
99840 - Vending Machine Attendant	15.49
99841 - Vending Machine Repairer	18.92
99842 - Vending Machine Repairer Helper	15.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2174 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62

01012 - Accounting Clerk II	15.28
01013 - Accounting Clerk III	17.09
01020 - Administrative Assistant	17.64
01040 - Court Reporter	15.50
01051 - Data Entry Operator I	12.21
01052 - Data Entry Operator II	13.33
01060 - Dispatcher, Motor Vehicle	18.13
01070 - Document Preparation Clerk	14.00
01090 - Duplicating Machine Operator	14.00
01111 - General Clerk I	11.11
01112 - General Clerk II	12.13
01113 - General Clerk III	13.61
01120 - Housing Referral Assistant	17.34
01141 - Messenger Courier	11.85
01191 - Order Clerk I	12.00
01192 - Order Clerk II	14.79
01261 - Personnel Assistant (Employment) I	14.00
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.39
01270 - Production Control Clerk	20.93
01280 - Receptionist	11.03
01290 - Rental Clerk	10.75
01300 - Scheduler, Maintenance	13.86
01311 - Secretary I	13.86
01312 - Secretary II	15.50
01313 - Secretary III	17.34
01320 - Service Order Dispatcher	14.23
01410 - Supply Technician	19.21
01420 - Survey Worker	12.52
01531 - Travel Clerk I	11.94
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	13.00
01612 - Word Processor II	14.63
01613 - Word Processor III	16.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.60
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter, Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.45
07041 - Cook I	11.63
07042 - Cook II	12.45
07070 - Dishwasher	9.96
07130 - Food Service Worker	9.96
07210 - Meat Cutter	14.32
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.29

09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.82
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.58
11060 - Elevator Operator	10.91
11090 - Gardener	15.41
11122 - Housekeeping Aide	10.88
11150 - Janitor	10.91
11210 - Laborer, Grounds Maintenance	12.75
11240 - Maid or Houseman	9.51
11260 - Pruner	11.72
11270 - Tractor Operator	13.73
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	11.86
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	17.70
12012 - Certified Occupational Therapist Assistant	15.73
12015 - Certified Physical Therapist Assistant	20.16
12020 - Dental Assistant	15.77
12025 - Dental Hygienist	31.98
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	16.48
12072 - Licensed Practical Nurse II	18.43
12073 - Licensed Practical Nurse III	20.49
12100 - Medical Assistant	13.86
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	12.69
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	9.65
12222 - Nursing Assistant II	10.85
12223 - Nursing Assistant III	11.84
12224 - Nursing Assistant IV	13.29
12235 - Optical Dispenser	13.26
12236 - Optical Technician	16.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.29
12305 - Radiologic Technologist	24.29
12311 - Registered Nurse I	21.30
12312 - Registered Nurse II	26.05
12313 - Registered Nurse II, Specialist	26.05
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III, Anesthetist	31.51
12316 - Registered Nurse IV	37.77
12317 - Scheduler (Drug and Alcohol Testing)	22.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.20
13013 - Exhibits Specialist III	20.47
13041 - Illustrator I	16.28
13042 - Illustrator II	18.12
13043 - Illustrator III	20.83
13047 - Librarian	19.95
13050 - Library Aide/Clerk	10.45
13054 - Library Information Technology Systems Administrator	19.76
13058 - Library Technician	12.79
13061 - Media Specialist I	13.00

13062 - Media Specialist II		14.54
13063 - Media Specialist III		16.22
13071 - Photographer I		15.68
13072 - Photographer II		17.45
13073 - Photographer III		18.65
13074 - Photographer IV		21.09
13075 - Photographer V		21.73
13110 - Video Teleconference Technician		13.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.13
14044 - Computer Operator IV		21.29
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		27.97
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		21.60
15090 - Technical Instructor		23.53
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.27
15120 - Tutor		17.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31
16070 - Finisher, Flatwork, Machine		9.18
16090 - Presser, Hand		9.18
16110 - Presser, Machine, Drycleaning		9.18
16130 - Presser, Machine, Shirts		9.18
16160 - Presser, Machine, Wearing Apparel, Laundry		9.18
16190 - Sewing Machine Operator		11.95
16220 - Tailor		12.63
16250 - Washer, Machine		9.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.57
19040 - Tool And Die Maker		24.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.55
21030 - Material Coordinator		20.93
21040 - Material Expediter		20.93
21050 - Material Handling Laborer		17.28
21071 - Order Filler		12.41
21080 - Production Line Worker (Food Processing)		15.55
21110 - Shipping Packer		14.56
21130 - Shipping/Receiving Clerk		14.56
21140 - Store Worker I		13.01
21150 - Stock Clerk		16.12
21210 - Tools And Parts Attendant		17.22
21410 - Warehouse Specialist		15.55

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.50
23021 - Aircraft Mechanic I	23.30
23022 - Aircraft Mechanic II	24.50
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	19.04
23050 - Aircraft, Painter	21.82
23060 - Aircraft Servicer	20.43
23080 - Aircraft Worker	21.12
23110 - Appliance Mechanic	19.82
23120 - Bicycle Repairer	16.87
23125 - Cable Splicer	27.56
23130 - Carpenter, Maintenance	24.93
23140 - Carpet Layer	23.22
23160 - Electrician, Maintenance	28.26
23181 - Electronics Technician Maintenance I	20.74
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	23.55
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	18.52
23311 - Fuel Distribution System Mechanic	23.50
23312 - Fuel Distribution System Operator	19.95
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	20.43
23382 - Ground Support Equipment Worker	21.12
23391 - Gunsmith I	18.52
23392 - Gunsmith II	20.90
23393 - Gunsmith III	23.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.03
23430 - Heavy Equipment Mechanic	22.72
23440 - Heavy Equipment Operator	27.42
23460 - Instrument Mechanic	23.30
23465 - Laboratory/Shelter Mechanic	22.09
23470 - Laborer	11.31
23510 - Locksmith	23.72
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist, Maintenance	19.64
23580 - Maintenance Trades Helper	18.26
23591 - Metrology Technician I	23.30
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.70
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	26.72
23790 - Pipefitter, Maintenance	31.23
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	23.30
23850 - Rigger	23.30
23870 - Scale Mechanic	20.90
23890 - Sheet-Metal Worker, Maintenance	25.28
23910 - Small Engine Mechanic	20.16
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	26.66
23960 - Welder, Combination, Maintenance	19.64
23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.30
23980 - Woodworker	18.52

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	10.44
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	20.81
25210 - Water Treatment Plant Operator	21.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	19.73
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	19.73
27070 - Firefighter	21.85
27101 - Guard I	14.46
27102 - Guard II	16.17
27131 - Police Officer I	23.72
27132 - Police Officer II	26.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.69
28042 - Carnival Equipment Repairer	11.08
28043 - Carnival Equpment Worker	10.44
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.22
29020 - Hatch Tender	19.22
29030 - Line Handler	19.22
29041 - Stevedore I	18.11
29042 - Stevedore II	20.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.70
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.28
30040 - Civil Engineering Technician	22.63
30061 - Drafter/CAD Operator I	15.49
30062 - Drafter/CAD Operator II	18.70
30063 - Drafter/CAD Operator III	20.97
30064 - Drafter/CAD Operator IV	25.66
30081 - Engineering Technician I	13.62
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	19.80
30084 - Engineering Technician IV	22.86
30085 - Engineering Technician V	25.95
30086 - Engineering Technician VI	31.34
30090 - Environmental Technician	21.77
30210 - Laboratory Technician	20.97

30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		18.88
30362 - Paralegal/Legal Assistant II		23.39
30363 - Paralegal/Legal Assistant III		27.54
30364 - Paralegal/Legal Assistant IV		33.29
30390 - Photo-Optics Technician		23.28
30461 - Technical Writer I		23.18
30462 - Technical Writer II		28.35
30463 - Technical Writer III		33.48
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.42
31030 - Bus Driver		17.75
31043 - Driver Courier		12.39
31260 - Parking and Lot Attendant		11.98
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.96
31361 - Truckdriver, Light		13.26
31362 - Truckdriver, Medium		14.03
31363 - Truckdriver, Heavy		18.18
31364 - Truckdriver, Tractor-Trailer		18.18
99000 - Miscellaneous Occupations		
99030 - Cashier		8.95
99050 - Desk Clerk		10.62
99095 - Embalmer		29.30
99251 - Laboratory Animal Caretaker I		13.68
99252 - Laboratory Animal Caretaker II		15.81
99310 - Mortician		35.40
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		12.68
99710 - Recycling Laborer		17.44
99711 - Recycling Specialist		20.24
99730 - Refuse Collector		16.04
99810 - Sales Clerk		11.32
99820 - School Crossing Guard		12.17
99830 - Survey Party Chief		19.19
99831 - Surveying Aide		12.75
99832 - Surveying Technician		17.45
99840 - Vending Machine Attendant		15.49
99841 - Vending Machine Repairer		18.92
99842 - Vending Machine Repairer Helper		15.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2175
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer, Rock Island, Warren, Whiteside

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		19.43
01040 - Court Reporter		19.13
01051 - Data Entry Operator I		11.60
01052 - Data Entry Operator II		16.71
01060 - Dispatcher, Motor Vehicle		14.89
01070 - Document Preparation Clerk		12.85
01090 - Duplicating Machine Operator		12.85
01111 - General Clerk I		11.10
01112 - General Clerk II		12.11
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.43
01141 - Messenger Courier		10.77
01191 - Order Clerk I		12.50
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		13.56
01262 - Personnel Assistant (Employment) II		15.16
01263 - Personnel Assistant (Employment) III		16.91
01270 - Production Control Clerk		20.22
01280 - Receptionist		11.05
01290 - Rental Clerk		10.64
01300 - Scheduler, Maintenance		13.15
01311 - Secretary I		13.15
01312 - Secretary II		14.71
01313 - Secretary III		17.43
01320 - Service Order Dispatcher		14.86
01410 - Supply Technician		19.43
01420 - Survey Worker		13.09
01531 - Travel Clerk I		12.64
01532 - Travel Clerk II		13.66
01533 - Travel Clerk III		14.78
01611 - Word Processor I		11.89
01612 - Word Processor II		13.67
01613 - Word Processor III		15.29
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	18.83
05010 - Automotive Electrician	18.27
05040 - Automotive Glass Installer	17.62
05070 - Automotive Worker	17.62
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal Mechanic	18.91
05160 - Motor Equipment Metal Worker	17.62
05190 - Motor Vehicle Mechanic	18.83
05220 - Motor Vehicle Mechanic Helper	15.60
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter, Automotive	17.90
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	14.88
05400 - Transmission Repair Specialist	18.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.48
07041 - Cook I	11.67
07042 - Cook II	12.48
07070 - Dishwasher	9.99
07130 - Food Service Worker	9.99
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer, Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.77
11060 - Elevator Operator	10.67
11090 - Gardener	12.78
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer, Grounds Maintenance	11.29
11240 - Maid or Houseman	9.11
11260 - Pruner	11.66
11270 - Tractor Operator	12.29
11330 - Trail Maintenance Worker	11.29
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	15.66
12012 - Certified Occupational Therapist Assistant	21.24
12015 - Certified Physical Therapist Assistant	21.24
12020 - Dental Assistant	14.69
12025 - Dental Hygienist	30.53
12030 - EKG Technician	23.32
12035 - Electroneurodiagnostic Technologist	23.32
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	14.65
12072 - Licensed Practical Nurse II	15.66
12073 - Licensed Practical Nurse III	16.87
12100 - Medical Assistant	13.06
12130 - Medical Laboratory Technician	16.83
12160 - Medical Record Clerk	11.85
12190 - Medical Record Technician	12.93
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	33.83
12221 - Nursing Assistant I	9.79
12222 - Nursing Assistant II	11.11

12223 - Nursing Assistant III		12.12
12224 - Nursing Assistant IV		13.49
12235 - Optical Dispenser		14.30
12236 - Optical Technician		13.38
12250 - Pharmacy Technician		11.79
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		21.91
12311 - Registered Nurse I		22.29
12312 - Registered Nurse II		27.27
12313 - Registered Nurse II, Specialist		26.28
12314 - Registered Nurse III		32.99
12315 - Registered Nurse III, Anesthetist		31.82
12316 - Registered Nurse IV		39.53
12317 - Scheduler (Drug and Alcohol Testing)		19.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		11.50
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		13.29
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		13.34
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		28.08
13110 - Video Teleconference Technician		12.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.84
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		37.51
15050 - Computer Based Training Specialist / Instructor		22.55
15060 - Educational Technologist		26.08
15070 - Flight Instructor (Pilot)		37.51
15080 - Graphic Artist		20.42
15090 - Technical Instructor		17.36
15095 - Technical Instructor/Course Developer		21.23
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	8.94
16030 - Counter Attendant	8.94
16040 - Dry Cleaner	11.61
16070 - Finisher, Flatwork, Machine	8.94
16090 - Presser, Hand	8.94
16110 - Presser, Machine, Drycleaning	8.94
16130 - Presser, Machine, Shirts	8.94
16160 - Presser, Machine, Wearing Apparel, Laundry	8.94
16190 - Sewing Machine Operator	12.46
16220 - Tailor	13.33
16250 - Washer, Machine	9.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.29
19040 - Tool And Die Maker	23.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.18
21030 - Material Coordinator	20.22
21040 - Material Expediter	20.22
21050 - Material Handling Laborer	13.08
21071 - Order Filler	11.69
21080 - Production Line Worker (Food Processing)	16.18
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	16.96
21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	16.18
21410 - Warehouse Specialist	16.18
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.95
23021 - Aircraft Mechanic I	22.01
23022 - Aircraft Mechanic II	22.95
23023 - Aircraft Mechanic III	23.91
23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft, Painter	22.13
23060 - Aircraft Servicer	19.81
23080 - Aircraft Worker	20.51
23110 - Appliance Mechanic	18.76
23120 - Bicycle Repairer	16.37
23125 - Cable Splicer	28.42
23130 - Carpenter, Maintenance	21.59
23140 - Carpet Layer	18.26
23160 - Electrician, Maintenance	25.82
23181 - Electronics Technician Maintenance I	21.42
23182 - Electronics Technician Maintenance II	22.39
23183 - Electronics Technician Maintenance III	23.42
23260 - Fabric Worker	19.46
23290 - Fire Alarm System Mechanic	19.64
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	19.82
23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment Mechanic	22.01
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.51
23391 - Gunsmith I	18.98
23392 - Gunsmith II	20.67
23393 - Gunsmith III	22.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.90
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	28.17

23460 - Instrument Mechanic	23.63
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	11.44
23510 - Locksmith	20.51
23530 - Machinery Maintenance Mechanic	21.53
23550 - Machinist, Maintenance	18.72
23580 - Maintenance Trades Helper	16.35
23591 - Metrology Technician I	23.63
23592 - Metrology Technician II	24.64
23593 - Metrology Technician III	25.65
23640 - Millwright	23.24
23710 - Office Appliance Repairer	19.62
23760 - Painter, Maintenance	18.64
23790 - Pipefitter, Maintenance	24.66
23810 - Plumber, Maintenance	22.82
23820 - Pneudraulic Systems Mechanic	22.30
23850 - Rigger	22.30
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder, Combination, Maintenance	18.91
23965 - Well Driller	21.48
23970 - Woodcraft Worker	22.30
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	10.02
24620 - Family Readiness And Support Services Coordinator	12.80
24630 - Homemaker	13.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	20.30
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	20.89
25210 - Water Treatment Plant Operator	20.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.16
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	23.27
27070 - Firefighter	17.91
27101 - Guard I	11.17
27102 - Guard II	15.08
27131 - Police Officer I	22.23
27132 - Police Officer II	24.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.71
28042 - Carnival Equipment Repairer	11.11
28043 - Carnival Equpment Worker	9.51
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.35
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	13.31

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.34
29020 - Hatch Tender		23.34
29030 - Line Handler		22.13
29041 - Stevedore I		22.27
29042 - Stevedore II		24.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.88
30022 - Archeological Technician II		21.11
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		23.42
30061 - Drafter/CAD Operator I		17.21
30062 - Drafter/CAD Operator II		20.58
30063 - Drafter/CAD Operator III		22.95
30064 - Drafter/CAD Operator IV		28.25
30081 - Engineering Technician I		18.52
30082 - Engineering Technician II		20.79
30083 - Engineering Technician III		23.25
30084 - Engineering Technician IV		28.85
30085 - Engineering Technician V		35.57
30086 - Engineering Technician VI		42.64
30090 - Environmental Technician		23.77
30210 - Laboratory Technician		21.58
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		16.09
30362 - Paralegal/Legal Assistant II		18.32
30363 - Paralegal/Legal Assistant III		21.73
30364 - Paralegal/Legal Assistant IV		26.28
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		21.11
30462 - Technical Writer II		25.82
30463 - Technical Writer III		31.37
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.95
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		13.49
31043 - Driver Courier		12.48
31260 - Parking and Lot Attendant		10.44
31290 - Shuttle Bus Driver		13.26
31310 - Taxi Driver		10.70
31361 - Truckdriver, Light		12.98
31362 - Truckdriver, Medium		13.49
31363 - Truckdriver, Heavy		18.94
31364 - Truckdriver, Tractor-Trailer		18.94
99000 - Miscellaneous Occupations		
99030 - Cashier		8.75
99050 - Desk Clerk		9.74
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		9.18
99252 - Laboratory Animal Caretaker II		9.55
99310 - Mortician		31.54
99410 - Pest Controller		14.27

99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	17.57
99730 - Refuse Collector	15.43
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	11.44
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	14.61
99842 - Vending Machine Repairer Helper	13.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2176 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer, Rock Island, Warren, Whiteside

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		19.43
01040 - Court Reporter		19.13
01051 - Data Entry Operator I		11.60
01052 - Data Entry Operator II		16.71
01060 - Dispatcher, Motor Vehicle		14.89
01070 - Document Preparation Clerk		12.85
01090 - Duplicating Machine Operator		12.85
01111 - General Clerk I		11.10

01112 - General Clerk II	12.11
01113 - General Clerk III	14.50
01120 - Housing Referral Assistant	17.43
01141 - Messenger Courier	10.77
01191 - Order Clerk I	12.50
01192 - Order Clerk II	16.10
01261 - Personnel Assistant (Employment) I	13.56
01262 - Personnel Assistant (Employment) II	15.16
01263 - Personnel Assistant (Employment) III	16.91
01270 - Production Control Clerk	20.22
01280 - Receptionist	11.05
01290 - Rental Clerk	10.64
01300 - Scheduler, Maintenance	13.15
01311 - Secretary I	13.15
01312 - Secretary II	14.71
01313 - Secretary III	17.43
01320 - Service Order Dispatcher	14.86
01410 - Supply Technician	19.43
01420 - Survey Worker	13.09
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.66
01533 - Travel Clerk III	14.78
01611 - Word Processor I	11.89
01612 - Word Processor II	13.67
01613 - Word Processor III	15.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.83
05010 - Automotive Electrician	18.27
05040 - Automotive Glass Installer	17.62
05070 - Automotive Worker	17.62
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal Mechanic	18.91
05160 - Motor Equipment Metal Worker	17.62
05190 - Motor Vehicle Mechanic	18.83
05220 - Motor Vehicle Mechanic Helper	15.60
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter, Automotive	17.90
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	14.88
05400 - Transmission Repair Specialist	18.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.48
07041 - Cook I	11.67
07042 - Cook II	12.48
07070 - Dishwasher	9.99
07130 - Food Service Worker	9.99
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer, Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.77
11060 - Elevator Operator	10.67
11090 - Gardener	12.78
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.67
11210 - Laborer, Grounds Maintenance	11.29

11240 - Maid or Houseman	9.11
11260 - Pruner	11.66
11270 - Tractor Operator	12.29
11330 - Trail Maintenance Worker	11.29
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	15.66
12012 - Certified Occupational Therapist Assistant	21.24
12015 - Certified Physical Therapist Assistant	21.24
12020 - Dental Assistant	14.69
12025 - Dental Hygienist	30.53
12030 - EKG Technician	23.32
12035 - Electroneurodiagnostic Technologist	23.32
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	14.65
12072 - Licensed Practical Nurse II	15.66
12073 - Licensed Practical Nurse III	16.87
12100 - Medical Assistant	13.06
12130 - Medical Laboratory Technician	16.83
12160 - Medical Record Clerk	11.85
12190 - Medical Record Technician	12.93
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	33.83
12221 - Nursing Assistant I	9.79
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.12
12224 - Nursing Assistant IV	13.49
12235 - Optical Dispenser	14.30
12236 - Optical Technician	13.38
12250 - Pharmacy Technician	11.79
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.91
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	26.28
12314 - Registered Nurse III	32.99
12315 - Registered Nurse III, Anesthetist	31.82
12316 - Registered Nurse IV	39.53
12317 - Scheduler (Drug and Alcohol Testing)	19.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.48
13012 - Exhibits Specialist II	23.58
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	18.21
13042 - Illustrator II	22.91
13043 - Illustrator III	27.60
13047 - Librarian	24.98
13050 - Library Aide/Clerk	11.50
13054 - Library Information Technology Systems Administrator	22.56
13058 - Library Technician	13.29
13061 - Media Specialist I	16.28
13062 - Media Specialist II	18.21
13063 - Media Specialist III	20.31
13071 - Photographer I	13.34
13072 - Photographer II	17.10
13073 - Photographer III	21.83
13074 - Photographer IV	26.69
13075 - Photographer V	28.08
13110 - Video Teleconference Technician	12.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.48

14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		24.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.84
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		37.51
15050 - Computer Based Training Specialist / Instructor		22.55
15060 - Educational Technologist		26.08
15070 - Flight Instructor (Pilot)		37.51
15080 - Graphic Artist		20.42
15090 - Technical Instructor		17.36
15095 - Technical Instructor/Course Developer		21.23
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.94
16030 - Counter Attendant		8.94
16040 - Dry Cleaner		11.61
16070 - Finisher, Flatwork, Machine		8.94
16090 - Presser, Hand		8.94
16110 - Presser, Machine, Drycleaning		8.94
16130 - Presser, Machine, Shirts		8.94
16160 - Presser, Machine, Wearing Apparel, Laundry		8.94
16190 - Sewing Machine Operator		12.46
16220 - Tailor		13.33
16250 - Washer, Machine		9.87
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.29
19040 - Tool And Die Maker		23.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.18
21030 - Material Coordinator		20.22
21040 - Material Expediter		20.22
21050 - Material Handling Laborer		13.08
21071 - Order Filler		11.69
21080 - Production Line Worker (Food Processing)		16.18
21110 - Shipping Packer		14.48
21130 - Shipping/Receiving Clerk		14.48
21140 - Store Worker I		16.96
21150 - Stock Clerk		19.39
21210 - Tools And Parts Attendant		16.18
21410 - Warehouse Specialist		16.18
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.95
23021 - Aircraft Mechanic I		22.01
23022 - Aircraft Mechanic II		22.95
23023 - Aircraft Mechanic III		23.91
23040 - Aircraft Mechanic Helper		18.43
23050 - Aircraft, Painter		22.13
23060 - Aircraft Servicer		19.81
23080 - Aircraft Worker		20.51
23110 - Appliance Mechanic		18.76

23120 - Bicycle Repairer	16.37
23125 - Cable Splicer	28.42
23130 - Carpenter, Maintenance	21.59
23140 - Carpet Layer	18.26
23160 - Electrician, Maintenance	25.82
23181 - Electronics Technician Maintenance I	21.42
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23183 - Electronics Technician Maintenance III	23.42
23260 - Fabric Worker	19.46
23290 - Fire Alarm System Mechanic	19.64
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	19.82
23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment Mechanic	22.01
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.51
23391 - Gunsmith I	18.98
23392 - Gunsmith II	20.67
23393 - Gunsmith III	22.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.90
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	28.17
23460 - Instrument Mechanic	23.63
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	11.44
23510 - Locksmith	20.51
23530 - Machinery Maintenance Mechanic	21.53
23550 - Machinist, Maintenance	18.72
23580 - Maintenance Trades Helper	16.35
23591 - Metrology Technician I	23.63
23592 - Metrology Technician II	24.64
23593 - Metrology Technician III	25.65
23640 - Millwright	23.24
23710 - Office Appliance Repairer	19.62
23760 - Painter, Maintenance	18.64
23790 - Pipefitter, Maintenance	24.66
23810 - Plumber, Maintenance	22.82
23820 - Pneudraulic Systems Mechanic	22.30
23850 - Rigger	22.30
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder, Combination, Maintenance	18.91
23965 - Well Driller	21.48
23970 - Woodcraft Worker	22.30
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	10.02
24620 - Family Readiness And Support Services Coordinator	12.80
24630 - Homemaker	13.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	20.30

25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	20.89
25210 - Water Treatment Plant Operator	20.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.16
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	23.27
27070 - Firefighter	17.91
27101 - Guard I	11.17
27102 - Guard II	15.08
27131 - Police Officer I	22.23
27132 - Police Officer II	24.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.71
28042 - Carnival Equipment Repairer	11.11
28043 - Carnival Equpment Worker	9.51
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.35
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	13.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.34
29020 - Hatch Tender	23.34
29030 - Line Handler	22.13
29041 - Stevedore I	22.27
29042 - Stevedore II	24.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	25.49
30040 - Civil Engineering Technician	23.42
30061 - Drafter/CAD Operator I	17.21
30062 - Drafter/CAD Operator II	20.58
30063 - Drafter/CAD Operator III	22.95
30064 - Drafter/CAD Operator IV	28.25
30081 - Engineering Technician I	18.52
30082 - Engineering Technician II	20.79
30083 - Engineering Technician III	23.25
30084 - Engineering Technician IV	28.85
30085 - Engineering Technician V	35.57
30086 - Engineering Technician VI	42.64
30090 - Environmental Technician	23.77
30210 - Laboratory Technician	21.58
30240 - Mathematical Technician	25.49
30361 - Paralegal/Legal Assistant I	16.09
30362 - Paralegal/Legal Assistant II	18.32
30363 - Paralegal/Legal Assistant III	21.73
30364 - Paralegal/Legal Assistant IV	26.28
30390 - Photo-Optics Technician	25.49
30461 - Technical Writer I	21.11
30462 - Technical Writer II	25.82
30463 - Technical Writer III	31.37
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.95
30621 - Weather Observer, Senior	(see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		13.49
31043 - Driver Courier		12.48
31260 - Parking and Lot Attendant		10.44
31290 - Shuttle Bus Driver		13.26
31310 - Taxi Driver		10.70
31361 - Truckdriver, Light		12.98
31362 - Truckdriver, Medium		13.49
31363 - Truckdriver, Heavy		18.94
31364 - Truckdriver, Tractor-Trailer		18.94
99000 - Miscellaneous Occupations		
99030 - Cashier		8.75
99050 - Desk Clerk		9.74
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		9.18
99252 - Laboratory Animal Caretaker II		9.55
99310 - Mortician		31.54
99410 - Pest Controller		14.27
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.15
99711 - Recycling Specialist		17.57
99730 - Refuse Collector		15.43
99810 - Sales Clerk		11.36
99820 - School Crossing Guard		11.44
99830 - Survey Party Chief		28.51
99831 - Surveying Aide		14.77
99832 - Surveying Technician		20.48
99840 - Vending Machine Attendant		12.90
99841 - Vending Machine Repairer		14.61
99842 - Vending Machine Repairer Helper		13.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20

years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

    (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

    (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2177

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard, Montgomery, Morgan, Pike, Sangamon, Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.84
01013 - Accounting Clerk III		16.59
01020 - Administrative Assistant		22.42
01040 - Court Reporter		17.94
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		15.83
01070 - Document Preparation Clerk		13.48
01090 - Duplicating Machine Operator		13.48
01111 - General Clerk I		12.45
01112 - General Clerk II		13.59
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		19.55
01141 - Messenger Courier		12.02
01191 - Order Clerk I		12.41
01192 - Order Clerk II		13.94
01261 - Personnel Assistant (Employment) I		15.82
01262 - Personnel Assistant (Employment) II		17.70
01263 - Personnel Assistant (Employment) III		19.74
01270 - Production Control Clerk		23.12
01280 - Receptionist		11.51
01290 - Rental Clerk		12.38
01300 - Scheduler, Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		12.92
01410 - Supply Technician		22.22
01420 - Survey Worker		14.25
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		14.28
01612 - Word Processor II		16.01
01613 - Word Processor III		17.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.51
05010 - Automotive Electrician		18.39
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.79
05110 - Mobile Equipment Servicer		15.75
05130 - Motor Equipment Metal Mechanic		19.09
05160 - Motor Equipment Metal Worker		17.79
05190 - Motor Vehicle Mechanic		18.46
05220 - Motor Vehicle Mechanic Helper		15.23
05250 - Motor Vehicle Upholstery Worker		17.79

05280 - Motor Vehicle Wrecker	17.79
05310 - Painter, Automotive	18.37
05340 - Radiator Repair Specialist	17.79
05370 - Tire Repairer	13.46
05400 - Transmission Repair Specialist	19.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.98
07041 - Cook I	10.59
07042 - Cook II	11.57
07070 - Dishwasher	8.60
07130 - Food Service Worker	9.23
07210 - Meat Cutter	13.47
07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.57
09040 - Furniture Handler	15.74
09080 - Furniture Refinisher	19.57
09090 - Furniture Refinisher Helper	16.76
09110 - Furniture Repairer, Minor	18.27
09130 - Upholsterer	19.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.76
11060 - Elevator Operator	9.59
11090 - Gardener	14.36
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.86
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	9.58
11260 - Pruner	12.93
11270 - Tractor Operator	14.80
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.77
12015 - Certified Physical Therapist Assistant	20.51
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	27.08
12030 - EKG Technician	23.88
12035 - Electroneurodiagnostic Technologist	23.88
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.00
12072 - Licensed Practical Nurse II	16.78
12073 - Licensed Practical Nurse III	18.72
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	18.18
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.53
12210 - Nuclear Medicine Technologist	33.92
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	16.78
12236 - Optical Technician	12.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	23.75
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95

12314 - Registered Nurse III		35.02
12315 - Registered Nurse III, Anesthetist		35.02
12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		19.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.16
13012 - Exhibits Specialist II		21.26
13013 - Exhibits Specialist III		25.07
13041 - Illustrator I		17.16
13042 - Illustrator II		21.26
13043 - Illustrator III		25.07
13047 - Librarian		23.55
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		21.78
13058 - Library Technician		14.88
13061 - Media Specialist I		14.42
13062 - Media Specialist II		16.13
13063 - Media Specialist III		17.99
13071 - Photographer I		15.67
13072 - Photographer II		17.53
13073 - Photographer III		21.72
13074 - Photographer IV		26.22
13075 - Photographer V		30.87
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.29
14042 - Computer Operator II		16.81
14043 - Computer Operator III		18.74
14044 - Computer Operator IV		20.81
14045 - Computer Operator V		23.07
14071 - Computer Programmer I		22.94
14072 - Computer Programmer II		25.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.60
14160 - Personal Computer Support Technician		22.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.17
15020 - Aircrew Training Devices Instructor (Rated)		31.66
15030 - Air Crew Training Devices Instructor (Pilot)		37.94
15050 - Computer Based Training Specialist / Instructor		26.17
15060 - Educational Technologist		24.11
15070 - Flight Instructor (Pilot)		37.94
15080 - Graphic Artist		20.82
15090 - Technical Instructor		17.89
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		14.43
15120 - Tutor		14.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.34
16030 - Counter Attendant		9.34
16040 - Dry Cleaner		12.17
16070 - Finisher, Flatwork, Machine		9.34
16090 - Presser, Hand		9.34
16110 - Presser, Machine, Drycleaning		9.34
16130 - Presser, Machine, Shirts		9.34
16160 - Presser, Machine, Wearing Apparel, Laundry		9.34
16190 - Sewing Machine Operator		13.10
16220 - Tailor		14.02

16250 - Washer, Machine	10.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.77
19040 - Tool And Die Maker	25.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.76
21030 - Material Coordinator	23.12
21040 - Material Expediter	23.12
21050 - Material Handling Laborer	14.10
21071 - Order Filler	12.34
21080 - Production Line Worker (Food Processing)	15.76
21110 - Shipping Packer	12.65
21130 - Shipping/Receiving Clerk	12.65
21140 - Store Worker I	17.14
21150 - Stock Clerk	19.65
21210 - Tools And Parts Attendant	15.76
21410 - Warehouse Specialist	15.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.49
23021 - Aircraft Mechanic I	26.36
23022 - Aircraft Mechanic II	27.49
23023 - Aircraft Mechanic III	28.63
23040 - Aircraft Mechanic Helper	21.74
23050 - Aircraft, Painter	24.80
23060 - Aircraft Servicer	23.71
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	21.77
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	31.88
23130 - Carpenter, Maintenance	20.93
23140 - Carpet Layer	23.14
23160 - Electrician, Maintenance	30.48
23181 - Electronics Technician Maintenance I	27.98
23182 - Electronics Technician Maintenance II	28.92
23183 - Electronics Technician Maintenance III	30.01
23260 - Fabric Worker	22.07
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	21.25
23311 - Fuel Distribution System Mechanic	25.30
23312 - Fuel Distribution System Operator	21.25
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	26.36
23381 - Ground Support Equipment Servicer	23.71
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.25
23392 - Gunsmith II	23.14
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.83
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.93
23430 - Heavy Equipment Mechanic	22.66
23440 - Heavy Equipment Operator	29.49
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	24.19
23470 - Laborer	12.95
23510 - Locksmith	24.04
23530 - Machinery Maintenance Mechanic	24.02
23550 - Machinist, Maintenance	24.02
23580 - Maintenance Trades Helper	14.31
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.48

23640 - Millwright	25.30
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	23.34
23790 - Pipefitter, Maintenance	28.33
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.14
23890 - Sheet-Metal Worker, Maintenance	22.77
23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic I	30.73
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	25.81
23960 - Welder, Combination, Maintenance	20.29
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	8.99
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.56
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	33.82
25190 - Ventilation Equipment Tender	24.49
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.13
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.93
27030 - Detection Dog Handler	17.12
27040 - Detention Officer	18.93
27070 - Firefighter	17.46
27101 - Guard I	13.13
27102 - Guard II	17.12
27131 - Police Officer I	22.90
27132 - Police Officer II	25.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Equpment Worker	10.97
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.97
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.97
28515 - Recreation Specialist	16.57
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	16.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.14
29020 - Hatch Tender	23.14
29030 - Line Handler	23.14
29041 - Stevedore I	22.07
29042 - Stevedore II	24.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		18.07
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.05
30030 - Cartographic Technician		25.05
30040 - Civil Engineering Technician		24.81
30061 - Drafter/CAD Operator I		18.07
30062 - Drafter/CAD Operator II		20.21
30063 - Drafter/CAD Operator III		22.54
30064 - Drafter/CAD Operator IV		27.72
30081 - Engineering Technician I		15.08
30082 - Engineering Technician II		18.66
30083 - Engineering Technician III		21.49
30084 - Engineering Technician IV		26.30
30085 - Engineering Technician V		29.59
30086 - Engineering Technician VI		34.74
30090 - Environmental Technician		21.45
30210 - Laboratory Technician		22.54
30240 - Mathematical Technician		25.05
30361 - Paralegal/Legal Assistant I		18.58
30362 - Paralegal/Legal Assistant II		20.97
30363 - Paralegal/Legal Assistant III		25.13
30364 - Paralegal/Legal Assistant IV		30.06
30390 - Photo-Optics Technician		25.05
30461 - Technical Writer I		24.16
30462 - Technical Writer II		29.55
30463 - Technical Writer III		35.74
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.54
30621 - Weather Observer, Senior	(see 3)	25.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		15.35
31043 - Driver Courier		14.21
31260 - Parking and Lot Attendant		12.48
31290 - Shuttle Bus Driver		14.78
31310 - Taxi Driver		14.21
31361 - Truckdriver, Light		14.78
31362 - Truckdriver, Medium		15.53
31363 - Truckdriver, Heavy		19.58
31364 - Truckdriver, Tractor-Trailer		19.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.76
99050 - Desk Clerk		9.10
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.17
99252 - Laboratory Animal Caretaker II		11.62
99310 - Mortician		22.74
99410 - Pest Controller		14.11
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		14.32
99711 - Recycling Specialist		15.58
99730 - Refuse Collector		13.68
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		12.69
99830 - Survey Party Chief		17.27
99831 - Surveying Aide		10.78
99832 - Surveying Technician		15.64
99840 - Vending Machine Attendant		15.26

99841 - Vending Machine Repairer	17.74
99842 - Vending Machine Repairer Helper	15.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2178 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard, Montgomery, Morgan, Pike, Sangamon, Scott

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.84
01013 - Accounting Clerk III		16.59
01020 - Administrative Assistant		22.42
01040 - Court Reporter		17.94
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		15.83
01070 - Document Preparation Clerk		13.48
01090 - Duplicating Machine Operator		13.48
01111 - General Clerk I		12.45
01112 - General Clerk II		13.59
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		19.55
01141 - Messenger Courier		12.02
01191 - Order Clerk I		12.41
01192 - Order Clerk II		13.94
01261 - Personnel Assistant (Employment) I		15.82
01262 - Personnel Assistant (Employment) II		17.70
01263 - Personnel Assistant (Employment) III		19.74
01270 - Production Control Clerk		23.12
01280 - Receptionist		11.51
01290 - Rental Clerk		12.38
01300 - Scheduler, Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		12.92
01410 - Supply Technician		22.22
01420 - Survey Worker		14.25
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		14.28
01612 - Word Processor II		16.01
01613 - Word Processor III		17.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.51
05010 - Automotive Electrician		18.39
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.79
05110 - Mobile Equipment Servicer		15.75
05130 - Motor Equipment Metal Mechanic		19.09
05160 - Motor Equipment Metal Worker		17.79
05190 - Motor Vehicle Mechanic		18.46
05220 - Motor Vehicle Mechanic Helper		15.23
05250 - Motor Vehicle Upholstery Worker		17.79
05280 - Motor Vehicle Wrecker		17.79
05310 - Painter, Automotive		18.37
05340 - Radiator Repair Specialist		17.79
05370 - Tire Repairer		13.46
05400 - Transmission Repair Specialist		19.09
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.98
07041 - Cook I		10.59
07042 - Cook II		11.57
07070 - Dishwasher		8.60
07130 - Food Service Worker		9.23

07210 - Meat Cutter	13.47
07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.57
09040 - Furniture Handler	15.74
09080 - Furniture Refinisher	19.57
09090 - Furniture Refinisher Helper	16.76
09110 - Furniture Repairer, Minor	18.27
09130 - Upholsterer	19.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.76
11060 - Elevator Operator	9.59
11090 - Gardener	14.36
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.86
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	9.58
11260 - Pruner	12.93
11270 - Tractor Operator	14.80
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.77
12015 - Certified Physical Therapist Assistant	20.51
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	27.08
12030 - EKG Technician	23.88
12035 - Electroneurodiagnostic Technologist	23.88
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.00
12072 - Licensed Practical Nurse II	16.78
12073 - Licensed Practical Nurse III	18.72
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	18.18
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.53
12210 - Nuclear Medicine Technologist	33.92
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	16.78
12236 - Optical Technician	12.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	23.75
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III, Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	19.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	21.26
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	17.16
13042 - Illustrator II	21.26
13043 - Illustrator III	25.07

13047 - Librarian		23.55
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		21.78
13058 - Library Technician		14.88
13061 - Media Specialist I		14.42
13062 - Media Specialist II		16.13
13063 - Media Specialist III		17.99
13071 - Photographer I		15.67
13072 - Photographer II		17.53
13073 - Photographer III		21.72
13074 - Photographer IV		26.22
13075 - Photographer V		30.87
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.29
14042 - Computer Operator II		16.81
14043 - Computer Operator III		18.74
14044 - Computer Operator IV		20.81
14045 - Computer Operator V		23.07
14071 - Computer Programmer I		22.94
14072 - Computer Programmer II		25.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.60
14160 - Personal Computer Support Technician		22.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.17
15020 - Aircrew Training Devices Instructor (Rated)		31.66
15030 - Air Crew Training Devices Instructor (Pilot)		37.94
15050 - Computer Based Training Specialist / Instructor		26.17
15060 - Educational Technologist		24.11
15070 - Flight Instructor (Pilot)		37.94
15080 - Graphic Artist		20.82
15090 - Technical Instructor		17.89
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		14.43
15120 - Tutor		14.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.34
16030 - Counter Attendant		9.34
16040 - Dry Cleaner		12.17
16070 - Finisher, Flatwork, Machine		9.34
16090 - Presser, Hand		9.34
16110 - Presser, Machine, Drycleaning		9.34
16130 - Presser, Machine, Shirts		9.34
16160 - Presser, Machine, Wearing Apparel, Laundry		9.34
16190 - Sewing Machine Operator		13.10
16220 - Tailor		14.02
16250 - Washer, Machine		10.33
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.77
19040 - Tool And Die Maker		25.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.76
21030 - Material Coordinator		23.12
21040 - Material Expediter		23.12
21050 - Material Handling Laborer		14.10
21071 - Order Filler		12.34
21080 - Production Line Worker (Food Processing)		15.76

21110 - Shipping Packer	12.65
21130 - Shipping/Receiving Clerk	12.65
21140 - Store Worker I	17.14
21150 - Stock Clerk	19.65
21210 - Tools And Parts Attendant	15.76
21410 - Warehouse Specialist	15.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.49
23021 - Aircraft Mechanic I	26.36
23022 - Aircraft Mechanic II	27.49
23023 - Aircraft Mechanic III	28.63
23040 - Aircraft Mechanic Helper	21.74
23050 - Aircraft, Painter	24.80
23060 - Aircraft Servicer	23.71
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	21.77
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	31.88
23130 - Carpenter, Maintenance	20.93
23140 - Carpet Layer	23.14
23160 - Electrician, Maintenance	30.48
23181 - Electronics Technician Maintenance I	27.98
23182 - Electronics Technician Maintenance II	28.92
23183 - Electronics Technician Maintenance III	30.01
23260 - Fabric Worker	22.07
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	21.25
23311 - Fuel Distribution System Mechanic	25.30
23312 - Fuel Distribution System Operator	21.25
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	26.36
23381 - Ground Support Equipment Servicer	23.71
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.25
23392 - Gunsmith II	23.14
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.83
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.93
23430 - Heavy Equipment Mechanic	22.66
23440 - Heavy Equipment Operator	29.49
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	24.19
23470 - Laborer	12.95
23510 - Locksmith	24.04
23530 - Machinery Maintenance Mechanic	24.02
23550 - Machinist, Maintenance	24.02
23580 - Maintenance Trades Helper	14.31
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.48
23640 - Millwright	25.30
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	23.34
23790 - Pipefitter, Maintenance	28.33
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.14
23890 - Sheet-Metal Worker, Maintenance	22.77
23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic I	30.73

23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	25.81
23960 - Welder, Combination, Maintenance	20.29
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	8.99
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.56
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	33.82
25190 - Ventilation Equipment Tender	24.49
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.13
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.93
27030 - Detection Dog Handler	17.12
27040 - Detention Officer	18.93
27070 - Firefighter	17.46
27101 - Guard I	13.13
27102 - Guard II	17.12
27131 - Police Officer I	22.90
27132 - Police Officer II	25.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Equpment Worker	10.97
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.97
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.97
28515 - Recreation Specialist	16.57
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	16.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.14
29020 - Hatch Tender	23.14
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29041 - Stevedore I	22.07
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30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.07
30022 - Archeological Technician II	20.21
30023 - Archeological Technician III	25.05
30030 - Cartographic Technician	25.05
30040 - Civil Engineering Technician	24.81
30061 - Drafter/CAD Operator I	18.07
30062 - Drafter/CAD Operator II	20.21
30063 - Drafter/CAD Operator III	22.54
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30361 - Paralegal/Legal Assistant I		18.58
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30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.54
30621 - Weather Observer, Senior	(see 3)	25.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.06
31030 - Bus Driver		15.35
31043 - Driver Courier		14.21
31260 - Parking and Lot Attendant		12.48
31290 - Shuttle Bus Driver		14.78
31310 - Taxi Driver		14.21
31361 - Truckdriver, Light		14.78
31362 - Truckdriver, Medium		15.53
31363 - Truckdriver, Heavy		19.58
31364 - Truckdriver, Tractor-Trailer		19.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.76
99050 - Desk Clerk		9.10
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.17
99252 - Laboratory Animal Caretaker II		11.62
99310 - Mortician		22.74
99410 - Pest Controller		14.11
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		14.32
99711 - Recycling Specialist		15.58
99730 - Refuse Collector		13.68
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		12.69
99830 - Survey Party Chief		17.27
99831 - Surveying Aide		10.78
99832 - Surveying Technician		15.64
99840 - Vending Machine Attendant		15.26
99841 - Vending Machine Repairer		17.74
99842 - Vending Machine Repairer Helper		15.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2183 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland, Wabash, White

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	12.45
01012 - Accounting Clerk II	13.97
01013 - Accounting Clerk III	16.76
01020 - Administrative Assistant	18.38
01040 - Court Reporter	15.01
01051 - Data Entry Operator I	11.52
01052 - Data Entry Operator II	12.90
01060 - Dispatcher, Motor Vehicle	15.01
01070 - Document Preparation Clerk	13.36
01090 - Duplicating Machine Operator	13.36
01111 - General Clerk I	11.65
01112 - General Clerk II	12.71
01113 - General Clerk III	14.27
01120 - Housing Referral Assistant	17.08
01141 - Messenger Courier	11.29
01191 - Order Clerk I	11.82
01192 - Order Clerk II	14.54
01261 - Personnel Assistant (Employment) I	13.59
01262 - Personnel Assistant (Employment) II	15.21
01263 - Personnel Assistant (Employment) III	18.65
01270 - Production Control Clerk	18.58
01280 - Receptionist	12.21
01290 - Rental Clerk	13.37
01300 - Scheduler, Maintenance	13.37
01311 - Secretary I	13.37
01312 - Secretary II	14.69
01313 - Secretary III	17.08
01320 - Service Order Dispatcher	13.50
01410 - Supply Technician	19.27
01420 - Survey Worker	14.69
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	12.21
01612 - Word Processor II	13.37
01613 - Word Processor III	15.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.21
05010 - Automotive Electrician	17.67
05040 - Automotive Glass Installer	16.52
05070 - Automotive Worker	16.52
05110 - Mobile Equipment Servicer	14.71
05130 - Motor Equipment Metal Mechanic	18.35
05160 - Motor Equipment Metal Worker	16.52
05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic Helper	13.82
05250 - Motor Vehicle Upholstery Worker	15.91
05280 - Motor Vehicle Wrecker	16.52
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.52
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.81
07041 - Cook I	12.15
07042 - Cook II	13.81
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99

09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer, Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.97
11060 - Elevator Operator	11.59
11090 - Gardener	14.93
11122 - Housekeeping Aide	10.85
11150 - Janitor	11.59
11210 - Laborer, Grounds Maintenance	12.06
11240 - Maid or Houseman	9.80
11260 - Pruner	12.13
11270 - Tractor Operator	14.66
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	14.81
12011 - Breath Alcohol Technician	14.81
12012 - Certified Occupational Therapist Assistant	20.32
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	17.13
12025 - Dental Hygienist	33.44
12030 - EKG Technician	22.34
12035 - Electroneurodiagnostic Technologist	22.34
12040 - Emergency Medical Technician	14.81
12071 - Licensed Practical Nurse I	13.24
12072 - Licensed Practical Nurse II	14.81
12073 - Licensed Practical Nurse III	16.52
12100 - Medical Assistant	12.92
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	13.41
12190 - Medical Record Technician	14.99
12195 - Medical Transcriptionist	15.85
12210 - Nuclear Medicine Technologist	34.05
12221 - Nursing Assistant I	10.85
12222 - Nursing Assistant II	12.20
12223 - Nursing Assistant III	13.31
12224 - Nursing Assistant IV	14.94
12235 - Optical Dispenser	14.15
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.93
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	20.93
12312 - Registered Nurse II	25.60
12313 - Registered Nurse II, Specialist	25.60
12314 - Registered Nurse III	30.97
12315 - Registered Nurse III, Anesthetist	30.97
12316 - Registered Nurse IV	37.11
12317 - Scheduler (Drug and Alcohol Testing)	18.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.32
13013 - Exhibits Specialist III	25.49
13041 - Illustrator I	16.79
13042 - Illustrator II	20.32
13043 - Illustrator III	25.49
13047 - Librarian	18.19
13050 - Library Aide/Clerk	13.09
13054 - Library Information Technology Systems Administrator	20.32
13058 - Library Technician	13.18

13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13110 - Video Teleconference Technician		16.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.84
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		20.68
14045 - Computer Operator V		22.92
14071 - Computer Programmer I		16.10
14072 - Computer Programmer II		19.94
14073 - Computer Programmer III		24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.02
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.84
14160 - Personal Computer Support Technician		20.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.02
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		34.70
15050 - Computer Based Training Specialist / Instructor		26.02
15060 - Educational Technologist		26.11
15070 - Flight Instructor (Pilot)		34.70
15080 - Graphic Artist		18.75
15090 - Technical Instructor		18.78
15095 - Technical Instructor/Course Developer		23.75
15110 - Test Proctor		15.70
15120 - Tutor		15.70
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88
16040 - Dry Cleaner		11.27
16070 - Finisher, Flatwork, Machine		8.88
16090 - Presser, Hand		8.88
16110 - Presser, Machine, Drycleaning		8.88
16130 - Presser, Machine, Shirts		8.88
16160 - Presser, Machine, Wearing Apparel, Laundry		8.88
16190 - Sewing Machine Operator		12.06
16220 - Tailor		12.83
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.64
19040 - Tool And Die Maker		23.99
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.61
21030 - Material Coordinator		18.58
21040 - Material Expediter		18.58
21050 - Material Handling Laborer		11.87
21071 - Order Filler		12.57
21080 - Production Line Worker (Food Processing)		17.61
21110 - Shipping Packer		12.84
21130 - Shipping/Receiving Clerk		12.84
21140 - Store Worker I		12.53
21150 - Stock Clerk		16.41
21210 - Tools And Parts Attendant		17.61

21410 - Warehouse Specialist	17.61
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.80
23021 - Aircraft Mechanic I	20.76
23022 - Aircraft Mechanic II	21.80
23023 - Aircraft Mechanic III	22.87
23040 - Aircraft Mechanic Helper	15.19
23050 - Aircraft, Painter	19.66
23060 - Aircraft Servicer	17.40
23080 - Aircraft Worker	18.54
23110 - Appliance Mechanic	18.64
23120 - Bicycle Repairer	14.21
23125 - Cable Splicer	21.79
23130 - Carpenter, Maintenance	19.56
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	23.68
23181 - Electronics Technician Maintenance I	18.53
23182 - Electronics Technician Maintenance II	19.64
23183 - Electronics Technician Maintenance III	20.76
23260 - Fabric Worker	17.41
23290 - Fire Alarm System Mechanic	20.76
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	18.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	20.76
23381 - Ground Support Equipment Servicer	17.40
23382 - Ground Support Equipment Worker	18.54
23391 - Gunsmith I	16.29
23392 - Gunsmith II	18.53
23393 - Gunsmith III	20.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.80
23430 - Heavy Equipment Mechanic	20.76
23440 - Heavy Equipment Operator	23.13
23460 - Instrument Mechanic	20.76
23465 - Laboratory/Shelter Mechanic	19.64
23470 - Laborer	11.18
23510 - Locksmith	19.64
23530 - Machinery Maintenance Mechanic	20.76
23550 - Machinist, Maintenance	18.23
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.76
23592 - Metrology Technician II	21.80
23593 - Metrology Technician III	22.87
23640 - Millwright	20.76
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	25.53
23810 - Plumber, Maintenance	24.22
23820 - Pneudraulic Systems Mechanic	20.76
23850 - Rigger	20.76
23870 - Scale Mechanic	18.53
23890 - Sheet-Metal Worker, Maintenance	22.06
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	22.86
23932 - Telecommunications Mechanic II	24.00
23950 - Telephone Lineman	20.76
23960 - Welder, Combination, Maintenance	20.76
23965 - Well Driller	20.76
23970 - Woodcraft Worker	20.76

23980 - Woodworker	16.29
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.81
24580 - Child Care Center Clerk	12.22
24610 - Chore Aide	11.89
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.76
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	20.76
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.31
27007 - Baggage Inspector	10.53
27008 - Corrections Officer	15.09
27010 - Court Security Officer	16.60
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	15.09
27070 - Firefighter	17.29
27101 - Guard I	10.53
27102 - Guard II	13.28
27131 - Police Officer I	18.75
27132 - Police Officer II	20.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.20
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	14.21
28310 - Lifeguard	11.51
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	19.69
28630 - Sports Official	12.66
28690 - Swimming Pool Operator	18.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.53
29020 - Hatch Tender	18.53
29030 - Line Handler	18.53
29041 - Stevedore I	17.41
29042 - Stevedore II	19.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.75
30022 - Archeological Technician II	15.39
30023 - Archeological Technician III	18.58
30030 - Cartographic Technician	18.58
30040 - Civil Engineering Technician	22.35
30061 - Drafter/CAD Operator I	13.75
30062 - Drafter/CAD Operator II	15.39
30063 - Drafter/CAD Operator III	17.08
30064 - Drafter/CAD Operator IV	19.44
30081 - Engineering Technician I	14.62
30082 - Engineering Technician II	14.94
30083 - Engineering Technician III	16.68
30084 - Engineering Technician IV	20.68
30085 - Engineering Technician V	25.29
30086 - Engineering Technician VI	30.60
30090 - Environmental Technician	17.56

30210 - Laboratory Technician		17.15
30240 - Mathematical Technician		17.56
30361 - Paralegal/Legal Assistant I		15.54
30362 - Paralegal/Legal Assistant II		21.27
30363 - Paralegal/Legal Assistant III		23.46
30364 - Paralegal/Legal Assistant IV		31.57
30390 - Photo-Optics Technician		18.99
30461 - Technical Writer I		17.56
30462 - Technical Writer II		21.48
30463 - Technical Writer III		25.54
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.08
30621 - Weather Observer, Senior	(see 2)	17.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.92
31030 - Bus Driver		15.97
31043 - Driver Courier		12.68
31260 - Parking and Lot Attendant		9.92
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		12.06
31361 - Truckdriver, Light		13.59
31362 - Truckdriver, Medium		14.42
31363 - Truckdriver, Heavy		18.36
31364 - Truckdriver, Tractor-Trailer		18.36
99000 - Miscellaneous Occupations		
99030 - Cashier		8.18
99050 - Desk Clerk		8.17
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.05
99252 - Laboratory Animal Caretaker II		10.55
99310 - Mortician		22.74
99410 - Pest Controller		18.58
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.87
99711 - Recycling Specialist		17.40
99730 - Refuse Collector		13.61
99810 - Sales Clerk		10.77
99820 - School Crossing Guard		13.68
99830 - Survey Party Chief		19.13
99831 - Surveying Aide		11.54
99832 - Surveying Technician		15.70
99840 - Vending Machine Attendant		17.70
99841 - Vending Machine Repairer		21.57
99842 - Vending Machine Repairer Helper		17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2184
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland, Wabash, White

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		16.76
01020 - Administrative Assistant		18.38
01040 - Court Reporter		15.01
01051 - Data Entry Operator I		11.52
01052 - Data Entry Operator II		12.90
01060 - Dispatcher, Motor Vehicle		15.01
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		11.65
01112 - General Clerk II		12.71
01113 - General Clerk III		14.27
01120 - Housing Referral Assistant		17.08
01141 - Messenger Courier		11.29
01191 - Order Clerk I		11.82
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		13.59
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		18.65
01270 - Production Control Clerk		18.58
01280 - Receptionist		12.21
01290 - Rental Clerk		13.37
01300 - Scheduler, Maintenance		13.37
01311 - Secretary I		13.37
01312 - Secretary II		14.69
01313 - Secretary III		17.08
01320 - Service Order Dispatcher		13.50
01410 - Supply Technician		19.27
01420 - Survey Worker		14.69
01531 - Travel Clerk I		12.60
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.25
01611 - Word Processor I		12.21
01612 - Word Processor II		13.37
01613 - Word Processor III		15.33
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.21
05010 - Automotive Electrician		17.67

05040 - Automotive Glass Installer	16.52
05070 - Automotive Worker	16.52
05110 - Mobile Equipment Servicer	14.71
05130 - Motor Equipment Metal Mechanic	18.35
05160 - Motor Equipment Metal Worker	16.52
05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic Helper	13.82
05250 - Motor Vehicle Upholstery Worker	15.91
05280 - Motor Vehicle Wrecker	16.52
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.52
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.81
07041 - Cook I	12.15
07042 - Cook II	13.81
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer, Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.97
11060 - Elevator Operator	11.59
11090 - Gardener	14.93
11122 - Housekeeping Aide	10.85
11150 - Janitor	11.59
11210 - Laborer, Grounds Maintenance	12.06
11240 - Maid or Houseman	9.80
11260 - Pruner	12.13
11270 - Tractor Operator	14.66
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	14.81
12011 - Breath Alcohol Technician	14.81
12012 - Certified Occupational Therapist Assistant	20.32
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	17.13
12025 - Dental Hygienist	33.44
12030 - EKG Technician	22.34
12035 - Electroneurodiagnostic Technologist	22.34
12040 - Emergency Medical Technician	14.81
12071 - Licensed Practical Nurse I	13.24
12072 - Licensed Practical Nurse II	14.81
12073 - Licensed Practical Nurse III	16.52
12100 - Medical Assistant	12.92
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	13.41
12190 - Medical Record Technician	14.99
12195 - Medical Transcriptionist	15.85
12210 - Nuclear Medicine Technologist	34.05
12221 - Nursing Assistant I	10.85
12222 - Nursing Assistant II	12.20
12223 - Nursing Assistant III	13.31
12224 - Nursing Assistant IV	14.94

12235 - Optical Dispenser		14.15
12236 - Optical Technician		13.24
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		14.93
12305 - Radiologic Technologist		22.95
12311 - Registered Nurse I		20.93
12312 - Registered Nurse II		25.60
12313 - Registered Nurse II, Specialist		25.60
12314 - Registered Nurse III		30.97
12315 - Registered Nurse III, Anesthetist		30.97
12316 - Registered Nurse IV		37.11
12317 - Scheduler (Drug and Alcohol Testing)		18.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.32
13013 - Exhibits Specialist III		25.49
13041 - Illustrator I		16.79
13042 - Illustrator II		20.32
13043 - Illustrator III		25.49
13047 - Librarian		18.19
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.32
13058 - Library Technician		13.18
13061 - Media Specialist I		14.80
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.32
13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13110 - Video Teleconference Technician		16.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.84
14042 - Computer Operator II		15.93
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		20.68
14045 - Computer Operator V		22.92
14071 - Computer Programmer I		16.10
14072 - Computer Programmer II		19.94
14073 - Computer Programmer III		24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.02
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.84
14160 - Personal Computer Support Technician		20.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.02
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		34.70
15050 - Computer Based Training Specialist / Instructor		26.02
15060 - Educational Technologist		26.11
15070 - Flight Instructor (Pilot)		34.70
15080 - Graphic Artist		18.75
15090 - Technical Instructor		18.78
15095 - Technical Instructor/Course Developer		23.75
15110 - Test Proctor		15.70
15120 - Tutor		15.70
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88

16040 - Dry Cleaner	11.27
16070 - Finisher, Flatwork, Machine	8.88
16090 - Presser, Hand	8.88
16110 - Presser, Machine, Drycleaning	8.88
16130 - Presser, Machine, Shirts	8.88
16160 - Presser, Machine, Wearing Apparel, Laundry	8.88
16190 - Sewing Machine Operator	12.06
16220 - Tailor	12.83
16250 - Washer, Machine	9.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.64
19040 - Tool And Die Maker	23.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.61
21030 - Material Coordinator	18.58
21040 - Material Expediter	18.58
21050 - Material Handling Laborer	11.87
21071 - Order Filler	12.57
21080 - Production Line Worker (Food Processing)	17.61
21110 - Shipping Packer	12.84
21130 - Shipping/Receiving Clerk	12.84
21140 - Store Worker I	12.53
21150 - Stock Clerk	16.41
21210 - Tools And Parts Attendant	17.61
21410 - Warehouse Specialist	17.61
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.80
23021 - Aircraft Mechanic I	20.76
23022 - Aircraft Mechanic II	21.80
23023 - Aircraft Mechanic III	22.87
23040 - Aircraft Mechanic Helper	15.19
23050 - Aircraft, Painter	19.66
23060 - Aircraft Servicer	17.40
23080 - Aircraft Worker	18.54
23110 - Appliance Mechanic	18.64
23120 - Bicycle Repairer	14.21
23125 - Cable Splicer	21.79
23130 - Carpenter, Maintenance	19.56
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	23.68
23181 - Electronics Technician Maintenance I	18.53
23182 - Electronics Technician Maintenance II	19.64
23183 - Electronics Technician Maintenance III	20.76
23260 - Fabric Worker	17.41
23290 - Fire Alarm System Mechanic	20.76
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	18.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	20.76
23381 - Ground Support Equipment Servicer	17.40
23382 - Ground Support Equipment Worker	18.54
23391 - Gunsmith I	16.29
23392 - Gunsmith II	18.53
23393 - Gunsmith III	20.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.80
23430 - Heavy Equipment Mechanic	20.76
23440 - Heavy Equipment Operator	23.13
23460 - Instrument Mechanic	20.76
23465 - Laboratory/Shelter Mechanic	19.64

23470 - Laborer	11.18
23510 - Locksmith	19.64
23530 - Machinery Maintenance Mechanic	20.76
23550 - Machinist, Maintenance	18.23
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.76
23592 - Metrology Technician II	21.80
23593 - Metrology Technician III	22.87
23640 - Millwright	20.76
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	25.53
23810 - Plumber, Maintenance	24.22
23820 - Pneudraulic Systems Mechanic	20.76
23850 - Rigger	20.76
23870 - Scale Mechanic	18.53
23890 - Sheet-Metal Worker, Maintenance	22.06
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	22.86
23932 - Telecommunications Mechanic II	24.00
23950 - Telephone Lineman	20.76
23960 - Welder, Combination, Maintenance	20.76
23965 - Well Driller	20.76
23970 - Woodcraft Worker	20.76
23980 - Woodworker	16.29
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.81
24580 - Child Care Center Clerk	12.22
24610 - Chore Aide	11.89
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.76
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	20.76
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.31
27007 - Baggage Inspector	10.53
27008 - Corrections Officer	15.09
27010 - Court Security Officer	16.60
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	15.09
27070 - Firefighter	17.29
27101 - Guard I	10.53
27102 - Guard II	13.28
27131 - Police Officer I	18.75
27132 - Police Officer II	20.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.20
28042 - Carnival Equipment Repairer	13.20
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	14.21
28310 - Lifeguard	11.51
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	19.69
28630 - Sports Official	12.66
28690 - Swimming Pool Operator	18.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.53

29020 - Hatch Tender		18.53
29030 - Line Handler		18.53
29041 - Stevedore I		17.41
29042 - Stevedore II		19.64
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		13.75
30022 - Archeological Technician II		15.39
30023 - Archeological Technician III		18.58
30030 - Cartographic Technician		18.58
30040 - Civil Engineering Technician		22.35
30061 - Drafter/CAD Operator I		13.75
30062 - Drafter/CAD Operator II		15.39
30063 - Drafter/CAD Operator III		17.08
30064 - Drafter/CAD Operator IV		19.44
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		14.94
30083 - Engineering Technician III		16.68
30084 - Engineering Technician IV		20.68
30085 - Engineering Technician V		25.29
30086 - Engineering Technician VI		30.60
30090 - Environmental Technician		17.56
30210 - Laboratory Technician		17.15
30240 - Mathematical Technician		17.56
30361 - Paralegal/Legal Assistant I		15.54
30362 - Paralegal/Legal Assistant II		21.27
30363 - Paralegal/Legal Assistant III		23.46
30364 - Paralegal/Legal Assistant IV		31.57
30390 - Photo-Optics Technician		18.99
30461 - Technical Writer I		17.56
30462 - Technical Writer II		21.48
30463 - Technical Writer III		25.54
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.08
30621 - Weather Observer, Senior	(see 2)	17.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.92
31030 - Bus Driver		15.97
31043 - Driver Courier		12.68
31260 - Parking and Lot Attendant		9.92
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		12.06
31361 - Truckdriver, Light		13.59
31362 - Truckdriver, Medium		14.42
31363 - Truckdriver, Heavy		18.36
31364 - Truckdriver, Tractor-Trailer		18.36
99000 - Miscellaneous Occupations		
99030 - Cashier		8.18
99050 - Desk Clerk		8.17
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.05
99252 - Laboratory Animal Caretaker II		10.55
99310 - Mortician		22.74
99410 - Pest Controller		18.58
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.87

99711 - Recycling Specialist	17.40
99730 - Refuse Collector	13.61
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	19.13
99831 - Surveying Aide	11.54
99832 - Surveying Technician	15.70
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer Helper	17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2185 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.24
01013 - Accounting Clerk III		15.93
01020 - Administrative Assistant		19.73
01040 - Court Reporter		18.84
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		13.38
01060 - Dispatcher, Motor Vehicle		18.54
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		11.16
01112 - General Clerk II		12.71
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		18.28
01141 - Messenger Courier		11.73
01191 - Order Clerk I		12.73

01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	14.85
01262 - Personnel Assistant (Employment) II	18.27
01263 - Personnel Assistant (Employment) III	20.37
01270 - Production Control Clerk	20.55
01280 - Receptionist	11.17
01290 - Rental Clerk	13.42
01300 - Scheduler, Maintenance	14.27
01311 - Secretary I	14.27
01312 - Secretary II	16.66
01313 - Secretary III	17.78
01320 - Service Order Dispatcher	15.87
01410 - Supply Technician	19.73
01420 - Survey Worker	17.05
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	12.74
01612 - Word Processor II	14.27
01613 - Word Processor III	17.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.58
05010 - Automotive Electrician	16.43
05040 - Automotive Glass Installer	16.23
05070 - Automotive Worker	16.43
05110 - Mobile Equipment Servicer	15.27
05130 - Motor Equipment Metal Mechanic	17.53
05160 - Motor Equipment Metal Worker	16.43
05190 - Motor Vehicle Mechanic	17.80
05220 - Motor Vehicle Mechanic Helper	15.99
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	17.38
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	16.43
05370 - Tire Repairer	12.64
05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.27
07041 - Cook I	12.36
07042 - Cook II	13.27
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	13.27
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.93
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	15.93
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	15.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.73
11060 - Elevator Operator	13.15
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.73
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.07
11260 - Pruner	12.18
11270 - Tractor Operator	16.45
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	14.77

12000 - Health Occupations		
12010 - Ambulance Driver		14.06
12011 - Breath Alcohol Technician		16.08
12012 - Certified Occupational Therapist Assistant		22.07
12015 - Certified Physical Therapist Assistant		22.07
12020 - Dental Assistant		14.82
12025 - Dental Hygienist		30.06
12030 - EKG Technician		23.82
12035 - Electroneurodiagnostic Technologist		23.82
12040 - Emergency Medical Technician		14.06
12071 - Licensed Practical Nurse I		14.38
12072 - Licensed Practical Nurse II		16.08
12073 - Licensed Practical Nurse III		17.94
12100 - Medical Assistant		12.81
12130 - Medical Laboratory Technician		16.41
12160 - Medical Record Clerk		12.49
12190 - Medical Record Technician		13.97
12195 - Medical Transcriptionist		14.06
12210 - Nuclear Medicine Technologist		34.28
12221 - Nursing Assistant I		10.37
12222 - Nursing Assistant II		11.67
12223 - Nursing Assistant III		12.73
12224 - Nursing Assistant IV		14.28
12235 - Optical Dispenser		13.58
12236 - Optical Technician		14.38
12250 - Pharmacy Technician		12.77
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		22.94
12311 - Registered Nurse I		20.83
12312 - Registered Nurse II		25.48
12313 - Registered Nurse II, Specialist		25.48
12314 - Registered Nurse III		30.82
12315 - Registered Nurse III, Anesthetist		30.82
12316 - Registered Nurse IV		36.95
12317 - Scheduler (Drug and Alcohol Testing)		19.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.09
13013 - Exhibits Specialist III		24.58
13041 - Illustrator I		16.23
13042 - Illustrator II		20.09
13043 - Illustrator III		24.58
13047 - Librarian		22.30
13050 - Library Aide/Clerk		12.92
13054 - Library Information Technology Systems Administrator		20.11
13058 - Library Technician		15.47
13061 - Media Specialist I		14.52
13062 - Media Specialist II		16.23
13063 - Media Specialist III		18.11
13071 - Photographer I		11.20
13072 - Photographer II		14.00
13073 - Photographer III		17.35
13074 - Photographer IV		21.21
13075 - Photographer V		27.98
13110 - Video Teleconference Technician		14.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.81
14071 - Computer Programmer I	(see 1)	20.26

14072 - Computer Programmer II	(see 1)	27.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		22.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		24.46
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.10
15090 - Technical Instructor		18.59
15095 - Technical Instructor/Course Developer		22.74
15110 - Test Proctor		15.28
15120 - Tutor		15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.84
19040 - Tool And Die Maker		22.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.74
21030 - Material Coordinator		19.40
21040 - Material Expediter		19.40
21050 - Material Handling Laborer		12.60
21071 - Order Filler		13.03
21080 - Production Line Worker (Food Processing)		14.74
21110 - Shipping Packer		12.54
21130 - Shipping/Receiving Clerk		12.54
21140 - Store Worker I		13.05
21150 - Stock Clerk		17.39
21210 - Tools And Parts Attendant		14.74
21410 - Warehouse Specialist		14.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.72
23021 - Aircraft Mechanic I		20.04
23022 - Aircraft Mechanic II		20.72
23023 - Aircraft Mechanic III		21.67
23040 - Aircraft Mechanic Helper		16.83
23050 - Aircraft, Painter		18.38
23060 - Aircraft Servicer		18.10
23080 - Aircraft Worker		18.79
23110 - Appliance Mechanic		19.40
23120 - Bicycle Repairer		12.64
23125 - Cable Splicer		20.04
23130 - Carpenter, Maintenance		19.36
23140 - Carpet Layer		18.53
23160 - Electrician, Maintenance		21.11

23181 - Electronics Technician Maintenance I	19.23
23182 - Electronics Technician Maintenance II	20.25
23183 - Electronics Technician Maintenance III	20.90
23260 - Fabric Worker	17.43
23290 - Fire Alarm System Mechanic	20.04
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	21.48
23312 - Fuel Distribution System Operator	18.16
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	20.04
23381 - Ground Support Equipment Servicer	18.10
23382 - Ground Support Equipment Worker	18.79
23391 - Gunsmith I	16.29
23392 - Gunsmith II	18.42
23393 - Gunsmith III	20.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	19.55
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	20.04
23465 - Laboratory/Shelter Mechanic	19.40
23470 - Laborer	12.02
23510 - Locksmith	19.40
23530 - Machinery Maintenance Mechanic	21.08
23550 - Machinist, Maintenance	17.56
23580 - Maintenance Trades Helper	15.02
23591 - Metrology Technician I	20.04
23592 - Metrology Technician II	20.72
23593 - Metrology Technician III	21.48
23640 - Millwright	24.74
23710 - Office Appliance Repairer	19.26
23760 - Painter, Maintenance	17.52
23790 - Pipefitter, Maintenance	25.75
23810 - Plumber, Maintenance	23.87
23820 - Pneudraulic Systems Mechanic	20.04
23850 - Rigger	20.04
23870 - Scale Mechanic	18.94
23890 - Sheet-Metal Worker, Maintenance	20.64
23910 - Small Engine Mechanic	18.42
23931 - Telecommunications Mechanic I	21.63
23932 - Telecommunications Mechanic II	22.35
23950 - Telephone Lineman	21.62
23960 - Welder, Combination, Maintenance	16.55
23965 - Well Driller	19.92
23970 - Woodcraft Worker	20.04
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.89
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.04
25040 - Sewage Plant Operator	18.87
25070 - Stationary Engineer	20.04
25190 - Ventilation Equipment Tender	15.13
25210 - Water Treatment Plant Operator	18.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.09

27007 - Baggage Inspector		10.34
27008 - Corrections Officer		17.91
27010 - Court Security Officer		17.91
27030 - Detection Dog Handler		12.23
27040 - Detention Officer		17.91
27070 - Firefighter		17.42
27101 - Guard I		10.34
27102 - Guard II		12.23
27131 - Police Officer I		18.63
27132 - Police Officer II		20.70
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.08
28042 - Carnival Equipment Repairer		13.59
28043 - Carnival Equpment Worker		10.88
28210 - Gate Attendant/Gate Tender		13.95
28310 - Lifeguard		11.10
28350 - Park Attendant (Aide)		15.60
28510 - Recreation Aide/Health Facility Attendant		11.19
28515 - Recreation Specialist		14.59
28630 - Sports Official		12.34
28690 - Swimming Pool Operator		21.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.42
29020 - Hatch Tender		18.42
29030 - Line Handler		18.42
29041 - Stevedore I		17.32
29042 - Stevedore II		19.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.30
30022 - Archeological Technician II		18.53
30023 - Archeological Technician III		21.88
30030 - Cartographic Technician		21.88
30040 - Civil Engineering Technician		21.46
30061 - Drafter/CAD Operator I		16.57
30062 - Drafter/CAD Operator II		18.53
30063 - Drafter/CAD Operator III		20.66
30064 - Drafter/CAD Operator IV		24.07
30081 - Engineering Technician I		15.61
30082 - Engineering Technician II		17.53
30083 - Engineering Technician III		19.61
30084 - Engineering Technician IV		24.28
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.95
30090 - Environmental Technician		21.46
30210 - Laboratory Technician		22.39
30240 - Mathematical Technician		21.99
30361 - Paralegal/Legal Assistant I		17.38
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.35
30364 - Paralegal/Legal Assistant IV		28.25
30390 - Photo-Optics Technician		21.46
30461 - Technical Writer I		19.57
30462 - Technical Writer II		23.93
30463 - Technical Writer III		26.44
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 3)	20.66

Surface Programs		
30621 - Weather Observer, Senior	(see 3)	21.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.16
31030 - Bus Driver		16.69
31043 - Driver Courier		13.72
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.44
31310 - Taxi Driver		13.72
31361 - Truckdriver, Light		15.44
31362 - Truckdriver, Medium		16.69
31363 - Truckdriver, Heavy		21.03
31364 - Truckdriver, Tractor-Trailer		21.03
99000 - Miscellaneous Occupations		
99030 - Cashier		9.98
99050 - Desk Clerk		9.36
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		13.26
99252 - Laboratory Animal Caretaker II		14.27
99310 - Mortician		22.74
99410 - Pest Controller		21.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.85
99711 - Recycling Specialist		19.93
99730 - Refuse Collector		15.35
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.74
99830 - Survey Party Chief		19.05
99831 - Surveying Aide		12.48
99832 - Surveying Technician		17.12
99840 - Vending Machine Attendant		20.14
99841 - Vending Machine Repairer		22.90
99842 - Vending Machine Repairer Helper		20.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2186 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.24
01013 - Accounting Clerk III		15.93
01020 - Administrative Assistant		19.73
01040 - Court Reporter		18.84
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		13.38
01060 - Dispatcher, Motor Vehicle		18.54
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		11.16
01112 - General Clerk II		12.71
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		18.28
01141 - Messenger Courier		11.73
01191 - Order Clerk I		12.73
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		14.85
01262 - Personnel Assistant (Employment) II		18.27
01263 - Personnel Assistant (Employment) III		20.37
01270 - Production Control Clerk		20.55
01280 - Receptionist		11.17
01290 - Rental Clerk		13.42
01300 - Scheduler, Maintenance		14.27
01311 - Secretary I		14.27
01312 - Secretary II		16.66
01313 - Secretary III		17.78
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		19.73
01420 - Survey Worker		17.05
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.74
01612 - Word Processor II		14.27
01613 - Word Processor III		17.60
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.58
05010 - Automotive Electrician		16.43
05040 - Automotive Glass Installer		16.23
05070 - Automotive Worker		16.43
05110 - Mobile Equipment Servicer		15.27
05130 - Motor Equipment Metal Mechanic		17.53
05160 - Motor Equipment Metal Worker		16.43
05190 - Motor Vehicle Mechanic		17.80
05220 - Motor Vehicle Mechanic Helper		15.99
05250 - Motor Vehicle Upholstery Worker		15.82
05280 - Motor Vehicle Wrecker		17.38
05310 - Painter, Automotive		16.71
05340 - Radiator Repair Specialist		16.43
05370 - Tire Repairer		12.64
05400 - Transmission Repair Specialist		17.53

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.27
07041 - Cook I	12.36
07042 - Cook II	13.27
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	13.27
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.93
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	15.93
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer, Minor	14.91
09130 - Upholsterer	15.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.73
11060 - Elevator Operator	13.15
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.73
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	10.07
11260 - Pruner	12.18
11270 - Tractor Operator	16.45
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	14.77
12000 - Health Occupations	
12010 - Ambulance Driver	14.06
12011 - Breath Alcohol Technician	16.08
12012 - Certified Occupational Therapist Assistant	22.07
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	14.82
12025 - Dental Hygienist	30.06
12030 - EKG Technician	23.82
12035 - Electroneurodiagnostic Technologist	23.82
12040 - Emergency Medical Technician	14.06
12071 - Licensed Practical Nurse I	14.38
12072 - Licensed Practical Nurse II	16.08
12073 - Licensed Practical Nurse III	17.94
12100 - Medical Assistant	12.81
12130 - Medical Laboratory Technician	16.41
12160 - Medical Record Clerk	12.49
12190 - Medical Record Technician	13.97
12195 - Medical Transcriptionist	14.06
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	10.37
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.73
12224 - Nursing Assistant IV	14.28
12235 - Optical Dispenser	13.58
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	12.77
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	22.94
12311 - Registered Nurse I	20.83
12312 - Registered Nurse II	25.48
12313 - Registered Nurse II, Specialist	25.48
12314 - Registered Nurse III	30.82
12315 - Registered Nurse III, Anesthetist	30.82
12316 - Registered Nurse IV	36.95
12317 - Scheduler (Drug and Alcohol Testing)	19.93
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		16.23
13012 - Exhibits Specialist II		20.09
13013 - Exhibits Specialist III		24.58
13041 - Illustrator I		16.23
13042 - Illustrator II		20.09
13043 - Illustrator III		24.58
13047 - Librarian		22.30
13050 - Library Aide/Clerk		12.92
13054 - Library Information Technology Systems Administrator		20.11
13058 - Library Technician		15.47
13061 - Media Specialist I		14.52
13062 - Media Specialist II		16.23
13063 - Media Specialist III		18.11
13071 - Photographer I		11.20
13072 - Photographer II		14.00
13073 - Photographer III		17.35
13074 - Photographer IV		21.21
13075 - Photographer V		27.98
13110 - Video Teleconference Technician		14.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.68
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		22.43
14045 - Computer Operator V		24.81
14071 - Computer Programmer I	(see 1)	20.26
14072 - Computer Programmer II	(see 1)	27.35
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		22.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.28
15020 - Aircrew Training Devices Instructor (Rated)		36.64
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.28
15060 - Educational Technologist		24.46
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.10
15090 - Technical Instructor		18.59
15095 - Technical Instructor/Course Developer		22.74
15110 - Test Proctor		15.28
15120 - Tutor		15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.84
19040 - Tool And Die Maker		22.30
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	14.74
21030 - Material Coordinator	19.40
21040 - Material Expediter	19.40
21050 - Material Handling Laborer	12.60
21071 - Order Filler	13.03
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	12.54
21130 - Shipping/Receiving Clerk	12.54
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.72
23021 - Aircraft Mechanic I	20.04
23022 - Aircraft Mechanic II	20.72
23023 - Aircraft Mechanic III	21.67
23040 - Aircraft Mechanic Helper	16.83
23050 - Aircraft, Painter	18.38
23060 - Aircraft Servicer	18.10
23080 - Aircraft Worker	18.79
23110 - Appliance Mechanic	19.40
23120 - Bicycle Repairer	12.64
23125 - Cable Splicer	20.04
23130 - Carpenter, Maintenance	19.36
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	21.11
23181 - Electronics Technician Maintenance I	19.23
23182 - Electronics Technician Maintenance II	20.25
23183 - Electronics Technician Maintenance III	20.90
23260 - Fabric Worker	17.43
23290 - Fire Alarm System Mechanic	20.04
23310 - Fire Extinguisher Repairer	16.29
23311 - Fuel Distribution System Mechanic	21.48
23312 - Fuel Distribution System Operator	18.16
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	20.04
23381 - Ground Support Equipment Servicer	18.10
23382 - Ground Support Equipment Worker	18.79
23391 - Gunsmith I	16.29
23392 - Gunsmith II	18.42
23393 - Gunsmith III	20.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	19.55
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	20.04
23465 - Laboratory/Shelter Mechanic	19.40
23470 - Laborer	12.02
23510 - Locksmith	19.40
23530 - Machinery Maintenance Mechanic	21.08
23550 - Machinist, Maintenance	17.56
23580 - Maintenance Trades Helper	15.02
23591 - Metrology Technician I	20.04
23592 - Metrology Technician II	20.72
23593 - Metrology Technician III	21.48
23640 - Millwright	24.74
23710 - Office Appliance Repairer	19.26
23760 - Painter, Maintenance	17.52
23790 - Pipefitter, Maintenance	25.75
23810 - Plumber, Maintenance	23.87

23820 - Pneudraulic Systems Mechanic	20.04
23850 - Rigger	20.04
23870 - Scale Mechanic	18.94
23890 - Sheet-Metal Worker, Maintenance	20.64
23910 - Small Engine Mechanic	18.42
23931 - Telecommunications Mechanic I	21.63
23932 - Telecommunications Mechanic II	22.35
23950 - Telephone Lineman	21.62
23960 - Welder, Combination, Maintenance	16.55
23965 - Well Driller	19.92
23970 - Woodcraft Worker	20.04
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.89
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.04
25040 - Sewage Plant Operator	18.87
25070 - Stationary Engineer	20.04
25190 - Ventilation Equipment Tender	15.13
25210 - Water Treatment Plant Operator	18.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.09
27007 - Baggage Inspector	10.34
27008 - Corrections Officer	17.91
27010 - Court Security Officer	17.91
27030 - Detection Dog Handler	12.23
27040 - Detention Officer	17.91
27070 - Firefighter	17.42
27101 - Guard I	10.34
27102 - Guard II	12.23
27131 - Police Officer I	18.63
27132 - Police Officer II	20.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	13.59
28043 - Carnival Equpment Worker	10.88
28210 - Gate Attendant/Gate Tender	13.95
28310 - Lifeguard	11.10
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.19
28515 - Recreation Specialist	14.59
28630 - Sports Official	12.34
28690 - Swimming Pool Operator	21.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.42
29020 - Hatch Tender	18.42
29030 - Line Handler	18.42
29041 - Stevedore I	17.32
29042 - Stevedore II	19.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.30
30022 - Archeological Technician II	18.53
30023 - Archeological Technician III	21.88
30030 - Cartographic Technician	21.88
30040 - Civil Engineering Technician	21.46

30061 - Drafter/CAD Operator I		16.57
30062 - Drafter/CAD Operator II		18.53
30063 - Drafter/CAD Operator III		20.66
30064 - Drafter/CAD Operator IV		24.07
30081 - Engineering Technician I		15.61
30082 - Engineering Technician II		17.53
30083 - Engineering Technician III		19.61
30084 - Engineering Technician IV		24.28
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.95
30090 - Environmental Technician		21.46
30210 - Laboratory Technician		22.39
30240 - Mathematical Technician		21.99
30361 - Paralegal/Legal Assistant I		17.38
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.35
30364 - Paralegal/Legal Assistant IV		28.25
30390 - Photo-Optics Technician		21.46
30461 - Technical Writer I		19.57
30462 - Technical Writer II		23.93
30463 - Technical Writer III		26.44
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.66
30621 - Weather Observer, Senior	(see 3)	21.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.16
31030 - Bus Driver		16.69
31043 - Driver Courier		13.72
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.44
31310 - Taxi Driver		13.72
31361 - Truckdriver, Light		15.44
31362 - Truckdriver, Medium		16.69
31363 - Truckdriver, Heavy		21.03
31364 - Truckdriver, Tractor-Trailer		21.03
99000 - Miscellaneous Occupations		
99030 - Cashier		9.98
99050 - Desk Clerk		9.36
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		13.26
99252 - Laboratory Animal Caretaker II		14.27
99310 - Mortician		22.74
99410 - Pest Controller		21.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.85
99711 - Recycling Specialist		19.93
99730 - Refuse Collector		15.35
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.74
99830 - Survey Party Chief		19.05
99831 - Surveying Aide		12.48
99832 - Surveying Technician		17.12
99840 - Vending Machine Attendant		20.14
99841 - Vending Machine Repairer		22.90
99842 - Vending Machine Repairer Helper		20.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2187 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.35
01012 - Accounting Clerk II		13.86
01013 - Accounting Clerk III		15.50
01020 - Administrative Assistant		15.65
01040 - Court Reporter		13.03
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.60
01060 - Dispatcher, Motor Vehicle		15.64
01070 - Document Preparation Clerk		11.00
01090 - Duplicating Machine Operator		11.00
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		13.26
01120 - Housing Referral Assistant		14.53
01141 - Messenger Courier		9.22
01191 - Order Clerk I		11.10

01192 - Order Clerk II	12.33
01261 - Personnel Assistant (Employment) I	14.43
01262 - Personnel Assistant (Employment) II	16.14
01263 - Personnel Assistant (Employment) III	18.00
01270 - Production Control Clerk	19.18
01280 - Receptionist	10.38
01290 - Rental Clerk	9.95
01300 - Scheduler, Maintenance	11.65
01311 - Secretary I	11.65
01312 - Secretary II	13.03
01313 - Secretary III	14.53
01320 - Service Order Dispatcher	14.35
01410 - Supply Technician	16.15
01420 - Survey Worker	11.93
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	13.92
01611 - Word Processor I	11.98
01612 - Word Processor II	13.44
01613 - Word Processor III	15.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.91
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.59
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.45
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter, Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	12.86
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.37
07041 - Cook I	10.90
07042 - Cook II	12.15
07070 - Dishwasher	8.49
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.12
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	17.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.73
11060 - Elevator Operator	9.93
11090 - Gardener	12.49
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.90
11260 - Pruner	9.42
11270 - Tractor Operator	11.68
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.70

12000 - Health Occupations		
12010 - Ambulance Driver		13.86
12011 - Breath Alcohol Technician		15.41
12012 - Certified Occupational Therapist Assistant		21.53
12015 - Certified Physical Therapist Assistant		22.48
12020 - Dental Assistant		14.05
12025 - Dental Hygienist		25.70
12030 - EKG Technician		20.58
12035 - Electroneurodiagnostic Technologist		20.58
12040 - Emergency Medical Technician		13.68
12071 - Licensed Practical Nurse I		14.93
12072 - Licensed Practical Nurse II		16.69
12073 - Licensed Practical Nurse III		18.61
12100 - Medical Assistant		11.37
12130 - Medical Laboratory Technician		16.90
12160 - Medical Record Clerk		12.26
12190 - Medical Record Technician		13.71
12195 - Medical Transcriptionist		13.40
12210 - Nuclear Medicine Technologist		27.88
12221 - Nursing Assistant I		10.15
12222 - Nursing Assistant II		11.41
12223 - Nursing Assistant III		12.45
12224 - Nursing Assistant IV		13.98
12235 - Optical Dispenser		16.90
12236 - Optical Technician		13.99
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.98
12305 - Radiologic Technologist		21.61
12311 - Registered Nurse I		21.17
12312 - Registered Nurse II		25.89
12313 - Registered Nurse II, Specialist		25.89
12314 - Registered Nurse III		31.32
12315 - Registered Nurse III, Anesthetist		31.32
12316 - Registered Nurse IV		37.54
12317 - Scheduler (Drug and Alcohol Testing)		19.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.88
13012 - Exhibits Specialist II		20.92
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		16.88
13042 - Illustrator II		20.92
13043 - Illustrator III		25.91
13047 - Librarian		23.16
13050 - Library Aide/Clerk		9.39
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		13.35
13061 - Media Specialist I		15.09
13062 - Media Specialist II		16.88
13063 - Media Specialist III		18.83
13071 - Photographer I		13.29
13072 - Photographer II		14.87
13073 - Photographer III		18.42
13074 - Photographer IV		21.08
13075 - Photographer V		22.87
13110 - Video Teleconference Technician		15.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 1)	20.94

14072 - Computer Programmer II	(see 1)	25.96
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		39.68
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		27.18
15070 - Flight Instructor (Pilot)		39.68
15080 - Graphic Artist		19.39
15090 - Technical Instructor		18.54
15095 - Technical Instructor/Course Developer		22.68
15110 - Test Proctor		14.96
15120 - Tutor		14.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.96
16030 - Counter Attendant		8.96
16040 - Dry Cleaner		11.16
16070 - Finisher, Flatwork, Machine		8.96
16090 - Presser, Hand		8.96
16110 - Presser, Machine, Drycleaning		8.96
16130 - Presser, Machine, Shirts		8.96
16160 - Presser, Machine, Wearing Apparel, Laundry		8.96
16190 - Sewing Machine Operator		11.86
16220 - Tailor		12.51
16250 - Washer, Machine		9.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.35
19040 - Tool And Die Maker		22.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.85
21030 - Material Coordinator		19.18
21040 - Material Expediter		19.18
21050 - Material Handling Laborer		12.75
21071 - Order Filler		11.70
21080 - Production Line Worker (Food Processing)		13.85
21110 - Shipping Packer		14.07
21130 - Shipping/Receiving Clerk		14.07
21140 - Store Worker I		12.19
21150 - Stock Clerk		16.22
21210 - Tools And Parts Attendant		13.85
21410 - Warehouse Specialist		13.85
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.08
23021 - Aircraft Mechanic I		21.05
23022 - Aircraft Mechanic II		22.08
23023 - Aircraft Mechanic III		23.09
23040 - Aircraft Mechanic Helper		15.70
23050 - Aircraft, Painter		19.48
23060 - Aircraft Servicer		17.86
23080 - Aircraft Worker		18.98
23110 - Appliance Mechanic		17.18
23120 - Bicycle Repairer		12.87
23125 - Cable Splicer		22.66
23130 - Carpenter, Maintenance		15.78
23140 - Carpet Layer		16.86
23160 - Electrician, Maintenance		19.65

23181 - Electronics Technician Maintenance I	21.98
23182 - Electronics Technician Maintenance II	23.23
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	15.85
23290 - Fire Alarm System Mechanic	18.23
23310 - Fire Extinguisher Repairer	14.90
23311 - Fuel Distribution System Mechanic	20.41
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	15.76
23380 - Ground Support Equipment Mechanic	21.05
23381 - Ground Support Equipment Servicer	17.86
23382 - Ground Support Equipment Worker	18.53
23391 - Gunsmith I	14.90
23392 - Gunsmith II	16.86
23393 - Gunsmith III	18.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.88
23430 - Heavy Equipment Mechanic	18.04
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	22.75
23465 - Laboratory/Shelter Mechanic	17.81
23470 - Laborer	11.20
23510 - Locksmith	17.80
23530 - Machinery Maintenance Mechanic	21.46
23550 - Machinist, Maintenance	17.80
23580 - Maintenance Trades Helper	13.82
23591 - Metrology Technician I	22.75
23592 - Metrology Technician II	23.79
23593 - Metrology Technician III	24.89
23640 - Millwright	23.03
23710 - Office Appliance Repairer	17.33
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	21.51
23820 - Pneudraulic Systems Mechanic	18.80
23850 - Rigger	18.78
23870 - Scale Mechanic	16.86
23890 - Sheet-Metal Worker, Maintenance	19.63
23910 - Small Engine Mechanic	14.85
23931 - Telecommunications Mechanic I	23.85
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	23.22
23960 - Welder, Combination, Maintenance	17.97
23965 - Well Driller	18.78
23970 - Woodcraft Worker	18.78
23980 - Woodworker	13.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.22
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	12.20
24630 - Homemaker	13.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.67
25190 - Ventilation Equipment Tender	15.33
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.21

27007 - Baggage Inspector			11.06
27008 - Corrections Officer			15.64
27010 - Court Security Officer			16.68
27030 - Detection Dog Handler			13.60
27040 - Detention Officer			15.64
27070 - Firefighter			18.17
27101 - Guard I			11.06
27102 - Guard II			13.60
27131 - Police Officer I			18.21
27132 - Police Officer II			20.24
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.33
28042 - Carnival Equipment Repairer			14.17
28043 - Carnival Equpment Worker			9.87
28210 - Gate Attendant/Gate Tender			12.36
28310 - Lifeguard			11.74
28350 - Park Attendant (Aide)			14.24
28510 - Recreation Aide/Health Facility Attendant			10.09
28515 - Recreation Specialist			12.54
28630 - Sports Official			11.34
28690 - Swimming Pool Operator			16.81
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			18.57
29020 - Hatch Tender			18.57
29030 - Line Handler			18.57
29041 - Stevedore I			18.05
29042 - Stevedore II			19.63
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)		27.10
30021 - Archeological Technician I			17.66
30022 - Archeological Technician II			19.75
30023 - Archeological Technician III			24.48
30030 - Cartographic Technician			24.48
30040 - Civil Engineering Technician			24.86
30061 - Drafter/CAD Operator I			17.66
30062 - Drafter/CAD Operator II			19.75
30063 - Drafter/CAD Operator III			22.03
30064 - Drafter/CAD Operator IV			27.10
30081 - Engineering Technician I			15.52
30082 - Engineering Technician II			17.41
30083 - Engineering Technician III			19.48
30084 - Engineering Technician IV			24.14
30085 - Engineering Technician V			29.66
30086 - Engineering Technician VI			35.90
30090 - Environmental Technician			23.02
30210 - Laboratory Technician			21.43
30240 - Mathematical Technician			24.48
30361 - Paralegal/Legal Assistant I			15.98
30362 - Paralegal/Legal Assistant II			18.90
30363 - Paralegal/Legal Assistant III			23.12
30364 - Paralegal/Legal Assistant IV			27.95
30390 - Photo-Optics Technician			24.48
30461 - Technical Writer I			24.48
30462 - Technical Writer II			29.45
30463 - Technical Writer III			32.79
30491 - Unexploded Ordnance (UXO) Technician I			22.74
30492 - Unexploded Ordnance (UXO) Technician II			27.51
30493 - Unexploded Ordnance (UXO) Technician III			32.97
30494 - Unexploded (UXO) Safety Escort			22.74
30495 - Unexploded (UXO) Sweep Personnel			22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)		22.03

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.51
31030 - Bus Driver		14.07
31043 - Driver Courier		12.36
31260 - Parking and Lot Attendant		10.06
31290 - Shuttle Bus Driver		13.21
31310 - Taxi Driver		10.59
31361 - Truckdriver, Light		13.21
31362 - Truckdriver, Medium		14.07
31363 - Truckdriver, Heavy		15.07
31364 - Truckdriver, Tractor-Trailer		15.07
99000 - Miscellaneous Occupations		
99030 - Cashier		7.88
99050 - Desk Clerk		8.22
99095 - Embalmer		22.29
99251 - Laboratory Animal Caretaker I		9.65
99252 - Laboratory Animal Caretaker II		10.31
99310 - Mortician		22.29
99410 - Pest Controller		13.39
99510 - Photofinishing Worker		12.74
99710 - Recycling Laborer		14.53
99711 - Recycling Specialist		17.02
99730 - Refuse Collector		13.30
99810 - Sales Clerk		10.75
99820 - School Crossing Guard		13.56
99830 - Survey Party Chief		18.67
99831 - Surveying Aide		11.09
99832 - Surveying Technician		16.97
99840 - Vending Machine Attendant		10.81
99841 - Vending Machine Repairer		12.82
99842 - Vending Machine Repairer Helper		10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2188 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.35
01012 - Accounting Clerk II		13.86
01013 - Accounting Clerk III		15.50
01020 - Administrative Assistant		15.65
01040 - Court Reporter		13.03
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.60
01060 - Dispatcher, Motor Vehicle		15.64
01070 - Document Preparation Clerk		11.00
01090 - Duplicating Machine Operator		11.00
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		13.26
01120 - Housing Referral Assistant		14.53
01141 - Messenger Courier		9.22
01191 - Order Clerk I		11.10
01192 - Order Clerk II		12.33
01261 - Personnel Assistant (Employment) I		14.43
01262 - Personnel Assistant (Employment) II		16.14
01263 - Personnel Assistant (Employment) III		18.00
01270 - Production Control Clerk		19.18
01280 - Receptionist		10.38
01290 - Rental Clerk		9.95
01300 - Scheduler, Maintenance		11.65
01311 - Secretary I		11.65
01312 - Secretary II		13.03
01313 - Secretary III		14.53
01320 - Service Order Dispatcher		14.35
01410 - Supply Technician		16.15
01420 - Survey Worker		11.93
01531 - Travel Clerk I		12.44
01532 - Travel Clerk II		13.21
01533 - Travel Clerk III		13.92
01611 - Word Processor I		11.98
01612 - Word Processor II		13.44
01613 - Word Processor III		15.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.91
05010 - Automotive Electrician		17.11
05040 - Automotive Glass Installer		16.28
05070 - Automotive Worker		16.28
05110 - Mobile Equipment Servicer		14.59
05130 - Motor Equipment Metal Mechanic		17.91
05160 - Motor Equipment Metal Worker		16.28
05190 - Motor Vehicle Mechanic		17.91
05220 - Motor Vehicle Mechanic Helper		13.73
05250 - Motor Vehicle Upholstery Worker		15.45
05280 - Motor Vehicle Wrecker		16.28
05310 - Painter, Automotive		17.11
05340 - Radiator Repair Specialist		16.28
05370 - Tire Repairer		12.86
05400 - Transmission Repair Specialist		17.19
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.37

07041 - Cook I	10.90
07042 - Cook II	12.15
07070 - Dishwasher	8.49
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.12
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	17.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.73
11060 - Elevator Operator	9.93
11090 - Gardener	12.49
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.90
11260 - Pruner	9.42
11270 - Tractor Operator	11.68
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.70
12000 - Health Occupations	
12010 - Ambulance Driver	13.86
12011 - Breath Alcohol Technician	15.41
12012 - Certified Occupational Therapist Assistant	21.53
12015 - Certified Physical Therapist Assistant	22.48
12020 - Dental Assistant	14.05
12025 - Dental Hygienist	25.70
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	13.68
12071 - Licensed Practical Nurse I	14.93
12072 - Licensed Practical Nurse II	16.69
12073 - Licensed Practical Nurse III	18.61
12100 - Medical Assistant	11.37
12130 - Medical Laboratory Technician	16.90
12160 - Medical Record Clerk	12.26
12190 - Medical Record Technician	13.71
12195 - Medical Transcriptionist	13.40
12210 - Nuclear Medicine Technologist	27.88
12221 - Nursing Assistant I	10.15
12222 - Nursing Assistant II	11.41
12223 - Nursing Assistant III	12.45
12224 - Nursing Assistant IV	13.98
12235 - Optical Dispenser	16.90
12236 - Optical Technician	13.99
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.98
12305 - Radiologic Technologist	21.61
12311 - Registered Nurse I	21.17
12312 - Registered Nurse II	25.89
12313 - Registered Nurse II, Specialist	25.89
12314 - Registered Nurse III	31.32
12315 - Registered Nurse III, Anesthetist	31.32
12316 - Registered Nurse IV	37.54
12317 - Scheduler (Drug and Alcohol Testing)	19.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.88
13012 - Exhibits Specialist II	20.92

13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		16.88
13042 - Illustrator II		20.92
13043 - Illustrator III		25.91
13047 - Librarian		23.16
13050 - Library Aide/Clerk		9.39
13054 - Library Information Technology Systems Administrator		20.92
13058 - Library Technician		13.35
13061 - Media Specialist I		15.09
13062 - Media Specialist II		16.88
13063 - Media Specialist III		18.83
13071 - Photographer I		13.29
13072 - Photographer II		14.87
13073 - Photographer III		18.42
13074 - Photographer IV		21.08
13075 - Photographer V		22.87
13110 - Video Teleconference Technician		15.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.13
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.98
14071 - Computer Programmer I	(see 2)	20.94
14072 - Computer Programmer II	(see 2)	25.96
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		14.13
14160 - Personal Computer Support Technician		21.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		39.68
15050 - Computer Based Training Specialist / Instructor		27.36
15060 - Educational Technologist		27.18
15070 - Flight Instructor (Pilot)		39.68
15080 - Graphic Artist		19.39
15090 - Technical Instructor		18.54
15095 - Technical Instructor/Course Developer		22.68
15110 - Test Proctor		14.96
15120 - Tutor		14.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.96
16030 - Counter Attendant		8.96
16040 - Dry Cleaner		11.16
16070 - Finisher, Flatwork, Machine		8.96
16090 - Presser, Hand		8.96
16110 - Presser, Machine, Drycleaning		8.96
16130 - Presser, Machine, Shirts		8.96
16160 - Presser, Machine, Wearing Apparel, Laundry		8.96
16190 - Sewing Machine Operator		11.86
16220 - Tailor		12.51
16250 - Washer, Machine		9.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.35
19040 - Tool And Die Maker		22.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.85
21030 - Material Coordinator		19.18

21040 - Material Expediter	19.18
21050 - Material Handling Laborer	12.75
21071 - Order Filler	11.70
21080 - Production Line Worker (Food Processing)	13.85
21110 - Shipping Packer	14.07
21130 - Shipping/Receiving Clerk	14.07
21140 - Store Worker I	12.19
21150 - Stock Clerk	16.22
21210 - Tools And Parts Attendant	13.85
21410 - Warehouse Specialist	13.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.08
23021 - Aircraft Mechanic I	21.05
23022 - Aircraft Mechanic II	22.08
23023 - Aircraft Mechanic III	23.09
23040 - Aircraft Mechanic Helper	15.70
23050 - Aircraft, Painter	19.48
23060 - Aircraft Servicer	17.86
23080 - Aircraft Worker	18.98
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.87
23125 - Cable Splicer	22.66
23130 - Carpenter, Maintenance	15.78
23140 - Carpet Layer	16.86
23160 - Electrician, Maintenance	19.65
23181 - Electronics Technician Maintenance I	21.98
23182 - Electronics Technician Maintenance II	23.23
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	15.85
23290 - Fire Alarm System Mechanic	18.23
23310 - Fire Extinguisher Repairer	14.90
23311 - Fuel Distribution System Mechanic	20.41
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	15.76
23380 - Ground Support Equipment Mechanic	21.05
23381 - Ground Support Equipment Servicer	17.86
23382 - Ground Support Equipment Worker	18.53
23391 - Gunsmith I	14.90
23392 - Gunsmith II	16.86
23393 - Gunsmith III	18.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.88
23430 - Heavy Equipment Mechanic	18.04
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	22.75
23465 - Laboratory/Shelter Mechanic	17.81
23470 - Laborer	11.20
23510 - Locksmith	17.80
23530 - Machinery Maintenance Mechanic	21.46
23550 - Machinist, Maintenance	17.80
23580 - Maintenance Trades Helper	13.82
23591 - Metrology Technician I	22.75
23592 - Metrology Technician II	23.79
23593 - Metrology Technician III	24.89
23640 - Millwright	23.03
23710 - Office Appliance Repairer	17.33
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	21.51
23820 - Pneudraulic Systems Mechanic	18.80
23850 - Rigger	18.78

23870 - Scale Mechanic	16.86
23890 - Sheet-Metal Worker, Maintenance	19.63
23910 - Small Engine Mechanic	14.85
23931 - Telecommunications Mechanic I	23.85
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	23.22
23960 - Welder, Combination, Maintenance	17.97
23965 - Well Driller	18.78
23970 - Woodcraft Worker	18.78
23980 - Woodworker	13.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.22
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	12.20
24630 - Homemaker	13.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.67
25190 - Ventilation Equipment Tender	15.33
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.21
27007 - Baggage Inspector	11.06
27008 - Corrections Officer	15.64
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	13.60
27040 - Detention Officer	15.64
27070 - Firefighter	18.17
27101 - Guard I	11.06
27102 - Guard II	13.60
27131 - Police Officer I	18.21
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.17
28043 - Carnival Equpment Worker	9.87
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.54
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.57
29020 - Hatch Tender	18.57
29030 - Line Handler	18.57
29041 - Stevedore I	18.05
29042 - Stevedore II	19.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1)	27.10
30021 - Archeological Technician I	17.66
30022 - Archeological Technician II	19.75
30023 - Archeological Technician III	24.48
30030 - Cartographic Technician	24.48
30040 - Civil Engineering Technician	24.86
30061 - Drafter/CAD Operator I	17.66
30062 - Drafter/CAD Operator II	19.75

30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.10
30081 - Engineering Technician I		15.52
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.14
30085 - Engineering Technician V		29.66
30086 - Engineering Technician VI		35.90
30090 - Environmental Technician		23.02
30210 - Laboratory Technician		21.43
30240 - Mathematical Technician		24.48
30361 - Paralegal/Legal Assistant I		15.98
30362 - Paralegal/Legal Assistant II		18.90
30363 - Paralegal/Legal Assistant III		23.12
30364 - Paralegal/Legal Assistant IV		27.95
30390 - Photo-Optics Technician		24.48
30461 - Technical Writer I		24.48
30462 - Technical Writer II		29.45
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	22.03
30621 - Weather Observer, Senior	(see 1)	24.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.51
31030 - Bus Driver		14.07
31043 - Driver Courier		12.36
31260 - Parking and Lot Attendant		10.06
31290 - Shuttle Bus Driver		13.21
31310 - Taxi Driver		10.59
31361 - Truckdriver, Light		13.21
31362 - Truckdriver, Medium		14.07
31363 - Truckdriver, Heavy		15.07
31364 - Truckdriver, Tractor-Trailer		15.07
99000 - Miscellaneous Occupations		
99030 - Cashier		7.88
99050 - Desk Clerk		8.22
99095 - Embalmer		22.29
99251 - Laboratory Animal Caretaker I		9.65
99252 - Laboratory Animal Caretaker II		10.31
99310 - Mortician		22.29
99410 - Pest Controller		13.39
99510 - Photofinishing Worker		12.74
99710 - Recycling Laborer		14.53
99711 - Recycling Specialist		17.02
99730 - Refuse Collector		13.30
99810 - Sales Clerk		10.75
99820 - School Crossing Guard		13.56
99830 - Survey Party Chief		18.67
99831 - Surveying Aide		11.09
99832 - Surveying Technician		16.97
99840 - Vending Machine Attendant		10.81
99841 - Vending Machine Repairer		12.82
99842 - Vending Machine Repairer Helper		10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2189 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.12
01012 - Accounting Clerk II		14.74
01013 - Accounting Clerk III		16.49
01020 - Administrative Assistant		17.32
01040 - Court Reporter		20.85
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.88
01060 - Dispatcher, Motor Vehicle		17.20
01070 - Document Preparation Clerk		12.06
01090 - Duplicating Machine Operator		12.30
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		17.22
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.97
01192 - Order Clerk II		14.15
01261 - Personnel Assistant (Employment) I		15.01
01262 - Personnel Assistant (Employment) II		16.79
01263 - Personnel Assistant (Employment) III		18.73
01270 - Production Control Clerk		21.04
01280 - Receptionist		11.66
01290 - Rental Clerk		10.60
01300 - Scheduler, Maintenance		13.80
01311 - Secretary I		13.80
01312 - Secretary II		15.44
01313 - Secretary III		17.22
01320 - Service Order Dispatcher		16.29
01410 - Supply Technician		18.99

01420 - Survey Worker	13.88
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	12.86
01612 - Word Processor II	14.43
01613 - Word Processor III	16.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.96
05010 - Automotive Electrician	18.37
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.09
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.93
07041 - Cook I	10.69
07042 - Cook II	11.48
07070 - Dishwasher	7.83
07130 - Food Service Worker	8.81
07210 - Meat Cutter	14.57
07260 - Waiter/Waitress	8.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer, Minor	16.61
09130 - Upholsterer	17.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.28
11090 - Gardener	12.42
11122 - Housekeeping Aide	10.09
11150 - Janitor	11.34
11210 - Laborer, Grounds Maintenance	11.35
11240 - Maid or Houseman	9.16
11260 - Pruner	11.68
11270 - Tractor Operator	12.45
11330 - Trail Maintenance Worker	11.35
11360 - Window Cleaner	12.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.16
12011 - Breath Alcohol Technician	15.16
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	21.66
12020 - Dental Assistant	15.96
12025 - Dental Hygienist	26.13
12030 - EKG Technician	26.40
12035 - Electroneurodiagnostic Technologist	26.40
12040 - Emergency Medical Technician	15.16
12071 - Licensed Practical Nurse I	15.57
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.44

12100 - Medical Assistant		12.57
12130 - Medical Laboratory Technician		16.51
12160 - Medical Record Clerk		12.95
12190 - Medical Record Technician		14.49
12195 - Medical Transcriptionist		14.60
12210 - Nuclear Medicine Technologist		29.15
12221 - Nursing Assistant I		9.16
12222 - Nursing Assistant II		10.30
12223 - Nursing Assistant III		11.24
12224 - Nursing Assistant IV		12.61
12235 - Optical Dispenser		14.03
12236 - Optical Technician		14.80
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		12.61
12305 - Radiologic Technologist		22.78
12311 - Registered Nurse I		20.35
12312 - Registered Nurse II		24.89
12313 - Registered Nurse II, Specialist		24.89
12314 - Registered Nurse III		30.11
12315 - Registered Nurse III, Anesthetist		30.11
12316 - Registered Nurse IV		36.09
12317 - Scheduler (Drug and Alcohol Testing)		19.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		13.50
13072 - Photographer II		15.10
13073 - Photographer III		18.71
13074 - Photographer IV		22.89
13075 - Photographer V		27.69
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32

15060 - Educational Technologist	26.32
15070 - Flight Instructor (Pilot)	42.43
15080 - Graphic Artist	21.71
15090 - Technical Instructor	19.04
15095 - Technical Instructor/Course Developer	23.29
15110 - Test Proctor	15.36
15120 - Tutor	15.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.91
19040 - Tool And Die Maker	22.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.01
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	12.33
21071 - Order Filler	10.58
21080 - Production Line Worker (Food Processing)	16.01
21110 - Shipping Packer	13.56
21130 - Shipping/Receiving Clerk	13.56
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	16.13
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	20.43
23050 - Aircraft, Painter	26.01
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.86
23110 - Appliance Mechanic	19.68
23120 - Bicycle Repairer	14.09
23125 - Cable Splicer	26.64
23130 - Carpenter, Maintenance	20.13
23140 - Carpet Layer	22.40
23160 - Electrician, Maintenance	26.41
23181 - Electronics Technician Maintenance I	21.58
23182 - Electronics Technician Maintenance II	22.73
23183 - Electronics Technician Maintenance III	23.47
23260 - Fabric Worker	18.78
23290 - Fire Alarm System Mechanic	21.57
23310 - Fire Extinguisher Repairer	17.54
23311 - Fuel Distribution System Mechanic	24.61
23312 - Fuel Distribution System Operator	18.19
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.86
23391 - Gunsmith I	17.54

23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	12.55
23510 - Locksmith	20.10
23530 - Machinery Maintenance Mechanic	21.96
23550 - Machinist, Maintenance	20.24
23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.14
23640 - Millwright	23.47
23710 - Office Appliance Repairer	20.48
23760 - Painter, Maintenance	19.31
23790 - Pipefitter, Maintenance	25.33
23810 - Plumber, Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	20.92
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.27
23950 - Telephone Lineman	20.71
23960 - Welder, Combination, Maintenance	20.24
23965 - Well Driller	21.57
23970 - Woodcraft Worker	21.57
23980 - Woodworker	16.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	9.96
24620 - Family Readiness And Support Services Coordinator	12.17
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	19.42
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	16.99
25210 - Water Treatment Plant Operator	18.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	16.54
27010 - Court Security Officer	17.57
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	16.54
27070 - Firefighter	17.55
27101 - Guard I	12.10
27102 - Guard II	16.13
27131 - Police Officer I	20.69
27132 - Police Officer II	22.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.38
28042 - Carnival Equipment Repairer	10.79

28043 - Carnival Equpment Worker		8.60
28210 - Gate Attendant/Gate Tender		13.36
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.95
28510 - Recreation Aide/Health Facility Attendant		10.91
28515 - Recreation Specialist		16.24
28630 - Sports Official		11.91
28690 - Swimming Pool Operator		20.90
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.62
29020 - Hatch Tender		22.62
29030 - Line Handler		22.62
29041 - Stevedore I		21.42
29042 - Stevedore II		25.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.85
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		24.72
30040 - Civil Engineering Technician		22.59
30061 - Drafter/CAD Operator I		17.85
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		26.84
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.64
30090 - Environmental Technician		23.21
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		16.27
30362 - Paralegal/Legal Assistant II		20.16
30363 - Paralegal/Legal Assistant III		24.66
30364 - Paralegal/Legal Assistant IV		29.83
30390 - Photo-Optics Technician		24.53
30461 - Technical Writer I		24.95
30462 - Technical Writer II		30.54
30463 - Technical Writer III		36.92
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.82
30621 - Weather Observer, Senior	(see 3)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		18.12
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		10.82
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		15.39
31362 - Truckdriver, Medium		16.50
31363 - Truckdriver, Heavy		20.33
31364 - Truckdriver, Tractor-Trailer		20.33

99000 - Miscellaneous Occupations	
99030 - Cashier	7.94
99050 - Desk Clerk	10.67
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.21
99252 - Laboratory Animal Caretaker II	10.99
99310 - Mortician	22.74
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.81
99711 - Recycling Specialist	18.71
99730 - Refuse Collector	15.31
99810 - Sales Clerk	11.07
99820 - School Crossing Guard	13.05
99830 - Survey Party Chief	21.85
99831 - Surveying Aide	12.89
99832 - Surveying Technician	15.76
99840 - Vending Machine Attendant	14.72
99841 - Vending Machine Repairer	16.45
99842 - Vending Machine Repairer Helper	14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2190 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.12
01012 - Accounting Clerk II	14.74
01013 - Accounting Clerk III	16.49
01020 - Administrative Assistant	17.32
01040 - Court Reporter	20.85
01051 - Data Entry Operator I	13.63
01052 - Data Entry Operator II	14.88
01060 - Dispatcher, Motor Vehicle	17.20
01070 - Document Preparation Clerk	12.06
01090 - Duplicating Machine Operator	12.30
01111 - General Clerk I	11.78
01112 - General Clerk II	12.86
01113 - General Clerk III	14.43
01120 - Housing Referral Assistant	17.22
01141 - Messenger Courier	11.49
01191 - Order Clerk I	12.97
01192 - Order Clerk II	14.15
01261 - Personnel Assistant (Employment) I	15.01
01262 - Personnel Assistant (Employment) II	16.79
01263 - Personnel Assistant (Employment) III	18.73
01270 - Production Control Clerk	21.04
01280 - Receptionist	11.66
01290 - Rental Clerk	10.60
01300 - Scheduler, Maintenance	13.80
01311 - Secretary I	13.80
01312 - Secretary II	15.44
01313 - Secretary III	17.22
01320 - Service Order Dispatcher	16.29
01410 - Supply Technician	18.99
01420 - Survey Worker	13.88
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	12.86
01612 - Word Processor II	14.43
01613 - Word Processor III	16.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.96
05010 - Automotive Electrician	18.37
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.09
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.93
07041 - Cook I	10.69
07042 - Cook II	11.48
07070 - Dishwasher	7.83
07130 - Food Service Worker	8.81
07210 - Meat Cutter	14.57
07260 - Waiter/Waitress	8.21
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer, Minor	16.61
09130 - Upholsterer	17.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.28
11090 - Gardener	12.42
11122 - Housekeeping Aide	10.09
11150 - Janitor	11.34
11210 - Laborer, Grounds Maintenance	11.35
11240 - Maid or Houseman	9.16
11260 - Pruner	11.68
11270 - Tractor Operator	12.45
11330 - Trail Maintenance Worker	11.35
11360 - Window Cleaner	12.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.16
12011 - Breath Alcohol Technician	15.16
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	21.66
12020 - Dental Assistant	15.96
12025 - Dental Hygienist	26.13
12030 - EKG Technician	26.40
12035 - Electroneurodiagnostic Technologist	26.40
12040 - Emergency Medical Technician	15.16
12071 - Licensed Practical Nurse I	15.57
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.44
12100 - Medical Assistant	12.57
12130 - Medical Laboratory Technician	16.51
12160 - Medical Record Clerk	12.95
12190 - Medical Record Technician	14.49
12195 - Medical Transcriptionist	14.60
12210 - Nuclear Medicine Technologist	29.15
12221 - Nursing Assistant I	9.16
12222 - Nursing Assistant II	10.30
12223 - Nursing Assistant III	11.24
12224 - Nursing Assistant IV	12.61
12235 - Optical Dispenser	14.03
12236 - Optical Technician	14.80
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	12.61
12305 - Radiologic Technologist	22.78
12311 - Registered Nurse I	20.35
12312 - Registered Nurse II	24.89
12313 - Registered Nurse II, Specialist	24.89
12314 - Registered Nurse III	30.11
12315 - Registered Nurse III, Anesthetist	30.11
12316 - Registered Nurse IV	36.09
12317 - Scheduler (Drug and Alcohol Testing)	19.61
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.47
13012 - Exhibits Specialist II	20.41
13013 - Exhibits Specialist III	24.95
13041 - Illustrator I	16.47
13042 - Illustrator II	20.41
13043 - Illustrator III	24.95
13047 - Librarian	21.54
13050 - Library Aide/Clerk	11.01
13054 - Library Information Technology Systems	19.46

Administrator		
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		13.50
13072 - Photographer II		15.10
13073 - Photographer III		18.71
13074 - Photographer IV		22.89
13075 - Photographer V		27.69
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.81
14160 - Personal Computer Support Technician		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		26.32
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.71
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		23.29
15110 - Test Proctor		15.36
15120 - Tutor		15.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.91
19040 - Tool And Die Maker		22.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.01
21030 - Material Coordinator		21.04
21040 - Material Expediter		21.04
21050 - Material Handling Laborer		12.33
21071 - Order Filler		10.58
21080 - Production Line Worker (Food Processing)		16.01
21110 - Shipping Packer		13.56
21130 - Shipping/Receiving Clerk		13.56
21140 - Store Worker I		13.05

21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	16.13
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	20.43
23050 - Aircraft, Painter	26.01
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.86
23110 - Appliance Mechanic	19.68
23120 - Bicycle Repairer	14.09
23125 - Cable Splicer	26.64
23130 - Carpenter, Maintenance	20.13
23140 - Carpet Layer	22.40
23160 - Electrician, Maintenance	26.41
23181 - Electronics Technician Maintenance I	21.58
23182 - Electronics Technician Maintenance II	22.73
23183 - Electronics Technician Maintenance III	23.47
23260 - Fabric Worker	18.78
23290 - Fire Alarm System Mechanic	21.57
23310 - Fire Extinguisher Repairer	17.54
23311 - Fuel Distribution System Mechanic	24.61
23312 - Fuel Distribution System Operator	18.19
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.86
23391 - Gunsmith I	17.54
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	12.55
23510 - Locksmith	20.10
23530 - Machinery Maintenance Mechanic	21.96
23550 - Machinist, Maintenance	20.24
23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.14
23640 - Millwright	23.47
23710 - Office Appliance Repairer	20.48
23760 - Painter, Maintenance	19.31
23790 - Pipefitter, Maintenance	25.33
23810 - Plumber, Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	20.92
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.27
23950 - Telephone Lineman	20.71
23960 - Welder, Combination, Maintenance	20.24

23965 - Well Driller	21.57
23970 - Woodcraft Worker	21.57
23980 - Woodworker	16.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	9.96
24620 - Family Readiness And Support Services Coordinator	12.17
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	19.42
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	16.99
25210 - Water Treatment Plant Operator	18.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	16.54
27010 - Court Security Officer	17.57
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	16.54
27070 - Firefighter	17.55
27101 - Guard I	12.10
27102 - Guard II	16.13
27131 - Police Officer I	20.69
27132 - Police Officer II	22.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.38
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.60
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	16.24
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.62
29020 - Hatch Tender	22.62
29030 - Line Handler	22.62
29041 - Stevedore I	21.42
29042 - Stevedore II	25.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.85
30022 - Archeological Technician II	19.88
30023 - Archeological Technician III	25.12
30030 - Cartographic Technician	24.72
30040 - Civil Engineering Technician	22.59
30061 - Drafter/CAD Operator I	17.85
30062 - Drafter/CAD Operator II	19.88
30063 - Drafter/CAD Operator III	21.82
30064 - Drafter/CAD Operator IV	26.84
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	19.98
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29

30086 - Engineering Technician VI		36.64
30090 - Environmental Technician		23.21
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		16.27
30362 - Paralegal/Legal Assistant II		20.16
30363 - Paralegal/Legal Assistant III		24.66
30364 - Paralegal/Legal Assistant IV		29.83
30390 - Photo-Optics Technician		24.53
30461 - Technical Writer I		24.95
30462 - Technical Writer II		30.54
30463 - Technical Writer III		36.92
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.82
30621 - Weather Observer, Senior	(see 3)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		18.12
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		10.82
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		15.39
31362 - Truckdriver, Medium		16.50
31363 - Truckdriver, Heavy		20.33
31364 - Truckdriver, Tractor-Trailer		20.33
99000 - Miscellaneous Occupations		
99030 - Cashier		7.94
99050 - Desk Clerk		10.67
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.21
99252 - Laboratory Animal Caretaker II		10.99
99310 - Mortician		22.74
99410 - Pest Controller		15.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.81
99711 - Recycling Specialist		18.71
99730 - Refuse Collector		15.31
99810 - Sales Clerk		11.07
99820 - School Crossing Guard		13.05
99830 - Survey Party Chief		21.85
99831 - Surveying Aide		12.89
99832 - Surveying Technician		15.76
99840 - Vending Machine Attendant		14.72
99841 - Vending Machine Repairer		16.45
99842 - Vending Machine Repairer Helper		14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2191 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter, Pulaski, Starke

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01

01420 - Survey Worker	18.89
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.89
05010 - Automotive Electrician	23.06
05040 - Automotive Glass Installer	21.85
05070 - Automotive Worker	21.85
05110 - Mobile Equipment Servicer	19.92
05130 - Motor Equipment Metal Mechanic	26.41
05160 - Motor Equipment Metal Worker	21.85
05190 - Motor Vehicle Mechanic	25.88
05220 - Motor Vehicle Mechanic Helper	18.73
05250 - Motor Vehicle Upholstery Worker	20.90
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter, Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair Specialist	26.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.75
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	14.37
07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer, Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29
11090 - Gardener	15.46
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.07
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10

12100 - Medical Assistant		15.83
12130 - Medical Laboratory Technician		19.40
12160 - Medical Record Clerk		16.98
12190 - Medical Record Technician		18.38
12195 - Medical Transcriptionist		17.07
12210 - Nuclear Medicine Technologist		34.34
12221 - Nursing Assistant I		11.40
12222 - Nursing Assistant II		12.82
12223 - Nursing Assistant III		13.99
12224 - Nursing Assistant IV		15.71
12235 - Optical Dispenser		15.59
12236 - Optical Technician		17.40
12250 - Pharmacy Technician		15.58
12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.05
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.33
13072 - Photographer II		20.53
13073 - Photographer III		25.48
13074 - Photographer IV		31.15
13075 - Photographer V		37.57
13110 - Video Teleconference Technician		17.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22

15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	26.41
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course Developer	26.88
15110 - Test Proctor	19.62
15120 - Tutor	17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.33
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.91
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.05
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.91
21110 - Shipping Packer	17.00
21130 - Shipping/Receiving Clerk	17.00
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.91
21410 - Warehouse Specialist	16.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.75
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36

23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.25
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	23.92
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	22.81
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	17.11
23591 - Metrology Technician I	23.92
23592 - Metrology Technician II	25.14
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	21.40
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.95
23910 - Small Engine Mechanic	18.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	28.87
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	19.93
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	17.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	14.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.86
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	15.44
27040 - Detention Officer	28.70
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	15.44
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.68

28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		16.44
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		18.27
28510 - Recreation Aide/Health Facility Attendant		10.81
28515 - Recreation Specialist		18.71
28630 - Sports Official		14.64
28690 - Swimming Pool Operator		17.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.75
29020 - Hatch Tender		23.75
29030 - Line Handler		23.75
29041 - Stevedore I		22.40
29042 - Stevedore II		25.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		26.32
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		23.93
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.15
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		20.81
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		20.81
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15

99000 - Miscellaneous Occupations	
99030 - Cashier	9.94
99050 - Desk Clerk	11.94
99095 - Embalmer	24.84
99251 - Laboratory Animal Caretaker I	11.69
99252 - Laboratory Animal Caretaker II	12.86
99310 - Mortician	32.31
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	13.57
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	16.71
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	13.40
99841 - Vending Machine Repairer	15.48
99842 - Vending Machine Repairer Helper	13.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2192 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter, Pulaski, Starke

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67

01090 - Duplicating Machine Operator	13.67
01111 - General Clerk I	12.73
01112 - General Clerk II	13.89
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	11.93
01191 - Order Clerk I	15.69
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	21.43
01280 - Receptionist	13.53
01290 - Rental Clerk	17.41
01300 - Scheduler, Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	28.01
01420 - Survey Worker	18.89
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	15.50
01612 - Word Processor II	17.41
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.89
05010 - Automotive Electrician	23.06
05040 - Automotive Glass Installer	21.85
05070 - Automotive Worker	21.85
05110 - Mobile Equipment Servicer	19.92
05130 - Motor Equipment Metal Mechanic	26.41
05160 - Motor Equipment Metal Worker	21.85
05190 - Motor Vehicle Mechanic	25.88
05220 - Motor Vehicle Mechanic Helper	18.73
05250 - Motor Vehicle Upholstery Worker	20.90
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter, Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair Specialist	26.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.75
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	14.37
07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer, Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.29
11060 - Elevator Operator	12.29
11090 - Gardener	15.46
11122 - Housekeeping Aide	12.75

11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.07
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.40
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.55
13013 - Exhibits Specialist III	32.62
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	33.70
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	31.05
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	18.33
13072 - Photographer II	20.53
13073 - Photographer III	25.48
13074 - Photographer IV	31.15
13075 - Photographer V	37.57
13110 - Video Teleconference Technician	17.51

14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		19.62
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.33
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.91
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		17.05
21071 - Order Filler		13.80
21080 - Production Line Worker (Food Processing)		16.91
21110 - Shipping Packer		17.00
21130 - Shipping/Receiving Clerk		17.00
21140 - Store Worker I		13.87
21150 - Stock Clerk		18.17
21210 - Tools And Parts Attendant		16.91
21410 - Warehouse Specialist		16.91
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.96
23021 - Aircraft Mechanic I		28.13
23022 - Aircraft Mechanic II		29.96
23023 - Aircraft Mechanic III		31.40
23040 - Aircraft Mechanic Helper		20.38
23050 - Aircraft, Painter		24.99
23060 - Aircraft Servicer		23.85

23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.75
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.25
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	23.92
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	22.81
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	17.11
23591 - Metrology Technician I	23.92
23592 - Metrology Technician II	25.14
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	21.40
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.95
23910 - Small Engine Mechanic	18.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	28.87
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	19.93
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	17.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	14.05
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	24.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.86
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	15.44
27040 - Detention Officer	28.70
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	15.44
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.83
28042 - Carnival Equipment Repairer	13.68
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	18.71
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.75
29020 - Hatch Tender	23.75
29030 - Line Handler	23.75
29041 - Stevedore I	22.40
29042 - Stevedore II	25.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	26.32
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	23.93
30210 - Laboratory Technician	22.13
30240 - Mathematical Technician	26.15
30361 - Paralegal/Legal Assistant I	21.05
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant III	31.89
30364 - Paralegal/Legal Assistant IV	38.59
30390 - Photo-Optics Technician	26.33
30461 - Technical Writer I	27.48
30462 - Technical Writer II	33.60

30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		20.81
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		20.81
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		11.69
99252 - Laboratory Animal Caretaker II		12.86
99310 - Mortician		32.31
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		13.78
99710 - Recycling Laborer		20.89
99711 - Recycling Specialist		24.46
99730 - Refuse Collector		19.11
99810 - Sales Clerk		13.18
99820 - School Crossing Guard		13.57
99830 - Survey Party Chief		23.57
99831 - Surveying Aide		16.71
99832 - Surveying Technician		20.76
99840 - Vending Machine Attendant		13.40
99841 - Vending Machine Repairer		15.48
99842 - Vending Machine Repairer Helper		13.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2193 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		22.88
01040 - Court Reporter		18.14
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher, Motor Vehicle		18.00
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45
01113 - General Clerk III		15.92
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		11.99
01191 - Order Clerk I		13.48
01192 - Order Clerk II		15.84
01261 - Personnel Assistant (Employment) I		15.48
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		19.31
01270 - Production Control Clerk		21.08
01280 - Receptionist		13.61
01290 - Rental Clerk		15.07
01300 - Scheduler, Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01313 - Secretary III		20.59
01320 - Service Order Dispatcher		17.76
01410 - Supply Technician		22.88
01420 - Survey Worker		16.49
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.70
01612 - Word Processor II		15.13
01613 - Word Processor III		16.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.67
05010 - Automotive Electrician		20.01
05040 - Automotive Glass Installer		19.42
05070 - Automotive Worker		19.39
05110 - Mobile Equipment Servicer		17.72
05130 - Motor Equipment Metal Mechanic		20.84
05160 - Motor Equipment Metal Worker		19.39
05190 - Motor Vehicle Mechanic		20.84
05220 - Motor Vehicle Mechanic Helper		17.09
05250 - Motor Vehicle Upholstery Worker		18.62

05280 - Motor Vehicle Wrecker	19.39
05310 - Painter, Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	9.31
07130 - Food Service Worker	9.31
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.02
09130 - Upholsterer	20.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.47
11060 - Elevator Operator	11.47
11090 - Gardener	12.39
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer, Grounds Maintenance	11.23
11240 - Maid or Houseman	8.94
11260 - Pruner	11.94
11270 - Tractor Operator	12.87
11330 - Trail Maintenance Worker	11.39
11360 - Window Cleaner	11.13
12000 - Health Occupations	
12010 - Ambulance Driver	15.25
12011 - Breath Alcohol Technician	17.18
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	25.41
12020 - Dental Assistant	17.49
12025 - Dental Hygienist	34.02
12030 - EKG Technician	24.30
12035 - Electroneurodiagnostic Technologist	24.30
12040 - Emergency Medical Technician	15.25
12071 - Licensed Practical Nurse I	15.35
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	19.29
12160 - Medical Record Clerk	14.72
12190 - Medical Record Technician	16.48
12195 - Medical Transcriptionist	15.19
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	10.69
12222 - Nursing Assistant II	12.02
12223 - Nursing Assistant III	13.12
12224 - Nursing Assistant IV	14.72
12235 - Optical Dispenser	14.98
12236 - Optical Technician	15.35
12250 - Pharmacy Technician	13.68
12280 - Phlebotomist	14.72
12305 - Radiologic Technologist	26.36
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35
12313 - Registered Nurse II, Specialist	29.35

12314 - Registered Nurse III		35.51
12315 - Registered Nurse III, Anesthetist		35.51
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		21.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.63
15020 - Aircrew Training Devices Instructor (Rated)		35.84
15030 - Air Crew Training Devices Instructor (Pilot)		42.96
15050 - Computer Based Training Specialist / Instructor		29.63
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		21.39
15090 - Technical Instructor		21.01
15095 - Technical Instructor/Course Developer		25.70
15110 - Test Proctor		16.96
15120 - Tutor		16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.05
16030 - Counter Attendant		9.05
16040 - Dry Cleaner		11.49
16070 - Finisher, Flatwork, Machine		9.05
16090 - Presser, Hand		9.05
16110 - Presser, Machine, Drycleaning		9.05
16130 - Presser, Machine, Shirts		9.05
16160 - Presser, Machine, Wearing Apparel, Laundry		9.05
16190 - Sewing Machine Operator		12.29
16220 - Tailor		13.08

16250 - Washer, Machine	9.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.46
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.63
21030 - Material Coordinator	21.00
21040 - Material Expediter	21.00
21050 - Material Handling Laborer	15.55
21071 - Order Filler	13.04
21080 - Production Line Worker (Food Processing)	17.63
21110 - Shipping Packer	16.00
21130 - Shipping/Receiving Clerk	16.00
21140 - Store Worker I	13.69
21150 - Stock Clerk	18.89
21210 - Tools And Parts Attendant	17.63
21410 - Warehouse Specialist	17.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft, Painter	29.05
23060 - Aircraft Servicer	26.52
23080 - Aircraft Worker	27.71
23110 - Appliance Mechanic	20.52
23120 - Bicycle Repairer	15.95
23125 - Cable Splicer	25.01
23130 - Carpenter, Maintenance	20.00
23140 - Carpet Layer	18.17
23160 - Electrician, Maintenance	28.10
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.84
23183 - Electronics Technician Maintenance III	26.89
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	20.49
23310 - Fire Extinguisher Repairer	18.49
23311 - Fuel Distribution System Mechanic	24.90
23312 - Fuel Distribution System Operator	20.21
23370 - General Maintenance Worker	17.51
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	18.49
23392 - Gunsmith II	20.53
23393 - Gunsmith III	22.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.54
23430 - Heavy Equipment Mechanic	20.89
23440 - Heavy Equipment Operator	23.27
23460 - Instrument Mechanic	22.33
23465 - Laboratory/Shelter Mechanic	21.45
23470 - Laborer	12.96
23510 - Locksmith	21.45
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	22.33
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	23.94

23640 - Millwright	28.58
23710 - Office Appliance Repairer	21.45
23760 - Painter, Maintenance	20.52
23790 - Pipefitter, Maintenance	25.04
23810 - Plumber, Maintenance	23.29
23820 - Pneudraulic Systems Mechanic	22.33
23850 - Rigger	22.33
23870 - Scale Mechanic	20.53
23890 - Sheet-Metal Worker, Maintenance	20.51
23910 - Small Engine Mechanic	19.88
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.31
23950 - Telephone Lineman	22.33
23960 - Welder, Combination, Maintenance	21.37
23965 - Well Driller	22.33
23970 - Woodcraft Worker	22.33
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.27
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	24.27
25190 - Ventilation Equipment Tender	18.80
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.68
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	18.80
27010 - Court Security Officer	19.65
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	18.80
27070 - Firefighter	22.50
27101 - Guard I	12.58
27102 - Guard II	17.22
27131 - Police Officer I	23.19
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	15.46
28310 - Lifeguard	12.16
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health Facility Attendant	12.35
28515 - Recreation Specialist	16.61
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	18.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.18
29020 - Hatch Tender	24.18
29030 - Line Handler	24.18
29041 - Stevedore I	21.14
29042 - Stevedore II	25.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.93
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.78
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.29

30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		22.58
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		21.25
30210 - Laboratory Technician		18.86
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		17.14
30362 - Paralegal/Legal Assistant II		21.23
30363 - Paralegal/Legal Assistant III		25.97
30364 - Paralegal/Legal Assistant IV		31.42
30390 - Photo-Optics Technician		25.75
30461 - Technical Writer I		21.24
30462 - Technical Writer II		25.98
30463 - Technical Writer III		31.44
30491 - Unexploded Ordnance (UXO) Technician I		22.84
30492 - Unexploded Ordnance (UXO) Technician II		27.63
30493 - Unexploded Ordnance (UXO) Technician III		33.12
30494 - Unexploded (UXO) Safety Escort		22.84
30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer, Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.09
31030 - Bus Driver		18.45
31043 - Driver Courier		16.07
31260 - Parking and Lot Attendant		9.77
31290 - Shuttle Bus Driver		17.52
31310 - Taxi Driver		11.31
31361 - Truckdriver, Light		17.52
31362 - Truckdriver, Medium		22.44
31363 - Truckdriver, Heavy		22.50
31364 - Truckdriver, Tractor-Trailer		22.50
99000 - Miscellaneous Occupations		
99030 - Cashier		9.46
99050 - Desk Clerk		10.56
99095 - Embalmer		26.25
99251 - Laboratory Animal Caretaker I		11.04
99252 - Laboratory Animal Caretaker II		11.77
99310 - Mortician		26.25
99410 - Pest Controller		14.48
99510 - Photofinishing Worker		12.78
99710 - Recycling Laborer		17.63
99711 - Recycling Specialist		22.03
99730 - Refuse Collector		14.77
99810 - Sales Clerk		12.58
99820 - School Crossing Guard		11.61
99830 - Survey Party Chief		22.50
99831 - Surveying Aide		13.85
99832 - Surveying Technician		18.05
99840 - Vending Machine Attendant		14.74

99841 - Vending Machine Repairer	16.72
99842 - Vending Machine Repairer Helper	14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2194 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		22.88
01040 - Court Reporter		18.14
01051 - Data Entry Operator I		13.28
01052 - Data Entry Operator II		14.71
01060 - Dispatcher, Motor Vehicle		18.00
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45
01113 - General Clerk III		15.92
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		11.99
01191 - Order Clerk I		13.48
01192 - Order Clerk II		15.84
01261 - Personnel Assistant (Employment) I		15.48
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		19.31
01270 - Production Control Clerk		21.08
01280 - Receptionist		13.61
01290 - Rental Clerk		15.07
01300 - Scheduler, Maintenance		16.51

01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	17.76
01410 - Supply Technician	22.88
01420 - Survey Worker	16.49
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	13.70
01612 - Word Processor II	15.13
01613 - Word Processor III	16.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.67
05010 - Automotive Electrician	20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	20.84
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter, Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.11
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	9.31
07130 - Food Service Worker	9.31
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.02
09130 - Upholsterer	20.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.47
11060 - Elevator Operator	11.47
11090 - Gardener	12.39
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer, Grounds Maintenance	11.23
11240 - Maid or Houseman	8.94
11260 - Pruner	11.94
11270 - Tractor Operator	12.87
11330 - Trail Maintenance Worker	11.39
11360 - Window Cleaner	11.13
12000 - Health Occupations	
12010 - Ambulance Driver	15.25
12011 - Breath Alcohol Technician	17.18
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	25.41
12020 - Dental Assistant	17.49
12025 - Dental Hygienist	34.02
12030 - EKG Technician	24.30

12035 - Electroneurodiagnostic Technologist		24.30
12040 - Emergency Medical Technician		15.25
12071 - Licensed Practical Nurse I		15.35
12072 - Licensed Practical Nurse II		17.18
12073 - Licensed Practical Nurse III		19.15
12100 - Medical Assistant		14.10
12130 - Medical Laboratory Technician		19.29
12160 - Medical Record Clerk		14.72
12190 - Medical Record Technician		16.48
12195 - Medical Transcriptionist		15.19
12210 - Nuclear Medicine Technologist		33.19
12221 - Nursing Assistant I		10.69
12222 - Nursing Assistant II		12.02
12223 - Nursing Assistant III		13.12
12224 - Nursing Assistant IV		14.72
12235 - Optical Dispenser		14.98
12236 - Optical Technician		15.35
12250 - Pharmacy Technician		13.68
12280 - Phlebotomist		14.72
12305 - Radiologic Technologist		26.36
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		29.35
12313 - Registered Nurse II, Specialist		29.35
12314 - Registered Nurse III		35.51
12315 - Registered Nurse III, Anesthetist		35.51
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		21.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.04
13012 - Exhibits Specialist II		22.35
13013 - Exhibits Specialist III		27.33
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		24.08
13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		16.41
13061 - Media Specialist I		15.68
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.55
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		18.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.19
14160 - Personal Computer Support Technician		24.52

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.63
15020 - Aircrew Training Devices Instructor (Rated)	35.84
15030 - Air Crew Training Devices Instructor (Pilot)	42.96
15050 - Computer Based Training Specialist / Instructor	29.63
15060 - Educational Technologist	30.94
15070 - Flight Instructor (Pilot)	42.96
15080 - Graphic Artist	21.39
15090 - Technical Instructor	21.01
15095 - Technical Instructor/Course Developer	25.70
15110 - Test Proctor	16.96
15120 - Tutor	16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.05
16030 - Counter Attendant	9.05
16040 - Dry Cleaner	11.49
16070 - Finisher, Flatwork, Machine	9.05
16090 - Presser, Hand	9.05
16110 - Presser, Machine, Drycleaning	9.05
16130 - Presser, Machine, Shirts	9.05
16160 - Presser, Machine, Wearing Apparel, Laundry	9.05
16190 - Sewing Machine Operator	12.29
16220 - Tailor	13.08
16250 - Washer, Machine	9.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.46
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.63
21030 - Material Coordinator	21.00
21040 - Material Expediter	21.00
21050 - Material Handling Laborer	15.55
21071 - Order Filler	13.04
21080 - Production Line Worker (Food Processing)	17.63
21110 - Shipping Packer	16.00
21130 - Shipping/Receiving Clerk	16.00
21140 - Store Worker I	13.69
21150 - Stock Clerk	18.89
21210 - Tools And Parts Attendant	17.63
21410 - Warehouse Specialist	17.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft, Painter	29.05
23060 - Aircraft Servicer	26.52
23080 - Aircraft Worker	27.71
23110 - Appliance Mechanic	20.52
23120 - Bicycle Repairer	15.95
23125 - Cable Splicer	25.01
23130 - Carpenter, Maintenance	20.00
23140 - Carpet Layer	18.17
23160 - Electrician, Maintenance	28.10
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.84
23183 - Electronics Technician Maintenance III	26.89
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	20.49
23310 - Fire Extinguisher Repairer	18.49
23311 - Fuel Distribution System Mechanic	24.90
23312 - Fuel Distribution System Operator	20.21

23370 - General Maintenance Worker	17.51
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	18.49
23392 - Gunsmith II	20.53
23393 - Gunsmith III	22.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.54
23430 - Heavy Equipment Mechanic	20.89
23440 - Heavy Equipment Operator	23.27
23460 - Instrument Mechanic	22.33
23465 - Laboratory/Shelter Mechanic	21.45
23470 - Laborer	12.96
23510 - Locksmith	21.45
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	22.33
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	23.94
23640 - Millwright	28.58
23710 - Office Appliance Repairer	21.45
23760 - Painter, Maintenance	20.52
23790 - Pipefitter, Maintenance	25.04
23810 - Plumber, Maintenance	23.29
23820 - Pneudraulic Systems Mechanic	22.33
23850 - Rigger	22.33
23870 - Scale Mechanic	20.53
23890 - Sheet-Metal Worker, Maintenance	20.51
23910 - Small Engine Mechanic	19.88
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.31
23950 - Telephone Lineman	22.33
23960 - Welder, Combination, Maintenance	21.37
23965 - Well Driller	22.33
23970 - Woodcraft Worker	22.33
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.27
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	24.27
25190 - Ventilation Equipment Tender	18.80
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.68
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	18.80
27010 - Court Security Officer	19.65
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	18.80
27070 - Firefighter	22.50
27101 - Guard I	12.58
27102 - Guard II	17.22

27131 - Police Officer I		23.19
27132 - Police Officer II		25.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		9.64
28042 - Carnival Equipment Repairer		10.09
28043 - Carnival Equpment Worker		8.32
28210 - Gate Attendant/Gate Tender		15.46
28310 - Lifeguard		12.16
28350 - Park Attendant (Aide)		17.28
28510 - Recreation Aide/Health Facility Attendant		12.35
28515 - Recreation Specialist		16.61
28630 - Sports Official		13.76
28690 - Swimming Pool Operator		18.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.18
29020 - Hatch Tender		24.18
29030 - Line Handler		24.18
29041 - Stevedore I		21.14
29042 - Stevedore II		25.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.93
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.29
30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		22.58
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		21.25
30210 - Laboratory Technician		18.86
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		17.14
30362 - Paralegal/Legal Assistant II		21.23
30363 - Paralegal/Legal Assistant III		25.97
30364 - Paralegal/Legal Assistant IV		31.42
30390 - Photo-Optics Technician		25.75
30461 - Technical Writer I		21.24
30462 - Technical Writer II		25.98
30463 - Technical Writer III		31.44
30491 - Unexploded Ordnance (UXO) Technician I		22.84
30492 - Unexploded Ordnance (UXO) Technician II		27.63
30493 - Unexploded Ordnance (UXO) Technician III		33.12
30494 - Unexploded (UXO) Safety Escort		22.84
30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.17
30621 - Weather Observer, Senior	(see 2)	25.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.09
31030 - Bus Driver		18.45
31043 - Driver Courier		16.07
31260 - Parking and Lot Attendant		9.77
31290 - Shuttle Bus Driver		17.52

31310 - Taxi Driver	11.31
31361 - Truckdriver, Light	17.52
31362 - Truckdriver, Medium	22.44
31363 - Truckdriver, Heavy	22.50
31364 - Truckdriver, Tractor-Trailer	22.50
99000 - Miscellaneous Occupations	
99030 - Cashier	9.46
99050 - Desk Clerk	10.56
99095 - Embalmer	26.25
99251 - Laboratory Animal Caretaker I	11.04
99252 - Laboratory Animal Caretaker II	11.77
99310 - Mortician	26.25
99410 - Pest Controller	14.48
99510 - Photofinishing Worker	12.78
99710 - Recycling Laborer	17.63
99711 - Recycling Specialist	22.03
99730 - Refuse Collector	14.77
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	16.72
99842 - Vending Machine Repairer Helper	14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2195 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	12.04
01012 - Accounting Clerk II	13.51
01013 - Accounting Clerk III	16.29
01020 - Administrative Assistant	19.70
01040 - Court Reporter	14.53
01051 - Data Entry Operator I	10.83
01052 - Data Entry Operator II	11.82
01060 - Dispatcher, Motor Vehicle	18.05
01070 - Document Preparation Clerk	11.58
01090 - Duplicating Machine Operator	11.58
01111 - General Clerk I	10.95
01112 - General Clerk II	11.82
01113 - General Clerk III	13.27
01120 - Housing Referral Assistant	16.21
01141 - Messenger Courier	9.43
01191 - Order Clerk I	12.93
01192 - Order Clerk II	15.75
01261 - Personnel Assistant (Employment) I	12.99
01262 - Personnel Assistant (Employment) II	14.53
01263 - Personnel Assistant (Employment) III	16.21
01270 - Production Control Clerk	24.49
01280 - Receptionist	11.25
01290 - Rental Clerk	10.55
01300 - Scheduler, Maintenance	12.99
01311 - Secretary I	12.99
01312 - Secretary II	14.53
01313 - Secretary III	16.21
01320 - Service Order Dispatcher	17.84
01410 - Supply Technician	19.70
01420 - Survey Worker	15.36
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	11.58
01612 - Word Processor II	12.99
01613 - Word Processor III	14.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.86
05070 - Automotive Worker	15.86
05110 - Mobile Equipment Servicer	14.88
05130 - Motor Equipment Metal Mechanic	16.87
05160 - Motor Equipment Metal Worker	15.86
05190 - Motor Vehicle Mechanic	16.85
05220 - Motor Vehicle Mechanic Helper	14.39
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.86
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.86
05370 - Tire Repairer	12.67
05400 - Transmission Repair Specialist	16.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.83
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.07
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	15.60

09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer, Minor	18.02
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.07
11060 - Elevator Operator	13.69
11090 - Gardener	15.39
11122 - Housekeeping Aide	13.66
11150 - Janitor	15.19
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	10.18
11260 - Pruner	11.97
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	15.73
12012 - Certified Occupational Therapist Assistant	21.42
12015 - Certified Physical Therapist Assistant	21.42
12020 - Dental Assistant	15.54
12025 - Dental Hygienist	29.30
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	13.95
12072 - Licensed Practical Nurse II	15.61
12073 - Licensed Practical Nurse III	17.41
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.63
12195 - Medical Transcriptionist	13.79
12210 - Nuclear Medicine Technologist	34.31
12221 - Nursing Assistant I	9.96
12222 - Nursing Assistant II	11.20
12223 - Nursing Assistant III	12.22
12224 - Nursing Assistant IV	13.72
12235 - Optical Dispenser	14.49
12236 - Optical Technician	13.96
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.72
12305 - Radiologic Technologist	23.65
12311 - Registered Nurse I	20.41
12312 - Registered Nurse II	24.97
12313 - Registered Nurse II, Specialist	24.97
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.20
12317 - Scheduler (Drug and Alcohol Testing)	19.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.75
13012 - Exhibits Specialist II	20.76
13013 - Exhibits Specialist III	25.39
13041 - Illustrator I	16.75
13042 - Illustrator II	20.76
13043 - Illustrator III	25.39
13047 - Librarian	22.98
13050 - Library Aide/Clerk	13.34
13054 - Library Information Technology Systems Administrator	20.76
13058 - Library Technician	13.67

13061 - Media Specialist I	14.97
13062 - Media Specialist II	16.75
13063 - Media Specialist III	18.68
13071 - Photographer I	14.97
13072 - Photographer II	16.75
13073 - Photographer III	20.76
13074 - Photographer IV	25.39
13075 - Photographer V	30.72
13110 - Video Teleconference Technician	14.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.21
14042 - Computer Operator II	15.41
14043 - Computer Operator III	16.81
14044 - Computer Operator IV	18.26
14045 - Computer Operator V	20.23
14071 - Computer Programmer I	16.05
14072 - Computer Programmer II	19.91
14073 - Computer Programmer III	23.86
14074 - Computer Programmer IV	27.08
14101 - Computer Systems Analyst I	22.39
14102 - Computer Systems Analyst II	27.08
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	13.21
14160 - Personal Computer Support Technician	18.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.39
15020 - Aircrew Training Devices Instructor (Rated)	27.08
15030 - Air Crew Training Devices Instructor (Pilot)	32.47
15050 - Computer Based Training Specialist / Instructor	22.39
15060 - Educational Technologist	20.35
15070 - Flight Instructor (Pilot)	32.47
15080 - Graphic Artist	19.89
15090 - Technical Instructor	19.40
15095 - Technical Instructor/Course Developer	23.74
15110 - Test Proctor	15.66
15120 - Tutor	15.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.96
16030 - Counter Attendant	8.96
16040 - Dry Cleaner	11.35
16070 - Finisher, Flatwork, Machine	8.96
16090 - Presser, Hand	8.96
16110 - Presser, Machine, Drycleaning	8.96
16130 - Presser, Machine, Shirts	8.96
16160 - Presser, Machine, Wearing Apparel, Laundry	8.96
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.94
16250 - Washer, Machine	9.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.25
19040 - Tool And Die Maker	27.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.12
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	17.19
21071 - Order Filler	12.40
21080 - Production Line Worker (Food Processing)	23.12
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	13.07
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	23.12

21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.26
23021 - Aircraft Mechanic I	24.42
23022 - Aircraft Mechanic II	25.26
23023 - Aircraft Mechanic III	26.19
23040 - Aircraft Mechanic Helper	19.56
23050 - Aircraft, Painter	23.65
23060 - Aircraft Servicer	22.26
23080 - Aircraft Worker	22.99
23110 - Appliance Mechanic	23.67
23120 - Bicycle Repairer	13.78
23125 - Cable Splicer	24.42
23130 - Carpenter, Maintenance	19.85
23140 - Carpet Layer	22.47
23160 - Electrician, Maintenance	25.30
23181 - Electronics Technician Maintenance I	22.27
23182 - Electronics Technician Maintenance II	23.67
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.86
23370 - General Maintenance Worker	20.41
23380 - Ground Support Equipment Mechanic	24.42
23381 - Ground Support Equipment Servicer	22.26
23382 - Ground Support Equipment Worker	22.99
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.47
23393 - Gunsmith III	24.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.86
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	22.84
23460 - Instrument Mechanic	24.42
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance Mechanic	25.06
23550 - Machinist, Maintenance	24.42
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	24.42
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.72
23640 - Millwright	24.42
23710 - Office Appliance Repairer	23.67
23760 - Painter, Maintenance	23.67
23790 - Pipefitter, Maintenance	26.12
23810 - Plumber, Maintenance	24.28
23820 - Pneudraulic Systems Mechanic	24.42
23850 - Rigger	24.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker, Maintenance	25.44
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic I	23.98
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	24.42
23960 - Welder, Combination, Maintenance	22.97
23965 - Well Driller	24.42
23970 - Woodcraft Worker	24.42

23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.19
24620 - Family Readiness And Support Services Coordinator	14.95
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	23.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.86
27007 - Baggage Inspector	14.89
27008 - Corrections Officer	16.66
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	16.35
27040 - Detention Officer	16.66
27070 - Firefighter	17.20
27101 - Guard I	14.89
27102 - Guard II	16.66
27131 - Police Officer I	19.18
27132 - Police Officer II	21.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Equpment Worker	12.18
28210 - Gate Attendant/Gate Tender	14.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	16.92
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.47
29020 - Hatch Tender	22.47
29030 - Line Handler	22.47
29041 - Stevedore I	21.31
29042 - Stevedore II	23.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.70
30022 - Archeological Technician II	15.18
30023 - Archeological Technician III	18.79
30030 - Cartographic Technician	18.79
30040 - Civil Engineering Technician	18.79
30061 - Drafter/CAD Operator I	12.62
30062 - Drafter/CAD Operator II	15.32
30063 - Drafter/CAD Operator III	16.92
30064 - Drafter/CAD Operator IV	20.82
30081 - Engineering Technician I	12.58
30082 - Engineering Technician II	14.23
30083 - Engineering Technician III	15.92
30084 - Engineering Technician IV	19.72
30085 - Engineering Technician V	24.12
30086 - Engineering Technician VI	28.09
30090 - Environmental Technician	18.79

30210 - Laboratory Technician		16.92
30240 - Mathematical Technician		18.79
30361 - Paralegal/Legal Assistant I		16.20
30362 - Paralegal/Legal Assistant II		20.08
30363 - Paralegal/Legal Assistant III		24.56
30364 - Paralegal/Legal Assistant IV		29.71
30390 - Photo-Optics Technician		18.79
30461 - Technical Writer I		17.77
30462 - Technical Writer II		21.74
30463 - Technical Writer III		26.30
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	16.92
30621 - Weather Observer, Senior	(see 2)	18.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.23
31030 - Bus Driver		16.68
31043 - Driver Courier		13.92
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		11.39
31361 - Truckdriver, Light		14.99
31362 - Truckdriver, Medium		16.63
31363 - Truckdriver, Heavy		18.80
31364 - Truckdriver, Tractor-Trailer		18.80
99000 - Miscellaneous Occupations		
99030 - Cashier		7.95
99050 - Desk Clerk		10.15
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		14.80
99252 - Laboratory Animal Caretaker II		15.92
99310 - Mortician		23.74
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.95
99711 - Recycling Specialist		18.88
99730 - Refuse Collector		14.53
99810 - Sales Clerk		11.10
99820 - School Crossing Guard		14.53
99830 - Survey Party Chief		17.84
99831 - Surveying Aide		10.95
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		18.88
99841 - Vending Machine Repairer		22.95
99842 - Vending Machine Repairer Helper		18.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2196
Revision No.: 16
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.04
01012 - Accounting Clerk II		13.51
01013 - Accounting Clerk III		16.29
01020 - Administrative Assistant		19.70
01040 - Court Reporter		14.53
01051 - Data Entry Operator I		10.83
01052 - Data Entry Operator II		11.82
01060 - Dispatcher, Motor Vehicle		18.05
01070 - Document Preparation Clerk		11.58
01090 - Duplicating Machine Operator		11.58
01111 - General Clerk I		10.95
01112 - General Clerk II		11.82
01113 - General Clerk III		13.27
01120 - Housing Referral Assistant		16.21
01141 - Messenger Courier		9.43
01191 - Order Clerk I		12.93
01192 - Order Clerk II		15.75
01261 - Personnel Assistant (Employment) I		12.99
01262 - Personnel Assistant (Employment) II		14.53
01263 - Personnel Assistant (Employment) III		16.21
01270 - Production Control Clerk		24.49
01280 - Receptionist		11.25
01290 - Rental Clerk		10.55
01300 - Scheduler, Maintenance		12.99
01311 - Secretary I		12.99
01312 - Secretary II		14.53
01313 - Secretary III		16.21
01320 - Service Order Dispatcher		17.84
01410 - Supply Technician		19.70
01420 - Survey Worker		15.36
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		11.58
01612 - Word Processor II		12.99
01613 - Word Processor III		14.53
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.40
05010 - Automotive Electrician		16.40

05040 - Automotive Glass Installer	15.86
05070 - Automotive Worker	15.86
05110 - Mobile Equipment Servicer	14.88
05130 - Motor Equipment Metal Mechanic	16.87
05160 - Motor Equipment Metal Worker	15.86
05190 - Motor Vehicle Mechanic	16.85
05220 - Motor Vehicle Mechanic Helper	14.39
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.86
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.86
05370 - Tire Repairer	12.67
05400 - Transmission Repair Specialist	16.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.83
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.07
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer, Minor	18.02
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.07
11060 - Elevator Operator	13.69
11090 - Gardener	15.39
11122 - Housekeeping Aide	13.66
11150 - Janitor	15.19
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	10.18
11260 - Pruner	11.97
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	15.73
12012 - Certified Occupational Therapist Assistant	21.42
12015 - Certified Physical Therapist Assistant	21.42
12020 - Dental Assistant	15.54
12025 - Dental Hygienist	29.30
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	13.95
12072 - Licensed Practical Nurse II	15.61
12073 - Licensed Practical Nurse III	17.41
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.63
12195 - Medical Transcriptionist	13.79
12210 - Nuclear Medicine Technologist	34.31
12221 - Nursing Assistant I	9.96
12222 - Nursing Assistant II	11.20
12223 - Nursing Assistant III	12.22
12224 - Nursing Assistant IV	13.72

12235 - Optical Dispenser	14.49
12236 - Optical Technician	13.96
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.72
12305 - Radiologic Technologist	23.65
12311 - Registered Nurse I	20.41
12312 - Registered Nurse II	24.97
12313 - Registered Nurse II, Specialist	24.97
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.20
12317 - Scheduler (Drug and Alcohol Testing)	19.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.75
13012 - Exhibits Specialist II	20.76
13013 - Exhibits Specialist III	25.39
13041 - Illustrator I	16.75
13042 - Illustrator II	20.76
13043 - Illustrator III	25.39
13047 - Librarian	22.98
13050 - Library Aide/Clerk	13.34
13054 - Library Information Technology Systems Administrator	20.76
13058 - Library Technician	13.67
13061 - Media Specialist I	14.97
13062 - Media Specialist II	16.75
13063 - Media Specialist III	18.68
13071 - Photographer I	14.97
13072 - Photographer II	16.75
13073 - Photographer III	20.76
13074 - Photographer IV	25.39
13075 - Photographer V	30.72
13110 - Video Teleconference Technician	14.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.21
14042 - Computer Operator II	15.41
14043 - Computer Operator III	16.81
14044 - Computer Operator IV	18.26
14045 - Computer Operator V	20.23
14071 - Computer Programmer I	16.05
14072 - Computer Programmer II	19.91
14073 - Computer Programmer III	23.86
14074 - Computer Programmer IV	27.08
14101 - Computer Systems Analyst I	22.39
14102 - Computer Systems Analyst II	27.08
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	13.21
14160 - Personal Computer Support Technician	18.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.39
15020 - Aircrew Training Devices Instructor (Rated)	27.08
15030 - Air Crew Training Devices Instructor (Pilot)	32.47
15050 - Computer Based Training Specialist / Instructor	22.39
15060 - Educational Technologist	20.35
15070 - Flight Instructor (Pilot)	32.47
15080 - Graphic Artist	19.89
15090 - Technical Instructor	19.40
15095 - Technical Instructor/Course Developer	23.74
15110 - Test Proctor	15.66
15120 - Tutor	15.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.96
16030 - Counter Attendant	8.96

16040 - Dry Cleaner	11.35
16070 - Finisher, Flatwork, Machine	8.96
16090 - Presser, Hand	8.96
16110 - Presser, Machine, Drycleaning	8.96
16130 - Presser, Machine, Shirts	8.96
16160 - Presser, Machine, Wearing Apparel, Laundry	8.96
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.94
16250 - Washer, Machine	9.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.25
19040 - Tool And Die Maker	27.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.12
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	17.19
21071 - Order Filler	12.40
21080 - Production Line Worker (Food Processing)	23.12
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	13.07
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.26
23021 - Aircraft Mechanic I	24.42
23022 - Aircraft Mechanic II	25.26
23023 - Aircraft Mechanic III	26.19
23040 - Aircraft Mechanic Helper	19.56
23050 - Aircraft, Painter	23.65
23060 - Aircraft Servicer	22.26
23080 - Aircraft Worker	22.99
23110 - Appliance Mechanic	23.67
23120 - Bicycle Repairer	13.78
23125 - Cable Splicer	24.42
23130 - Carpenter, Maintenance	19.85
23140 - Carpet Layer	22.47
23160 - Electrician, Maintenance	25.30
23181 - Electronics Technician Maintenance I	22.27
23182 - Electronics Technician Maintenance II	23.67
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.86
23370 - General Maintenance Worker	20.41
23380 - Ground Support Equipment Mechanic	24.42
23381 - Ground Support Equipment Servicer	22.26
23382 - Ground Support Equipment Worker	22.99
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.47
23393 - Gunsmith III	24.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.86
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	22.84
23460 - Instrument Mechanic	24.42
23465 - Laboratory/Shelter Mechanic	23.67

23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance Mechanic	25.06
23550 - Machinist, Maintenance	24.42
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	24.42
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.72
23640 - Millwright	24.42
23710 - Office Appliance Repairer	23.67
23760 - Painter, Maintenance	23.67
23790 - Pipefitter, Maintenance	26.12
23810 - Plumber, Maintenance	24.28
23820 - Pneudraulic Systems Mechanic	24.42
23850 - Rigger	24.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker, Maintenance	25.44
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic I	23.98
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	24.42
23960 - Welder, Combination, Maintenance	22.97
23965 - Well Driller	24.42
23970 - Woodcraft Worker	24.42
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.19
24620 - Family Readiness And Support Services Coordinator	14.95
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant Operator	23.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.86
27007 - Baggage Inspector	14.89
27008 - Corrections Officer	16.66
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	16.35
27040 - Detention Officer	16.66
27070 - Firefighter	17.20
27101 - Guard I	14.89
27102 - Guard II	16.66
27131 - Police Officer I	19.18
27132 - Police Officer II	21.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Equpment Worker	12.18
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28350 - Park Attendant (Aide)	15.00
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30462 - Technical Writer II		21.74
30463 - Technical Writer III		26.30
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	16.92
30621 - Weather Observer, Senior	(see 2)	18.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.23
31030 - Bus Driver		16.68
31043 - Driver Courier		13.92
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		11.39
31361 - Truckdriver, Light		14.99
31362 - Truckdriver, Medium		16.63
31363 - Truckdriver, Heavy		18.80
31364 - Truckdriver, Tractor-Trailer		18.80
99000 - Miscellaneous Occupations		
99030 - Cashier		7.95
99050 - Desk Clerk		10.15
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		14.80
99252 - Laboratory Animal Caretaker II		15.92
99310 - Mortician		23.74
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.95

99711 - Recycling Specialist	18.88
99730 - Refuse Collector	14.53
99810 - Sales Clerk	11.10
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	17.84
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	18.88
99841 - Vending Machine Repairer	22.95
99842 - Vending Machine Repairer Helper	18.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2197 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.96
01012 - Accounting Clerk II		13.42
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		18.42
01040 - Court Reporter		15.11
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.82
01060 - Dispatcher, Motor Vehicle		16.25
01070 - Document Preparation Clerk		11.84
01090 - Duplicating Machine Operator		11.84
01111 - General Clerk I		10.82
01112 - General Clerk II		11.81
01113 - General Clerk III		13.25

01120 - Housing Referral Assistant	16.58
01141 - Messenger Courier	12.85
01191 - Order Clerk I	12.14
01192 - Order Clerk II	13.25
01261 - Personnel Assistant (Employment) I	13.85
01262 - Personnel Assistant (Employment) II	15.49
01263 - Personnel Assistant (Employment) III	17.27
01270 - Production Control Clerk	19.91
01280 - Receptionist	10.77
01290 - Rental Clerk	10.34
01300 - Scheduler, Maintenance	13.29
01311 - Secretary I	13.29
01312 - Secretary II	15.11
01313 - Secretary III	16.58
01320 - Service Order Dispatcher	13.89
01410 - Supply Technician	18.42
01420 - Survey Worker	13.77
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	11.73
01612 - Word Processor II	13.16
01613 - Word Processor III	14.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.23
05010 - Automotive Electrician	17.72
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	16.01
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	17.79
05220 - Motor Vehicle Mechanic Helper	15.41
05250 - Motor Vehicle Upholstery Worker	16.59
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	19.20
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	13.94
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.56
07042 - Cook II	12.89
07070 - Dishwasher	8.98
07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer, Minor	17.78
09130 - Upholsterer	19.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.94
11060 - Elevator Operator	10.50
11090 - Gardener	13.39
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.27
11260 - Pruner	10.13

11270 - Tractor Operator	13.07
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	15.78
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.58
12015 - Certified Physical Therapist Assistant	20.68
12020 - Dental Assistant	17.84
12025 - Dental Hygienist	29.07
12030 - EKG Technician	23.12
12035 - Electroneurodiagnostic Technologist	23.12
12040 - Emergency Medical Technician	15.78
12071 - Licensed Practical Nurse I	15.08
12072 - Licensed Practical Nurse II	16.86
12073 - Licensed Practical Nurse III	18.81
12100 - Medical Assistant	13.16
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	37.07
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.17
12223 - Nursing Assistant III	12.19
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	16.35
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	13.35
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	24.03
12311 - Registered Nurse I	21.08
12312 - Registered Nurse II	25.79
12313 - Registered Nurse II, Specialist	25.79
12314 - Registered Nurse III	31.20
12315 - Registered Nurse III, Anesthetist	31.20
12316 - Registered Nurse IV	37.39
12317 - Scheduler (Drug and Alcohol Testing)	20.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.09
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	17.09
13042 - Illustrator II	21.18
13043 - Illustrator III	25.91
13047 - Librarian	23.46
13050 - Library Aide/Clerk	13.43
13054 - Library Information Technology Systems Administrator	21.18
13058 - Library Technician	15.31
13061 - Media Specialist I	15.28
13062 - Media Specialist II	17.09
13063 - Media Specialist III	19.06
13071 - Photographer I	16.05
13072 - Photographer II	19.00
13073 - Photographer III	20.21
13074 - Photographer IV	24.72
13075 - Photographer V	29.91
13110 - Video Teleconference Technician	18.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.22
14042 - Computer Operator II	15.53
14043 - Computer Operator III	20.83

14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I		18.78
14072 - Computer Programmer II		24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.22
14160 - Personal Computer Support Technician		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		31.47
15030 - Air Crew Training Devices Instructor (Pilot)		37.71
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		23.85
15070 - Flight Instructor (Pilot)		37.71
15080 - Graphic Artist		19.11
15090 - Technical Instructor		22.17
15095 - Technical Instructor/Course Developer		27.12
15110 - Test Proctor		17.89
15120 - Tutor		17.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.56
19040 - Tool And Die Maker		20.68
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.49
21030 - Material Coordinator		19.91
21040 - Material Expediter		19.91
21050 - Material Handling Laborer		11.66
21071 - Order Filler		11.47
21080 - Production Line Worker (Food Processing)		13.49
21110 - Shipping Packer		13.10
21130 - Shipping/Receiving Clerk		13.10
21140 - Store Worker I		13.05
21150 - Stock Clerk		17.39
21210 - Tools And Parts Attendant		13.49
21410 - Warehouse Specialist		13.49
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.60
23021 - Aircraft Mechanic I		21.86
23022 - Aircraft Mechanic II		22.60
23023 - Aircraft Mechanic III		23.32
23040 - Aircraft Mechanic Helper		17.09
23050 - Aircraft, Painter		21.00
23060 - Aircraft Servicer		19.70
23080 - Aircraft Worker		20.49
23110 - Appliance Mechanic		19.33
23120 - Bicycle Repairer		13.94
23125 - Cable Splicer		24.84

23130 - Carpenter, Maintenance	20.37
23140 - Carpet Layer	20.09
23160 - Electrician, Maintenance	24.40
23181 - Electronics Technician Maintenance I	21.24
23182 - Electronics Technician Maintenance II	21.97
23183 - Electronics Technician Maintenance III	22.66
23260 - Fabric Worker	19.03
23290 - Fire Alarm System Mechanic	21.86
23310 - Fire Extinguisher Repairer	17.78
23311 - Fuel Distribution System Mechanic	20.57
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	17.54
23380 - Ground Support Equipment Mechanic	21.86
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	17.78
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.05
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	20.62
23465 - Laboratory/Shelter Mechanic	21.16
23470 - Laborer	11.66
23510 - Locksmith	19.97
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	18.67
23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	20.62
23592 - Metrology Technician II	21.33
23593 - Metrology Technician III	22.73
23640 - Millwright	25.21
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.11
23790 - Pipefitter, Maintenance	26.62
23810 - Plumber, Maintenance	24.82
23820 - Pneudraulic Systems Mechanic	21.86
23850 - Rigger	20.62
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	21.55
23910 - Small Engine Mechanic	20.09
23931 - Telecommunications Mechanic I	25.07
23932 - Telecommunications Mechanic II	25.92
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.21
23965 - Well Driller	21.75
23970 - Woodcraft Worker	21.86
23980 - Woodworker	17.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	11.95
24610 - Chore Aide	9.30
24620 - Family Readiness And Support Services Coordinator	12.83
24630 - Homemaker	13.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	21.86
25190 - Ventilation Equipment Tender	16.50

25210 - Water Treatment Plant Operator	19.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.96
27008 - Corrections Officer	15.04
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	15.04
27070 - Firefighter	18.40
27101 - Guard I	10.96
27102 - Guard II	13.10
27131 - Police Officer I	19.68
27132 - Police Officer II	21.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	17.33
29042 - Stevedore II	19.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.51
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	21.96
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	18.05
30083 - Engineering Technician III	20.19
30084 - Engineering Technician IV	25.03
30085 - Engineering Technician V	30.62
30086 - Engineering Technician VI	37.04
30090 - Environmental Technician	22.94
30210 - Laboratory Technician	19.92
30240 - Mathematical Technician	22.94
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02
30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30390 - Photo-Optics Technician	22.94
30461 - Technical Writer I	22.94
30462 - Technical Writer II	28.07
30463 - Technical Writer III	33.96
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	92.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	22.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		16.25
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		15.17
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		14.27
31362 - Truckdriver, Medium		17.18
31363 - Truckdriver, Heavy		18.25
31364 - Truckdriver, Tractor-Trailer		18.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.16
99050 - Desk Clerk		9.03
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.49
99252 - Laboratory Animal Caretaker II		11.30
99310 - Mortician		22.37
99410 - Pest Controller		17.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.95
99711 - Recycling Specialist		17.68
99730 - Refuse Collector		13.62
99810 - Sales Clerk		11.74
99820 - School Crossing Guard		11.63
99830 - Survey Party Chief		17.26
99831 - Surveying Aide		10.44
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		14.96
99841 - Vending Machine Repairer		16.71
99842 - Vending Machine Repairer Helper		14.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2198 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.96
01012 - Accounting Clerk II		13.42
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		18.42
01040 - Court Reporter		15.11
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.82
01060 - Dispatcher, Motor Vehicle		16.25
01070 - Document Preparation Clerk		11.84
01090 - Duplicating Machine Operator		11.84
01111 - General Clerk I		10.82
01112 - General Clerk II		11.81
01113 - General Clerk III		13.25
01120 - Housing Referral Assistant		16.58
01141 - Messenger Courier		12.85
01191 - Order Clerk I		12.14
01192 - Order Clerk II		13.25
01261 - Personnel Assistant (Employment) I		13.85
01262 - Personnel Assistant (Employment) II		15.49
01263 - Personnel Assistant (Employment) III		17.27
01270 - Production Control Clerk		19.91
01280 - Receptionist		10.77
01290 - Rental Clerk		10.34
01300 - Scheduler, Maintenance		13.29
01311 - Secretary I		13.29
01312 - Secretary II		15.11
01313 - Secretary III		16.58
01320 - Service Order Dispatcher		13.89
01410 - Supply Technician		18.42
01420 - Survey Worker		13.77
01531 - Travel Clerk I		12.60
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.25
01611 - Word Processor I		11.73
01612 - Word Processor II		13.16
01613 - Word Processor III		14.99
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.23
05010 - Automotive Electrician		17.72
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.20
05110 - Mobile Equipment Servicer		16.01
05130 - Motor Equipment Metal Mechanic		18.36
05160 - Motor Equipment Metal Worker		17.20
05190 - Motor Vehicle Mechanic		17.79
05220 - Motor Vehicle Mechanic Helper		15.41
05250 - Motor Vehicle Upholstery Worker		16.59
05280 - Motor Vehicle Wrecker		17.20
05310 - Painter, Automotive		19.20
05340 - Radiator Repair Specialist		17.20
05370 - Tire Repairer		13.94
05400 - Transmission Repair Specialist		18.36
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.89
07041 - Cook I		11.56
07042 - Cook II		12.89
07070 - Dishwasher		8.98

07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer, Minor	17.78
09130 - Upholsterer	19.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.94
11060 - Elevator Operator	10.50
11090 - Gardener	13.39
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.27
11260 - Pruner	10.13
11270 - Tractor Operator	13.07
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	15.78
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.58
12015 - Certified Physical Therapist Assistant	20.68
12020 - Dental Assistant	17.84
12025 - Dental Hygienist	29.07
12030 - EKG Technician	23.12
12035 - Electroneurodiagnostic Technologist	23.12
12040 - Emergency Medical Technician	15.78
12071 - Licensed Practical Nurse I	15.08
12072 - Licensed Practical Nurse II	16.86
12073 - Licensed Practical Nurse III	18.81
12100 - Medical Assistant	13.16
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	37.07
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.17
12223 - Nursing Assistant III	12.19
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	16.35
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	13.35
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	24.03
12311 - Registered Nurse I	21.08
12312 - Registered Nurse II	25.79
12313 - Registered Nurse II, Specialist	25.79
12314 - Registered Nurse III	31.20
12315 - Registered Nurse III, Anesthetist	31.20
12316 - Registered Nurse IV	37.39
12317 - Scheduler (Drug and Alcohol Testing)	20.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.09
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	17.09
13042 - Illustrator II	21.18

13043 - Illustrator III		25.91
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		15.31
13061 - Media Specialist I		15.28
13062 - Media Specialist II		17.09
13063 - Media Specialist III		19.06
13071 - Photographer I		16.05
13072 - Photographer II		19.00
13073 - Photographer III		20.21
13074 - Photographer IV		24.72
13075 - Photographer V		29.91
13110 - Video Teleconference Technician		18.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.22
14042 - Computer Operator II		15.53
14043 - Computer Operator III		20.83
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I		18.78
14072 - Computer Programmer II		24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.22
14160 - Personal Computer Support Technician		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		31.47
15030 - Air Crew Training Devices Instructor (Pilot)		37.71
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		23.85
15070 - Flight Instructor (Pilot)		37.71
15080 - Graphic Artist		19.11
15090 - Technical Instructor		22.17
15095 - Technical Instructor/Course Developer		27.12
15110 - Test Proctor		17.89
15120 - Tutor		17.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.56
19040 - Tool And Die Maker		20.68
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.49
21030 - Material Coordinator		19.91
21040 - Material Expediter		19.91
21050 - Material Handling Laborer		11.66
21071 - Order Filler		11.47

21080 - Production Line Worker (Food Processing)	13.49
21110 - Shipping Packer	13.10
21130 - Shipping/Receiving Clerk	13.10
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	13.49
21410 - Warehouse Specialist	13.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.60
23021 - Aircraft Mechanic I	21.86
23022 - Aircraft Mechanic II	22.60
23023 - Aircraft Mechanic III	23.32
23040 - Aircraft Mechanic Helper	17.09
23050 - Aircraft, Painter	21.00
23060 - Aircraft Servicer	19.70
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.33
23120 - Bicycle Repairer	13.94
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	20.37
23140 - Carpet Layer	20.09
23160 - Electrician, Maintenance	24.40
23181 - Electronics Technician Maintenance I	21.24
23182 - Electronics Technician Maintenance II	21.97
23183 - Electronics Technician Maintenance III	22.66
23260 - Fabric Worker	19.03
23290 - Fire Alarm System Mechanic	21.86
23310 - Fire Extinguisher Repairer	17.78
23311 - Fuel Distribution System Mechanic	20.57
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	17.54
23380 - Ground Support Equipment Mechanic	21.86
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	17.78
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.05
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	20.62
23465 - Laboratory/Shelter Mechanic	21.16
23470 - Laborer	11.66
23510 - Locksmith	19.97
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	18.67
23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	20.62
23592 - Metrology Technician II	21.33
23593 - Metrology Technician III	22.73
23640 - Millwright	25.21
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.11
23790 - Pipefitter, Maintenance	26.62
23810 - Plumber, Maintenance	24.82
23820 - Pneudraulic Systems Mechanic	21.86
23850 - Rigger	20.62
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	21.55
23910 - Small Engine Mechanic	20.09

23931 - Telecommunications Mechanic I	25.07
23932 - Telecommunications Mechanic II	25.92
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.21
23965 - Well Driller	21.75
23970 - Woodcraft Worker	21.86
23980 - Woodworker	17.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	11.95
24610 - Chore Aide	9.30
24620 - Family Readiness And Support Services Coordinator	12.83
24630 - Homemaker	13.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	21.86
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	19.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.96
27008 - Corrections Officer	15.04
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	15.04
27070 - Firefighter	18.40
27101 - Guard I	10.96
27102 - Guard II	13.10
27131 - Police Officer I	19.68
27132 - Police Officer II	21.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	17.33
29042 - Stevedore II	19.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.51
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	21.96
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	16.09

30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.03
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.04
30090 - Environmental Technician		22.94
30210 - Laboratory Technician		19.92
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.94
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		33.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		92.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	22.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		16.25
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		15.17
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		14.27
31362 - Truckdriver, Medium		17.18
31363 - Truckdriver, Heavy		18.25
31364 - Truckdriver, Tractor-Trailer		18.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.16
99050 - Desk Clerk		9.03
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.49
99252 - Laboratory Animal Caretaker II		11.30
99310 - Mortician		22.37
99410 - Pest Controller		17.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.95
99711 - Recycling Specialist		17.68
99730 - Refuse Collector		13.62
99810 - Sales Clerk		11.74
99820 - School Crossing Guard		11.63
99830 - Survey Party Chief		17.26
99831 - Surveying Aide		10.44
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		14.96
99841 - Vending Machine Repairer		16.71
99842 - Vending Machine Repairer Helper		14.95

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(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2203 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		19.38
01040 - Court Reporter		20.39
01051 - Data Entry Operator I		12.49
01052 - Data Entry Operator II		14.56
01060 - Dispatcher, Motor Vehicle		15.38
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		11.63
01112 - General Clerk II		12.68
01113 - General Clerk III		14.24
01120 - Housing Referral Assistant		16.52
01141 - Messenger Courier		11.00
01191 - Order Clerk I		13.30
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		14.60
01262 - Personnel Assistant (Employment) II		16.34
01263 - Personnel Assistant (Employment) III		18.22
01270 - Production Control Clerk		19.25
01280 - Receptionist		11.71
01290 - Rental Clerk		10.87
01300 - Scheduler, Maintenance		13.24
01311 - Secretary I		13.24
01312 - Secretary II		14.81
01313 - Secretary III		16.52
01320 - Service Order Dispatcher		14.62
01410 - Supply Technician		19.38
01420 - Survey Worker		13.11
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27

01533 - Travel Clerk III	15.44
01611 - Word Processor I	11.67
01612 - Word Processor II	13.10
01613 - Word Processor III	14.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.88
07041 - Cook I	10.68
07042 - Cook II	11.88
07070 - Dishwasher	8.74
07130 - Food Service Worker	8.96
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	10.73
11090 - Gardener	13.23
11122 - Housekeeping Aide	10.73
11150 - Janitor	10.73
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	9.50
11260 - Pruner	10.95
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	11.55
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	19.38
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	30.40
12030 - EKG Technician	24.95
12035 - Electroneurodiagnostic Technologist	24.95
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.46
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	14.34
12130 - Medical Laboratory Technician	16.34
12160 - Medical Record Clerk	14.21

12190 - Medical Record Technician		16.41
12195 - Medical Transcriptionist		14.36
12210 - Nuclear Medicine Technologist		36.18
12221 - Nursing Assistant I		10.66
12222 - Nursing Assistant II		11.98
12223 - Nursing Assistant III		13.07
12224 - Nursing Assistant IV		14.67
12235 - Optical Dispenser		15.13
12236 - Optical Technician		14.72
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.67
12305 - Radiologic Technologist		24.45
12311 - Registered Nurse I		21.66
12312 - Registered Nurse II		26.51
12313 - Registered Nurse II, Specialist		26.51
12314 - Registered Nurse III		32.08
12315 - Registered Nurse III, Anesthetist		32.08
12316 - Registered Nurse IV		38.42
12317 - Scheduler (Drug and Alcohol Testing)		20.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		16.69
13042 - Illustrator II		20.69
13043 - Illustrator III		25.31
13047 - Librarian		22.91
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		20.69
13058 - Library Technician		13.33
13061 - Media Specialist I		14.93
13062 - Media Specialist II		16.69
13063 - Media Specialist III		18.62
13071 - Photographer I		14.72
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.51
14042 - Computer Operator II		15.11
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I		20.67
14072 - Computer Programmer II		25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.51
14160 - Personal Computer Support Technician		21.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		26.59
15070 - Flight Instructor (Pilot)		39.12
15080 - Graphic Artist		19.60

15090 - Technical Instructor	18.70
15095 - Technical Instructor/Course Developer	22.98
15110 - Test Proctor	15.09
15120 - Tutor	15.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.47
19040 - Tool And Die Maker	22.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	19.25
21040 - Material Expediter	19.25
21050 - Material Handling Laborer	15.82
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	15.94
21140 - Store Worker I	14.36
21150 - Stock Clerk	17.94
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23021 - Aircraft Mechanic I	22.78
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.39
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	21.89
23060 - Aircraft Servicer	19.85
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	15.87
23125 - Cable Splicer	29.41
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	20.94
23160 - Electrician, Maintenance	25.46
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.15
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	18.75
23311 - Fuel Distribution System Mechanic	21.24
23312 - Fuel Distribution System Operator	17.57
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	22.78
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	18.75
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.78
23410 - Heating, Ventilation And Air-Conditioning	24.46

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.95
23460 - Instrument Mechanic	22.78
23465 - Laboratory/Shelter Mechanic	21.89
23470 - Laborer	13.20
23510 - Locksmith	21.89
23530 - Machinery Maintenance Mechanic	24.28
23550 - Machinist, Maintenance	19.63
23580 - Maintenance Trades Helper	16.46
23591 - Metrology Technician I	22.78
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.26
23640 - Millwright	23.19
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	25.63
23810 - Plumber, Maintenance	21.82
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.94
23890 - Sheet-Metal Worker, Maintenance	22.17
23910 - Small Engine Mechanic	19.22
23931 - Telecommunications Mechanic I	23.73
23932 - Telecommunications Mechanic II	24.67
23950 - Telephone Lineman	21.08
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	12.50
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.78
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.93
27070 - Firefighter	18.68
27101 - Guard I	10.95
27102 - Guard II	14.39
27131 - Police Officer I	21.40
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.45
28042 - Carnival Equipment Repairer	10.82
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.01

28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health Facility Attendant		10.95
28515 - Recreation Specialist		18.59
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		15.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.93
29020 - Hatch Tender		20.93
29030 - Line Handler		20.93
29041 - Stevedore I		18.59
29042 - Stevedore II		21.89
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.33
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		24.03
30030 - Cartographic Technician		24.03
30040 - Civil Engineering Technician		22.29
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.11
30064 - Drafter/CAD Operator IV		26.60
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.03
30210 - Laboratory Technician		25.15
30240 - Mathematical Technician		24.03
30361 - Paralegal/Legal Assistant I		15.73
30362 - Paralegal/Legal Assistant II		19.50
30363 - Paralegal/Legal Assistant III		23.85
30364 - Paralegal/Legal Assistant IV		28.86
30390 - Photo-Optics Technician		24.03
30461 - Technical Writer I		18.08
30462 - Technical Writer II		22.11
30463 - Technical Writer III		26.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.63
30621 - Weather Observer, Senior	(see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.53
31030 - Bus Driver		15.72
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.42
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		14.87
31363 - Truckdriver, Heavy		19.87
31364 - Truckdriver, Tractor-Trailer		19.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.77
99050 - Desk Clerk		9.56

99095 - Embalmer	24.57
99251 - Laboratory Animal Caretaker I	12.85
99252 - Laboratory Animal Caretaker II	13.63
99310 - Mortician	24.57
99410 - Pest Controller	15.59
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.04
99711 - Recycling Specialist	17.17
99730 - Refuse Collector	13.97
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	14.28
99842 - Vending Machine Repairer Helper	13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2204 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		19.38
01040 - Court Reporter		20.39
01051 - Data Entry Operator I		12.49
01052 - Data Entry Operator II		14.56
01060 - Dispatcher, Motor Vehicle		15.38
01070 - Document Preparation Clerk		14.31

01090 - Duplicating Machine Operator	14.31
01111 - General Clerk I	11.63
01112 - General Clerk II	12.68
01113 - General Clerk III	14.24
01120 - Housing Referral Assistant	16.52
01141 - Messenger Courier	11.00
01191 - Order Clerk I	13.30
01192 - Order Clerk II	15.41
01261 - Personnel Assistant (Employment) I	14.60
01262 - Personnel Assistant (Employment) II	16.34
01263 - Personnel Assistant (Employment) III	18.22
01270 - Production Control Clerk	19.25
01280 - Receptionist	11.71
01290 - Rental Clerk	10.87
01300 - Scheduler, Maintenance	13.24
01311 - Secretary I	13.24
01312 - Secretary II	14.81
01313 - Secretary III	16.52
01320 - Service Order Dispatcher	14.62
01410 - Supply Technician	19.38
01420 - Survey Worker	13.11
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	11.67
01612 - Word Processor II	13.10
01613 - Word Processor III	14.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.88
07041 - Cook I	10.68
07042 - Cook II	11.88
07070 - Dishwasher	8.74
07130 - Food Service Worker	8.96
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	10.73
11090 - Gardener	13.23
11122 - Housekeeping Aide	10.73

11150 - Janitor	10.73
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	9.50
11260 - Pruner	10.95
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	11.55
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	19.38
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	30.40
12030 - EKG Technician	24.95
12035 - Electroneurodiagnostic Technologist	24.95
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.46
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	14.34
12130 - Medical Laboratory Technician	16.34
12160 - Medical Record Clerk	14.21
12190 - Medical Record Technician	16.41
12195 - Medical Transcriptionist	14.36
12210 - Nuclear Medicine Technologist	36.18
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	15.13
12236 - Optical Technician	14.72
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	24.45
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	32.08
12315 - Registered Nurse III, Anesthetist	32.08
12316 - Registered Nurse IV	38.42
12317 - Scheduler (Drug and Alcohol Testing)	20.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.56
13012 - Exhibits Specialist II	21.43
13013 - Exhibits Specialist III	26.17
13041 - Illustrator I	16.69
13042 - Illustrator II	20.69
13043 - Illustrator III	25.31
13047 - Librarian	22.91
13050 - Library Aide/Clerk	10.65
13054 - Library Information Technology Systems Administrator	20.69
13058 - Library Technician	13.33
13061 - Media Specialist I	14.93
13062 - Media Specialist II	16.69
13063 - Media Specialist III	18.62
13071 - Photographer I	14.72
13072 - Photographer II	17.66
13073 - Photographer III	20.94
13074 - Photographer IV	26.01
13075 - Photographer V	30.93
13110 - Video Teleconference Technician	16.03

14000 - Information Technology Occupations		
14041 - Computer Operator I		13.51
14042 - Computer Operator II		15.11
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I	(see 1)	20.67
14072 - Computer Programmer II	(see 1)	25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.51
14160 - Personal Computer Support Technician		21.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		26.59
15070 - Flight Instructor (Pilot)		39.12
15080 - Graphic Artist		19.60
15090 - Technical Instructor		18.70
15095 - Technical Instructor/Course Developer		22.98
15110 - Test Proctor		15.09
15120 - Tutor		15.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.47
19040 - Tool And Die Maker		22.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.86
21030 - Material Coordinator		19.25
21040 - Material Expediter		19.25
21050 - Material Handling Laborer		15.82
21071 - Order Filler		10.93
21080 - Production Line Worker (Food Processing)		15.86
21110 - Shipping Packer		17.16
21130 - Shipping/Receiving Clerk		15.94
21140 - Store Worker I		14.36
21150 - Stock Clerk		17.94
21210 - Tools And Parts Attendant		15.86
21410 - Warehouse Specialist		15.86
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.70
23021 - Aircraft Mechanic I		22.78
23022 - Aircraft Mechanic II		23.70
23023 - Aircraft Mechanic III		24.39
23040 - Aircraft Mechanic Helper		17.66
23050 - Aircraft, Painter		21.89
23060 - Aircraft Servicer		19.85

23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	15.87
23125 - Cable Splicer	29.41
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	20.94
23160 - Electrician, Maintenance	25.46
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.15
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	18.75
23311 - Fuel Distribution System Mechanic	21.24
23312 - Fuel Distribution System Operator	17.57
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	22.78
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	18.75
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.46
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.95
23460 - Instrument Mechanic	22.78
23465 - Laboratory/Shelter Mechanic	21.89
23470 - Laborer	13.20
23510 - Locksmith	21.89
23530 - Machinery Maintenance Mechanic	24.28
23550 - Machinist, Maintenance	19.63
23580 - Maintenance Trades Helper	16.46
23591 - Metrology Technician I	22.78
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.26
23640 - Millwright	23.19
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	25.63
23810 - Plumber, Maintenance	21.82
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.94
23890 - Sheet-Metal Worker, Maintenance	22.17
23910 - Small Engine Mechanic	19.22
23931 - Telecommunications Mechanic I	23.73
23932 - Telecommunications Mechanic II	24.67
23950 - Telephone Lineman	21.08
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	12.50
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	22.78
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.93
27070 - Firefighter	18.68
27101 - Guard I	10.95
27102 - Guard II	14.39
27131 - Police Officer I	21.40
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.45
28042 - Carnival Equipment Repairer	10.82
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.59
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.93
29020 - Hatch Tender	20.93
29030 - Line Handler	20.93
29041 - Stevedore I	18.59
29042 - Stevedore II	21.89
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.33
30022 - Archeological Technician II	19.39
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	22.29
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.03
30210 - Laboratory Technician	25.15
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	15.73
30362 - Paralegal/Legal Assistant II	19.50
30363 - Paralegal/Legal Assistant III	23.85
30364 - Paralegal/Legal Assistant IV	28.86
30390 - Photo-Optics Technician	24.03
30461 - Technical Writer I	18.08
30462 - Technical Writer II	22.11

30463 - Technical Writer III		26.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.63
30621 - Weather Observer, Senior	(see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.53
31030 - Bus Driver		15.72
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.42
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		14.87
31363 - Truckdriver, Heavy		19.87
31364 - Truckdriver, Tractor-Trailer		19.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.77
99050 - Desk Clerk		9.56
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.85
99252 - Laboratory Animal Caretaker II		13.63
99310 - Mortician		24.57
99410 - Pest Controller		15.59
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.04
99711 - Recycling Specialist		17.17
99730 - Refuse Collector		13.97
99810 - Sales Clerk		12.45
99820 - School Crossing Guard		13.71
99830 - Survey Party Chief		24.55
99831 - Surveying Aide		12.29
99832 - Surveying Technician		16.84
99840 - Vending Machine Attendant		13.02
99841 - Vending Machine Repairer		14.28
99842 - Vending Machine Repairer Helper		13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2205 Revision No.: 17

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.67
01012 - Accounting Clerk II		14.21
01013 - Accounting Clerk III		15.90
01020 - Administrative Assistant		22.14
01040 - Court Reporter		16.25
01051 - Data Entry Operator I		12.10
01052 - Data Entry Operator II		13.20
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.68
01113 - General Clerk III		15.35
01120 - Housing Referral Assistant		18.58
01141 - Messenger Courier		11.61
01191 - Order Clerk I		15.21
01192 - Order Clerk II		18.54
01261 - Personnel Assistant (Employment) I		15.06
01262 - Personnel Assistant (Employment) II		16.85
01263 - Personnel Assistant (Employment) III		21.01
01270 - Production Control Clerk		19.65
01280 - Receptionist		12.00
01290 - Rental Clerk		12.28
01300 - Scheduler, Maintenance		14.53
01311 - Secretary I		14.53
01312 - Secretary II		16.25
01313 - Secretary III		18.43
01320 - Service Order Dispatcher		16.60
01410 - Supply Technician		22.14
01420 - Survey Worker		16.09
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93
01613 - Word Processor III		16.70
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.28
05010 - Automotive Electrician		20.43
05040 - Automotive Glass Installer		19.68
05070 - Automotive Worker		19.68
05110 - Mobile Equipment Servicer		18.10
05130 - Motor Equipment Metal Mechanic		21.62
05160 - Motor Equipment Metal Worker		19.68
05190 - Motor Vehicle Mechanic		19.87

05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter, Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.11
07041 - Cook I	11.57
07042 - Cook II	13.25
07070 - Dishwasher	8.49
07130 - Food Service Worker	9.05
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	17.13
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	15.83
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.86
11060 - Elevator Operator	10.87
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer, Grounds Maintenance	12.27
11240 - Maid or Houseman	9.66
11260 - Pruner	11.19
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	16.11
12011 - Breath Alcohol Technician	16.44
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	20.56
12020 - Dental Assistant	16.95
12025 - Dental Hygienist	31.76
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	16.11
12071 - Licensed Practical Nurse I	14.40
12072 - Licensed Practical Nurse II	16.10
12073 - Licensed Practical Nurse III	17.96
12100 - Medical Assistant	15.08
12130 - Medical Laboratory Technician	18.33
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.32
12195 - Medical Transcriptionist	14.60
12210 - Nuclear Medicine Technologist	30.80
12221 - Nursing Assistant I	9.78
12222 - Nursing Assistant II	11.00
12223 - Nursing Assistant III	12.00
12224 - Nursing Assistant IV	13.47
12235 - Optical Dispenser	16.10
12236 - Optical Technician	13.93
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	22.29
12311 - Registered Nurse I	20.82

12312 - Registered Nurse II		25.47
12313 - Registered Nurse II, Specialist		25.47
12314 - Registered Nurse III		30.81
12315 - Registered Nurse III, Anesthetist		30.81
12316 - Registered Nurse IV		36.93
12317 - Scheduler (Drug and Alcohol Testing)		19.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I		22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		22.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.63
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		30.99
15070 - Flight Instructor (Pilot)		41.63
15080 - Graphic Artist		22.58
15090 - Technical Instructor		19.97
15095 - Technical Instructor/Course Developer		24.42
15110 - Test Proctor		16.12
15120 - Tutor		16.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03

16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.61
19040 - Tool And Die Maker	21.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.29
21030 - Material Coordinator	19.65
21040 - Material Expediter	19.65
21050 - Material Handling Laborer	11.70
21071 - Order Filler	12.56
21080 - Production Line Worker (Food Processing)	14.29
21110 - Shipping Packer	15.83
21130 - Shipping/Receiving Clerk	15.83
21140 - Store Worker I	11.66
21150 - Stock Clerk	15.46
21210 - Tools And Parts Attendant	14.29
21410 - Warehouse Specialist	14.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.77
23021 - Aircraft Mechanic I	25.32
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.21
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft, Painter	23.15
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.81
23110 - Appliance Mechanic	21.67
23120 - Bicycle Repairer	13.32
23125 - Cable Splicer	22.76
23130 - Carpenter, Maintenance	18.98
23140 - Carpet Layer	18.48
23160 - Electrician, Maintenance	23.63
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	17.30
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.91
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	25.32
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.81
23391 - Gunsmith I	16.13
23392 - Gunsmith II	18.48
23393 - Gunsmith III	20.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.16
23430 - Heavy Equipment Mechanic	21.40
23440 - Heavy Equipment Operator	22.46
23460 - Instrument Mechanic	20.89
23465 - Laboratory/Shelter Mechanic	19.69
23470 - Laborer	11.70
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	19.77
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	20.89

23592 - Metrology Technician II	22.09
23593 - Metrology Technician III	23.26
23640 - Millwright	20.89
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.51
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	22.20
23820 - Pneudraulic Systems Mechanic	20.89
23850 - Rigger	20.89
23870 - Scale Mechanic	18.48
23890 - Sheet-Metal Worker, Maintenance	22.02
23910 - Small Engine Mechanic	16.48
23931 - Telecommunications Mechanic I	23.13
23932 - Telecommunications Mechanic II	24.46
23950 - Telephone Lineman	19.64
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	21.33
23970 - Woodcraft Worker	20.89
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.08
25040 - Sewage Plant Operator	20.55
25070 - Stationary Engineer	22.08
25190 - Ventilation Equipment Tender	15.94
25210 - Water Treatment Plant Operator	20.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.77
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	22.35
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	22.35
27070 - Firefighter	19.70
27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	23.98
27132 - Police Officer II	26.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.75
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.19
28210 - Gate Attendant/Gate Tender	12.94
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.48
28510 - Recreation Aide/Health Facility Attendant	10.57
28515 - Recreation Specialist	17.62
28630 - Sports Official	11.53
28690 - Swimming Pool Operator	15.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.21
29020 - Hatch Tender	22.21
29030 - Line Handler	22.21
29041 - Stevedore I	21.05
29042 - Stevedore II	23.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)		27.16
30021 - Archeological Technician I	(see 2)	16.46
30022 - Archeological Technician II		18.42
30023 - Archeological Technician III		22.80
30030 - Cartographic Technician		22.80
30040 - Civil Engineering Technician		22.57
30061 - Drafter/CAD Operator I		16.29
30062 - Drafter/CAD Operator II		18.42
30063 - Drafter/CAD Operator III		20.32
30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.12
30210 - Laboratory Technician		20.36
30240 - Mathematical Technician		22.80
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		22.42
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.37
30491 - Unexploded Ordnance (UXO) Technician I		22.47
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer, Senior	(see 2)	24.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.57
31030 - Bus Driver		16.61
31043 - Driver Courier		14.48
31260 - Parking and Lot Attendant		9.41
31290 - Shuttle Bus Driver		15.81
31310 - Taxi Driver		9.93
31361 - Truckdriver, Light		15.81
31362 - Truckdriver, Medium		16.06
31363 - Truckdriver, Heavy		19.88
31364 - Truckdriver, Tractor-Trailer		19.88
99000 - Miscellaneous Occupations		
99030 - Cashier		9.17
99050 - Desk Clerk		9.97
99095 - Embalmer		26.52
99251 - Laboratory Animal Caretaker I		10.04
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		27.89
99410 - Pest Controller		17.29
99510 - Photofinishing Worker		12.16
99710 - Recycling Laborer		16.00
99711 - Recycling Specialist		18.82
99730 - Refuse Collector		14.56
99810 - Sales Clerk		13.46
99820 - School Crossing Guard		11.95
99830 - Survey Party Chief		26.36
99831 - Surveying Aide		14.12

99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	15.47
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	15.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2206 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.67
01012 - Accounting Clerk II		14.21
01013 - Accounting Clerk III		15.90
01020 - Administrative Assistant		22.14
01040 - Court Reporter		16.25
01051 - Data Entry Operator I		12.10
01052 - Data Entry Operator II		13.20
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.68
01113 - General Clerk III		15.35
01120 - Housing Referral Assistant		18.58
01141 - Messenger Courier		11.61
01191 - Order Clerk I		15.21
01192 - Order Clerk II		18.54
01261 - Personnel Assistant (Employment) I		15.06
01262 - Personnel Assistant (Employment) II		16.85
01263 - Personnel Assistant (Employment) III		21.01
01270 - Production Control Clerk		19.65
01280 - Receptionist		12.00

01290 - Rental Clerk	12.28
01300 - Scheduler, Maintenance	14.53
01311 - Secretary I	14.53
01312 - Secretary II	16.25
01313 - Secretary III	18.43
01320 - Service Order Dispatcher	16.60
01410 - Supply Technician	22.14
01420 - Survey Worker	16.09
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.28
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal Mechanic	21.62
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	19.87
05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter, Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.11
07041 - Cook I	11.57
07042 - Cook II	13.25
07070 - Dishwasher	8.49
07130 - Food Service Worker	9.05
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	17.13
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	15.83
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.86
11060 - Elevator Operator	10.87
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer, Grounds Maintenance	12.27
11240 - Maid or Houseman	9.66
11260 - Pruner	11.19
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	16.11
12011 - Breath Alcohol Technician	16.44
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	20.56
12020 - Dental Assistant	16.95

12025 - Dental Hygienist		31.76
12030 - EKG Technician		22.64
12035 - Electroneurodiagnostic Technologist		22.64
12040 - Emergency Medical Technician		16.11
12071 - Licensed Practical Nurse I		14.40
12072 - Licensed Practical Nurse II		16.10
12073 - Licensed Practical Nurse III		17.96
12100 - Medical Assistant		15.08
12130 - Medical Laboratory Technician		18.33
12160 - Medical Record Clerk		13.71
12190 - Medical Record Technician		15.32
12195 - Medical Transcriptionist		14.60
12210 - Nuclear Medicine Technologist		30.80
12221 - Nursing Assistant I		9.78
12222 - Nursing Assistant II		11.00
12223 - Nursing Assistant III		12.00
12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		16.10
12236 - Optical Technician		13.93
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		22.29
12311 - Registered Nurse I		20.82
12312 - Registered Nurse II		25.47
12313 - Registered Nurse II, Specialist		25.47
12314 - Registered Nurse III		30.81
12315 - Registered Nurse III, Anesthetist		30.81
12316 - Registered Nurse IV		36.93
12317 - Scheduler (Drug and Alcohol Testing)		19.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.56
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.36
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.58
14071 - Computer Programmer I		22.64
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	14.71
14160 - Personal Computer Support Technician	22.33
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.72
15020 - Aircrew Training Devices Instructor (Rated)	34.74
15030 - Air Crew Training Devices Instructor (Pilot)	41.63
15050 - Computer Based Training Specialist / Instructor	28.72
15060 - Educational Technologist	30.99
15070 - Flight Instructor (Pilot)	41.63
15080 - Graphic Artist	22.58
15090 - Technical Instructor	19.97
15095 - Technical Instructor/Course Developer	24.42
15110 - Test Proctor	16.12
15120 - Tutor	16.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.03
16030 - Counter Attendant	9.03
16040 - Dry Cleaner	10.82
16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03
16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.61
19040 - Tool And Die Maker	21.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.29
21030 - Material Coordinator	19.65
21040 - Material Expediter	19.65
21050 - Material Handling Laborer	11.70
21071 - Order Filler	12.56
21080 - Production Line Worker (Food Processing)	14.29
21110 - Shipping Packer	15.83
21130 - Shipping/Receiving Clerk	15.83
21140 - Store Worker I	11.66
21150 - Stock Clerk	15.46
21210 - Tools And Parts Attendant	14.29
21410 - Warehouse Specialist	14.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.77
23021 - Aircraft Mechanic I	25.32
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.21
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft, Painter	23.15
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.81
23110 - Appliance Mechanic	21.67
23120 - Bicycle Repairer	13.32
23125 - Cable Splicer	22.76
23130 - Carpenter, Maintenance	18.98
23140 - Carpet Layer	18.48
23160 - Electrician, Maintenance	23.63
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	17.30
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.13

23311 - Fuel Distribution System Mechanic	23.91
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	25.32
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.81
23391 - Gunsmith I	16.13
23392 - Gunsmith II	18.48
23393 - Gunsmith III	20.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.16
23430 - Heavy Equipment Mechanic	21.40
23440 - Heavy Equipment Operator	22.46
23460 - Instrument Mechanic	20.89
23465 - Laboratory/Shelter Mechanic	19.69
23470 - Laborer	11.70
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	19.77
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	20.89
23592 - Metrology Technician II	22.09
23593 - Metrology Technician III	23.26
23640 - Millwright	20.89
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.51
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	22.20
23820 - Pneudraulic Systems Mechanic	20.89
23850 - Rigger	20.89
23870 - Scale Mechanic	18.48
23890 - Sheet-Metal Worker, Maintenance	22.02
23910 - Small Engine Mechanic	16.48
23931 - Telecommunications Mechanic I	23.13
23932 - Telecommunications Mechanic II	24.46
23950 - Telephone Lineman	19.64
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	21.33
23970 - Woodcraft Worker	20.89
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.08
25040 - Sewage Plant Operator	20.55
25070 - Stationary Engineer	22.08
25190 - Ventilation Equipment Tender	15.94
25210 - Water Treatment Plant Operator	20.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.77
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	22.35
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	22.35
27070 - Firefighter	19.70

27101 - Guard I		13.55
27102 - Guard II		18.66
27131 - Police Officer I		23.98
27132 - Police Officer II		26.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.75
28042 - Carnival Equipment Repairer		11.32
28043 - Carnival Equpment Worker		9.19
28210 - Gate Attendant/Gate Tender		12.94
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.48
28510 - Recreation Aide/Health Facility Attendant		10.57
28515 - Recreation Specialist		17.62
28630 - Sports Official		11.53
28690 - Swimming Pool Operator		15.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.21
29020 - Hatch Tender		22.21
29030 - Line Handler		22.21
29041 - Stevedore I		21.05
29042 - Stevedore II		23.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.46
30022 - Archeological Technician II		18.42
30023 - Archeological Technician III		22.80
30030 - Cartographic Technician		22.80
30040 - Civil Engineering Technician		22.57
30061 - Drafter/CAD Operator I		16.29
30062 - Drafter/CAD Operator II		18.42
30063 - Drafter/CAD Operator III		20.32
30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.76
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.79
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.28
30090 - Environmental Technician		24.12
30210 - Laboratory Technician		20.36
30240 - Mathematical Technician		22.80
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.63
30363 - Paralegal/Legal Assistant III		28.90
30364 - Paralegal/Legal Assistant IV		34.98
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		22.42
30462 - Technical Writer II		28.41
30463 - Technical Writer III		34.37
30491 - Unexploded Ordnance (UXO) Technician I		22.47
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer, Senior	(see 2)	24.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.57
31030 - Bus Driver		16.61
31043 - Driver Courier		14.48

31260 - Parking and Lot Attendant	9.41
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	9.93
31361 - Truckdriver, Light	15.81
31362 - Truckdriver, Medium	16.06
31363 - Truckdriver, Heavy	19.88
31364 - Truckdriver, Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99030 - Cashier	9.17
99050 - Desk Clerk	9.97
99095 - Embalmer	26.52
99251 - Laboratory Animal Caretaker I	10.04
99252 - Laboratory Animal Caretaker II	10.65
99310 - Mortician	27.89
99410 - Pest Controller	17.29
99510 - Photofinishing Worker	12.16
99710 - Recycling Laborer	16.00
99711 - Recycling Specialist	18.82
99730 - Refuse Collector	14.56
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	11.95
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	15.47
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	15.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2211 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93

01013 - Accounting Clerk III	17.40
01020 - Administrative Assistant	26.48
01040 - Court Reporter	18.59
01051 - Data Entry Operator I	13.16
01052 - Data Entry Operator II	14.36
01060 - Dispatcher, Motor Vehicle	17.10
01070 - Document Preparation Clerk	13.15
01090 - Duplicating Machine Operator	13.79
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01112 - General Clerk II	13.67
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01270 - Production Control Clerk	18.86
01280 - Receptionist	15.40
01290 - Rental Clerk	15.79
01300 - Scheduler, Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	14.05
01410 - Supply Technician	25.82
01420 - Survey Worker	17.10
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	15.97
01533 - Travel Clerk III	17.12
01611 - Word Processor I	14.36
01612 - Word Processor II	16.11
01613 - Word Processor III	18.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19

09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	29.04
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82
12314 - Registered Nurse III	43.34
12315 - Registered Nurse III, Anesthetist	43.34
12316 - Registered Nurse IV	51.94
12317 - Scheduler (Drug and Alcohol Testing)	25.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.61
13012 - Exhibits Specialist II	23.29
13013 - Exhibits Specialist III	28.49
13041 - Illustrator I	20.71
13042 - Illustrator II	25.67
13043 - Illustrator III	31.40
13047 - Librarian	28.71
13050 - Library Aide/Clerk	14.17
13054 - Library Information Technology Systems Administrator	21.89
13058 - Library Technician	17.36
13061 - Media Specialist I	15.86
13062 - Media Specialist II	17.74

13063 - Media Specialist III		19.78
13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.72
16030 - Counter Attendant		11.72
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.72
16090 - Presser, Hand		11.72
16110 - Presser, Machine, Drycleaning		11.72
16130 - Presser, Machine, Shirts		11.72
16160 - Presser, Machine, Wearing Apparel, Laundry		11.72
16190 - Sewing Machine Operator		15.45
16220 - Tailor		16.27
16250 - Washer, Machine		12.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.08
19040 - Tool And Die Maker		30.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.84
21030 - Material Coordinator		21.89
21040 - Material Expediter		21.89
21050 - Material Handling Laborer		16.89
21071 - Order Filler		13.51
21080 - Production Line Worker (Food Processing)		20.84
21110 - Shipping Packer		15.22
21130 - Shipping/Receiving Clerk		14.69
21140 - Store Worker I		13.23
21150 - Stock Clerk		18.58
21210 - Tools And Parts Attendant		20.84
21410 - Warehouse Specialist		20.84
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	28.74
23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
23080 - Aircraft Worker	24.16
23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.19
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	26.62
29042 - Stevedore II	29.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.98
30022 - Archeological Technician II	19.43
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	21.55
30061 - Drafter/CAD Operator I	16.86
30062 - Drafter/CAD Operator II	19.43
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.66
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	18.64
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	32.60
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	22.21
30210 - Laboratory Technician	23.01
30240 - Mathematical Technician	25.78

30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.13
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.23
30390 - Photo-Optics Technician		25.78
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		33.84
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		23.10
99730 - Refuse Collector		17.18
99810 - Sales Clerk		14.39
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		24.01
99831 - Surveying Aide		13.13
99832 - Surveying Technician		17.99
99840 - Vending Machine Attendant		12.64
99841 - Vending Machine Repairer		15.06
99842 - Vending Machine Repairer Helper		12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2212
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		18.86
01280 - Receptionist		15.40
01290 - Rental Clerk		15.79
01300 - Scheduler, Maintenance		19.05
01311 - Secretary I		19.05
01312 - Secretary II		21.31
01313 - Secretary III		23.77
01320 - Service Order Dispatcher		14.05
01410 - Supply Technician		25.82
01420 - Survey Worker		17.10
01531 - Travel Clerk I		14.78
01532 - Travel Clerk II		15.97
01533 - Travel Clerk III		17.12
01611 - Word Processor I		14.36
01612 - Word Processor II		16.11
01613 - Word Processor III		18.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.19
05010 - Automotive Electrician		22.43
05040 - Automotive Glass Installer		22.00
05070 - Automotive Worker		22.00
05110 - Mobile Equipment Servicer		18.99
05130 - Motor Equipment Metal Mechanic		24.41
05160 - Motor Equipment Metal Worker		22.00
05190 - Motor Vehicle Mechanic		25.65
05220 - Motor Vehicle Mechanic Helper		17.39
05250 - Motor Vehicle Upholstery Worker		20.80

05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.36
11240 - Maid or Houseman	13.55
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.03
12236 - Optical Technician	14.91
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	29.04
12311 - Registered Nurse I	29.29
12312 - Registered Nurse II	35.82
12313 - Registered Nurse II, Specialist	35.82

12314 - Registered Nurse III		43.34
12315 - Registered Nurse III, Anesthetist		43.34
12316 - Registered Nurse IV		51.94
12317 - Scheduler (Drug and Alcohol Testing)		25.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.61
13012 - Exhibits Specialist II		23.29
13013 - Exhibits Specialist III		28.49
13041 - Illustrator I		20.71
13042 - Illustrator II		25.67
13043 - Illustrator III		31.40
13047 - Librarian		28.71
13050 - Library Aide/Clerk		14.17
13054 - Library Information Technology Systems Administrator		21.89
13058 - Library Technician		17.36
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.78
13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.72
16030 - Counter Attendant		11.72
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.72
16090 - Presser, Hand		11.72
16110 - Presser, Machine, Drycleaning		11.72
16130 - Presser, Machine, Shirts		11.72
16160 - Presser, Machine, Wearing Apparel, Laundry		11.72
16190 - Sewing Machine Operator		16.27
16220 - Tailor		16.27

16250 - Washer, Machine	12.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.08
19040 - Tool And Die Maker	30.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.84
21030 - Material Coordinator	21.89
21040 - Material Expediter	21.89
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	20.84
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	14.69
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
23080 - Aircraft Worker	24.16
23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11
23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49

23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	21.44
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	26.62
29042 - Stevedore II	29.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		16.98
30022 - Archeological Technician II		19.43
30023 - Archeological Technician III		24.08
30030 - Cartographic Technician		24.08
30040 - Civil Engineering Technician		21.55
30061 - Drafter/CAD Operator I		16.86
30062 - Drafter/CAD Operator II		19.43
30063 - Drafter/CAD Operator III		21.67
30064 - Drafter/CAD Operator IV		26.66
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		18.64
30083 - Engineering Technician III		22.50
30084 - Engineering Technician IV		29.74
30085 - Engineering Technician V		32.60
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		22.21
30210 - Laboratory Technician		23.01
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.13
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.23
30390 - Photo-Optics Technician		25.78
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		33.84
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		23.10
99730 - Refuse Collector		17.18
99810 - Sales Clerk		14.39
99820 - School Crossing Guard		15.03
99830 - Survey Party Chief		24.01
99831 - Surveying Aide		13.13
99832 - Surveying Technician		17.99
99840 - Vending Machine Attendant		12.64

99841 - Vending Machine Repairer	15.06
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2213 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.46
01012 - Accounting Clerk II		14.00
01013 - Accounting Clerk III		15.65
01020 - Administrative Assistant		18.70
01040 - Court Reporter		16.14
01051 - Data Entry Operator I		11.27
01052 - Data Entry Operator II		12.31
01060 - Dispatcher, Motor Vehicle		14.93
01070 - Document Preparation Clerk		12.34
01090 - Duplicating Machine Operator		12.34
01111 - General Clerk I		11.85
01112 - General Clerk II		12.94
01113 - General Clerk III		14.52
01120 - Housing Referral Assistant		16.31
01141 - Messenger Courier		9.90
01191 - Order Clerk I		11.73
01192 - Order Clerk II		12.93
01261 - Personnel Assistant (Employment) I		13.97
01262 - Personnel Assistant (Employment) II		15.59
01263 - Personnel Assistant (Employment) III		17.37
01270 - Production Control Clerk		21.17
01280 - Receptionist		11.12

01290 - Rental Clerk	12.18
01300 - Scheduler, Maintenance	12.18
01311 - Secretary I	12.18
01312 - Secretary II	14.66
01313 - Secretary III	16.31
01320 - Service Order Dispatcher	12.18
01410 - Supply Technician	18.70
01420 - Survey Worker	13.09
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.25
01533 - Travel Clerk III	14.27
01611 - Word Processor I	12.47
01612 - Word Processor II	14.01
01613 - Word Processor III	15.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.18
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.59
05250 - Motor Vehicle Upholstery Worker	15.96
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter, Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	12.95
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	10.66
07042 - Cook II	12.27
07070 - Dishwasher	7.46
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.93
07260 - Waiter/Waitress	7.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.00
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	18.00
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer, Minor	16.07
09130 - Upholsterer	18.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.55
11060 - Elevator Operator	10.32
11090 - Gardener	12.68
11122 - Housekeeping Aide	10.32
11150 - Janitor	10.32
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	8.22
11260 - Pruner	10.25
11270 - Tractor Operator	12.12
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	11.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	14.82
12012 - Certified Occupational Therapist Assistant	21.92
12015 - Certified Physical Therapist Assistant	21.90
12020 - Dental Assistant	13.77

12025 - Dental Hygienist		34.41
12030 - EKG Technician		23.18
12035 - Electroneurodiagnostic Technologist		23.18
12040 - Emergency Medical Technician		14.82
12071 - Licensed Practical Nurse I		13.93
12072 - Licensed Practical Nurse II		15.58
12073 - Licensed Practical Nurse III		17.37
12100 - Medical Assistant		11.83
12130 - Medical Laboratory Technician		13.81
12160 - Medical Record Clerk		13.37
12190 - Medical Record Technician		14.95
12195 - Medical Transcriptionist		14.84
12210 - Nuclear Medicine Technologist		33.67
12221 - Nursing Assistant I		9.70
12222 - Nursing Assistant II		10.91
12223 - Nursing Assistant III		11.90
12224 - Nursing Assistant IV		13.35
12235 - Optical Dispenser		14.27
12236 - Optical Technician		13.69
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.35
12305 - Radiologic Technologist		21.99
12311 - Registered Nurse I		21.78
12312 - Registered Nurse II		26.63
12313 - Registered Nurse II, Specialist		26.63
12314 - Registered Nurse III		32.22
12315 - Registered Nurse III, Anesthetist		32.22
12316 - Registered Nurse IV		38.61
12317 - Scheduler (Drug and Alcohol Testing)		18.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.03
13012 - Exhibits Specialist II		22.33
13013 - Exhibits Specialist III		27.34
13041 - Illustrator I		18.03
13042 - Illustrator II		22.33
13043 - Illustrator III		27.34
13047 - Librarian		24.76
13050 - Library Aide/Clerk		11.56
13054 - Library Information Technology Systems Administrator		22.33
13058 - Library Technician		15.31
13061 - Media Specialist I		16.12
13062 - Media Specialist II		18.03
13063 - Media Specialist III		20.11
13071 - Photographer I		14.78
13072 - Photographer II		16.56
13073 - Photographer III		20.49
13074 - Photographer IV		25.06
13075 - Photographer V		30.32
13110 - Video Teleconference Technician		14.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.86
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		20.46
14045 - Computer Operator V		22.66
14071 - Computer Programmer I		22.89
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	14.72
14160 - Personal Computer Support Technician	20.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.18
15020 - Aircrew Training Devices Instructor (Rated)	32.87
15030 - Air Crew Training Devices Instructor (Pilot)	39.03
15050 - Computer Based Training Specialist / Instructor	27.18
15060 - Educational Technologist	26.40
15070 - Flight Instructor (Pilot)	39.03
15080 - Graphic Artist	21.89
15090 - Technical Instructor	19.59
15095 - Technical Instructor/Course Developer	23.98
15110 - Test Proctor	15.80
15120 - Tutor	15.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.85
16030 - Counter Attendant	8.85
16040 - Dry Cleaner	11.22
16070 - Finisher, Flatwork, Machine	8.85
16090 - Presser, Hand	8.85
16110 - Presser, Machine, Drycleaning	8.85
16130 - Presser, Machine, Shirts	8.85
16160 - Presser, Machine, Wearing Apparel, Laundry	8.85
16190 - Sewing Machine Operator	11.96
16220 - Tailor	12.71
16250 - Washer, Machine	9.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.87
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	21.17
21040 - Material Expediter	21.17
21050 - Material Handling Laborer	12.52
21071 - Order Filler	13.16
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	12.07
21150 - Stock Clerk	16.14
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.51
23021 - Aircraft Mechanic I	25.37
23022 - Aircraft Mechanic II	26.51
23023 - Aircraft Mechanic III	27.39
23040 - Aircraft Mechanic Helper	18.95
23050 - Aircraft, Painter	24.10
23060 - Aircraft Servicer	21.55
23080 - Aircraft Worker	22.42
23110 - Appliance Mechanic	19.87
23120 - Bicycle Repairer	12.95
23125 - Cable Splicer	26.52
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	18.42
23160 - Electrician, Maintenance	21.74
23181 - Electronics Technician Maintenance I	20.77
23182 - Electronics Technician Maintenance II	21.84
23183 - Electronics Technician Maintenance III	24.76
23260 - Fabric Worker	17.73
23290 - Fire Alarm System Mechanic	20.38
23310 - Fire Extinguisher Repairer	16.50

23311 - Fuel Distribution System Mechanic	23.81
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment Mechanic	25.37
23381 - Ground Support Equipment Servicer	21.55
23382 - Ground Support Equipment Worker	22.42
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.78
23393 - Gunsmith III	22.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.39
23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	23.38
23465 - Laboratory/Shelter Mechanic	19.87
23470 - Laborer	11.21
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	22.64
23550 - Machinist, Maintenance	18.16
23580 - Maintenance Trades Helper	14.11
23591 - Metrology Technician I	23.81
23592 - Metrology Technician II	22.55
23593 - Metrology Technician III	23.45
23640 - Millwright	23.27
23710 - Office Appliance Repairer	19.78
23760 - Painter, Maintenance	19.02
23790 - Pipefitter, Maintenance	25.50
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	22.42
23850 - Rigger	22.42
23870 - Scale Mechanic	18.78
23890 - Sheet-Metal Worker, Maintenance	23.81
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	23.81
23932 - Telecommunications Mechanic II	27.20
23950 - Telephone Lineman	24.21
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	22.42
23970 - Woodcraft Worker	22.42
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.42
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	22.42
25190 - Ventilation Equipment Tender	15.37
25210 - Water Treatment Plant Operator	19.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.07
27007 - Baggage Inspector	12.40
27008 - Corrections Officer	15.26
27010 - Court Security Officer	17.84
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	15.26
27070 - Firefighter	17.84

27101 - Guard I		12.40
27102 - Guard II		13.87
27131 - Police Officer I		19.05
27132 - Police Officer II		21.18
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.17
28042 - Carnival Equipment Repairer		12.55
28043 - Carnival Equpment Worker		9.72
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.96
28515 - Recreation Specialist		15.16
28630 - Sports Official		13.06
28690 - Swimming Pool Operator		16.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.26
29020 - Hatch Tender		20.26
29030 - Line Handler		20.26
29041 - Stevedore I		19.39
29042 - Stevedore II		21.45
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		22.96
30030 - Cartographic Technician		23.01
30040 - Civil Engineering Technician		20.62
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.57
30063 - Drafter/CAD Operator III		20.73
30064 - Drafter/CAD Operator IV		25.50
30081 - Engineering Technician I		16.89
30082 - Engineering Technician II		17.92
30083 - Engineering Technician III		20.05
30084 - Engineering Technician IV		24.85
30085 - Engineering Technician V		30.39
30086 - Engineering Technician VI		36.79
30090 - Environmental Technician		23.01
30210 - Laboratory Technician		23.53
30240 - Mathematical Technician		23.01
30361 - Paralegal/Legal Assistant I		18.97
30362 - Paralegal/Legal Assistant II		23.52
30363 - Paralegal/Legal Assistant III		28.76
30364 - Paralegal/Legal Assistant IV		34.79
30390 - Photo-Optics Technician		24.16
30461 - Technical Writer I		23.01
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.74
30621 - Weather Observer, Senior	(see 2)	23.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.67
31043 - Driver Courier		14.75

31260 - Parking and Lot Attendant	11.23
31290 - Shuttle Bus Driver	15.82
31310 - Taxi Driver	13.86
31361 - Truckdriver, Light	15.82
31362 - Truckdriver, Medium	16.58
31363 - Truckdriver, Heavy	17.23
31364 - Truckdriver, Tractor-Trailer	17.23
99000 - Miscellaneous Occupations	
99030 - Cashier	8.03
99050 - Desk Clerk	9.94
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	10.80
99252 - Laboratory Animal Caretaker II	11.46
99310 - Mortician	23.05
99410 - Pest Controller	15.30
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	13.16
99711 - Recycling Specialist	15.64
99730 - Refuse Collector	11.91
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	19.88
99831 - Surveying Aide	12.44
99832 - Surveying Technician	15.54
99840 - Vending Machine Attendant	13.20
99841 - Vending Machine Repairer	15.03
99842 - Vending Machine Repairer Helper	13.20

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2214 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.46

01012 - Accounting Clerk II	14.00
01013 - Accounting Clerk III	15.65
01020 - Administrative Assistant	18.70
01040 - Court Reporter	16.14
01051 - Data Entry Operator I	11.27
01052 - Data Entry Operator II	12.31
01060 - Dispatcher, Motor Vehicle	14.93
01070 - Document Preparation Clerk	12.34
01090 - Duplicating Machine Operator	12.34
01111 - General Clerk I	11.85
01112 - General Clerk II	12.94
01113 - General Clerk III	14.52
01120 - Housing Referral Assistant	16.31
01141 - Messenger Courier	9.90
01191 - Order Clerk I	11.73
01192 - Order Clerk II	12.93
01261 - Personnel Assistant (Employment) I	13.97
01262 - Personnel Assistant (Employment) II	15.59
01263 - Personnel Assistant (Employment) III	17.37
01270 - Production Control Clerk	21.17
01280 - Receptionist	11.12
01290 - Rental Clerk	12.18
01300 - Scheduler, Maintenance	12.18
01311 - Secretary I	12.18
01312 - Secretary II	14.66
01313 - Secretary III	16.31
01320 - Service Order Dispatcher	12.18
01410 - Supply Technician	18.70
01420 - Survey Worker	13.09
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.25
01533 - Travel Clerk III	14.27
01611 - Word Processor I	12.47
01612 - Word Processor II	14.01
01613 - Word Processor III	15.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.18
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.59
05250 - Motor Vehicle Upholstery Worker	15.96
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter, Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	12.95
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	10.66
07042 - Cook II	12.27
07070 - Dishwasher	7.46
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.93
07260 - Waiter/Waitress	7.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.00
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	18.00

09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer, Minor	16.07
09130 - Upholsterer	18.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.55
11060 - Elevator Operator	10.32
11090 - Gardener	12.68
11122 - Housekeeping Aide	10.32
11150 - Janitor	10.32
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	8.22
11260 - Pruner	10.25
11270 - Tractor Operator	12.12
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	11.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	14.82
12012 - Certified Occupational Therapist Assistant	21.92
12015 - Certified Physical Therapist Assistant	21.90
12020 - Dental Assistant	13.77
12025 - Dental Hygienist	34.41
12030 - EKG Technician	23.18
12035 - Electroneurodiagnostic Technologist	23.18
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	13.93
12072 - Licensed Practical Nurse II	15.58
12073 - Licensed Practical Nurse III	17.37
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	13.81
12160 - Medical Record Clerk	13.37
12190 - Medical Record Technician	14.95
12195 - Medical Transcriptionist	14.84
12210 - Nuclear Medicine Technologist	33.67
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	10.91
12223 - Nursing Assistant III	11.90
12224 - Nursing Assistant IV	13.35
12235 - Optical Dispenser	14.27
12236 - Optical Technician	13.69
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.35
12305 - Radiologic Technologist	21.99
12311 - Registered Nurse I	21.78
12312 - Registered Nurse II	26.63
12313 - Registered Nurse II, Specialist	26.63
12314 - Registered Nurse III	32.22
12315 - Registered Nurse III, Anesthetist	32.22
12316 - Registered Nurse IV	38.61
12317 - Scheduler (Drug and Alcohol Testing)	18.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.03
13012 - Exhibits Specialist II	22.33
13013 - Exhibits Specialist III	27.34
13041 - Illustrator I	18.03
13042 - Illustrator II	22.33
13043 - Illustrator III	27.34
13047 - Librarian	24.76
13050 - Library Aide/Clerk	11.56
13054 - Library Information Technology Systems Administrator	22.33
13058 - Library Technician	15.31
13061 - Media Specialist I	16.12

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13074 - Photographer IV		25.06
13075 - Photographer V		30.32
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14000 - Information Technology Occupations		
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14043 - Computer Operator III		17.92
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14045 - Computer Operator V		22.66
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14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.18
15020 - Aircrew Training Devices Instructor (Rated)		32.87
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15060 - Educational Technologist		26.40
15070 - Flight Instructor (Pilot)		39.03
15080 - Graphic Artist		21.89
15090 - Technical Instructor		19.59
15095 - Technical Instructor/Course Developer		23.98
15110 - Test Proctor		15.80
15120 - Tutor		15.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		11.22
16070 - Finisher, Flatwork, Machine		8.85
16090 - Presser, Hand		8.85
16110 - Presser, Machine, Drycleaning		8.85
16130 - Presser, Machine, Shirts		8.85
16160 - Presser, Machine, Wearing Apparel, Laundry		8.85
16190 - Sewing Machine Operator		11.96
16220 - Tailor		12.71
16250 - Washer, Machine		9.61
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.87
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		21.17
21040 - Material Expediter		21.17
21050 - Material Handling Laborer		12.52
21071 - Order Filler		13.16
21080 - Production Line Worker (Food Processing)		15.02
21110 - Shipping Packer		15.40
21130 - Shipping/Receiving Clerk		15.40
21140 - Store Worker I		12.07
21150 - Stock Clerk		16.14
21210 - Tools And Parts Attendant		15.02
21410 - Warehouse Specialist		15.02

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	26.51
23021 - Aircraft Mechanic I	25.37
23022 - Aircraft Mechanic II	26.51
23023 - Aircraft Mechanic III	27.39
23040 - Aircraft Mechanic Helper	18.95
23050 - Aircraft, Painter	24.10
23060 - Aircraft Servicer	21.55
23080 - Aircraft Worker	22.42
23110 - Appliance Mechanic	19.87
23120 - Bicycle Repairer	12.95
23125 - Cable Splicer	26.52
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	18.42
23160 - Electrician, Maintenance	21.74
23181 - Electronics Technician Maintenance I	20.77
23182 - Electronics Technician Maintenance II	21.84
23183 - Electronics Technician Maintenance III	24.76
23260 - Fabric Worker	17.73
23290 - Fire Alarm System Mechanic	20.38
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	23.81
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment Mechanic	25.37
23381 - Ground Support Equipment Servicer	21.55
23382 - Ground Support Equipment Worker	22.42
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.78
23393 - Gunsmith III	22.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.39
23430 - Heavy Equipment Mechanic	20.04
23440 - Heavy Equipment Operator	18.63
23460 - Instrument Mechanic	23.38
23465 - Laboratory/Shelter Mechanic	19.87
23470 - Laborer	11.21
23510 - Locksmith	19.87
23530 - Machinery Maintenance Mechanic	22.64
23550 - Machinist, Maintenance	18.16
23580 - Maintenance Trades Helper	14.11
23591 - Metrology Technician I	23.81
23592 - Metrology Technician II	22.55
23593 - Metrology Technician III	23.45
23640 - Millwright	23.27
23710 - Office Appliance Repairer	19.78
23760 - Painter, Maintenance	19.02
23790 - Pipefitter, Maintenance	25.50
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	22.42
23850 - Rigger	22.42
23870 - Scale Mechanic	18.78
23890 - Sheet-Metal Worker, Maintenance	23.81
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	23.81
23932 - Telecommunications Mechanic II	27.20
23950 - Telephone Lineman	24.21
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	22.42
23970 - Woodcraft Worker	22.42
23980 - Woodworker	16.50

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.42
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	22.42
25190 - Ventilation Equipment Tender	15.37
25210 - Water Treatment Plant Operator	19.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.07
27007 - Baggage Inspector	12.40
27008 - Corrections Officer	15.26
27010 - Court Security Officer	17.84
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	15.26
27070 - Firefighter	17.84
27101 - Guard I	12.40
27102 - Guard II	13.87
27131 - Police Officer I	19.05
27132 - Police Officer II	21.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.17
28042 - Carnival Equipment Repairer	12.55
28043 - Carnival Equpment Worker	9.72
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	15.16
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	16.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.26
29020 - Hatch Tender	20.26
29030 - Line Handler	20.26
29041 - Stevedore I	19.39
29042 - Stevedore II	21.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.12
30022 - Archeological Technician II	19.48
30023 - Archeological Technician III	22.96
30030 - Cartographic Technician	23.01
30040 - Civil Engineering Technician	20.62
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.57
30063 - Drafter/CAD Operator III	20.73
30064 - Drafter/CAD Operator IV	25.50
30081 - Engineering Technician I	16.89
30082 - Engineering Technician II	17.92
30083 - Engineering Technician III	20.05
30084 - Engineering Technician IV	24.85
30085 - Engineering Technician V	30.39
30086 - Engineering Technician VI	36.79
30090 - Environmental Technician	23.01
30210 - Laboratory Technician	23.53

30240 - Mathematical Technician		23.01
30361 - Paralegal/Legal Assistant I		18.97
30362 - Paralegal/Legal Assistant II		23.52
30363 - Paralegal/Legal Assistant III		28.76
30364 - Paralegal/Legal Assistant IV		34.79
30390 - Photo-Optics Technician		24.16
30461 - Technical Writer I		23.01
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.74
30621 - Weather Observer, Senior	(see 2)	23.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.67
31043 - Driver Courier		14.75
31260 - Parking and Lot Attendant		11.23
31290 - Shuttle Bus Driver		15.82
31310 - Taxi Driver		13.86
31361 - Truckdriver, Light		15.82
31362 - Truckdriver, Medium		16.58
31363 - Truckdriver, Heavy		17.23
31364 - Truckdriver, Tractor-Trailer		17.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.03
99050 - Desk Clerk		9.94
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		10.80
99252 - Laboratory Animal Caretaker II		11.46
99310 - Mortician		23.05
99410 - Pest Controller		15.30
99510 - Photofinishing Worker		14.29
99710 - Recycling Laborer		13.16
99711 - Recycling Specialist		15.64
99730 - Refuse Collector		11.91
99810 - Sales Clerk		11.92
99820 - School Crossing Guard		12.01
99830 - Survey Party Chief		19.88
99831 - Surveying Aide		12.44
99832 - Surveying Technician		15.54
99840 - Vending Machine Attendant		13.20
99841 - Vending Machine Repairer		15.03
99842 - Vending Machine Repairer Helper		13.20

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2215
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.69
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		19.09
01040 - Court Reporter		22.72
01051 - Data Entry Operator I		13.80
01052 - Data Entry Operator II		15.07
01060 - Dispatcher, Motor Vehicle		16.19
01070 - Document Preparation Clerk		14.46
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65
01113 - General Clerk III		14.20
01120 - Housing Referral Assistant		16.15
01141 - Messenger Courier		12.43
01191 - Order Clerk I		12.48
01192 - Order Clerk II		13.62
01261 - Personnel Assistant (Employment) I		14.14
01262 - Personnel Assistant (Employment) II		15.81
01263 - Personnel Assistant (Employment) III		17.85
01270 - Production Control Clerk		20.84
01280 - Receptionist		10.96
01290 - Rental Clerk		13.83
01300 - Scheduler, Maintenance		12.55
01311 - Secretary I		12.55
01312 - Secretary II		14.04
01313 - Secretary III		16.15
01320 - Service Order Dispatcher		14.01
01410 - Supply Technician		19.09
01420 - Survey Worker		13.37
01531 - Travel Clerk I		12.58
01532 - Travel Clerk II		13.25
01533 - Travel Clerk III		14.27
01611 - Word Processor I		11.87

01612 - Word Processor II	13.24
01613 - Word Processor III	14.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.95
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal Mechanic	20.95
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter, Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	10.46
07042 - Cook II	11.75
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer, Minor	17.54
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.31
11060 - Elevator Operator	10.62
11090 - Gardener	11.43
11122 - Housekeeping Aide	10.62
11150 - Janitor	10.62
11210 - Laborer, Grounds Maintenance	10.55
11240 - Maid or Houseman	8.83
11260 - Pruner	9.68
11270 - Tractor Operator	11.39
11330 - Trail Maintenance Worker	10.55
11360 - Window Cleaner	11.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	15.23
12012 - Certified Occupational Therapist Assistant	21.08
12015 - Certified Physical Therapist Assistant	20.99
12020 - Dental Assistant	15.32
12025 - Dental Hygienist	29.85
12030 - EKG Technician	21.59
12035 - Electroneurodiagnostic Technologist	21.59
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	14.10
12072 - Licensed Practical Nurse II	15.77
12073 - Licensed Practical Nurse III	17.59
12100 - Medical Assistant	12.05
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.22

12210 - Nuclear Medicine Technologist		32.84
12221 - Nursing Assistant I		9.71
12222 - Nursing Assistant II		10.92
12223 - Nursing Assistant III		11.92
12224 - Nursing Assistant IV		13.37
12235 - Optical Dispenser		13.59
12236 - Optical Technician		13.86
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.37
12305 - Radiologic Technologist		20.92
12311 - Registered Nurse I		20.98
12312 - Registered Nurse II		25.67
12313 - Registered Nurse II, Specialist		25.67
12314 - Registered Nurse III		31.05
12315 - Registered Nurse III, Anesthetist		31.05
12316 - Registered Nurse IV		37.22
12317 - Scheduler (Drug and Alcohol Testing)		19.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.59
13013 - Exhibits Specialist III		26.42
13041 - Illustrator I		17.44
13042 - Illustrator II		21.59
13043 - Illustrator III		26.42
13047 - Librarian		23.91
13050 - Library Aide/Clerk		12.63
13054 - Library Information Technology Systems Administrator		19.64
13058 - Library Technician		14.40
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.13
13071 - Photographer I		13.75
13072 - Photographer II		16.29
13073 - Photographer III		20.16
13074 - Photographer IV		24.59
13075 - Photographer V		29.83
13110 - Video Teleconference Technician		15.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.33
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I		22.75
14072 - Computer Programmer II		25.78
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.92
14160 - Personal Computer Support Technician		24.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		26.09
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		21.75
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.79

15110 - Test Proctor	14.37
15120 - Tutor	14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.85
16030 - Counter Attendant	8.85
16040 - Dry Cleaner	11.22
16070 - Finisher, Flatwork, Machine	8.85
16090 - Presser, Hand	8.85
16110 - Presser, Machine, Drycleaning	8.85
16130 - Presser, Machine, Shirts	8.85
16160 - Presser, Machine, Wearing Apparel, Laundry	8.85
16190 - Sewing Machine Operator	11.96
16220 - Tailor	12.71
16250 - Washer, Machine	9.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.06
21030 - Material Coordinator	21.09
21040 - Material Expediter	21.09
21050 - Material Handling Laborer	11.21
21071 - Order Filler	12.00
21080 - Production Line Worker (Food Processing)	15.06
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	14.77
21150 - Stock Clerk	18.92
21210 - Tools And Parts Attendant	15.06
21410 - Warehouse Specialist	15.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.92
23021 - Aircraft Mechanic I	24.68
23022 - Aircraft Mechanic II	25.92
23023 - Aircraft Mechanic III	27.21
23040 - Aircraft Mechanic Helper	18.46
23050 - Aircraft, Painter	22.94
23060 - Aircraft Servicer	20.90
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.62
23120 - Bicycle Repairer	15.62
23125 - Cable Splicer	24.49
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	21.21
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.52
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	16.71
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.45
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	24.68
23381 - Ground Support Equipment Servicer	20.90
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	16.71
23392 - Gunsmith II	18.69
23393 - Gunsmith III	20.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.58
23411 - Heating, Ventilation And Air Contditioning	21.53

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	21.96
23465 - Laboratory/Shelter Mechanic	19.62
23470 - Laborer	11.21
23510 - Locksmith	20.86
23530 - Machinery Maintenance Mechanic	21.70
23550 - Machinist, Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	21.96
23592 - Metrology Technician II	23.03
23593 - Metrology Technician III	24.00
23640 - Millwright	20.58
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	18.96
23790 - Pipefitter, Maintenance	22.34
23810 - Plumber, Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	20.58
23850 - Rigger	20.58
23870 - Scale Mechanic	18.69
23890 - Sheet-Metal Worker, Maintenance	21.95
23910 - Small Engine Mechanic	18.69
23931 - Telecommunications Mechanic I	23.82
23932 - Telecommunications Mechanic II	24.92
23950 - Telephone Lineman	23.77
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	20.58
23970 - Woodcraft Worker	20.58
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.01
24620 - Family Readiness And Support Services Coordinator	12.73
24630 - Homemaker	16.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.93
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	25.22
25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant Operator	20.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.13
27010 - Court Security Officer	16.04
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	15.13
27070 - Firefighter	17.61
27101 - Guard I	12.36
27102 - Guard II	17.18
27131 - Police Officer I	18.17
27132 - Police Officer II	20.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.08
28043 - Carnival Equpment Worker	9.29
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.69

28515 - Recreation Specialist		19.85
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		15.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.69
29020 - Hatch Tender		18.69
29030 - Line Handler		18.69
29041 - Stevedore I		16.97
29042 - Stevedore II		19.62
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.90
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.30
30022 - Archeological Technician II		18.10
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.43
30040 - Civil Engineering Technician		19.66
30061 - Drafter/CAD Operator I		16.18
30062 - Drafter/CAD Operator II		18.10
30063 - Drafter/CAD Operator III		20.18
30064 - Drafter/CAD Operator IV		24.83
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.25
30083 - Engineering Technician III		22.54
30084 - Engineering Technician IV		24.66
30085 - Engineering Technician V		33.08
30086 - Engineering Technician VI	(see 3)	40.00
30090 - Environmental Technician		22.43
30210 - Laboratory Technician		20.33
30240 - Mathematical Technician		23.48
30361 - Paralegal/Legal Assistant I		18.18
30362 - Paralegal/Legal Assistant II		23.48
30363 - Paralegal/Legal Assistant III		28.72
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.48
30461 - Technical Writer I		20.98
30462 - Technical Writer II		25.67
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		23.01
30495 - Unexploded (UXO) Sweep Personnel		23.00
30620 - Weather Observer, Combined Upper Air Or Surface Programs		20.18
30621 - Weather Observer, Senior		22.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.85
31030 - Bus Driver		13.88
31043 - Driver Courier		11.90
31260 - Parking and Lot Attendant		9.19
31290 - Shuttle Bus Driver		12.61
31310 - Taxi Driver		9.48
31361 - Truckdriver, Light		12.61
31362 - Truckdriver, Medium		12.87
31363 - Truckdriver, Heavy		18.13
31364 - Truckdriver, Tractor-Trailer		18.13
99000 - Miscellaneous Occupations		
99030 - Cashier		8.25
99050 - Desk Clerk		9.27
99095 - Embalmer		24.91
99251 - Laboratory Animal Caretaker I		8.96

99252 - Laboratory Animal Caretaker II	9.49
99310 - Mortician	24.91
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.15
99711 - Recycling Specialist	17.51
99730 - Refuse Collector	12.75
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	10.33
99830 - Survey Party Chief	20.22
99831 - Surveying Aide	12.47
99832 - Surveying Technician	17.11
99840 - Vending Machine Attendant	13.31
99841 - Vending Machine Repairer	15.81
99842 - Vending Machine Repairer Helper	13.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

3) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2216 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.69
01012 - Accounting Clerk II	15.89
01013 - Accounting Clerk III	17.75
01020 - Administrative Assistant	19.09
01040 - Court Reporter	22.72
01051 - Data Entry Operator I	13.80
01052 - Data Entry Operator II	15.07
01060 - Dispatcher, Motor Vehicle	16.19
01070 - Document Preparation Clerk	14.46
01090 - Duplicating Machine Operator	14.47
01111 - General Clerk I	11.59
01112 - General Clerk II	12.65
01113 - General Clerk III	14.20
01120 - Housing Referral Assistant	16.15
01141 - Messenger Courier	12.43
01191 - Order Clerk I	12.48
01192 - Order Clerk II	13.62
01261 - Personnel Assistant (Employment) I	14.14
01262 - Personnel Assistant (Employment) II	15.81
01263 - Personnel Assistant (Employment) III	17.85
01270 - Production Control Clerk	20.84
01280 - Receptionist	10.96
01290 - Rental Clerk	13.83
01300 - Scheduler, Maintenance	12.55
01311 - Secretary I	12.55
01312 - Secretary II	14.04
01313 - Secretary III	16.15
01320 - Service Order Dispatcher	14.01
01410 - Supply Technician	19.09
01420 - Survey Worker	13.37
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.25
01533 - Travel Clerk III	14.27
01611 - Word Processor I	11.87
01612 - Word Processor II	13.24
01613 - Word Processor III	14.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.95
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal Mechanic	20.95
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	18.02
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter, Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	20.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.71
07041 - Cook I	10.46
07042 - Cook II	11.75
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62

09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.66
09110 - Furniture Repairer, Minor	17.54
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.31
11060 - Elevator Operator	10.62
11090 - Gardener	11.43
11122 - Housekeeping Aide	10.62
11150 - Janitor	10.62
11210 - Laborer, Grounds Maintenance	10.55
11240 - Maid or Houseman	8.83
11260 - Pruner	9.68
11270 - Tractor Operator	11.39
11330 - Trail Maintenance Worker	10.55
11360 - Window Cleaner	11.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	15.23
12012 - Certified Occupational Therapist Assistant	21.08
12015 - Certified Physical Therapist Assistant	20.99
12020 - Dental Assistant	15.32
12025 - Dental Hygienist	29.85
12030 - EKG Technician	21.59
12035 - Electroneurodiagnostic Technologist	21.59
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	14.10
12072 - Licensed Practical Nurse II	15.77
12073 - Licensed Practical Nurse III	17.59
12100 - Medical Assistant	12.05
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.22
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	9.71
12222 - Nursing Assistant II	10.92
12223 - Nursing Assistant III	11.92
12224 - Nursing Assistant IV	13.37
12235 - Optical Dispenser	13.59
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.37
12305 - Radiologic Technologist	20.92
12311 - Registered Nurse I	20.98
12312 - Registered Nurse II	25.67
12313 - Registered Nurse II, Specialist	25.67
12314 - Registered Nurse III	31.05
12315 - Registered Nurse III, Anesthetist	31.05
12316 - Registered Nurse IV	37.22
12317 - Scheduler (Drug and Alcohol Testing)	19.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.59
13013 - Exhibits Specialist III	26.42
13041 - Illustrator I	17.44
13042 - Illustrator II	21.59
13043 - Illustrator III	26.42
13047 - Librarian	23.91
13050 - Library Aide/Clerk	12.63
13054 - Library Information Technology Systems Administrator	19.64

13058 - Library Technician		14.40
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.13
13071 - Photographer I		13.75
13072 - Photographer II		16.29
13073 - Photographer III		20.16
13074 - Photographer IV		24.59
13075 - Photographer V		29.83
13110 - Video Teleconference Technician		15.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.33
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.46
14071 - Computer Programmer I		22.75
14072 - Computer Programmer II		25.78
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.92
14160 - Personal Computer Support Technician		24.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		26.09
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		21.75
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.79
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		11.22
16070 - Finisher, Flatwork, Machine		8.85
16090 - Presser, Hand		8.85
16110 - Presser, Machine, Drycleaning		8.85
16130 - Presser, Machine, Shirts		8.85
16160 - Presser, Machine, Wearing Apparel, Laundry		8.85
16190 - Sewing Machine Operator		11.96
16220 - Tailor		12.71
16250 - Washer, Machine		9.61
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.95
19040 - Tool And Die Maker		29.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.06
21030 - Material Coordinator		21.09
21040 - Material Expediter		21.09
21050 - Material Handling Laborer		11.21
21071 - Order Filler		12.00
21080 - Production Line Worker (Food Processing)		15.06
21110 - Shipping Packer		16.54
21130 - Shipping/Receiving Clerk		16.54
21140 - Store Worker I		14.77
21150 - Stock Clerk		18.92

21210 - Tools And Parts Attendant	15.06
21410 - Warehouse Specialist	15.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.92
23021 - Aircraft Mechanic I	24.68
23022 - Aircraft Mechanic II	25.92
23023 - Aircraft Mechanic III	27.21
23040 - Aircraft Mechanic Helper	18.46
23050 - Aircraft, Painter	22.94
23060 - Aircraft Servicer	20.90
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.62
23120 - Bicycle Repairer	15.62
23125 - Cable Splicer	24.49
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	21.21
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.52
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	16.71
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.45
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment Mechanic	24.68
23381 - Ground Support Equipment Servicer	20.90
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	16.71
23392 - Gunsmith II	18.69
23393 - Gunsmith III	20.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.53
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	20.58
23460 - Instrument Mechanic	21.96
23465 - Laboratory/Shelter Mechanic	19.62
23470 - Laborer	11.21
23510 - Locksmith	20.86
23530 - Machinery Maintenance Mechanic	21.70
23550 - Machinist, Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	21.96
23592 - Metrology Technician II	23.03
23593 - Metrology Technician III	24.00
23640 - Millwright	20.58
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	18.96
23790 - Pipefitter, Maintenance	22.34
23810 - Plumber, Maintenance	21.22
23820 - Pneudraulic Systems Mechanic	20.58
23850 - Rigger	20.58
23870 - Scale Mechanic	18.69
23890 - Sheet-Metal Worker, Maintenance	21.95
23910 - Small Engine Mechanic	18.69
23931 - Telecommunications Mechanic I	23.82
23932 - Telecommunications Mechanic II	24.92
23950 - Telephone Lineman	23.77
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	20.58

23970 - Woodcraft Worker	20.58
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	10.01
24620 - Family Readiness And Support Services Coordinator	12.73
24630 - Homemaker	16.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.93
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	25.22
25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant Operator	20.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.13
27010 - Court Security Officer	16.04
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	15.13
27070 - Firefighter	17.61
27101 - Guard I	12.36
27102 - Guard II	17.18
27131 - Police Officer I	18.17
27132 - Police Officer II	20.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.08
28043 - Carnival Equpment Worker	9.29
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	19.85
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	15.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.69
29020 - Hatch Tender	18.69
29030 - Line Handler	18.69
29041 - Stevedore I	16.97
29042 - Stevedore II	19.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.90
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.30
30022 - Archeological Technician II	18.10
30023 - Archeological Technician III	22.43
30030 - Cartographic Technician	22.43
30040 - Civil Engineering Technician	19.66
30061 - Drafter/CAD Operator I	16.18
30062 - Drafter/CAD Operator II	18.10
30063 - Drafter/CAD Operator III	20.18
30064 - Drafter/CAD Operator IV	24.83
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.25
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	33.08
30086 - Engineering Technician VI	40.00

30090 - Environmental Technician		22.43
30210 - Laboratory Technician		20.33
30240 - Mathematical Technician		23.48
30361 - Paralegal/Legal Assistant I		18.18
30362 - Paralegal/Legal Assistant II		23.48
30363 - Paralegal/Legal Assistant III		28.72
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.48
30461 - Technical Writer I		20.98
30462 - Technical Writer II		25.67
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		23.01
30495 - Unexploded (UXO) Sweep Personnel		23.00
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.18
30621 - Weather Observer, Senior	(see 2)	22.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.85
31030 - Bus Driver		13.88
31043 - Driver Courier		11.90
31260 - Parking and Lot Attendant		9.19
31290 - Shuttle Bus Driver		12.61
31310 - Taxi Driver		9.48
31361 - Truckdriver, Light		12.61
31362 - Truckdriver, Medium		12.87
31363 - Truckdriver, Heavy		18.13
31364 - Truckdriver, Tractor-Trailer		18.13
99000 - Miscellaneous Occupations		
99030 - Cashier		8.25
99050 - Desk Clerk		9.27
99095 - Embalmer		24.91
99251 - Laboratory Animal Caretaker I		8.96
99252 - Laboratory Animal Caretaker II		9.49
99310 - Mortician		24.91
99410 - Pest Controller		18.68
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.15
99711 - Recycling Specialist		17.51
99730 - Refuse Collector		12.75
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		10.33
99830 - Survey Party Chief		20.22
99831 - Surveying Aide		12.47
99832 - Surveying Technician		17.11
99840 - Vending Machine Attendant		13.31
99841 - Vending Machine Repairer		15.81
99842 - Vending Machine Repairer Helper		13.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2221 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		16.14
01141 - Messenger Courier		10.23
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01280 - Receptionist		11.49
01290 - Rental Clerk		11.39
01300 - Scheduler, Maintenance		12.94
01311 - Secretary I		12.94
01312 - Secretary II		14.47
01313 - Secretary III		16.14
01320 - Service Order Dispatcher		13.40
01410 - Supply Technician		19.21
01420 - Survey Worker		13.72
01531 - Travel Clerk I		12.75
01532 - Travel Clerk II		13.39

01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74

12190 - Medical Record Technician		16.83
12195 - Medical Transcriptionist		14.00
12210 - Nuclear Medicine Technologist		29.85
12221 - Nursing Assistant I		9.52
12222 - Nursing Assistant II		10.70
12223 - Nursing Assistant III		11.68
12224 - Nursing Assistant IV		13.11
12235 - Optical Dispenser		15.51
12236 - Optical Technician		13.24
12250 - Pharmacy Technician		16.21
12280 - Phlebotomist		13.11
12305 - Radiologic Technologist		21.42
12311 - Registered Nurse I		22.53
12312 - Registered Nurse II		27.56
12313 - Registered Nurse II, Specialist		27.56
12314 - Registered Nurse III		33.34
12315 - Registered Nurse III, Anesthetist		33.34
12316 - Registered Nurse IV		39.95
12317 - Scheduler (Drug and Alcohol Testing)		19.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.26
13012 - Exhibits Specialist II		22.63
13013 - Exhibits Specialist III		26.68
13041 - Illustrator I		18.26
13042 - Illustrator II		22.63
13043 - Illustrator III		26.68
13047 - Librarian		25.05
13050 - Library Aide/Clerk		11.31
13054 - Library Information Technology Systems Administrator		22.63
13058 - Library Technician		15.11
13061 - Media Specialist I		16.16
13062 - Media Specialist II		18.06
13063 - Media Specialist III		20.15
13071 - Photographer I		16.09
13072 - Photographer II		17.37
13073 - Photographer III		21.53
13074 - Photographer IV		26.33
13075 - Photographer V		31.86
13110 - Video Teleconference Technician		17.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.47
14043 - Computer Operator III		18.37
14044 - Computer Operator IV		20.41
14045 - Computer Operator V		22.60
14071 - Computer Programmer I	(see 1)	22.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.39
14160 - Personal Computer Support Technician		21.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.30
15020 - Aircrew Training Devices Instructor (Rated)		31.82
15030 - Air Crew Training Devices Instructor (Pilot)		35.77
15050 - Computer Based Training Specialist / Instructor		26.30
15060 - Educational Technologist		25.81
15070 - Flight Instructor (Pilot)		35.77
15080 - Graphic Artist		22.34

15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning	19.91

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14

28350 - Park Attendant (Aide)		13.83
28510 - Recreation Aide/Health Facility Attendant		10.21
28515 - Recreation Specialist		14.86
28630 - Sports Official		11.14
28690 - Swimming Pool Operator		16.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.69
29020 - Hatch Tender		21.69
29030 - Line Handler		21.69
29041 - Stevedore I		18.67
29042 - Stevedore II		22.57
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.09
30022 - Archeological Technician II		18.00
30023 - Archeological Technician III		22.31
30030 - Cartographic Technician		22.31
30040 - Civil Engineering Technician		22.31
30061 - Drafter/CAD Operator I		16.09
30062 - Drafter/CAD Operator II		18.00
30063 - Drafter/CAD Operator III		20.08
30064 - Drafter/CAD Operator IV		24.70
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.49
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		24.23
30085 - Engineering Technician V		31.34
30086 - Engineering Technician VI		35.87
30090 - Environmental Technician		20.66
30210 - Laboratory Technician		17.36
30240 - Mathematical Technician		22.31
30361 - Paralegal/Legal Assistant I		19.13
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.92
30364 - Paralegal/Legal Assistant IV		38.63
30390 - Photo-Optics Technician		22.31
30461 - Technical Writer I		22.15
30462 - Technical Writer II		27.11
30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.08
30621 - Weather Observer, Senior	(see 2)	22.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.02
31030 - Bus Driver		17.47
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.10
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		18.91
31363 - Truckdriver, Heavy		19.75
31364 - Truckdriver, Tractor-Trailer		19.75
99000 - Miscellaneous Occupations		
99030 - Cashier		8.50
99050 - Desk Clerk		9.96

99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2222 Revision No.: 20 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63

01090 - Duplicating Machine Operator	11.63
01111 - General Clerk I	10.52
01112 - General Clerk II	11.49
01113 - General Clerk III	12.89
01120 - Housing Referral Assistant	16.14
01141 - Messenger Courier	10.23
01191 - Order Clerk I	11.88
01192 - Order Clerk II	12.97
01261 - Personnel Assistant (Employment) I	14.52
01262 - Personnel Assistant (Employment) II	16.24
01263 - Personnel Assistant (Employment) III	18.11
01270 - Production Control Clerk	20.17
01280 - Receptionist	11.49
01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17

11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	15.11
13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99

14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.47
14043 - Computer Operator III		18.37
14044 - Computer Operator IV		20.41
14045 - Computer Operator V		22.60
14071 - Computer Programmer I	(see 1)	22.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.39
14160 - Personal Computer Support Technician		21.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.30
15020 - Aircrew Training Devices Instructor (Rated)		31.82
15030 - Air Crew Training Devices Instructor (Pilot)		35.77
15050 - Computer Based Training Specialist / Instructor		26.30
15060 - Educational Technologist		25.81
15070 - Flight Instructor (Pilot)		35.77
15080 - Graphic Artist		22.34
15090 - Technical Instructor		19.54
15095 - Technical Instructor/Course Developer		23.90
15110 - Test Proctor		15.79
15120 - Tutor		15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.96
16070 - Finisher, Flatwork, Machine		9.32
16090 - Presser, Hand		9.32
16110 - Presser, Machine, Drycleaning		9.32
16130 - Presser, Machine, Shirts		9.32
16160 - Presser, Machine, Wearing Apparel, Laundry		9.32
16190 - Sewing Machine Operator		12.70
16220 - Tailor		13.40
16250 - Washer, Machine		10.28
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.81
19040 - Tool And Die Maker		23.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.72
21030 - Material Coordinator		19.78
21040 - Material Expediter		19.78
21050 - Material Handling Laborer		13.80
21071 - Order Filler		14.18
21080 - Production Line Worker (Food Processing)		15.72
21110 - Shipping Packer		14.78
21130 - Shipping/Receiving Clerk		14.78
21140 - Store Worker I		11.57
21150 - Stock Clerk		15.12
21210 - Tools And Parts Attendant		15.72
21410 - Warehouse Specialist		15.72
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.71
23021 - Aircraft Mechanic I		23.53
23022 - Aircraft Mechanic II		24.71
23023 - Aircraft Mechanic III		25.94
23040 - Aircraft Mechanic Helper		18.37
23050 - Aircraft, Painter		21.24
23060 - Aircraft Servicer		20.10

23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
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30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.31
30461 - Technical Writer I	22.15
30462 - Technical Writer II	27.11

30463 - Technical Writer III		32.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.08
30621 - Weather Observer, Senior	(see 2)	22.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.02
31030 - Bus Driver		17.47
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.10
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		18.91
31363 - Truckdriver, Heavy		19.75
31364 - Truckdriver, Tractor-Trailer		19.75
99000 - Miscellaneous Occupations		
99030 - Cashier		8.50
99050 - Desk Clerk		9.96
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.32
99252 - Laboratory Animal Caretaker II		11.11
99310 - Mortician		23.25
99410 - Pest Controller		14.43
99510 - Photofinishing Worker		10.37
99710 - Recycling Laborer		12.95
99711 - Recycling Specialist		15.04
99730 - Refuse Collector		12.28
99810 - Sales Clerk		11.59
99820 - School Crossing Guard		12.18
99830 - Survey Party Chief		18.10
99831 - Surveying Aide		10.67
99832 - Surveying Technician		16.07
99840 - Vending Machine Attendant		11.52
99841 - Vending Machine Repairer		13.38
99842 - Vending Machine Repairer Helper		11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2223 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott

Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01040 - Court Reporter		17.22
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		17.22
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		12.25
01112 - General Clerk II		13.37
01113 - General Clerk III		15.01
01120 - Housing Referral Assistant		20.99
01141 - Messenger Courier		10.59
01191 - Order Clerk I		12.72
01192 - Order Clerk II		15.16
01261 - Personnel Assistant (Employment) I		15.81
01262 - Personnel Assistant (Employment) II		17.52
01263 - Personnel Assistant (Employment) III		20.96
01270 - Production Control Clerk		19.93
01280 - Receptionist		12.23
01290 - Rental Clerk		12.53
01300 - Scheduler, Maintenance		16.39
01311 - Secretary I		16.39
01312 - Secretary II		18.99
01313 - Secretary III		20.99
01320 - Service Order Dispatcher		15.34
01410 - Supply Technician		21.20
01420 - Survey Worker		15.50
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.67
01533 - Travel Clerk III		14.29
01611 - Word Processor I		13.37
01612 - Word Processor II		15.01
01613 - Word Processor III		17.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.11
05010 - Automotive Electrician		20.33
05040 - Automotive Glass Installer		19.78
05070 - Automotive Worker		19.35
05110 - Mobile Equipment Servicer		17.20
05130 - Motor Equipment Metal Mechanic		21.11
05160 - Motor Equipment Metal Worker		19.35
05190 - Motor Vehicle Mechanic		21.11
05220 - Motor Vehicle Mechanic Helper		16.14
05250 - Motor Vehicle Upholstery Worker		18.36
05280 - Motor Vehicle Wrecker		19.35

05310 - Painter, Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.63
07041 - Cook I	10.51
07042 - Cook II	11.67
07070 - Dishwasher	8.48
07130 - Food Service Worker	9.57
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	10.75
11090 - Gardener	13.75
11122 - Housekeeping Aide	10.75
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.22
11240 - Maid or Houseman	9.19
11260 - Pruner	11.43
11270 - Tractor Operator	12.90
11330 - Trail Maintenance Worker	12.22
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	14.09
12011 - Breath Alcohol Technician	16.27
12012 - Certified Occupational Therapist Assistant	24.99
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	16.66
12025 - Dental Hygienist	28.37
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.09
12071 - Licensed Practical Nurse I	14.55
12072 - Licensed Practical Nurse II	16.27
12073 - Licensed Practical Nurse III	18.15
12100 - Medical Assistant	13.84
12130 - Medical Laboratory Technician	16.55
12160 - Medical Record Clerk	13.64
12190 - Medical Record Technician	15.12
12195 - Medical Transcriptionist	14.85
12210 - Nuclear Medicine Technologist	27.39
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.49
12236 - Optical Technician	13.77
12250 - Pharmacy Technician	12.30
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	22.46
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76

12315 - Registered Nurse III, Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		20.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.47
13012 - Exhibits Specialist II		21.65
13013 - Exhibits Specialist III		26.48
13041 - Illustrator I		18.77
13042 - Illustrator II		23.26
13043 - Illustrator III		28.45
13047 - Librarian		25.75
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		23.26
13058 - Library Technician		14.11
13061 - Media Specialist I		15.36
13062 - Media Specialist II		16.84
13063 - Media Specialist III		18.78
13071 - Photographer I		14.79
13072 - Photographer II		16.55
13073 - Photographer III		18.63
13074 - Photographer IV		22.79
13075 - Photographer V		27.59
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		21.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.28
15020 - Aircrew Training Devices Instructor (Rated)		31.79
15030 - Air Crew Training Devices Instructor (Pilot)		38.10
15050 - Computer Based Training Specialist / Instructor		26.28
15060 - Educational Technologist		27.05
15070 - Flight Instructor (Pilot)		38.10
15080 - Graphic Artist		21.68
15090 - Technical Instructor		19.17
15095 - Technical Instructor/Course Developer		23.45
15110 - Test Proctor		15.71
15120 - Tutor		15.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.49
16030 - Counter Attendant		9.49
16040 - Dry Cleaner		12.18
16070 - Finisher, Flatwork, Machine		9.49
16090 - Presser, Hand		9.49
16110 - Presser, Machine, Drycleaning		9.49
16130 - Presser, Machine, Shirts		9.49
16160 - Presser, Machine, Wearing Apparel, Laundry		9.49
16190 - Sewing Machine Operator		12.93
16220 - Tailor		13.64
16250 - Washer, Machine		10.47

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.20
19040 - Tool And Die Maker	22.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.09
21030 - Material Coordinator	19.38
21040 - Material Expediter	19.38
21050 - Material Handling Laborer	12.82
21071 - Order Filler	12.37
21080 - Production Line Worker (Food Processing)	16.09
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	16.63
21150 - Stock Clerk	17.51
21210 - Tools And Parts Attendant	16.09
21410 - Warehouse Specialist	16.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.70
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.70
23023 - Aircraft Mechanic III	26.98
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft, Painter	23.80
23060 - Aircraft Servicer	21.79
23080 - Aircraft Worker	22.40
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	13.60
23125 - Cable Splicer	23.47
23130 - Carpenter, Maintenance	18.24
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	20.75
23181 - Electronics Technician Maintenance I	20.23
23182 - Electronics Technician Maintenance II	21.25
23183 - Electronics Technician Maintenance III	21.95
23260 - Fabric Worker	18.95
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	17.81
23311 - Fuel Distribution System Mechanic	21.99
23312 - Fuel Distribution System Operator	17.62
23370 - General Maintenance Worker	17.33
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	17.81
23392 - Gunsmith II	19.99
23393 - Gunsmith III	21.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.22
23430 - Heavy Equipment Mechanic	20.26
23440 - Heavy Equipment Operator	19.93
23460 - Instrument Mechanic	25.43
23465 - Laboratory/Shelter Mechanic	21.00
23470 - Laborer	12.85
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.74
23550 - Machinist, Maintenance	18.63
23580 - Maintenance Trades Helper	15.49
23591 - Metrology Technician I	25.43
23592 - Metrology Technician II	26.40
23593 - Metrology Technician III	27.54
23640 - Millwright	24.90

23710 - Office Appliance Repairer	19.13
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	27.89
23810 - Plumber, Maintenance	24.34
23820 - Pneudraulic Systems Mechanic	21.83
23850 - Rigger	21.83
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	18.80
23910 - Small Engine Mechanic	17.33
23931 - Telecommunications Mechanic I	22.94
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	21.18
23960 - Welder, Combination, Maintenance	18.63
23965 - Well Driller	18.63
23970 - Woodcraft Worker	19.85
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.87
24580 - Child Care Center Clerk	12.09
24610 - Chore Aide	8.75
24620 - Family Readiness And Support Services Coordinator	12.86
24630 - Homemaker	12.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	17.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	12.16
27008 - Corrections Officer	17.26
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	17.26
27070 - Firefighter	17.47
27101 - Guard I	12.83
27102 - Guard II	16.01
27131 - Police Officer I	19.87
27132 - Police Officer II	22.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.02
28042 - Carnival Equipment Repairer	9.14
28043 - Carnival Equpment Worker	7.65
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	13.52
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	20.56
29030 - Line Handler	20.56
29041 - Stevedore I	19.93
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.17

30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.19
30030 - Cartographic Technician		25.19
30040 - Civil Engineering Technician		24.71
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.88
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		21.05
30210 - Laboratory Technician		21.00
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
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30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.67
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.48
31043 - Driver Courier		12.90
31260 - Parking and Lot Attendant		10.51
31290 - Shuttle Bus Driver		15.90
31310 - Taxi Driver		10.20
31361 - Truckdriver, Light		15.90
31362 - Truckdriver, Medium		16.56
31363 - Truckdriver, Heavy		17.65
31364 - Truckdriver, Tractor-Trailer		17.65
99000 - Miscellaneous Occupations		
99030 - Cashier		9.24
99050 - Desk Clerk		9.28
99095 - Embalmer		20.40
99251 - Laboratory Animal Caretaker I		10.15
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		23.25
99410 - Pest Controller		12.92
99510 - Photofinishing Worker		11.96
99710 - Recycling Laborer		13.72
99711 - Recycling Specialist		14.83
99730 - Refuse Collector		12.63
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		10.73
99830 - Survey Party Chief		17.65
99831 - Surveying Aide		15.50
99832 - Surveying Technician		15.99
99840 - Vending Machine Attendant		13.87
99841 - Vending Machine Repairer		16.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2224 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott

Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01040 - Court Reporter		17.22
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		17.22
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		12.25
01112 - General Clerk II		13.37
01113 - General Clerk III		15.01
01120 - Housing Referral Assistant		20.99
01141 - Messenger Courier		10.59
01191 - Order Clerk I		12.72
01192 - Order Clerk II		15.16
01261 - Personnel Assistant (Employment) I		15.81
01262 - Personnel Assistant (Employment) II		17.52
01263 - Personnel Assistant (Employment) III		20.96
01270 - Production Control Clerk		19.93
01280 - Receptionist		12.23
01290 - Rental Clerk		12.53
01300 - Scheduler, Maintenance		16.39
01311 - Secretary I		16.39
01312 - Secretary II		18.99
01313 - Secretary III		20.99
01320 - Service Order Dispatcher		15.34
01410 - Supply Technician		21.20
01420 - Survey Worker		15.50
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.67
01533 - Travel Clerk III		14.29
01611 - Word Processor I		13.37
01612 - Word Processor II		15.01
01613 - Word Processor III		17.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.11
05010 - Automotive Electrician		20.33
05040 - Automotive Glass Installer		19.78
05070 - Automotive Worker		19.35
05110 - Mobile Equipment Servicer		17.20
05130 - Motor Equipment Metal Mechanic		21.11
05160 - Motor Equipment Metal Worker		19.35
05190 - Motor Vehicle Mechanic		21.11
05220 - Motor Vehicle Mechanic Helper		16.14
05250 - Motor Vehicle Upholstery Worker		18.36
05280 - Motor Vehicle Wrecker		19.35
05310 - Painter, Automotive		20.33
05340 - Radiator Repair Specialist		19.35
05370 - Tire Repairer		13.74
05400 - Transmission Repair Specialist		21.11
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.63
07041 - Cook I		10.51

07042 - Cook II	11.67
07070 - Dishwasher	8.48
07130 - Food Service Worker	9.57
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	10.75
11090 - Gardener	13.75
11122 - Housekeeping Aide	10.75
11150 - Janitor	12.37
11210 - Laborer, Grounds Maintenance	12.22
11240 - Maid or Houseman	9.19
11260 - Pruner	11.43
11270 - Tractor Operator	12.90
11330 - Trail Maintenance Worker	12.22
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	14.09
12011 - Breath Alcohol Technician	16.27
12012 - Certified Occupational Therapist Assistant	24.99
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	16.66
12025 - Dental Hygienist	28.37
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.09
12071 - Licensed Practical Nurse I	14.55
12072 - Licensed Practical Nurse II	16.27
12073 - Licensed Practical Nurse III	18.15
12100 - Medical Assistant	13.84
12130 - Medical Laboratory Technician	16.55
12160 - Medical Record Clerk	13.64
12190 - Medical Record Technician	15.12
12195 - Medical Transcriptionist	14.85
12210 - Nuclear Medicine Technologist	27.39
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.49
12236 - Optical Technician	13.77
12250 - Pharmacy Technician	12.30
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	22.46
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	20.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.47
13012 - Exhibits Specialist II	21.65
13013 - Exhibits Specialist III	26.48

13041 - Illustrator I		18.77
13042 - Illustrator II		23.26
13043 - Illustrator III		28.45
13047 - Librarian		25.75
13050 - Library Aide/Clerk		12.22
13054 - Library Information Technology Systems Administrator		23.26
13058 - Library Technician		14.11
13061 - Media Specialist I		15.36
13062 - Media Specialist II		16.84
13063 - Media Specialist III		18.78
13071 - Photographer I		14.79
13072 - Photographer II		16.55
13073 - Photographer III		18.63
13074 - Photographer IV		22.79
13075 - Photographer V		27.59
13110 - Video Teleconference Technician		19.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.80
14042 - Computer Operator II		17.67
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.90
14045 - Computer Operator V		24.24
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.80
14160 - Personal Computer Support Technician		21.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.28
15020 - Aircrew Training Devices Instructor (Rated)		31.79
15030 - Air Crew Training Devices Instructor (Pilot)		38.10
15050 - Computer Based Training Specialist / Instructor		26.28
15060 - Educational Technologist		27.05
15070 - Flight Instructor (Pilot)		38.10
15080 - Graphic Artist		21.68
15090 - Technical Instructor		19.17
15095 - Technical Instructor/Course Developer		23.45
15110 - Test Proctor		15.71
15120 - Tutor		15.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.49
16030 - Counter Attendant		9.49
16040 - Dry Cleaner		12.18
16070 - Finisher, Flatwork, Machine		9.49
16090 - Presser, Hand		9.49
16110 - Presser, Machine, Drycleaning		9.49
16130 - Presser, Machine, Shirts		9.49
16160 - Presser, Machine, Wearing Apparel, Laundry		9.49
16190 - Sewing Machine Operator		12.93
16220 - Tailor		13.64
16250 - Washer, Machine		10.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.20
19040 - Tool And Die Maker		22.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.09
21030 - Material Coordinator		19.38
21040 - Material Expediter		19.38

21050 - Material Handling Laborer	12.82
21071 - Order Filler	12.37
21080 - Production Line Worker (Food Processing)	16.09
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	16.63
21150 - Stock Clerk	17.51
21210 - Tools And Parts Attendant	16.09
21410 - Warehouse Specialist	16.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.70
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.70
23023 - Aircraft Mechanic III	26.98
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft, Painter	23.80
23060 - Aircraft Servicer	21.79
23080 - Aircraft Worker	22.40
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	13.60
23125 - Cable Splicer	23.47
23130 - Carpenter, Maintenance	18.24
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	20.75
23181 - Electronics Technician Maintenance I	20.23
23182 - Electronics Technician Maintenance II	21.25
23183 - Electronics Technician Maintenance III	21.95
23260 - Fabric Worker	18.95
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	17.81
23311 - Fuel Distribution System Mechanic	21.99
23312 - Fuel Distribution System Operator	17.62
23370 - General Maintenance Worker	17.33
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	21.79
23382 - Ground Support Equipment Worker	22.40
23391 - Gunsmith I	17.81
23392 - Gunsmith II	19.99
23393 - Gunsmith III	21.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.22
23430 - Heavy Equipment Mechanic	20.26
23440 - Heavy Equipment Operator	19.93
23460 - Instrument Mechanic	25.43
23465 - Laboratory/Shelter Mechanic	21.00
23470 - Laborer	12.85
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.74
23550 - Machinist, Maintenance	18.63
23580 - Maintenance Trades Helper	15.49
23591 - Metrology Technician I	25.43
23592 - Metrology Technician II	26.40
23593 - Metrology Technician III	27.54
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.13
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	27.89
23810 - Plumber, Maintenance	24.34
23820 - Pneudraulic Systems Mechanic	21.83
23850 - Rigger	21.83
23870 - Scale Mechanic	19.99

23890 - Sheet-Metal Worker, Maintenance	18.80
23910 - Small Engine Mechanic	17.33
23931 - Telecommunications Mechanic I	22.94
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	21.18
23960 - Welder, Combination, Maintenance	18.63
23965 - Well Driller	18.63
23970 - Woodcraft Worker	19.85
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.87
24580 - Child Care Center Clerk	12.09
24610 - Chore Aide	8.75
24620 - Family Readiness And Support Services Coordinator	12.86
24630 - Homemaker	12.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	17.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	12.16
27008 - Corrections Officer	17.26
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	17.26
27070 - Firefighter	17.47
27101 - Guard I	12.83
27102 - Guard II	16.01
27131 - Police Officer I	19.87
27132 - Police Officer II	22.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.02
28042 - Carnival Equipment Repairer	9.14
28043 - Carnival Equpment Worker	7.65
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	13.52
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	20.56
29030 - Line Handler	20.56
29041 - Stevedore I	19.93
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.17
30022 - Archeological Technician II	20.32
30023 - Archeological Technician III	25.19
30030 - Cartographic Technician	25.19
30040 - Civil Engineering Technician	24.71
30061 - Drafter/CAD Operator I	18.17
30062 - Drafter/CAD Operator II	20.32
30063 - Drafter/CAD Operator III	22.67

30064 - Drafter/CAD Operator IV		27.88
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.43
30083 - Engineering Technician III		25.09
30084 - Engineering Technician IV		31.08
30085 - Engineering Technician V		38.03
30086 - Engineering Technician VI		46.01
30090 - Environmental Technician		21.05
30210 - Laboratory Technician		21.00
30240 - Mathematical Technician		26.61
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		26.15
30363 - Paralegal/Legal Assistant III		29.48
30364 - Paralegal/Legal Assistant IV		35.63
30390 - Photo-Optics Technician		25.19
30461 - Technical Writer I		19.73
30462 - Technical Writer II		24.14
30463 - Technical Writer III		29.20
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.67
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.48
31043 - Driver Courier		12.90
31260 - Parking and Lot Attendant		10.51
31290 - Shuttle Bus Driver		15.90
31310 - Taxi Driver		10.20
31361 - Truckdriver, Light		15.90
31362 - Truckdriver, Medium		16.56
31363 - Truckdriver, Heavy		17.65
31364 - Truckdriver, Tractor-Trailer		17.65
99000 - Miscellaneous Occupations		
99030 - Cashier		9.24
99050 - Desk Clerk		9.28
99095 - Embalmer		20.40
99251 - Laboratory Animal Caretaker I		10.15
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		23.25
99410 - Pest Controller		12.92
99510 - Photofinishing Worker		11.96
99710 - Recycling Laborer		13.72
99711 - Recycling Specialist		14.83
99730 - Refuse Collector		12.63
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		10.73
99830 - Survey Party Chief		17.65
99831 - Surveying Aide		15.50
99832 - Surveying Technician		15.99
99840 - Vending Machine Attendant		13.87
99841 - Vending Machine Repairer		16.40
99842 - Vending Machine Repairer Helper		13.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2229 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.28
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.45
01020 - Administrative Assistant		16.21
01040 - Court Reporter		12.81
01051 - Data Entry Operator I		10.30
01052 - Data Entry Operator II		11.37
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		10.20
01090 - Duplicating Machine Operator		10.20
01111 - General Clerk I		10.13
01112 - General Clerk II		11.06
01113 - General Clerk III		13.19
01120 - Housing Referral Assistant		14.59
01141 - Messenger Courier		8.31
01191 - Order Clerk I		11.12
01192 - Order Clerk II		13.15
01261 - Personnel Assistant (Employment) I		12.53
01262 - Personnel Assistant (Employment) II		14.03
01263 - Personnel Assistant (Employment) III		16.08
01270 - Production Control Clerk		22.69
01280 - Receptionist		9.39
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		11.45
01311 - Secretary I		11.45
01312 - Secretary II		12.81
01313 - Secretary III		14.59
01320 - Service Order Dispatcher		18.30
01410 - Supply Technician		16.21
01420 - Survey Worker		12.55
01531 - Travel Clerk I		11.07
01532 - Travel Clerk II		12.10
01533 - Travel Clerk III		13.01
01611 - Word Processor I		11.02
01612 - Word Processor II		12.43
01613 - Word Processor III		13.77
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.10
05010 - Automotive Electrician		17.86
05040 - Automotive Glass Installer		16.72
05070 - Automotive Worker		16.72
05110 - Mobile Equipment Servicer		14.63
05130 - Motor Equipment Metal Mechanic		19.00
05160 - Motor Equipment Metal Worker		17.23
05190 - Motor Vehicle Mechanic		19.00
05220 - Motor Vehicle Mechanic Helper		13.30
05250 - Motor Vehicle Upholstery Worker		15.77
05280 - Motor Vehicle Wrecker		16.72
05310 - Painter, Automotive		17.86
05340 - Radiator Repair Specialist		16.72
05370 - Tire Repairer		10.79
05400 - Transmission Repair Specialist		19.00
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.42
07041 - Cook I		9.57
07042 - Cook II		11.64
07070 - Dishwasher		7.25
07130 - Food Service Worker		7.58
07210 - Meat Cutter		12.42
07260 - Waiter/Waitress		7.39

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	9.79
09080 - Furniture Refinisher	13.78
09090 - Furniture Refinisher Helper	10.26
09110 - Furniture Repairer, Minor	12.17
09130 - Upholsterer	13.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.78
11060 - Elevator Operator	8.37
11090 - Gardener	10.60
11122 - Housekeeping Aide	8.95
11150 - Janitor	8.95
11210 - Laborer, Grounds Maintenance	9.50
11240 - Maid or Houseman	7.40
11260 - Pruner	8.03
11270 - Tractor Operator	9.81
11330 - Trail Maintenance Worker	9.50
11360 - Window Cleaner	9.50
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	21.27
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	13.27
12025 - Dental Hygienist	32.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.60
12073 - Licensed Practical Nurse III	18.51
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	14.84
12160 - Medical Record Clerk	13.00
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	12.23
12210 - Nuclear Medicine Technologist	34.07
12221 - Nursing Assistant I	9.49
12222 - Nursing Assistant II	10.67
12223 - Nursing Assistant III	11.64
12224 - Nursing Assistant IV	13.07
12235 - Optical Dispenser	15.54
12236 - Optical Technician	14.84
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.07
12305 - Radiologic Technologist	21.06
12311 - Registered Nurse I	20.97
12312 - Registered Nurse II	25.63
12313 - Registered Nurse II, Specialist	25.63
12314 - Registered Nurse III	31.01
12315 - Registered Nurse III, Anesthetist	31.01
12316 - Registered Nurse IV	37.16
12317 - Scheduler (Drug and Alcohol Testing)	20.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.24
13012 - Exhibits Specialist II	17.64
13013 - Exhibits Specialist III	21.58
13041 - Illustrator I	14.24
13042 - Illustrator II	17.64
13043 - Illustrator III	21.58
13047 - Librarian	19.54
13050 - Library Aide/Clerk	11.34

13054 - Library Information Technology Systems Administrator		17.64
13058 - Library Technician		14.24
13061 - Media Specialist I		12.73
13062 - Media Specialist II		14.24
13063 - Media Specialist III		15.88
13071 - Photographer I		12.61
13072 - Photographer II		15.05
13073 - Photographer III		19.31
13074 - Photographer IV		21.54
13075 - Photographer V		26.06
13110 - Video Teleconference Technician		12.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		19.02
14044 - Computer Operator IV		21.11
14045 - Computer Operator V		23.44
14071 - Computer Programmer I		20.16
14072 - Computer Programmer II		26.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		21.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		22.25
15070 - Flight Instructor (Pilot)		39.05
15080 - Graphic Artist		19.28
15090 - Technical Instructor		14.52
15095 - Technical Instructor/Course Developer		17.75
15110 - Test Proctor		12.55
15120 - Tutor		12.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.82
16030 - Counter Attendant		7.82
16040 - Dry Cleaner		9.44
16070 - Finisher, Flatwork, Machine		7.82
16090 - Presser, Hand		7.82
16110 - Presser, Machine, Drycleaning		7.82
16130 - Presser, Machine, Shirts		7.82
16160 - Presser, Machine, Wearing Apparel, Laundry		7.82
16190 - Sewing Machine Operator		9.98
16220 - Tailor		10.54
16250 - Washer, Machine		8.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.53
19040 - Tool And Die Maker		20.67
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.55
21030 - Material Coordinator		19.94
21040 - Material Expediter		19.94
21050 - Material Handling Laborer		9.98
21071 - Order Filler		10.22
21080 - Production Line Worker (Food Processing)		13.55
21110 - Shipping Packer		14.78
21130 - Shipping/Receiving Clerk		14.78

21140 - Store Worker I	10.18
21150 - Stock Clerk	15.63
21210 - Tools And Parts Attendant	13.55
21410 - Warehouse Specialist	13.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.60
23021 - Aircraft Mechanic I	22.48
23022 - Aircraft Mechanic II	23.60
23023 - Aircraft Mechanic III	24.79
23040 - Aircraft Mechanic Helper	14.31
23050 - Aircraft, Painter	18.56
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	18.00
23110 - Appliance Mechanic	16.53
23120 - Bicycle Repairer	10.79
23125 - Cable Splicer	21.63
23130 - Carpenter, Maintenance	15.37
23140 - Carpet Layer	15.26
23160 - Electrician, Maintenance	20.63
23181 - Electronics Technician Maintenance I	23.64
23182 - Electronics Technician Maintenance II	25.66
23183 - Electronics Technician Maintenance III	27.97
23260 - Fabric Worker	14.03
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	12.69
23311 - Fuel Distribution System Mechanic	17.64
23312 - Fuel Distribution System Operator	15.16
23370 - General Maintenance Worker	14.45
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	18.00
23391 - Gunsmith I	12.69
23392 - Gunsmith II	15.26
23393 - Gunsmith III	17.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.74
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.63
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	14.67
23460 - Instrument Mechanic	17.64
23465 - Laboratory/Shelter Mechanic	16.53
23470 - Laborer	9.98
23510 - Locksmith	16.53
23530 - Machinery Maintenance Mechanic	17.89
23550 - Machinist, Maintenance	19.85
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	17.64
23592 - Metrology Technician II	18.65
23593 - Metrology Technician III	19.67
23640 - Millwright	18.14
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	15.37
23790 - Pipefitter, Maintenance	22.63
23810 - Plumber, Maintenance	21.41
23820 - Pneudraulic Systems Mechanic	17.64
23850 - Rigger	17.64
23870 - Scale Mechanic	15.26
23890 - Sheet-Metal Worker, Maintenance	19.40
23910 - Small Engine Mechanic	15.26
23931 - Telecommunications Mechanic I	18.33
23932 - Telecommunications Mechanic II	21.33
23950 - Telephone Lineman	18.33

23960 - Welder, Combination, Maintenance	15.95
23965 - Well Driller	17.64
23970 - Woodcraft Worker	17.64
23980 - Woodworker	13.83
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	13.66
24610 - Chore Aide	8.88
24620 - Family Readiness And Support Services Coordinator	15.60
24630 - Homemaker	14.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.33
25040 - Sewage Plant Operator	17.25
25070 - Stationary Engineer	18.33
25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	17.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.01
27007 - Baggage Inspector	10.44
27008 - Corrections Officer	18.05
27010 - Court Security Officer	15.65
27030 - Detection Dog Handler	13.86
27040 - Detention Officer	18.05
27070 - Firefighter	14.63
27101 - Guard I	10.44
27102 - Guard II	13.86
27131 - Police Officer I	14.91
27132 - Police Officer II	16.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.29
28042 - Carnival Equipment Repairer	11.33
28043 - Carnival Equpment Worker	7.27
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	14.49
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	13.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.26
29020 - Hatch Tender	15.26
29030 - Line Handler	15.26
29041 - Stevedore I	14.03
29042 - Stevedore II	16.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.24
30022 - Archeological Technician II	17.04
30023 - Archeological Technician III	23.02
30030 - Cartographic Technician	23.02
30040 - Civil Engineering Technician	20.83
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.58
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.48
30081 - Engineering Technician I	13.44
30082 - Engineering Technician II	15.24
30083 - Engineering Technician III	17.04
30084 - Engineering Technician IV	21.11

30085 - Engineering Technician V		25.83
30086 - Engineering Technician VI		31.43
30090 - Environmental Technician		21.11
30210 - Laboratory Technician		20.71
30240 - Mathematical Technician		21.11
30361 - Paralegal/Legal Assistant I		17.37
30362 - Paralegal/Legal Assistant II		21.54
30363 - Paralegal/Legal Assistant III		26.33
30364 - Paralegal/Legal Assistant IV		31.86
30390 - Photo-Optics Technician		23.02
30461 - Technical Writer I		21.11
30462 - Technical Writer II		25.83
30463 - Technical Writer III		31.25
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.83
30621 - Weather Observer, Senior	(see 2)	21.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.34
31030 - Bus Driver		15.33
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		7.99
31290 - Shuttle Bus Driver		13.87
31310 - Taxi Driver		11.20
31361 - Truckdriver, Light		13.87
31362 - Truckdriver, Medium		15.33
31363 - Truckdriver, Heavy		17.36
31364 - Truckdriver, Tractor-Trailer		17.36
99000 - Miscellaneous Occupations		
99030 - Cashier		7.79
99050 - Desk Clerk		8.97
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.98
99252 - Laboratory Animal Caretaker II		11.76
99310 - Mortician		22.34
99410 - Pest Controller		12.60
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.77
99711 - Recycling Specialist		13.44
99730 - Refuse Collector		11.43
99810 - Sales Clerk		11.67
99820 - School Crossing Guard		11.43
99830 - Survey Party Chief		16.21
99831 - Surveying Aide		10.00
99832 - Surveying Technician		14.74
99840 - Vending Machine Attendant		13.88
99841 - Vending Machine Repairer		16.48
99842 - Vending Machine Repairer Helper		13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2230
Revision No.: 15
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.28
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.45
01020 - Administrative Assistant		16.21
01040 - Court Reporter		12.81
01051 - Data Entry Operator I		10.30
01052 - Data Entry Operator II		11.37
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		10.20
01090 - Duplicating Machine Operator		10.20
01111 - General Clerk I		10.13
01112 - General Clerk II		11.06
01113 - General Clerk III		13.19
01120 - Housing Referral Assistant		14.59
01141 - Messenger Courier		8.31
01191 - Order Clerk I		11.12
01192 - Order Clerk II		13.15
01261 - Personnel Assistant (Employment) I		12.53
01262 - Personnel Assistant (Employment) II		14.03
01263 - Personnel Assistant (Employment) III		16.08
01270 - Production Control Clerk		22.69
01280 - Receptionist		9.39
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		11.45
01311 - Secretary I		11.45
01312 - Secretary II		12.81
01313 - Secretary III		14.59
01320 - Service Order Dispatcher		18.30
01410 - Supply Technician		16.21
01420 - Survey Worker		12.55
01531 - Travel Clerk I		11.07
01532 - Travel Clerk II		12.10
01533 - Travel Clerk III		13.01
01611 - Word Processor I		11.02
01612 - Word Processor II		12.43
01613 - Word Processor III		13.77
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.10

05010 - Automotive Electrician	17.86
05040 - Automotive Glass Installer	16.72
05070 - Automotive Worker	16.72
05110 - Mobile Equipment Servicer	14.63
05130 - Motor Equipment Metal Mechanic	19.00
05160 - Motor Equipment Metal Worker	17.23
05190 - Motor Vehicle Mechanic	19.00
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter, Automotive	17.86
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	10.79
05400 - Transmission Repair Specialist	19.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	9.57
07042 - Cook II	11.64
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	12.42
07260 - Waiter/Waitress	7.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	9.79
09080 - Furniture Refinisher	13.78
09090 - Furniture Refinisher Helper	10.26
09110 - Furniture Repairer, Minor	12.17
09130 - Upholsterer	13.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.78
11060 - Elevator Operator	8.37
11090 - Gardener	10.60
11122 - Housekeeping Aide	8.95
11150 - Janitor	8.95
11210 - Laborer, Grounds Maintenance	9.50
11240 - Maid or Houseman	7.40
11260 - Pruner	8.03
11270 - Tractor Operator	9.81
11330 - Trail Maintenance Worker	9.50
11360 - Window Cleaner	9.50
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	21.27
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	13.27
12025 - Dental Hygienist	32.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.60
12073 - Licensed Practical Nurse III	18.51
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	14.84
12160 - Medical Record Clerk	13.00
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	12.23
12210 - Nuclear Medicine Technologist	34.07
12221 - Nursing Assistant I	9.49
12222 - Nursing Assistant II	10.67
12223 - Nursing Assistant III	11.64

12224 - Nursing Assistant IV		13.07
12235 - Optical Dispenser		15.54
12236 - Optical Technician		14.84
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.07
12305 - Radiologic Technologist		21.06
12311 - Registered Nurse I		20.97
12312 - Registered Nurse II		25.63
12313 - Registered Nurse II, Specialist		25.63
12314 - Registered Nurse III		31.01
12315 - Registered Nurse III, Anesthetist		31.01
12316 - Registered Nurse IV		37.16
12317 - Scheduler (Drug and Alcohol Testing)		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.24
13012 - Exhibits Specialist II		17.64
13013 - Exhibits Specialist III		21.58
13041 - Illustrator I		14.24
13042 - Illustrator II		17.64
13043 - Illustrator III		21.58
13047 - Librarian		19.54
13050 - Library Aide/Clerk		11.34
13054 - Library Information Technology Systems Administrator		17.64
13058 - Library Technician		14.24
13061 - Media Specialist I		12.73
13062 - Media Specialist II		14.24
13063 - Media Specialist III		15.88
13071 - Photographer I		12.61
13072 - Photographer II		15.05
13073 - Photographer III		19.31
13074 - Photographer IV		21.54
13075 - Photographer V		26.06
13110 - Video Teleconference Technician		12.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		19.02
14044 - Computer Operator IV		21.11
14045 - Computer Operator V		23.44
14071 - Computer Programmer I		20.16
14072 - Computer Programmer II		26.93
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		21.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		39.05
15050 - Computer Based Training Specialist / Instructor		26.93
15060 - Educational Technologist		22.25
15070 - Flight Instructor (Pilot)		39.05
15080 - Graphic Artist		19.28
15090 - Technical Instructor		14.52
15095 - Technical Instructor/Course Developer		17.75
15110 - Test Proctor		12.55
15120 - Tutor		12.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.82

16030 - Counter Attendant	7.82
16040 - Dry Cleaner	9.44
16070 - Finisher, Flatwork, Machine	7.82
16090 - Presser, Hand	7.82
16110 - Presser, Machine, Drycleaning	7.82
16130 - Presser, Machine, Shirts	7.82
16160 - Presser, Machine, Wearing Apparel, Laundry	7.82
16190 - Sewing Machine Operator	9.98
16220 - Tailor	10.54
16250 - Washer, Machine	8.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.53
19040 - Tool And Die Maker	20.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.55
21030 - Material Coordinator	19.94
21040 - Material Expediter	19.94
21050 - Material Handling Laborer	9.98
21071 - Order Filler	10.22
21080 - Production Line Worker (Food Processing)	13.55
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	10.18
21150 - Stock Clerk	15.63
21210 - Tools And Parts Attendant	13.55
21410 - Warehouse Specialist	13.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.60
23021 - Aircraft Mechanic I	22.48
23022 - Aircraft Mechanic II	23.60
23023 - Aircraft Mechanic III	24.79
23040 - Aircraft Mechanic Helper	14.31
23050 - Aircraft, Painter	18.56
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	18.00
23110 - Appliance Mechanic	16.53
23120 - Bicycle Repairer	10.79
23125 - Cable Splicer	21.63
23130 - Carpenter, Maintenance	15.37
23140 - Carpet Layer	15.26
23160 - Electrician, Maintenance	20.63
23181 - Electronics Technician Maintenance I	23.64
23182 - Electronics Technician Maintenance II	25.66
23183 - Electronics Technician Maintenance III	27.97
23260 - Fabric Worker	14.03
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	12.69
23311 - Fuel Distribution System Mechanic	17.64
23312 - Fuel Distribution System Operator	15.16
23370 - General Maintenance Worker	14.45
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	18.00
23391 - Gunsmith I	12.69
23392 - Gunsmith II	15.26
23393 - Gunsmith III	17.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.74
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.63
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	14.67
23460 - Instrument Mechanic	17.64

23465 - Laboratory/Shelter Mechanic	16.53
23470 - Laborer	9.98
23510 - Locksmith	16.53
23530 - Machinery Maintenance Mechanic	17.89
23550 - Machinist, Maintenance	19.85
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	17.64
23592 - Metrology Technician II	18.65
23593 - Metrology Technician III	19.67
23640 - Millwright	18.14
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	15.37
23790 - Pipefitter, Maintenance	22.63
23810 - Plumber, Maintenance	21.41
23820 - Pneudraulic Systems Mechanic	17.64
23850 - Rigger	17.64
23870 - Scale Mechanic	15.26
23890 - Sheet-Metal Worker, Maintenance	19.40
23910 - Small Engine Mechanic	15.26
23931 - Telecommunications Mechanic I	18.33
23932 - Telecommunications Mechanic II	21.33
23950 - Telephone Lineman	18.33
23960 - Welder, Combination, Maintenance	15.95
23965 - Well Driller	17.64
23970 - Woodcraft Worker	17.64
23980 - Woodworker	13.83
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	13.66
24610 - Chore Aide	8.88
24620 - Family Readiness And Support Services Coordinator	15.60
24630 - Homemaker	14.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.33
25040 - Sewage Plant Operator	17.25
25070 - Stationary Engineer	18.33
25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	17.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.01
27007 - Baggage Inspector	10.44
27008 - Corrections Officer	18.05
27010 - Court Security Officer	15.65
27030 - Detection Dog Handler	13.86
27040 - Detention Officer	18.05
27070 - Firefighter	14.63
27101 - Guard I	10.44
27102 - Guard II	13.86
27131 - Police Officer I	14.91
27132 - Police Officer II	16.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.29
28042 - Carnival Equipment Repairer	11.33
28043 - Carnival Equpment Worker	7.27
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	14.49
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	13.04
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		15.26
29020 - Hatch Tender		15.26
29030 - Line Handler		15.26
29041 - Stevedore I		14.03
29042 - Stevedore II		16.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.24
30022 - Archeological Technician II		17.04
30023 - Archeological Technician III		23.02
30030 - Cartographic Technician		23.02
30040 - Civil Engineering Technician		20.83
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.48
30081 - Engineering Technician I		13.44
30082 - Engineering Technician II		15.24
30083 - Engineering Technician III		17.04
30084 - Engineering Technician IV		21.11
30085 - Engineering Technician V		25.83
30086 - Engineering Technician VI		31.43
30090 - Environmental Technician		21.11
30210 - Laboratory Technician		20.71
30240 - Mathematical Technician		21.11
30361 - Paralegal/Legal Assistant I		17.37
30362 - Paralegal/Legal Assistant II		21.54
30363 - Paralegal/Legal Assistant III		26.33
30364 - Paralegal/Legal Assistant IV		31.86
30390 - Photo-Optics Technician		23.02
30461 - Technical Writer I		21.11
30462 - Technical Writer II		25.83
30463 - Technical Writer III		31.25
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.83
30621 - Weather Observer, Senior	(see 2)	21.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.34
31030 - Bus Driver		15.33
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		7.99
31290 - Shuttle Bus Driver		13.87
31310 - Taxi Driver		11.20
31361 - Truckdriver, Light		13.87
31362 - Truckdriver, Medium		15.33
31363 - Truckdriver, Heavy		17.36
31364 - Truckdriver, Tractor-Trailer		17.36
99000 - Miscellaneous Occupations		
99030 - Cashier		7.79
99050 - Desk Clerk		8.97
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.98
99252 - Laboratory Animal Caretaker II		11.76
99310 - Mortician		22.34
99410 - Pest Controller		12.60
99510 - Photofinishing Worker		11.95

99710 - Recycling Laborer	12.77
99711 - Recycling Specialist	13.44
99730 - Refuse Collector	11.43
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	11.43
99830 - Survey Party Chief	16.21
99831 - Surveying Aide	10.00
99832 - Surveying Technician	14.74
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	16.48
99842 - Vending Machine Repairer Helper	13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2231 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.07
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.50
01020 - Administrative Assistant		19.45
01040 - Court Reporter		20.01
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		12.45
01060 - Dispatcher, Motor Vehicle		16.13
01070 - Document Preparation Clerk		12.62
01090 - Duplicating Machine Operator		12.62
01111 - General Clerk I		10.56
01112 - General Clerk II		11.52

01113 - General Clerk III	12.93
01120 - Housing Referral Assistant	17.11
01141 - Messenger Courier	9.25
01191 - Order Clerk I	10.74
01192 - Order Clerk II	12.38
01261 - Personnel Assistant (Employment) I	13.39
01262 - Personnel Assistant (Employment) II	16.80
01263 - Personnel Assistant (Employment) III	17.38
01270 - Production Control Clerk	22.14
01280 - Receptionist	10.53
01290 - Rental Clerk	11.17
01300 - Scheduler, Maintenance	12.93
01311 - Secretary I	12.93
01312 - Secretary II	16.54
01313 - Secretary III	17.11
01320 - Service Order Dispatcher	11.21
01410 - Supply Technician	19.84
01420 - Survey Worker	14.61
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.18
01611 - Word Processor I	11.20
01612 - Word Processor II	13.08
01613 - Word Processor III	15.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.65
05010 - Automotive Electrician	17.41
05040 - Automotive Glass Installer	16.45
05070 - Automotive Worker	16.45
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	16.45
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	15.33
05280 - Motor Vehicle Wrecker	16.45
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.45
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.47
07041 - Cook I	8.06
07042 - Cook II	9.49
07070 - Dishwasher	7.51
07130 - Food Service Worker	7.55
07210 - Meat Cutter	12.51
07260 - Waiter/Waitress	8.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.69
09040 - Furniture Handler	11.15
09080 - Furniture Refinisher	18.69
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer, Minor	16.46
09130 - Upholsterer	18.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.57
11060 - Elevator Operator	8.68
11090 - Gardener	11.87
11122 - Housekeeping Aide	8.68
11150 - Janitor	8.68
11210 - Laborer, Grounds Maintenance	10.73
11240 - Maid or Houseman	7.95

11260 - Pruner	9.42
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	10.73
11360 - Window Cleaner	9.66
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	16.79
12012 - Certified Occupational Therapist Assistant	24.39
12015 - Certified Physical Therapist Assistant	22.83
12020 - Dental Assistant	13.25
12025 - Dental Hygienist	25.66
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	15.25
12072 - Licensed Practical Nurse II	17.11
12073 - Licensed Practical Nurse III	19.14
12100 - Medical Assistant	12.06
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	13.24
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	8.94
12222 - Nursing Assistant II	10.05
12223 - Nursing Assistant III	10.97
12224 - Nursing Assistant IV	12.31
12235 - Optical Dispenser	16.54
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	12.31
12305 - Radiologic Technologist	22.89
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.26
12313 - Registered Nurse II, Specialist	27.26
12314 - Registered Nurse III	32.98
12315 - Registered Nurse III, Anesthetist	32.98
12316 - Registered Nurse IV	39.52
12317 - Scheduler (Drug and Alcohol Testing)	21.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.60
13012 - Exhibits Specialist II	19.32
13013 - Exhibits Specialist III	23.64
13041 - Illustrator I	15.60
13042 - Illustrator II	19.32
13043 - Illustrator III	23.64
13047 - Librarian	21.41
13050 - Library Aide/Clerk	11.96
13054 - Library Information Technology Systems Administrator	19.32
13058 - Library Technician	15.02
13061 - Media Specialist I	13.95
13062 - Media Specialist II	15.60
13063 - Media Specialist III	17.40
13071 - Photographer I	13.57
13072 - Photographer II	17.69
13073 - Photographer III	18.31
13074 - Photographer IV	21.64
13075 - Photographer V	26.19
13110 - Video Teleconference Technician	14.86
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.21
14042 - Computer Operator II	17.01

14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.27
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		21.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.64
15020 - Aircrew Training Devices Instructor (Rated)		33.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.26
15050 - Computer Based Training Specialist / Instructor		27.64
15060 - Educational Technologist		21.73
15070 - Flight Instructor (Pilot)		38.26
15080 - Graphic Artist		16.81
15090 - Technical Instructor		17.88
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		16.71
15120 - Tutor		16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.44
16030 - Counter Attendant		9.44
16040 - Dry Cleaner		11.80
16070 - Finisher, Flatwork, Machine		9.44
16090 - Presser, Hand		9.44
16110 - Presser, Machine, Drycleaning		9.44
16130 - Presser, Machine, Shirts		9.44
16160 - Presser, Machine, Wearing Apparel, Laundry		9.44
16190 - Sewing Machine Operator		12.60
16220 - Tailor		13.38
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.20
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.47
21030 - Material Coordinator		22.14
21040 - Material Expediter		22.14
21050 - Material Handling Laborer		11.23
21071 - Order Filler		12.17
21080 - Production Line Worker (Food Processing)		13.47
21110 - Shipping Packer		13.16
21130 - Shipping/Receiving Clerk		13.16
21140 - Store Worker I		8.95
21150 - Stock Clerk		13.25
21210 - Tools And Parts Attendant		13.47
21410 - Warehouse Specialist		13.47
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.83
23021 - Aircraft Mechanic I		21.74
23022 - Aircraft Mechanic II		22.83
23023 - Aircraft Mechanic III		24.13
23040 - Aircraft Mechanic Helper		15.40
23050 - Aircraft, Painter		20.56
23060 - Aircraft Servicer		18.11
23080 - Aircraft Worker		19.43
23110 - Appliance Mechanic		17.06
23120 - Bicycle Repairer		13.67

23125 - Cable Splicer	21.89
23130 - Carpenter, Maintenance	18.62
23140 - Carpet Layer	17.66
23160 - Electrician, Maintenance	20.65
23181 - Electronics Technician Maintenance I	20.60
23182 - Electronics Technician Maintenance II	24.31
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	16.52
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	20.99
23312 - Fuel Distribution System Operator	15.96
23370 - General Maintenance Worker	16.12
23380 - Ground Support Equipment Mechanic	21.74
23381 - Ground Support Equipment Servicer	18.11
23382 - Ground Support Equipment Worker	19.43
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.86
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.75
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	19.76
23460 - Instrument Mechanic	20.57
23465 - Laboratory/Shelter Mechanic	19.20
23470 - Laborer	10.55
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.59
23550 - Machinist, Maintenance	20.21
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	20.57
23592 - Metrology Technician II	21.90
23593 - Metrology Technician III	23.26
23640 - Millwright	20.45
23710 - Office Appliance Repairer	17.34
23760 - Painter, Maintenance	18.69
23790 - Pipefitter, Maintenance	22.74
23810 - Plumber, Maintenance	21.50
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	22.39
23870 - Scale Mechanic	17.86
23890 - Sheet-Metal Worker, Maintenance	19.72
23910 - Small Engine Mechanic	17.86
23931 - Telecommunications Mechanic I	23.39
23932 - Telecommunications Mechanic II	24.91
23950 - Telephone Lineman	20.54
23960 - Welder, Combination, Maintenance	20.95
23965 - Well Driller	20.57
23970 - Woodcraft Worker	20.57
23980 - Woodworker	16.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.17
25040 - Sewage Plant Operator	18.69
25070 - Stationary Engineer	21.17

25190 - Ventilation Equipment Tender	13.81
25210 - Water Treatment Plant Operator	18.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	14.89
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	14.89
27070 - Firefighter	15.17
27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	16.27
27132 - Police Officer II	18.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.04
28042 - Carnival Equipment Repairer	10.94
28043 - Carnival Equpment Worker	7.42
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	13.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.09
29020 - Hatch Tender	17.09
29030 - Line Handler	17.09
29041 - Stevedore I	15.92
29042 - Stevedore II	18.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.64
30022 - Archeological Technician II	16.90
30023 - Archeological Technician III	20.95
30030 - Cartographic Technician	20.95
30040 - Civil Engineering Technician	20.65
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.90
30063 - Drafter/CAD Operator III	18.85
30064 - Drafter/CAD Operator IV	23.19
30081 - Engineering Technician I	14.22
30082 - Engineering Technician II	15.96
30083 - Engineering Technician III	17.85
30084 - Engineering Technician IV	22.12
30085 - Engineering Technician V	25.27
30086 - Engineering Technician VI	32.74
30090 - Environmental Technician	18.19
30210 - Laboratory Technician	25.38
30240 - Mathematical Technician	20.95
30361 - Paralegal/Legal Assistant I	17.56
30362 - Paralegal/Legal Assistant II	21.37
30363 - Paralegal/Legal Assistant III	26.16
30364 - Paralegal/Legal Assistant IV	31.64
30390 - Photo-Optics Technician	20.95
30461 - Technical Writer I	20.95
30462 - Technical Writer II	25.62
30463 - Technical Writer III	31.00
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	20.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.54
31030 - Bus Driver		17.28
31043 - Driver Courier		13.39
31260 - Parking and Lot Attendant		8.60
31290 - Shuttle Bus Driver		14.55
31310 - Taxi Driver		9.68
31361 - Truckdriver, Light		14.55
31362 - Truckdriver, Medium		16.01
31363 - Truckdriver, Heavy		17.31
31364 - Truckdriver, Tractor-Trailer		17.31
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		10.56
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		9.99
99252 - Laboratory Animal Caretaker II		10.75
99310 - Mortician		24.57
99410 - Pest Controller		12.93
99510 - Photofinishing Worker		12.82
99710 - Recycling Laborer		13.63
99711 - Recycling Specialist		14.54
99730 - Refuse Collector		12.97
99810 - Sales Clerk		10.62
99820 - School Crossing Guard		15.67
99830 - Survey Party Chief		19.50
99831 - Surveying Aide		12.22
99832 - Surveying Technician		16.74
99840 - Vending Machine Attendant		11.08
99841 - Vending Machine Repairer		14.05
99842 - Vending Machine Repairer Helper		11.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2232 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.07
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.50
01020 - Administrative Assistant		19.45
01040 - Court Reporter		20.01
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		12.45
01060 - Dispatcher, Motor Vehicle		16.13
01070 - Document Preparation Clerk		12.62
01090 - Duplicating Machine Operator		12.62
01111 - General Clerk I		10.56
01112 - General Clerk II		11.52
01113 - General Clerk III		12.93
01120 - Housing Referral Assistant		17.11
01141 - Messenger Courier		9.25
01191 - Order Clerk I		10.74
01192 - Order Clerk II		12.38
01261 - Personnel Assistant (Employment) I		13.39
01262 - Personnel Assistant (Employment) II		16.80
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		22.14
01280 - Receptionist		10.53
01290 - Rental Clerk		11.17
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01311 - Secretary I		12.93
01312 - Secretary II		16.54
01313 - Secretary III		17.11
01320 - Service Order Dispatcher		11.21
01410 - Supply Technician		19.84
01420 - Survey Worker		14.61
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.18
01611 - Word Processor I		11.20
01612 - Word Processor II		13.08
01613 - Word Processor III		15.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.65
05010 - Automotive Electrician		17.41
05040 - Automotive Glass Installer		16.45
05070 - Automotive Worker		16.45
05110 - Mobile Equipment Servicer		14.50
05130 - Motor Equipment Metal Mechanic		18.41
05160 - Motor Equipment Metal Worker		16.45
05190 - Motor Vehicle Mechanic		18.41
05220 - Motor Vehicle Mechanic Helper		14.50
05250 - Motor Vehicle Upholstery Worker		15.33
05280 - Motor Vehicle Wrecker		16.45
05310 - Painter, Automotive		17.41
05340 - Radiator Repair Specialist		16.45
05370 - Tire Repairer		13.67
05400 - Transmission Repair Specialist		18.41
07000 - Food Preparation And Service Occupations		

07010 - Baker	11.47
07041 - Cook I	8.06
07042 - Cook II	9.49
07070 - Dishwasher	7.51
07130 - Food Service Worker	7.55
07210 - Meat Cutter	12.51
07260 - Waiter/Waitress	8.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.69
09040 - Furniture Handler	11.15
09080 - Furniture Refinisher	18.69
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer, Minor	16.46
09130 - Upholsterer	18.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.57
11060 - Elevator Operator	8.68
11090 - Gardener	11.87
11122 - Housekeeping Aide	8.68
11150 - Janitor	8.68
11210 - Laborer, Grounds Maintenance	10.73
11240 - Maid or Houseman	7.95
11260 - Pruner	9.42
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	10.73
11360 - Window Cleaner	9.66
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	16.79
12012 - Certified Occupational Therapist Assistant	24.39
12015 - Certified Physical Therapist Assistant	22.83
12020 - Dental Assistant	13.25
12025 - Dental Hygienist	25.66
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	15.25
12072 - Licensed Practical Nurse II	17.11
12073 - Licensed Practical Nurse III	19.14
12100 - Medical Assistant	12.06
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	13.24
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	8.94
12222 - Nursing Assistant II	10.05
12223 - Nursing Assistant III	10.97
12224 - Nursing Assistant IV	12.31
12235 - Optical Dispenser	16.54
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	12.31
12305 - Radiologic Technologist	22.89
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.26
12313 - Registered Nurse II, Specialist	27.26
12314 - Registered Nurse III	32.98
12315 - Registered Nurse III, Anesthetist	32.98
12316 - Registered Nurse IV	39.52
12317 - Scheduler (Drug and Alcohol Testing)	21.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.60

13012 - Exhibits Specialist II		19.32
13013 - Exhibits Specialist III		23.64
13041 - Illustrator I		15.60
13042 - Illustrator II		19.32
13043 - Illustrator III		23.64
13047 - Librarian		21.41
13050 - Library Aide/Clerk		11.96
13054 - Library Information Technology Systems Administrator		19.32
13058 - Library Technician		15.02
13061 - Media Specialist I		13.95
13062 - Media Specialist II		15.60
13063 - Media Specialist III		17.40
13071 - Photographer I		13.57
13072 - Photographer II		17.69
13073 - Photographer III		18.31
13074 - Photographer IV		21.64
13075 - Photographer V		26.19
13110 - Video Teleconference Technician		14.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.21
14042 - Computer Operator II		17.01
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.27
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.21
14160 - Personal Computer Support Technician		21.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.64
15020 - Aircrew Training Devices Instructor (Rated)		33.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.26
15050 - Computer Based Training Specialist / Instructor		27.64
15060 - Educational Technologist		21.73
15070 - Flight Instructor (Pilot)		38.26
15080 - Graphic Artist		16.81
15090 - Technical Instructor		17.88
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		16.71
15120 - Tutor		16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.44
16030 - Counter Attendant		9.44
16040 - Dry Cleaner		11.80
16070 - Finisher, Flatwork, Machine		9.44
16090 - Presser, Hand		9.44
16110 - Presser, Machine, Drycleaning		9.44
16130 - Presser, Machine, Shirts		9.44
16160 - Presser, Machine, Wearing Apparel, Laundry		9.44
16190 - Sewing Machine Operator		12.60
16220 - Tailor		13.38
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.20
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.47

21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	11.23
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	13.47
21110 - Shipping Packer	13.16
21130 - Shipping/Receiving Clerk	13.16
21140 - Store Worker I	8.95
21150 - Stock Clerk	13.25
21210 - Tools And Parts Attendant	13.47
21410 - Warehouse Specialist	13.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.83
23021 - Aircraft Mechanic I	21.74
23022 - Aircraft Mechanic II	22.83
23023 - Aircraft Mechanic III	24.13
23040 - Aircraft Mechanic Helper	15.40
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.11
23080 - Aircraft Worker	19.43
23110 - Appliance Mechanic	17.06
23120 - Bicycle Repairer	13.67
23125 - Cable Splicer	21.89
23130 - Carpenter, Maintenance	18.62
23140 - Carpet Layer	17.66
23160 - Electrician, Maintenance	20.65
23181 - Electronics Technician Maintenance I	20.60
23182 - Electronics Technician Maintenance II	24.31
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	16.52
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	20.99
23312 - Fuel Distribution System Operator	15.96
23370 - General Maintenance Worker	16.12
23380 - Ground Support Equipment Mechanic	21.74
23381 - Ground Support Equipment Servicer	18.11
23382 - Ground Support Equipment Worker	19.43
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.86
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.75
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	19.76
23460 - Instrument Mechanic	20.57
23465 - Laboratory/Shelter Mechanic	19.20
23470 - Laborer	10.55
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.59
23550 - Machinist, Maintenance	20.21
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	20.57
23592 - Metrology Technician II	21.90
23593 - Metrology Technician III	23.26
23640 - Millwright	20.45
23710 - Office Appliance Repairer	17.34
23760 - Painter, Maintenance	18.69
23790 - Pipefitter, Maintenance	22.74
23810 - Plumber, Maintenance	21.50
23820 - Pneudraulic Systems Mechanic	20.57

23850 - Rigger	22.39
23870 - Scale Mechanic	17.86
23890 - Sheet-Metal Worker, Maintenance	19.72
23910 - Small Engine Mechanic	17.86
23931 - Telecommunications Mechanic I	23.39
23932 - Telecommunications Mechanic II	24.91
23950 - Telephone Lineman	20.54
23960 - Welder, Combination, Maintenance	20.95
23965 - Well Driller	20.57
23970 - Woodcraft Worker	20.57
23980 - Woodworker	16.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.17
25040 - Sewage Plant Operator	18.69
25070 - Stationary Engineer	21.17
25190 - Ventilation Equipment Tender	13.81
25210 - Water Treatment Plant Operator	18.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	14.89
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	14.89
27070 - Firefighter	15.17
27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	16.27
27132 - Police Officer II	18.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.04
28042 - Carnival Equipment Repairer	10.94
28043 - Carnival Equpment Worker	7.42
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	13.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.09
29020 - Hatch Tender	17.09
29030 - Line Handler	17.09
29041 - Stevedore I	15.92
29042 - Stevedore II	18.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.64
30022 - Archeological Technician II	16.90
30023 - Archeological Technician III	20.95
30030 - Cartographic Technician	20.95
30040 - Civil Engineering Technician	20.65
30061 - Drafter/CAD Operator I	15.11

30062 - Drafter/CAD Operator II		16.90
30063 - Drafter/CAD Operator III		18.85
30064 - Drafter/CAD Operator IV		23.19
30081 - Engineering Technician I		14.22
30082 - Engineering Technician II		15.96
30083 - Engineering Technician III		17.85
30084 - Engineering Technician IV		22.12
30085 - Engineering Technician V		25.27
30086 - Engineering Technician VI		32.74
30090 - Environmental Technician		18.19
30210 - Laboratory Technician		25.38
30240 - Mathematical Technician		20.95
30361 - Paralegal/Legal Assistant I		17.56
30362 - Paralegal/Legal Assistant II		21.37
30363 - Paralegal/Legal Assistant III		26.16
30364 - Paralegal/Legal Assistant IV		31.64
30390 - Photo-Optics Technician		20.95
30461 - Technical Writer I		20.95
30462 - Technical Writer II		25.62
30463 - Technical Writer III		31.00
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	20.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.54
31030 - Bus Driver		17.28
31043 - Driver Courier		13.39
31260 - Parking and Lot Attendant		8.60
31290 - Shuttle Bus Driver		14.55
31310 - Taxi Driver		9.68
31361 - Truckdriver, Light		14.55
31362 - Truckdriver, Medium		16.01
31363 - Truckdriver, Heavy		17.31
31364 - Truckdriver, Tractor-Trailer		17.31
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		10.56
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		9.99
99252 - Laboratory Animal Caretaker II		10.75
99310 - Mortician		24.57
99410 - Pest Controller		12.93
99510 - Photofinishing Worker		12.82
99710 - Recycling Laborer		13.63
99711 - Recycling Specialist		14.54
99730 - Refuse Collector		12.97
99810 - Sales Clerk		10.62
99820 - School Crossing Guard		15.67
99830 - Survey Party Chief		19.50
99831 - Surveying Aide		12.22
99832 - Surveying Technician		16.74
99840 - Vending Machine Attendant		11.08
99841 - Vending Machine Repairer		14.05
99842 - Vending Machine Repairer Helper		11.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2233 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.95
01040 - Court Reporter		19.08
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		18.12
01070 - Document Preparation Clerk		13.09
01090 - Duplicating Machine Operator		13.09
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		12.11
01191 - Order Clerk I		11.04
01192 - Order Clerk II		12.99
01261 - Personnel Assistant (Employment) I		14.11
01262 - Personnel Assistant (Employment) II		18.12
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		20.40
01280 - Receptionist		10.88
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		17.56
01311 - Secretary I		17.56
01312 - Secretary II		19.49
01313 - Secretary III		21.88
01320 - Service Order Dispatcher		16.02
01410 - Supply Technician		23.95
01420 - Survey Worker		15.82

01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.18
01611 - Word Processor I	13.92
01612 - Word Processor II	15.62
01613 - Word Processor III	17.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.97
05010 - Automotive Electrician	18.40
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	14.80
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	9.98
07042 - Cook II	11.75
07070 - Dishwasher	7.60
07130 - Food Service Worker	7.99
07210 - Meat Cutter	11.54
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.29
09040 - Furniture Handler	11.88
09080 - Furniture Refinisher	16.29
09090 - Furniture Refinisher Helper	12.05
09110 - Furniture Repairer, Minor	14.18
09130 - Upholsterer	16.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.05
11060 - Elevator Operator	9.53
11090 - Gardener	12.27
11122 - Housekeeping Aide	9.63
11150 - Janitor	9.53
11210 - Laborer, Grounds Maintenance	10.59
11240 - Maid or Houseman	9.14
11260 - Pruner	9.35
11270 - Tractor Operator	11.81
11330 - Trail Maintenance Worker	10.59
11360 - Window Cleaner	10.85
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	22.37
12015 - Certified Physical Therapist Assistant	22.37
12020 - Dental Assistant	13.94
12025 - Dental Hygienist	29.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	15.38
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.74
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.13

12130 - Medical Laboratory Technician		17.46
12160 - Medical Record Clerk		14.61
12190 - Medical Record Technician		17.74
12195 - Medical Transcriptionist		14.62
12210 - Nuclear Medicine Technologist		31.65
12221 - Nursing Assistant I		10.67
12222 - Nursing Assistant II		12.00
12223 - Nursing Assistant III		13.09
12224 - Nursing Assistant IV		14.69
12235 - Optical Dispenser		15.67
12236 - Optical Technician		12.46
12250 - Pharmacy Technician		15.02
12280 - Phlebotomist		14.69
12305 - Radiologic Technologist		23.50
12311 - Registered Nurse I		26.17
12312 - Registered Nurse II		33.59
12313 - Registered Nurse II, Specialist		33.59
12314 - Registered Nurse III		40.65
12315 - Registered Nurse III, Anesthetist		40.65
12316 - Registered Nurse IV		48.72
12317 - Scheduler (Drug and Alcohol Testing)		19.86
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.40
13012 - Exhibits Specialist II		22.61
13013 - Exhibits Specialist III		27.58
13041 - Illustrator I		18.40
13042 - Illustrator II		22.61
13043 - Illustrator III		27.58
13047 - Librarian		24.17
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		21.83
13058 - Library Technician		14.21
13061 - Media Specialist I		15.75
13062 - Media Specialist II		17.62
13063 - Media Specialist III		19.65
13071 - Photographer I		14.95
13072 - Photographer II		17.10
13073 - Photographer III		21.18
13074 - Photographer IV		25.92
13075 - Photographer V		31.36
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		17.39
14043 - Computer Operator III		19.40
14044 - Computer Operator IV		21.56
14045 - Computer Operator V		23.86
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		21.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		23.29

15070 - Flight Instructor (Pilot)	40.77
15080 - Graphic Artist	21.54
15090 - Technical Instructor	19.91
15095 - Technical Instructor/Course Developer	24.35
15110 - Test Proctor	16.06
15120 - Tutor	16.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.44
16030 - Counter Attendant	9.44
16040 - Dry Cleaner	11.80
16070 - Finisher, Flatwork, Machine	9.44
16090 - Presser, Hand	9.44
16110 - Presser, Machine, Drycleaning	9.44
16130 - Presser, Machine, Shirts	9.44
16160 - Presser, Machine, Wearing Apparel, Laundry	9.44
16190 - Sewing Machine Operator	12.59
16220 - Tailor	13.38
16250 - Washer, Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.00
19040 - Tool And Die Maker	24.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.43
21030 - Material Coordinator	20.91
21040 - Material Expediter	20.91
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	14.43
21110 - Shipping Packer	13.65
21130 - Shipping/Receiving Clerk	13.65
21140 - Store Worker I	8.95
21150 - Stock Clerk	13.25
21210 - Tools And Parts Attendant	14.43
21410 - Warehouse Specialist	14.43
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.24
23021 - Aircraft Mechanic I	22.76
23022 - Aircraft Mechanic II	24.24
23023 - Aircraft Mechanic III	25.73
23040 - Aircraft Mechanic Helper	15.92
23050 - Aircraft, Painter	17.67
23060 - Aircraft Servicer	18.73
23080 - Aircraft Worker	20.14
23110 - Appliance Mechanic	18.79
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	23.23
23130 - Carpenter, Maintenance	18.92
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	21.71
23181 - Electronics Technician Maintenance I	23.31
23182 - Electronics Technician Maintenance II	25.07
23183 - Electronics Technician Maintenance III	26.85
23260 - Fabric Worker	15.22
23290 - Fire Alarm System Mechanic	18.17
23310 - Fire Extinguisher Repairer	14.85
23311 - Fuel Distribution System Mechanic	21.87
23312 - Fuel Distribution System Operator	16.13
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.76
23381 - Ground Support Equipment Servicer	18.73
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	14.85
23392 - Gunsmith II	17.48

23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.45
23430 - Heavy Equipment Mechanic	18.40
23440 - Heavy Equipment Operator	18.24
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	18.80
23470 - Laborer	10.79
23510 - Locksmith	19.01
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	13.26
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.50
23593 - Metrology Technician III	24.94
23640 - Millwright	23.61
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	18.14
23790 - Pipefitter, Maintenance	20.38
23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	18.57
23870 - Scale Mechanic	17.48
23890 - Sheet-Metal Worker, Maintenance	18.57
23910 - Small Engine Mechanic	16.73
23931 - Telecommunications Mechanic I	21.10
23932 - Telecommunications Mechanic II	22.47
23950 - Telephone Lineman	21.06
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	20.14
23970 - Woodcraft Worker	20.14
23980 - Woodworker	15.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.02
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.73
25040 - Sewage Plant Operator	16.43
25070 - Stationary Engineer	18.73
25190 - Ventilation Equipment Tender	13.02
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.58
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	14.48
27010 - Court Security Officer	14.99
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	13.16
27070 - Firefighter	14.08
27101 - Guard I	10.51
27102 - Guard II	13.71
27131 - Police Officer I	18.29
27132 - Police Officer II	20.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.31
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	8.32

28210 - Gate Attendant/Gate Tender		13.10
28310 - Lifeguard		12.10
28350 - Park Attendant (Aide)		14.66
28510 - Recreation Aide/Health Facility Attendant		10.70
28515 - Recreation Specialist		14.76
28630 - Sports Official		11.68
28690 - Swimming Pool Operator		15.41
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.16
29020 - Hatch Tender		18.68
29030 - Line Handler		18.68
29041 - Stevedore I		16.80
29042 - Stevedore II		19.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.95
30022 - Archeological Technician II		20.02
30023 - Archeological Technician III		27.09
30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		24.02
30061 - Drafter/CAD Operator I		19.63
30062 - Drafter/CAD Operator II		21.96
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.61
30086 - Engineering Technician VI		37.03
30090 - Environmental Technician		22.92
30210 - Laboratory Technician		23.99
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30390 - Photo-Optics Technician		27.22
30461 - Technical Writer I		22.62
30462 - Technical Writer II		27.67
30463 - Technical Writer III		35.20
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.90
31030 - Bus Driver		14.93
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		17.37
31364 - Truckdriver, Tractor-Trailer		17.37
99000 - Miscellaneous Occupations		

99030 - Cashier	8.53
99050 - Desk Clerk	10.59
99095 - Embalmer	19.51
99251 - Laboratory Animal Caretaker I	10.19
99252 - Laboratory Animal Caretaker II	11.20
99310 - Mortician	27.18
99410 - Pest Controller	14.18
99510 - Photofinishing Worker	12.47
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	12.61
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	9.76
99830 - Survey Party Chief	22.37
99831 - Surveying Aide	16.53
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	12.18
99841 - Vending Machine Repairer	16.52
99842 - Vending Machine Repairer Helper	12.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2234 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.95
01040 - Court Reporter		19.08
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		18.12
01070 - Document Preparation Clerk		13.09
01090 - Duplicating Machine Operator		13.09
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		12.11
01191 - Order Clerk I		11.04
01192 - Order Clerk II		12.99
01261 - Personnel Assistant (Employment) I		14.11
01262 - Personnel Assistant (Employment) II		18.12
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		20.40
01280 - Receptionist		10.88
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		17.56
01311 - Secretary I		17.56
01312 - Secretary II		19.49
01313 - Secretary III		21.88
01320 - Service Order Dispatcher		16.02
01410 - Supply Technician		23.95
01420 - Survey Worker		15.82
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.18
01611 - Word Processor I		13.92
01612 - Word Processor II		15.62
01613 - Word Processor III		17.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.97
05010 - Automotive Electrician		18.40
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.20
05110 - Mobile Equipment Servicer		14.80
05130 - Motor Equipment Metal Mechanic		19.45
05160 - Motor Equipment Metal Worker		17.20
05190 - Motor Vehicle Mechanic		19.45
05220 - Motor Vehicle Mechanic Helper		13.61
05250 - Motor Vehicle Upholstery Worker		16.02
05280 - Motor Vehicle Wrecker		17.20
05310 - Painter, Automotive		18.40
05340 - Radiator Repair Specialist		17.20

05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	9.98
07042 - Cook II	11.75
07070 - Dishwasher	7.60
07130 - Food Service Worker	7.99
07210 - Meat Cutter	11.54
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.29
09040 - Furniture Handler	11.88
09080 - Furniture Refinisher	16.29
09090 - Furniture Refinisher Helper	12.05
09110 - Furniture Repairer, Minor	14.18
09130 - Upholsterer	16.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.05
11060 - Elevator Operator	9.53
11090 - Gardener	12.27
11122 - Housekeeping Aide	9.63
11150 - Janitor	9.53
11210 - Laborer, Grounds Maintenance	10.59
11240 - Maid or Houseman	9.14
11260 - Pruner	9.35
11270 - Tractor Operator	11.81
11330 - Trail Maintenance Worker	10.59
11360 - Window Cleaner	10.85
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	22.37
12015 - Certified Physical Therapist Assistant	22.37
12020 - Dental Assistant	13.94
12025 - Dental Hygienist	29.85
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	15.38
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.74
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	12.13
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	14.61
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	14.62
12210 - Nuclear Medicine Technologist	31.65
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.09
12224 - Nursing Assistant IV	14.69
12235 - Optical Dispenser	15.67
12236 - Optical Technician	12.46
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	23.50
12311 - Registered Nurse I	26.17
12312 - Registered Nurse II	33.59
12313 - Registered Nurse II, Specialist	33.59
12314 - Registered Nurse III	40.65
12315 - Registered Nurse III, Anesthetist	40.65
12316 - Registered Nurse IV	48.72

12317 - Scheduler (Drug and Alcohol Testing)		19.86
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.40
13012 - Exhibits Specialist II		22.61
13013 - Exhibits Specialist III		27.58
13041 - Illustrator I		18.40
13042 - Illustrator II		22.61
13043 - Illustrator III		27.58
13047 - Librarian		24.17
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		21.83
13058 - Library Technician		14.21
13061 - Media Specialist I		15.75
13062 - Media Specialist II		17.62
13063 - Media Specialist III		19.65
13071 - Photographer I		14.95
13072 - Photographer II		17.10
13073 - Photographer III		21.18
13074 - Photographer IV		25.92
13075 - Photographer V		31.36
13110 - Video Teleconference Technician		19.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		17.39
14043 - Computer Operator III		19.40
14044 - Computer Operator IV		21.56
14045 - Computer Operator V		23.86
14071 - Computer Programmer I	(see 1)	21.79
14072 - Computer Programmer II	(see 1)	25.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		21.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.11
15020 - Aircrew Training Devices Instructor (Rated)		35.65
15030 - Air Crew Training Devices Instructor (Pilot)		40.77
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		23.29
15070 - Flight Instructor (Pilot)		40.77
15080 - Graphic Artist		21.54
15090 - Technical Instructor		19.91
15095 - Technical Instructor/Course Developer		24.35
15110 - Test Proctor		16.06
15120 - Tutor		16.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.44
16030 - Counter Attendant		9.44
16040 - Dry Cleaner		11.80
16070 - Finisher, Flatwork, Machine		9.44
16090 - Presser, Hand		9.44
16110 - Presser, Machine, Drycleaning		9.44
16130 - Presser, Machine, Shirts		9.44
16160 - Presser, Machine, Wearing Apparel, Laundry		9.44
16190 - Sewing Machine Operator		12.59
16220 - Tailor		13.38
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.00

19040 - Tool And Die Maker	24.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.43
21030 - Material Coordinator	20.91
21040 - Material Expediter	20.91
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	14.43
21110 - Shipping Packer	13.65
21130 - Shipping/Receiving Clerk	13.65
21140 - Store Worker I	8.95
21150 - Stock Clerk	13.25
21210 - Tools And Parts Attendant	14.43
21410 - Warehouse Specialist	14.43
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.24
23021 - Aircraft Mechanic I	22.76
23022 - Aircraft Mechanic II	24.24
23023 - Aircraft Mechanic III	25.73
23040 - Aircraft Mechanic Helper	15.92
23050 - Aircraft, Painter	17.67
23060 - Aircraft Servicer	18.73
23080 - Aircraft Worker	20.14
23110 - Appliance Mechanic	18.79
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	23.23
23130 - Carpenter, Maintenance	18.92
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	21.71
23181 - Electronics Technician Maintenance I	23.31
23182 - Electronics Technician Maintenance II	25.07
23183 - Electronics Technician Maintenance III	26.85
23260 - Fabric Worker	15.22
23290 - Fire Alarm System Mechanic	18.17
23310 - Fire Extinguisher Repairer	14.85
23311 - Fuel Distribution System Mechanic	21.87
23312 - Fuel Distribution System Operator	16.13
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.76
23381 - Ground Support Equipment Servicer	18.73
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	14.85
23392 - Gunsmith II	17.48
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.45
23430 - Heavy Equipment Mechanic	18.40
23440 - Heavy Equipment Operator	18.24
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	18.80
23470 - Laborer	10.79
23510 - Locksmith	19.01
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	13.26
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.50
23593 - Metrology Technician III	24.94
23640 - Millwright	23.61
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	18.14

23790 - Pipefitter, Maintenance	20.38
23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	18.57
23870 - Scale Mechanic	17.48
23890 - Sheet-Metal Worker, Maintenance	18.57
23910 - Small Engine Mechanic	16.73
23931 - Telecommunications Mechanic I	21.10
23932 - Telecommunications Mechanic II	22.47
23950 - Telephone Lineman	21.06
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	20.14
23970 - Woodcraft Worker	20.14
23980 - Woodworker	15.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.02
24620 - Family Readiness And Support Services Coordinator	13.04
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.73
25040 - Sewage Plant Operator	16.43
25070 - Stationary Engineer	18.73
25190 - Ventilation Equipment Tender	13.02
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.58
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	14.48
27010 - Court Security Officer	14.99
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	13.16
27070 - Firefighter	14.08
27101 - Guard I	10.51
27102 - Guard II	13.71
27131 - Police Officer I	18.29
27132 - Police Officer II	20.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.31
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	13.10
28310 - Lifeguard	12.10
28350 - Park Attendant (Aide)	14.66
28510 - Recreation Aide/Health Facility Attendant	10.70
28515 - Recreation Specialist	14.76
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	15.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	16.80
29042 - Stevedore II	19.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.95
30022 - Archeological Technician II	20.02
30023 - Archeological Technician III	27.09

30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		24.02
30061 - Drafter/CAD Operator I		19.63
30062 - Drafter/CAD Operator II		21.96
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.61
30086 - Engineering Technician VI		37.03
30090 - Environmental Technician		22.92
30210 - Laboratory Technician		23.99
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30390 - Photo-Optics Technician		27.22
30461 - Technical Writer I		22.62
30462 - Technical Writer II		27.67
30463 - Technical Writer III		35.20
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.90
31030 - Bus Driver		14.93
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		17.37
31364 - Truckdriver, Tractor-Trailer		17.37
99000 - Miscellaneous Occupations		
99030 - Cashier		8.53
99050 - Desk Clerk		10.59
99095 - Embalmer		19.51
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		11.20
99310 - Mortician		27.18
99410 - Pest Controller		14.18
99510 - Photofinishing Worker		12.47
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		17.79
99730 - Refuse Collector		12.61
99810 - Sales Clerk		11.60
99820 - School Crossing Guard		9.76
99830 - Survey Party Chief		22.37
99831 - Surveying Aide		16.53
99832 - Surveying Technician		20.33
99840 - Vending Machine Attendant		12.18
99841 - Vending Machine Repairer		16.52
99842 - Vending Machine Repairer Helper		12.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2235 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		17.12
01040 - Court Reporter		19.24
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher, Motor Vehicle		15.65
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		9.82
01112 - General Clerk II		11.14
01113 - General Clerk III		12.38
01120 - Housing Referral Assistant		15.49
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.92
01261 - Personnel Assistant (Employment) I		13.66
01262 - Personnel Assistant (Employment) II		15.28
01263 - Personnel Assistant (Employment) III		17.04
01270 - Production Control Clerk		16.42
01280 - Receptionist		9.85
01290 - Rental Clerk		11.36
01300 - Scheduler, Maintenance		12.42
01311 - Secretary I		12.42
01312 - Secretary II		14.18
01313 - Secretary III		15.49
01320 - Service Order Dispatcher		13.13
01410 - Supply Technician		17.22
01420 - Survey Worker		13.89
01531 - Travel Clerk I		11.80
01532 - Travel Clerk II		12.66
01533 - Travel Clerk III		13.29
01611 - Word Processor I		13.43
01612 - Word Processor II		15.15
01613 - Word Processor III		16.86
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.91
05010 - Automotive Electrician		19.87
05040 - Automotive Glass Installer		17.89
05070 - Automotive Worker		17.89
05110 - Mobile Equipment Servicer		16.31
05130 - Motor Equipment Metal Mechanic		20.91
05160 - Motor Equipment Metal Worker		17.89
05190 - Motor Vehicle Mechanic		20.91
05220 - Motor Vehicle Mechanic Helper		15.27
05250 - Motor Vehicle Upholstery Worker		17.57
05280 - Motor Vehicle Wrecker		17.89
05310 - Painter, Automotive		19.87
05340 - Radiator Repair Specialist		17.89
05370 - Tire Repairer		14.33
05400 - Transmission Repair Specialist		20.91
07000 - Food Preparation And Service Occupations		
07010 - Baker		9.85
07041 - Cook I		8.18
07042 - Cook II		9.41
07070 - Dishwasher		7.25
07130 - Food Service Worker		7.50
07210 - Meat Cutter		13.63
07260 - Waiter/Waitress		7.36

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	8.60
11090 - Gardener	13.09
11122 - Housekeeping Aide	8.66
11150 - Janitor	8.66
11210 - Laborer, Grounds Maintenance	9.97
11240 - Maid or Houseman	7.63
11260 - Pruner	8.83
11270 - Tractor Operator	12.18
11330 - Trail Maintenance Worker	9.97
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	22.72
12015 - Certified Physical Therapist Assistant	22.23
12020 - Dental Assistant	13.82
12025 - Dental Hygienist	31.06
12030 - EKG Technician	18.22
12035 - Electroneurodiagnostic Technologist	18.22
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.20
12072 - Licensed Practical Nurse II	15.89
12073 - Licensed Practical Nurse III	17.72
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	14.08
12160 - Medical Record Clerk	10.17
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.77
12210 - Nuclear Medicine Technologist	30.79
12221 - Nursing Assistant I	8.96
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	10.99
12224 - Nursing Assistant IV	12.34
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.07
12250 - Pharmacy Technician	12.67
12280 - Phlebotomist	12.34
12305 - Radiologic Technologist	20.88
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	27.62
12313 - Registered Nurse II, Specialist	27.62
12314 - Registered Nurse III	32.92
12315 - Registered Nurse III, Anesthetist	32.92
12316 - Registered Nurse IV	39.44
12317 - Scheduler (Drug and Alcohol Testing)	18.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.88
13013 - Exhibits Specialist III	25.92
13041 - Illustrator I	17.10
13042 - Illustrator II	21.88
13043 - Illustrator III	25.92
13047 - Librarian	23.46
13050 - Library Aide/Clerk	11.33

13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		13.32
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		14.79
13072 - Photographer II		16.54
13073 - Photographer III		20.92
13074 - Photographer IV		25.08
13075 - Photographer V		30.34
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.95
14160 - Personal Computer Support Technician		23.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		23.84
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		18.90
15090 - Technical Instructor		18.38
15095 - Technical Instructor/Course Developer		22.48
15110 - Test Proctor		14.83
15120 - Tutor		14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.64
16030 - Counter Attendant		8.64
16040 - Dry Cleaner		10.16
16070 - Finisher, Flatwork, Machine		8.64
16090 - Presser, Hand		8.64
16110 - Presser, Machine, Drycleaning		8.64
16130 - Presser, Machine, Shirts		8.64
16160 - Presser, Machine, Wearing Apparel, Laundry		8.64
16190 - Sewing Machine Operator		10.77
16220 - Tailor		11.34
16250 - Washer, Machine		9.07
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.96
19040 - Tool And Die Maker		23.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.22
21030 - Material Coordinator		16.72
21040 - Material Expediter		16.72
21050 - Material Handling Laborer		11.80
21071 - Order Filler		11.15
21080 - Production Line Worker (Food Processing)		13.22
21110 - Shipping Packer		12.13
21130 - Shipping/Receiving Clerk		12.13

21140 - Store Worker I	10.82
21150 - Stock Clerk	15.32
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.35
23040 - Aircraft Mechanic Helper	16.56
23050 - Aircraft, Painter	20.57
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	20.18
23110 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	22.25
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.72
23183 - Electronics Technician Maintenance III	24.65
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	14.84
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	14.84
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.57
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	19.17
23465 - Laboratory/Shelter Mechanic	18.11
23470 - Laborer	10.11
23510 - Locksmith	18.11
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.17
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	19.17
23592 - Metrology Technician II	20.16
23593 - Metrology Technician III	21.18
23640 - Millwright	19.17
23710 - Office Appliance Repairer	18.11
23760 - Painter, Maintenance	18.11
23790 - Pipefitter, Maintenance	22.64
23810 - Plumber, Maintenance	21.52
23820 - Pneudraulic Systems Mechanic	19.17
23850 - Rigger	19.17
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	19.17
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	20.91
23932 - Telecommunications Mechanic II	21.97
23950 - Telephone Lineman	21.59

23960 - Welder, Combination, Maintenance	19.17
23965 - Well Driller	19.17
23970 - Woodcraft Worker	19.17
23980 - Woodworker	14.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.19
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	10.52
27102 - Guard II	12.94
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.96
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.03
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	17.55
28630 - Sports Official	11.70
28690 - Swimming Pool Operator	14.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.82
29020 - Hatch Tender	17.89
29030 - Line Handler	19.68
29041 - Stevedore I	18.59
29042 - Stevedore II	21.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	24.44
30030 - Cartographic Technician	24.44
30040 - Civil Engineering Technician	23.23
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.08
30081 - Engineering Technician I	14.86
30082 - Engineering Technician II	19.06
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	26.42

30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.24
30210 - Laboratory Technician		22.86
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		16.24
30362 - Paralegal/Legal Assistant II		20.12
30363 - Paralegal/Legal Assistant III		24.62
30364 - Paralegal/Legal Assistant IV		29.78
30390 - Photo-Optics Technician		24.44
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.23
31030 - Bus Driver		15.86
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		13.16
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		13.16
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		18.17
31364 - Truckdriver, Tractor-Trailer		18.17
99000 - Miscellaneous Occupations		
99030 - Cashier		7.89
99050 - Desk Clerk		9.85
99095 - Embalmer		21.56
99251 - Laboratory Animal Caretaker I		9.26
99252 - Laboratory Animal Caretaker II		9.40
99310 - Mortician		21.56
99410 - Pest Controller		12.73
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.46
99711 - Recycling Specialist		15.03
99730 - Refuse Collector		10.96
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		10.86
99830 - Survey Party Chief		18.48
99831 - Surveying Aide		11.32
99832 - Surveying Technician		15.52
99840 - Vending Machine Attendant		12.31
99841 - Vending Machine Repairer		15.21
99842 - Vending Machine Repairer Helper		12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2236
Revision No.: 19
Date Of Last Revision: 07/25/2014

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		17.12
01040 - Court Reporter		19.24
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher, Motor Vehicle		15.65
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		9.82
01112 - General Clerk II		11.14
01113 - General Clerk III		12.38
01120 - Housing Referral Assistant		15.49
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.92
01261 - Personnel Assistant (Employment) I		13.66
01262 - Personnel Assistant (Employment) II		15.28
01263 - Personnel Assistant (Employment) III		17.04
01270 - Production Control Clerk		16.42
01280 - Receptionist		9.85
01290 - Rental Clerk		11.36
01300 - Scheduler, Maintenance		12.42
01311 - Secretary I		12.42
01312 - Secretary II		14.18
01313 - Secretary III		15.49
01320 - Service Order Dispatcher		13.13
01410 - Supply Technician		17.22
01420 - Survey Worker		13.89
01531 - Travel Clerk I		11.80
01532 - Travel Clerk II		12.66
01533 - Travel Clerk III		13.29

01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.85
07041 - Cook I	8.18
07042 - Cook II	9.41
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.50
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	7.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	8.60
11090 - Gardener	13.09
11122 - Housekeeping Aide	8.66
11150 - Janitor	8.66
11210 - Laborer, Grounds Maintenance	9.97
11240 - Maid or Houseman	7.63
11260 - Pruner	8.83
11270 - Tractor Operator	12.18
11330 - Trail Maintenance Worker	9.97
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	22.72
12015 - Certified Physical Therapist Assistant	22.23
12020 - Dental Assistant	13.82
12025 - Dental Hygienist	31.06
12030 - EKG Technician	18.22
12035 - Electroneurodiagnostic Technologist	18.22
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.20
12072 - Licensed Practical Nurse II	15.89
12073 - Licensed Practical Nurse III	17.72
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	14.08
12160 - Medical Record Clerk	10.17
12190 - Medical Record Technician	14.89

12195 - Medical Transcriptionist		14.77
12210 - Nuclear Medicine Technologist		30.79
12221 - Nursing Assistant I		8.96
12222 - Nursing Assistant II		10.07
12223 - Nursing Assistant III		10.99
12224 - Nursing Assistant IV		12.34
12235 - Optical Dispenser		20.89
12236 - Optical Technician		15.07
12250 - Pharmacy Technician		12.67
12280 - Phlebotomist		12.34
12305 - Radiologic Technologist		20.88
12311 - Registered Nurse I		22.23
12312 - Registered Nurse II		27.62
12313 - Registered Nurse II, Specialist		27.62
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III, Anesthetist		32.92
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		18.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		11.33
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		13.32
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		14.79
13072 - Photographer II		16.54
13073 - Photographer III		20.92
13074 - Photographer IV		25.08
13075 - Photographer V		30.34
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.95
14160 - Personal Computer Support Technician		23.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		23.84
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		18.90
15090 - Technical Instructor		18.38

15095 - Technical Instructor/Course Developer	22.48
15110 - Test Proctor	14.83
15120 - Tutor	14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.16
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	10.77
16220 - Tailor	11.34
16250 - Washer, Machine	9.07
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.96
19040 - Tool And Die Maker	23.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.22
21030 - Material Coordinator	16.72
21040 - Material Expediter	16.72
21050 - Material Handling Laborer	11.80
21071 - Order Filler	11.15
21080 - Production Line Worker (Food Processing)	13.22
21110 - Shipping Packer	12.13
21130 - Shipping/Receiving Clerk	12.13
21140 - Store Worker I	10.82
21150 - Stock Clerk	15.32
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.35
23040 - Aircraft Mechanic Helper	16.56
23050 - Aircraft, Painter	20.57
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	20.18
23110 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	22.25
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.72
23183 - Electronics Technician Maintenance III	24.65
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	14.84
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
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23965 - Well Driller	19.17
23970 - Woodcraft Worker	19.17
23980 - Woodworker	14.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.19
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	10.52
27102 - Guard II	12.94
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.96
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.03
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68

28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		17.55
28630 - Sports Official		11.70
28690 - Swimming Pool Operator		14.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.82
29020 - Hatch Tender		17.89
29030 - Line Handler		19.68
29041 - Stevedore I		18.59
29042 - Stevedore II		21.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.23
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.24
30210 - Laboratory Technician		22.86
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		16.24
30362 - Paralegal/Legal Assistant II		20.12
30363 - Paralegal/Legal Assistant III		24.62
30364 - Paralegal/Legal Assistant IV		29.78
30390 - Photo-Optics Technician		24.44
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.23
31030 - Bus Driver		15.86
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		13.16
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		13.16
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		18.17
31364 - Truckdriver, Tractor-Trailer		18.17
99000 - Miscellaneous Occupations		
99030 - Cashier		7.89
99050 - Desk Clerk		9.85
99095 - Embalmer		21.56

99251 - Laboratory Animal Caretaker I	9.26
99252 - Laboratory Animal Caretaker II	9.40
99310 - Mortician	21.56
99410 - Pest Controller	12.73
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.46
99711 - Recycling Specialist	15.03
99730 - Refuse Collector	10.96
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.52
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.21
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2241 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Maine

Area: Maine Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.90
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		16.20
01020 - Administrative Assistant		19.33
01040 - Court Reporter		18.63
01051 - Data Entry Operator I		12.24
01052 - Data Entry Operator II		13.64
01060 - Dispatcher, Motor Vehicle		16.55
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.24
01111 - General Clerk I		12.23
01112 - General Clerk II		13.35
01113 - General Clerk III		14.98

01120 - Housing Referral Assistant	17.87
01141 - Messenger Courier	12.47
01191 - Order Clerk I	11.69
01192 - Order Clerk II	14.38
01261 - Personnel Assistant (Employment) I	13.75
01262 - Personnel Assistant (Employment) II	15.38
01263 - Personnel Assistant (Employment) III	17.15
01270 - Production Control Clerk	19.89
01280 - Receptionist	11.61
01290 - Rental Clerk	11.05
01300 - Scheduler, Maintenance	14.32
01311 - Secretary I	14.32
01312 - Secretary II	16.02
01313 - Secretary III	17.87
01320 - Service Order Dispatcher	12.25
01410 - Supply Technician	19.85
01420 - Survey Worker	12.37
01531 - Travel Clerk I	12.99
01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.16
01611 - Word Processor I	13.00
01612 - Word Processor II	14.73
01613 - Word Processor III	16.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.40
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.07
05070 - Automotive Worker	15.07
05110 - Mobile Equipment Servicer	13.79
05130 - Motor Equipment Metal Mechanic	16.22
05160 - Motor Equipment Metal Worker	15.08
05190 - Motor Vehicle Mechanic	16.22
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	14.44
05280 - Motor Vehicle Wrecker	15.07
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.07
05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	16.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	12.01
07042 - Cook II	13.30
07070 - Dishwasher	8.72
07130 - Food Service Worker	10.11
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.33
09040 - Furniture Handler	12.99
09080 - Furniture Refinisher	16.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	14.95
09130 - Upholsterer	17.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.97
11060 - Elevator Operator	10.97
11090 - Gardener	14.40
11122 - Housekeeping Aide	12.17
11150 - Janitor	12.17
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	10.01
11260 - Pruner	14.10

11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.99
12000 - Health Occupations	
12010 - Ambulance Driver	13.64
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.15
12015 - Certified Physical Therapist Assistant	20.14
12020 - Dental Assistant	16.26
12025 - Dental Hygienist	29.04
12030 - EKG Technician	25.37
12035 - Electroneurodiagnostic Technologist	25.37
12040 - Emergency Medical Technician	13.64
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.12
12073 - Licensed Practical Nurse III	19.10
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	17.56
12160 - Medical Record Clerk	13.54
12190 - Medical Record Technician	15.14
12195 - Medical Transcriptionist	15.17
12210 - Nuclear Medicine Technologist	32.44
12221 - Nursing Assistant I	10.03
12222 - Nursing Assistant II	11.28
12223 - Nursing Assistant III	12.31
12224 - Nursing Assistant IV	13.81
12235 - Optical Dispenser	15.53
12236 - Optical Technician	13.16
12250 - Pharmacy Technician	12.99
12280 - Phlebotomist	13.81
12305 - Radiologic Technologist	26.94
12311 - Registered Nurse I	23.39
12312 - Registered Nurse II	28.61
12313 - Registered Nurse II, Specialist	28.61
12314 - Registered Nurse III	34.61
12315 - Registered Nurse III, Anesthetist	34.61
12316 - Registered Nurse IV	41.48
12317 - Scheduler (Drug and Alcohol Testing)	20.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.25
13012 - Exhibits Specialist II	20.11
13013 - Exhibits Specialist III	24.96
13041 - Illustrator I	16.25
13042 - Illustrator II	20.11
13043 - Illustrator III	24.62
13047 - Librarian	20.94
13050 - Library Aide/Clerk	10.82
13054 - Library Information Technology Systems Administrator	18.92
13058 - Library Technician	13.80
13061 - Media Specialist I	13.64
13062 - Media Specialist II	15.26
13063 - Media Specialist III	17.02
13071 - Photographer I	14.36
13072 - Photographer II	19.74
13073 - Photographer III	24.42
13074 - Photographer IV	29.89
13075 - Photographer V	36.16
13110 - Video Teleconference Technician	17.37
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.31
14042 - Computer Operator II	17.13
14043 - Computer Operator III	19.11

14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.82
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		25.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.51
15020 - Aircrew Training Devices Instructor (Rated)		33.68
15030 - Air Crew Training Devices Instructor (Pilot)		37.03
15050 - Computer Based Training Specialist / Instructor		26.00
15060 - Educational Technologist		23.27
15070 - Flight Instructor (Pilot)		37.03
15080 - Graphic Artist		21.34
15090 - Technical Instructor		18.11
15095 - Technical Instructor/Course Developer		22.15
15110 - Test Proctor		14.61
15120 - Tutor		14.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.12
16030 - Counter Attendant		10.12
16040 - Dry Cleaner		12.26
16070 - Finisher, Flatwork, Machine		10.12
16090 - Presser, Hand		10.12
16110 - Presser, Machine, Drycleaning		10.12
16130 - Presser, Machine, Shirts		10.12
16160 - Presser, Machine, Wearing Apparel, Laundry		10.12
16190 - Sewing Machine Operator		12.92
16220 - Tailor		13.62
16250 - Washer, Machine		10.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.32
19040 - Tool And Die Maker		23.65
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.40
21030 - Material Coordinator		19.89
21040 - Material Expediter		19.89
21050 - Material Handling Laborer		11.87
21071 - Order Filler		10.55
21080 - Production Line Worker (Food Processing)		14.40
21110 - Shipping Packer		13.50
21130 - Shipping/Receiving Clerk		13.50
21140 - Store Worker I		12.70
21150 - Stock Clerk		15.48
21210 - Tools And Parts Attendant		14.40
21410 - Warehouse Specialist		14.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.19
23021 - Aircraft Mechanic I		21.39
23022 - Aircraft Mechanic II		22.19
23023 - Aircraft Mechanic III		23.00
23040 - Aircraft Mechanic Helper		17.30
23050 - Aircraft, Painter		20.55
23060 - Aircraft Servicer		18.89
23080 - Aircraft Worker		19.72
23110 - Appliance Mechanic		17.30
23120 - Bicycle Repairer		12.57
23125 - Cable Splicer		24.06

23130 - Carpenter, Maintenance	16.95
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.73
23181 - Electronics Technician Maintenance I	19.64
23182 - Electronics Technician Maintenance II	23.73
23183 - Electronics Technician Maintenance III	25.06
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	16.78
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	21.39
23381 - Ground Support Equipment Servicer	18.89
23382 - Ground Support Equipment Worker	19.72
23391 - Gunsmith I	16.78
23392 - Gunsmith II	18.59
23393 - Gunsmith III	20.28
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.55
23430 - Heavy Equipment Mechanic	18.74
23440 - Heavy Equipment Operator	16.37
23460 - Instrument Mechanic	22.77
23465 - Laboratory/Shelter Mechanic	19.46
23470 - Laborer	11.87
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	19.80
23550 - Machinist, Maintenance	20.09
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.77
23592 - Metrology Technician II	23.61
23593 - Metrology Technician III	24.52
23640 - Millwright	21.56
23710 - Office Appliance Repairer	18.91
23760 - Painter, Maintenance	16.49
23790 - Pipefitter, Maintenance	19.84
23810 - Plumber, Maintenance	17.51
23820 - Pneudraulic Systems Mechanic	20.28
23850 - Rigger	20.03
23870 - Scale Mechanic	18.59
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.58
23931 - Telecommunications Mechanic I	22.81
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.82
23970 - Woodcraft Worker	20.28
23980 - Woodworker	14.70
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.98
24610 - Chore Aide	9.76
24620 - Family Readiness And Support Services Coordinator	12.62
24630 - Homemaker	14.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	15.89

25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.12
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.46
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.46
27070 - Firefighter	19.24
27101 - Guard I	11.98
27102 - Guard II	18.98
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Equpment Worker	9.65
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.63
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.78
28630 - Sports Official	13.25
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.00
29020 - Hatch Tender	20.00
29030 - Line Handler	19.80
29041 - Stevedore I	17.60
29042 - Stevedore II	20.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.67
30022 - Archeological Technician II	18.40
30023 - Archeological Technician III	22.49
30030 - Cartographic Technician	22.49
30040 - Civil Engineering Technician	22.13
30061 - Drafter/CAD Operator I	16.22
30062 - Drafter/CAD Operator II	18.15
30063 - Drafter/CAD Operator III	20.24
30064 - Drafter/CAD Operator IV	24.90
30081 - Engineering Technician I	15.49
30082 - Engineering Technician II	17.38
30083 - Engineering Technician III	19.45
30084 - Engineering Technician IV	24.10
30085 - Engineering Technician V	29.48
30086 - Engineering Technician VI	35.66
30090 - Environmental Technician	17.86
30210 - Laboratory Technician	17.74
30240 - Mathematical Technician	23.34
30361 - Paralegal/Legal Assistant I	20.12
30362 - Paralegal/Legal Assistant II	24.94
30363 - Paralegal/Legal Assistant III	30.50
30364 - Paralegal/Legal Assistant IV	36.90
30390 - Photo-Optics Technician	22.49
30461 - Technical Writer I	22.53
30462 - Technical Writer II	27.56
30463 - Technical Writer III	33.34
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.24
30621 - Weather Observer, Senior	(see 3)	22.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.21
31030 - Bus Driver		15.33
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		15.62
31363 - Truckdriver, Heavy		16.15
31364 - Truckdriver, Tractor-Trailer		16.15
99000 - Miscellaneous Occupations		
99030 - Cashier		8.92
99050 - Desk Clerk		10.51
99095 - Embalmer		24.30
99251 - Laboratory Animal Caretaker I		12.46
99252 - Laboratory Animal Caretaker II		13.14
99310 - Mortician		24.30
99410 - Pest Controller		16.17
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		13.16
99711 - Recycling Specialist		14.85
99730 - Refuse Collector		12.33
99810 - Sales Clerk		12.44
99820 - School Crossing Guard		9.38
99830 - Survey Party Chief		19.27
99831 - Surveying Aide		13.14
99832 - Surveying Technician		17.52
99840 - Vending Machine Attendant		11.32
99841 - Vending Machine Repairer		15.52
99842 - Vending Machine Repairer Helper		11.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2242

State: Maine

Area: Maine Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.90
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		16.20
01020 - Administrative Assistant		19.33
01040 - Court Reporter		18.63
01051 - Data Entry Operator I		12.24
01052 - Data Entry Operator II		13.64
01060 - Dispatcher, Motor Vehicle		16.55
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.24
01111 - General Clerk I		12.23
01112 - General Clerk II		13.35
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		12.47
01191 - Order Clerk I		11.69
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		13.75
01262 - Personnel Assistant (Employment) II		15.38
01263 - Personnel Assistant (Employment) III		17.15
01270 - Production Control Clerk		19.89
01280 - Receptionist		11.61
01290 - Rental Clerk		11.05
01300 - Scheduler, Maintenance		14.32
01311 - Secretary I		14.32
01312 - Secretary II		16.02
01313 - Secretary III		17.87
01320 - Service Order Dispatcher		12.25
01410 - Supply Technician		19.85
01420 - Survey Worker		12.37
01531 - Travel Clerk I		12.99
01532 - Travel Clerk II		14.07
01533 - Travel Clerk III		15.16
01611 - Word Processor I		13.00
01612 - Word Processor II		14.73
01613 - Word Processor III		16.34
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.40
05010 - Automotive Electrician		16.16
05040 - Automotive Glass Installer		15.07
05070 - Automotive Worker		15.07
05110 - Mobile Equipment Servicer		13.79
05130 - Motor Equipment Metal Mechanic		16.22
05160 - Motor Equipment Metal Worker		15.08
05190 - Motor Vehicle Mechanic		16.22
05220 - Motor Vehicle Mechanic Helper		13.74
05250 - Motor Vehicle Upholstery Worker		14.44
05280 - Motor Vehicle Wrecker		15.07
05310 - Painter, Automotive		16.16
05340 - Radiator Repair Specialist		15.07

05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	16.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	12.01
07042 - Cook II	13.30
07070 - Dishwasher	8.72
07130 - Food Service Worker	10.11
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.33
09040 - Furniture Handler	12.99
09080 - Furniture Refinisher	16.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	14.95
09130 - Upholsterer	17.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.97
11060 - Elevator Operator	10.97
11090 - Gardener	14.40
11122 - Housekeeping Aide	12.17
11150 - Janitor	12.17
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	10.01
11260 - Pruner	14.10
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.99
12000 - Health Occupations	
12010 - Ambulance Driver	13.64
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.15
12015 - Certified Physical Therapist Assistant	20.14
12020 - Dental Assistant	16.26
12025 - Dental Hygienist	29.04
12030 - EKG Technician	25.37
12035 - Electroneurodiagnostic Technologist	25.37
12040 - Emergency Medical Technician	13.64
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.12
12073 - Licensed Practical Nurse III	19.10
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	17.56
12160 - Medical Record Clerk	13.54
12190 - Medical Record Technician	15.14
12195 - Medical Transcriptionist	15.17
12210 - Nuclear Medicine Technologist	32.44
12221 - Nursing Assistant I	10.03
12222 - Nursing Assistant II	11.28
12223 - Nursing Assistant III	12.31
12224 - Nursing Assistant IV	13.81
12235 - Optical Dispenser	15.53
12236 - Optical Technician	13.16
12250 - Pharmacy Technician	12.99
12280 - Phlebotomist	13.81
12305 - Radiologic Technologist	26.94
12311 - Registered Nurse I	23.39
12312 - Registered Nurse II	28.61
12313 - Registered Nurse II, Specialist	28.61
12314 - Registered Nurse III	34.61
12315 - Registered Nurse III, Anesthetist	34.61
12316 - Registered Nurse IV	41.48

12317 - Scheduler (Drug and Alcohol Testing)		20.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.25
13012 - Exhibits Specialist II		20.11
13013 - Exhibits Specialist III		24.96
13041 - Illustrator I		16.25
13042 - Illustrator II		20.11
13043 - Illustrator III		24.62
13047 - Librarian		20.94
13050 - Library Aide/Clerk		10.82
13054 - Library Information Technology Systems Administrator		18.92
13058 - Library Technician		13.80
13061 - Media Specialist I		13.64
13062 - Media Specialist II		15.26
13063 - Media Specialist III		17.02
13071 - Photographer I		14.36
13072 - Photographer II		19.74
13073 - Photographer III		24.42
13074 - Photographer IV		29.89
13075 - Photographer V		36.16
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.82
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		25.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.51
15020 - Aircrew Training Devices Instructor (Rated)		33.68
15030 - Air Crew Training Devices Instructor (Pilot)		37.03
15050 - Computer Based Training Specialist / Instructor		26.00
15060 - Educational Technologist		23.27
15070 - Flight Instructor (Pilot)		37.03
15080 - Graphic Artist		21.34
15090 - Technical Instructor		18.11
15095 - Technical Instructor/Course Developer		22.15
15110 - Test Proctor		14.61
15120 - Tutor		14.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.12
16030 - Counter Attendant		10.12
16040 - Dry Cleaner		12.26
16070 - Finisher, Flatwork, Machine		10.12
16090 - Presser, Hand		10.12
16110 - Presser, Machine, Drycleaning		10.12
16130 - Presser, Machine, Shirts		10.12
16160 - Presser, Machine, Wearing Apparel, Laundry		10.12
16190 - Sewing Machine Operator		12.92
16220 - Tailor		13.62
16250 - Washer, Machine		10.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.32

19040 - Tool And Die Maker	23.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.40
21030 - Material Coordinator	19.89
21040 - Material Expediter	19.89
21050 - Material Handling Laborer	11.87
21071 - Order Filler	10.55
21080 - Production Line Worker (Food Processing)	14.40
21110 - Shipping Packer	13.50
21130 - Shipping/Receiving Clerk	13.50
21140 - Store Worker I	12.70
21150 - Stock Clerk	15.48
21210 - Tools And Parts Attendant	14.40
21410 - Warehouse Specialist	14.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.19
23021 - Aircraft Mechanic I	21.39
23022 - Aircraft Mechanic II	22.19
23023 - Aircraft Mechanic III	23.00
23040 - Aircraft Mechanic Helper	17.30
23050 - Aircraft, Painter	20.55
23060 - Aircraft Servicer	18.89
23080 - Aircraft Worker	19.72
23110 - Appliance Mechanic	17.30
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	24.06
23130 - Carpenter, Maintenance	16.95
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.73
23181 - Electronics Technician Maintenance I	19.64
23182 - Electronics Technician Maintenance II	23.73
23183 - Electronics Technician Maintenance III	25.06
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	16.78
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	21.39
23381 - Ground Support Equipment Servicer	18.89
23382 - Ground Support Equipment Worker	19.72
23391 - Gunsmith I	16.78
23392 - Gunsmith II	18.59
23393 - Gunsmith III	20.28
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.55
23430 - Heavy Equipment Mechanic	18.74
23440 - Heavy Equipment Operator	16.37
23460 - Instrument Mechanic	22.77
23465 - Laboratory/Shelter Mechanic	19.46
23470 - Laborer	11.87
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	19.80
23550 - Machinist, Maintenance	20.09
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.77
23592 - Metrology Technician II	23.61
23593 - Metrology Technician III	24.52
23640 - Millwright	21.56
23710 - Office Appliance Repairer	18.91
23760 - Painter, Maintenance	16.49

23790 - Pipefitter, Maintenance	19.84
23810 - Plumber, Maintenance	17.51
23820 - Pneudraulic Systems Mechanic	20.28
23850 - Rigger	20.03
23870 - Scale Mechanic	18.59
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.58
23931 - Telecommunications Mechanic I	22.81
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.82
23970 - Woodcraft Worker	20.28
23980 - Woodworker	14.70
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.98
24610 - Chore Aide	9.76
24620 - Family Readiness And Support Services Coordinator	12.62
24630 - Homemaker	14.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	15.89
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.12
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.46
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.46
27070 - Firefighter	19.24
27101 - Guard I	11.98
27102 - Guard II	18.98
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Equpment Worker	9.65
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.63
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.78
28630 - Sports Official	13.25
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.00
29020 - Hatch Tender	20.00
29030 - Line Handler	19.80
29041 - Stevedore I	17.60
29042 - Stevedore II	20.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.67
30022 - Archeological Technician II	18.40
30023 - Archeological Technician III	22.49

30030 - Cartographic Technician		22.49
30040 - Civil Engineering Technician		22.13
30061 - Drafter/CAD Operator I		16.22
30062 - Drafter/CAD Operator II		18.15
30063 - Drafter/CAD Operator III		20.24
30064 - Drafter/CAD Operator IV		24.90
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30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.24
30621 - Weather Observer, Senior	(see 3)	22.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.21
31030 - Bus Driver		15.33
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		15.62
31363 - Truckdriver, Heavy		16.15
31364 - Truckdriver, Tractor-Trailer		16.15
99000 - Miscellaneous Occupations		
99030 - Cashier		8.92
99050 - Desk Clerk		10.51
99095 - Embalmer		24.30
99251 - Laboratory Animal Caretaker I		12.46
99252 - Laboratory Animal Caretaker II		13.14
99310 - Mortician		24.30
99410 - Pest Controller		16.17
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		13.16
99711 - Recycling Specialist		14.85
99730 - Refuse Collector		12.33
99810 - Sales Clerk		12.44
99820 - School Crossing Guard		9.38
99830 - Survey Party Chief		19.27
99831 - Surveying Aide		13.14
99832 - Surveying Technician		17.52
99840 - Vending Machine Attendant		11.32
99841 - Vending Machine Repairer		15.52
99842 - Vending Machine Repairer Helper		11.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2247 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15

01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.54
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.72
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56

12011 - Breath Alcohol Technician		19.44
12012 - Certified Occupational Therapist Assistant		24.54
12015 - Certified Physical Therapist Assistant		23.03
12020 - Dental Assistant		17.18
12025 - Dental Hygienist		36.35
12030 - EKG Technician		26.77
12035 - Electroneurodiagnostic Technologist		26.77
12040 - Emergency Medical Technician		20.27
12071 - Licensed Practical Nurse I		19.07
12072 - Licensed Practical Nurse II		21.35
12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		15.01
12130 - Medical Laboratory Technician		18.04
12160 - Medical Record Clerk		17.42
12190 - Medical Record Technician		19.50
12195 - Medical Transcriptionist		17.93
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		16.90
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.59
13072 - Photographer II		18.64
13073 - Photographer III		23.09
13074 - Photographer IV		25.14
13075 - Photographer V		30.39
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73
15090 - Technical Instructor		21.53
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.49
19040 - Tool And Die Maker		23.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		14.44
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		14.98
21150 - Stock Clerk		17.06
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.97
23021 - Aircraft Mechanic I		25.69
23022 - Aircraft Mechanic II		26.97
23023 - Aircraft Mechanic III		28.33
23040 - Aircraft Mechanic Helper		18.03
23050 - Aircraft, Painter		21.98
23060 - Aircraft Servicer		19.76
23080 - Aircraft Worker		21.01
23110 - Appliance Mechanic		21.54
23120 - Bicycle Repairer		13.77
23125 - Cable Splicer		26.02
23130 - Carpenter, Maintenance		21.40
23140 - Carpet Layer		21.27
23160 - Electrician, Maintenance		27.98
23181 - Electronics Technician Maintenance I		24.94
23182 - Electronics Technician Maintenance II		26.07

23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.24
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	24.24
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80

27010 - Court Security Officer		24.72
27030 - Detection Dog Handler		17.85
27040 - Detention Officer		22.80
27070 - Firefighter		24.63
27101 - Guard I		12.71
27102 - Guard II		17.85
27131 - Police Officer I		26.52
27132 - Police Officer II		29.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.84
28042 - Carnival Equipment Repairer		12.31
28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		13.01
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		18.04
28630 - Sports Official		11.33
28690 - Swimming Pool Operator		15.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.75
29020 - Hatch Tender		22.75
29030 - Line Handler		22.75
29041 - Stevedore I		21.24
29042 - Stevedore II		24.15
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		19.80
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.98
30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	15.46
31030 - Bus Driver	20.85
31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	12.25
31361 - Truckdriver, Light	15.66
31362 - Truckdriver, Medium	17.90
31363 - Truckdriver, Heavy	19.30
31364 - Truckdriver, Tractor-Trailer	19.30
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	11.16
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.24
99252 - Laboratory Animal Caretaker II	12.28
99310 - Mortician	29.35
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	11.95
99832 - Surveying Technician	18.23
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2248 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.08
01012 - Accounting Clerk II	16.92
01013 - Accounting Clerk III	22.30
01020 - Administrative Assistant	31.41
01040 - Court Reporter	21.84
01051 - Data Entry Operator I	14.38
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.21
01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.40
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.54
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.72
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.08
13012 - Exhibits Specialist II	23.63
13013 - Exhibits Specialist III	28.91
13041 - Illustrator I	20.12
13042 - Illustrator II	24.91
13043 - Illustrator III	30.48
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems	30.60

Administrator		
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.59
13072 - Photographer II		18.64
13073 - Photographer III		23.09
13074 - Photographer IV		25.14
13075 - Photographer V		30.39
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73
15090 - Technical Instructor		21.53
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.49
19040 - Tool And Die Maker		23.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		14.44
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		14.98

21150 - Stock Clerk	17.06
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23021 - Aircraft Mechanic I	25.69
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	28.33
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91

23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.24
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	24.24
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.85
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.33
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.24
29042 - Stevedore II	24.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	19.80
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61

30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.98
30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.25
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.16
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.28
99310 - Mortician		29.35
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		16.17
99711 - Recycling Specialist		18.01
99730 - Refuse Collector		15.26
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		11.95
99832 - Surveying Technician		18.23
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		17.79
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2249 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham, Shenandoah, Warren

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		12.18
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.13
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63

01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.07
05010 - Automotive Electrician	20.32
05040 - Automotive Glass Installer	19.34
05070 - Automotive Worker	19.34
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	21.01
05160 - Motor Equipment Metal Worker	19.34
05190 - Motor Vehicle Mechanic	21.01
05220 - Motor Vehicle Mechanic Helper	18.12
05250 - Motor Vehicle Upholstery Worker	19.61
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	15.60
07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.06
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	19.15
12015 - Certified Physical Therapist Assistant	20.21
12020 - Dental Assistant	15.57
12025 - Dental Hygienist	34.29
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.40
12195 - Medical Transcriptionist	16.73

12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		16.90
12236 - Optical Technician		14.96
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.68
13072 - Photographer II		18.64
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		33.41
15060 - Educational Technologist		29.91
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15090 - Technical Instructor		21.02
15095 - Technical Instructor/Course Developer		25.71

15110 - Test Proctor	19.04
15120 - Tutor	19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.83
16030 - Counter Attendant	9.83
16040 - Dry Cleaner	12.54
16070 - Finisher, Flatwork, Machine	9.83
16090 - Presser, Hand	9.83
16110 - Presser, Machine, Drycleaning	9.83
16130 - Presser, Machine, Shirts	9.83
16160 - Presser, Machine, Wearing Apparel, Laundry	9.83
16190 - Sewing Machine Operator	13.44
16220 - Tailor	14.30
16250 - Washer, Machine	10.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.49
19040 - Tool And Die Maker	23.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	14.95
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.72
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	25.72
23023 - Aircraft Mechanic III	26.51
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	12.53
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.03
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	24.50
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.35
23311 - Fuel Distribution System Mechanic	22.33
23312 - Fuel Distribution System Operator	18.63
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.56
23392 - Gunsmith II	21.03
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.25
23411 - Heating, Ventilation And Air Contditioning	21.96

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.13
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.69
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.43
23550 - Machinist, Maintenance	22.36
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.69
23592 - Metrology Technician II	23.24
23593 - Metrology Technician III	23.97
23640 - Millwright	25.33
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	23.29
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.03
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	14.25
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	19.09
25070 - Stationary Engineer	20.60
25190 - Ventilation Equipment Tender	16.83
25210 - Water Treatment Plant Operator	19.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.60
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	15.60
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62

28515 - Recreation Specialist		17.15
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		15.60
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.98
29020 - Hatch Tender		21.98
29030 - Line Handler		21.98
29041 - Stevedore I		20.33
29042 - Stevedore II		22.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		19.53
30022 - Archeological Technician II		22.00
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		24.79
30061 - Drafter/CAD Operator I		19.53
30062 - Drafter/CAD Operator II		22.00
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		29.89
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		19.53
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.22
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		9.81
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		11.99
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.00
99050 - Desk Clerk		11.16
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24

99252 - Laboratory Animal Caretaker II	11.83
99310 - Mortician	26.70
99410 - Pest Controller	16.65
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	14.11
99711 - Recycling Specialist	14.31
99730 - Refuse Collector	12.65
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	17.64
99831 - Surveying Aide	11.01
99832 - Surveying Technician	15.08
99840 - Vending Machine Attendant	14.38
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2250 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham, Shenandoah, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21

01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	12.18
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.07
05010 - Automotive Electrician	20.32
05040 - Automotive Glass Installer	19.34
05070 - Automotive Worker	19.34
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	21.01
05160 - Motor Equipment Metal Worker	19.34
05190 - Motor Vehicle Mechanic	21.01
05220 - Motor Vehicle Mechanic Helper	18.12
05250 - Motor Vehicle Upholstery Worker	19.61
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	15.60
07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.06
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83

11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	19.15
12015 - Certified Physical Therapist Assistant	20.21
12020 - Dental Assistant	15.57
12025 - Dental Hygienist	34.29
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.40
12195 - Medical Transcriptionist	16.73
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	14.96
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.08
13012 - Exhibits Specialist II	23.63
13013 - Exhibits Specialist III	28.91
13041 - Illustrator I	20.12
13042 - Illustrator II	24.91
13043 - Illustrator III	30.48
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	15.68
13072 - Photographer II	18.64
13073 - Photographer III	23.08
13074 - Photographer IV	28.24
13075 - Photographer V	33.76
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	

14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		33.41
15060 - Educational Technologist		29.91
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15090 - Technical Instructor		21.02
15095 - Technical Instructor/Course Developer		25.71
15110 - Test Proctor		19.04
15120 - Tutor		19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.83
16030 - Counter Attendant		9.83
16040 - Dry Cleaner		12.54
16070 - Finisher, Flatwork, Machine		9.83
16090 - Presser, Hand		9.83
16110 - Presser, Machine, Drycleaning		9.83
16130 - Presser, Machine, Shirts		9.83
16160 - Presser, Machine, Wearing Apparel, Laundry		9.83
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.30
16250 - Washer, Machine		10.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.49
19040 - Tool And Die Maker		23.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		13.57
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		14.95
21150 - Stock Clerk		16.86
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.72
23021 - Aircraft Mechanic I		24.89
23022 - Aircraft Mechanic II		25.72
23023 - Aircraft Mechanic III		26.51
23040 - Aircraft Mechanic Helper		18.03
23050 - Aircraft, Painter		21.98
23060 - Aircraft Servicer		19.76
23080 - Aircraft Worker		21.01

23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	12.53
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.03
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	24.50
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.35
23311 - Fuel Distribution System Mechanic	22.33
23312 - Fuel Distribution System Operator	18.63
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.56
23392 - Gunsmith II	21.03
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.96
23430 - Heavy Equipment Mechanic	22.13
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.69
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.43
23550 - Machinist, Maintenance	22.36
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.69
23592 - Metrology Technician II	23.24
23593 - Metrology Technician III	23.97
23640 - Millwright	25.33
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	23.29
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.03
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	14.25
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35

25040 - Sewage Plant Operator	19.09
25070 - Stationary Engineer	20.60
25190 - Ventilation Equipment Tender	16.83
25210 - Water Treatment Plant Operator	19.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.60
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	15.60
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.15
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	15.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.98
29020 - Hatch Tender	21.98
29030 - Line Handler	21.98
29041 - Stevedore I	20.33
29042 - Stevedore II	22.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	19.53
30022 - Archeological Technician II	22.00
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	24.79
30061 - Drafter/CAD Operator I	19.53
30062 - Drafter/CAD Operator II	22.00
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	29.89
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	26.85
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	27.12
30361 - Paralegal/Legal Assistant I	19.53
30362 - Paralegal/Legal Assistant II	25.78
30363 - Paralegal/Legal Assistant III	31.54
30364 - Paralegal/Legal Assistant IV	38.16
30390 - Photo-Optics Technician	27.98
30461 - Technical Writer I	21.93
30462 - Technical Writer II	26.84
30463 - Technical Writer III	32.47

30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.22
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		9.81
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		11.99
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.00
99050 - Desk Clerk		11.16
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		11.83
99310 - Mortician		26.70
99410 - Pest Controller		16.65
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		14.11
99711 - Recycling Specialist		14.31
99730 - Refuse Collector		12.65
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		17.64
99831 - Surveying Aide		11.01
99832 - Surveying Technician		15.08
99840 - Vending Machine Attendant		14.38
99841 - Vending Machine Repairer		17.79
99842 - Vending Machine Repairer Helper		14.38

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2253 Revision No.: 15 Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		23.60
01040 - Court Reporter		17.86
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		14.73
01060 - Dispatcher, Motor Vehicle		18.07
01070 - Document Preparation Clerk		14.29
01090 - Duplicating Machine Operator		14.29
01111 - General Clerk I		12.83
01112 - General Clerk II		14.00
01113 - General Clerk III		16.35
01120 - Housing Referral Assistant		20.41
01141 - Messenger Courier		14.41
01191 - Order Clerk I		13.44
01192 - Order Clerk II		14.67
01261 - Personnel Assistant (Employment) I		15.90
01262 - Personnel Assistant (Employment) II		17.79
01263 - Personnel Assistant (Employment) III		21.91
01270 - Production Control Clerk		19.90
01280 - Receptionist		14.29
01290 - Rental Clerk		15.65
01300 - Scheduler, Maintenance		16.36
01311 - Secretary I		16.36
01312 - Secretary II		18.30
01313 - Secretary III		20.41
01320 - Service Order Dispatcher		17.26
01410 - Supply Technician		23.60
01420 - Survey Worker		17.78
01531 - Travel Clerk I		12.75
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.21
01611 - Word Processor I		14.59
01612 - Word Processor II		16.54
01613 - Word Processor III		18.56
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	18.87
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	16.97
05070 - Automotive Worker	16.97
05110 - Mobile Equipment Servicer	15.73
05130 - Motor Equipment Metal Mechanic	18.37
05160 - Motor Equipment Metal Worker	17.04
05190 - Motor Vehicle Mechanic	18.37
05220 - Motor Vehicle Mechanic Helper	15.02
05250 - Motor Vehicle Upholstery Worker	17.49
05280 - Motor Vehicle Wrecker	17.04
05310 - Painter, Automotive	17.71
05340 - Radiator Repair Specialist	17.04
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	18.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.52
07042 - Cook II	16.62
07070 - Dishwasher	10.29
07130 - Food Service Worker	9.85
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.11
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	14.76
09090 - Furniture Refinisher Helper	12.51
09110 - Furniture Repairer, Minor	13.66
09130 - Upholsterer	15.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	13.74
11090 - Gardener	15.09
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	12.94
11240 - Maid or Houseman	11.74
11260 - Pruner	11.84
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.94
11360 - Window Cleaner	14.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.01
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	23.71
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76
12030 - EKG Technician	24.98
12035 - Electroneurodiagnostic Technologist	24.98
12040 - Emergency Medical Technician	17.01
12071 - Licensed Practical Nurse I	20.04
12072 - Licensed Practical Nurse II	22.41
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	22.41
12160 - Medical Record Clerk	15.71
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.48
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.64

12223 - Nursing Assistant III		13.79
12224 - Nursing Assistant IV		15.47
12235 - Optical Dispenser		20.48
12236 - Optical Technician		13.33
12250 - Pharmacy Technician		14.53
12280 - Phlebotomist		15.47
12305 - Radiologic Technologist		29.51
12311 - Registered Nurse I		29.78
12312 - Registered Nurse II		34.81
12313 - Registered Nurse II, Specialist		34.81
12314 - Registered Nurse III		40.02
12315 - Registered Nurse III, Anesthetist		40.02
12316 - Registered Nurse IV		47.94
12317 - Scheduler (Drug and Alcohol Testing)		24.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.97
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		30.28
13041 - Illustrator I		19.97
13042 - Illustrator II		24.74
13043 - Illustrator III		30.28
13047 - Librarian		27.56
13050 - Library Aide/Clerk		11.84
13054 - Library Information Technology Systems Administrator		24.88
13058 - Library Technician		15.84
13061 - Media Specialist I		17.85
13062 - Media Specialist II		19.97
13063 - Media Specialist III		22.27
13071 - Photographer I		16.99
13072 - Photographer II		19.00
13073 - Photographer III		23.78
13074 - Photographer IV		28.78
13075 - Photographer V		33.72
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.88
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.81
14044 - Computer Operator IV		23.18
14045 - Computer Operator V		25.70
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.88
14160 - Personal Computer Support Technician		25.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.37
15020 - Aircrew Training Devices Instructor (Rated)		35.01
15030 - Air Crew Training Devices Instructor (Pilot)		41.96
15050 - Computer Based Training Specialist / Instructor		29.37
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		41.96
15080 - Graphic Artist		23.45
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		27.52
15110 - Test Proctor		18.15
15120 - Tutor		18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	10.26
16030 - Counter Attendant	10.26
16040 - Dry Cleaner	12.43
16070 - Finisher, Flatwork, Machine	10.26
16090 - Presser, Hand	10.26
16110 - Presser, Machine, Drycleaning	10.26
16130 - Presser, Machine, Shirts	10.26
16160 - Presser, Machine, Wearing Apparel, Laundry	10.26
16190 - Sewing Machine Operator	13.16
16220 - Tailor	13.93
16250 - Washer, Machine	10.83
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.05
19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.57
21030 - Material Coordinator	19.90
21040 - Material Expediter	19.90
21050 - Material Handling Laborer	13.55
21071 - Order Filler	12.87
21080 - Production Line Worker (Food Processing)	17.57
21110 - Shipping Packer	13.91
21130 - Shipping/Receiving Clerk	13.91
21140 - Store Worker I	12.17
21150 - Stock Clerk	15.88
21210 - Tools And Parts Attendant	17.57
21410 - Warehouse Specialist	17.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.98
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.33
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft, Painter	21.66
23060 - Aircraft Servicer	20.28
23080 - Aircraft Worker	21.19
23110 - Appliance Mechanic	20.86
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	27.32
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	20.82
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.89
23182 - Electronics Technician Maintenance II	25.93
23183 - Electronics Technician Maintenance III	27.00
23260 - Fabric Worker	17.45
23290 - Fire Alarm System Mechanic	20.53
23310 - Fire Extinguisher Repairer	19.51
23311 - Fuel Distribution System Mechanic	23.18
23312 - Fuel Distribution System Operator	19.61
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	22.98
23381 - Ground Support Equipment Servicer	20.28
23382 - Ground Support Equipment Worker	21.19
23391 - Gunsmith I	19.51
23392 - Gunsmith II	21.27
23393 - Gunsmith III	23.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.00
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39

23460 - Instrument Mechanic	23.07
23465 - Laboratory/Shelter Mechanic	22.16
23470 - Laborer	13.76
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.39
23580 - Maintenance Trades Helper	12.23
23591 - Metrology Technician I	23.07
23592 - Metrology Technician II	23.94
23593 - Metrology Technician III	24.86
23640 - Millwright	24.19
23710 - Office Appliance Repairer	19.04
23760 - Painter, Maintenance	18.12
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.33
23820 - Pneudraulic Systems Mechanic	23.07
23850 - Rigger	20.55
23870 - Scale Mechanic	21.27
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic I	26.11
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	27.18
23960 - Welder, Combination, Maintenance	18.25
23965 - Well Driller	22.85
23970 - Woodcraft Worker	23.07
23980 - Woodworker	17.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.34
24580 - Child Care Center Clerk	12.74
24610 - Chore Aide	10.80
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.13
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.13
25190 - Ventilation Equipment Tender	18.54
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.87
27010 - Court Security Officer	23.06
27030 - Detection Dog Handler	15.92
27040 - Detention Officer	22.87
27070 - Firefighter	23.24
27101 - Guard I	12.39
27102 - Guard II	15.92
27131 - Police Officer I	23.30
27132 - Police Officer II	25.90
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.06
28042 - Carnival Equipment Repairer	12.66
28043 - Carnival Equpment Worker	10.31
28210 - Gate Attendant/Gate Tender	13.93
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	12.20
28630 - Sports Official	12.41
28690 - Swimming Pool Operator	15.97

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.19
29020 - Hatch Tender		25.19
29030 - Line Handler		25.19
29041 - Stevedore I		24.11
29042 - Stevedore II		26.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.09
30022 - Archeological Technician II		20.24
30023 - Archeological Technician III		25.08
30030 - Cartographic Technician		25.08
30040 - Civil Engineering Technician		23.95
30061 - Drafter/CAD Operator I		18.09
30062 - Drafter/CAD Operator II		20.24
30063 - Drafter/CAD Operator III		23.42
30064 - Drafter/CAD Operator IV		27.76
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.87
30083 - Engineering Technician III		21.12
30084 - Engineering Technician IV		25.39
30085 - Engineering Technician V		31.06
30086 - Engineering Technician VI		38.73
30090 - Environmental Technician		21.75
30210 - Laboratory Technician		18.27
30240 - Mathematical Technician		25.14
30361 - Paralegal/Legal Assistant I		18.09
30362 - Paralegal/Legal Assistant II		22.43
30363 - Paralegal/Legal Assistant III		27.44
30364 - Paralegal/Legal Assistant IV		33.19
30390 - Photo-Optics Technician		25.14
30461 - Technical Writer I		23.77
30462 - Technical Writer II		29.08
30463 - Technical Writer III		37.68
30491 - Unexploded Ordnance (UXO) Technician I		22.72
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.04
30621 - Weather Observer, Senior	(see 2)	25.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.15
31030 - Bus Driver		18.12
31043 - Driver Courier		15.20
31260 - Parking and Lot Attendant		10.92
31290 - Shuttle Bus Driver		16.12
31310 - Taxi Driver		12.72
31361 - Truckdriver, Light		16.12
31362 - Truckdriver, Medium		18.40
31363 - Truckdriver, Heavy		20.47
31364 - Truckdriver, Tractor-Trailer		23.16
99000 - Miscellaneous Occupations		
99030 - Cashier		9.26
99050 - Desk Clerk		10.58
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		11.99
99252 - Laboratory Animal Caretaker II		12.60
99310 - Mortician		38.43
99410 - Pest Controller		14.73

99510 - Photofinishing Worker	12.16
99710 - Recycling Laborer	18.17
99711 - Recycling Specialist	18.90
99730 - Refuse Collector	16.87
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	14.35
99830 - Survey Party Chief	18.06
99831 - Surveying Aide	12.94
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	15.86
99841 - Vending Machine Repairer	18.00
99842 - Vending Machine Repairer Helper	15.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2254 Revision No.: 17 Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29

01012 - Accounting Clerk II	15.90
01013 - Accounting Clerk III	17.78
01020 - Administrative Assistant	23.60
01040 - Court Reporter	17.86
01051 - Data Entry Operator I	13.48
01052 - Data Entry Operator II	14.73
01060 - Dispatcher, Motor Vehicle	18.07
01070 - Document Preparation Clerk	14.29
01090 - Duplicating Machine Operator	14.29
01111 - General Clerk I	12.83
01112 - General Clerk II	14.00
01113 - General Clerk III	16.35
01120 - Housing Referral Assistant	20.41
01141 - Messenger Courier	14.41
01191 - Order Clerk I	13.44
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	15.90
01262 - Personnel Assistant (Employment) II	17.79
01263 - Personnel Assistant (Employment) III	21.91
01270 - Production Control Clerk	19.90
01280 - Receptionist	14.29
01290 - Rental Clerk	15.65
01300 - Scheduler, Maintenance	16.36
01311 - Secretary I	16.36
01312 - Secretary II	18.30
01313 - Secretary III	20.41
01320 - Service Order Dispatcher	17.26
01410 - Supply Technician	23.60
01420 - Survey Worker	17.78
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.21
01611 - Word Processor I	14.59
01612 - Word Processor II	16.54
01613 - Word Processor III	18.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.87
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	16.97
05070 - Automotive Worker	16.97
05110 - Mobile Equipment Servicer	15.73
05130 - Motor Equipment Metal Mechanic	18.37
05160 - Motor Equipment Metal Worker	17.04
05190 - Motor Vehicle Mechanic	18.37
05220 - Motor Vehicle Mechanic Helper	15.02
05250 - Motor Vehicle Upholstery Worker	17.49
05280 - Motor Vehicle Wrecker	17.04
05310 - Painter, Automotive	17.71
05340 - Radiator Repair Specialist	17.04
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	18.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.52
07042 - Cook II	16.62
07070 - Dishwasher	10.29
07130 - Food Service Worker	9.85
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.11
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	14.76

09090 - Furniture Refinisher Helper	12.51
09110 - Furniture Repairer, Minor	13.66
09130 - Upholsterer	15.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	13.74
11090 - Gardener	15.09
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	12.94
11240 - Maid or Houseman	11.74
11260 - Pruner	11.84
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.94
11360 - Window Cleaner	14.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.01
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	23.71
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76
12030 - EKG Technician	24.98
12035 - Electroneurodiagnostic Technologist	24.98
12040 - Emergency Medical Technician	17.01
12071 - Licensed Practical Nurse I	20.04
12072 - Licensed Practical Nurse II	22.41
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	22.41
12160 - Medical Record Clerk	15.71
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.48
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.64
12223 - Nursing Assistant III	13.79
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	20.48
12236 - Optical Technician	13.33
12250 - Pharmacy Technician	14.53
12280 - Phlebotomist	15.47
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	29.78
12312 - Registered Nurse II	34.81
12313 - Registered Nurse II, Specialist	34.81
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III, Anesthetist	40.02
12316 - Registered Nurse IV	47.94
12317 - Scheduler (Drug and Alcohol Testing)	24.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.97
13012 - Exhibits Specialist II	24.75
13013 - Exhibits Specialist III	30.28
13041 - Illustrator I	19.97
13042 - Illustrator II	24.74
13043 - Illustrator III	30.28
13047 - Librarian	27.56
13050 - Library Aide/Clerk	11.84
13054 - Library Information Technology Systems Administrator	24.88
13058 - Library Technician	15.84
13061 - Media Specialist I	17.85

13062 - Media Specialist II		19.97
13063 - Media Specialist III		22.27
13071 - Photographer I		16.99
13072 - Photographer II		19.00
13073 - Photographer III		23.78
13074 - Photographer IV		28.78
13075 - Photographer V		33.72
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.88
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.81
14044 - Computer Operator IV		23.18
14045 - Computer Operator V		25.70
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.88
14160 - Personal Computer Support Technician		25.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.37
15020 - Aircrew Training Devices Instructor (Rated)		35.01
15030 - Air Crew Training Devices Instructor (Pilot)		41.96
15050 - Computer Based Training Specialist / Instructor		29.37
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		41.96
15080 - Graphic Artist		23.45
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		27.52
15110 - Test Proctor		18.15
15120 - Tutor		18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.26
16030 - Counter Attendant		10.26
16040 - Dry Cleaner		12.43
16070 - Finisher, Flatwork, Machine		10.26
16090 - Presser, Hand		10.26
16110 - Presser, Machine, Drycleaning		10.26
16130 - Presser, Machine, Shirts		10.26
16160 - Presser, Machine, Wearing Apparel, Laundry		10.26
16190 - Sewing Machine Operator		13.16
16220 - Tailor		13.93
16250 - Washer, Machine		10.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.05
19040 - Tool And Die Maker		22.18
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		19.90
21040 - Material Expediter		19.90
21050 - Material Handling Laborer		13.55
21071 - Order Filler		12.87
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		13.91
21130 - Shipping/Receiving Clerk		13.91
21140 - Store Worker I		12.17
21150 - Stock Clerk		15.88
21210 - Tools And Parts Attendant		17.57
21410 - Warehouse Specialist		17.57

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.98
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.33
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft, Painter	21.66
23060 - Aircraft Servicer	20.28
23080 - Aircraft Worker	21.19
23110 - Appliance Mechanic	20.86
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	27.32
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	20.82
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.89
23182 - Electronics Technician Maintenance II	25.93
23183 - Electronics Technician Maintenance III	27.00
23260 - Fabric Worker	17.45
23290 - Fire Alarm System Mechanic	20.53
23310 - Fire Extinguisher Repairer	19.51
23311 - Fuel Distribution System Mechanic	23.18
23312 - Fuel Distribution System Operator	19.61
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	22.98
23381 - Ground Support Equipment Servicer	20.28
23382 - Ground Support Equipment Worker	21.19
23391 - Gunsmith I	19.51
23392 - Gunsmith II	21.27
23393 - Gunsmith III	23.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.00
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	23.07
23465 - Laboratory/Shelter Mechanic	22.16
23470 - Laborer	13.76
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.39
23580 - Maintenance Trades Helper	12.23
23591 - Metrology Technician I	23.07
23592 - Metrology Technician II	23.94
23593 - Metrology Technician III	24.86
23640 - Millwright	24.19
23710 - Office Appliance Repairer	19.04
23760 - Painter, Maintenance	18.12
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.33
23820 - Pneudraulic Systems Mechanic	23.07
23850 - Rigger	20.55
23870 - Scale Mechanic	21.27
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic I	26.11
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	27.18
23960 - Welder, Combination, Maintenance	18.25
23965 - Well Driller	22.85
23970 - Woodcraft Worker	23.07
23980 - Woodworker	17.59

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.34
24580 - Child Care Center Clerk	12.74
24610 - Chore Aide	10.80
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.13
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.13
25190 - Ventilation Equipment Tender	18.54
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.87
27010 - Court Security Officer	23.06
27030 - Detection Dog Handler	15.92
27040 - Detention Officer	22.87
27070 - Firefighter	23.24
27101 - Guard I	12.39
27102 - Guard II	15.92
27131 - Police Officer I	23.30
27132 - Police Officer II	25.90
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.06
28042 - Carnival Equipment Repairer	12.66
28043 - Carnival Equpment Worker	10.31
28210 - Gate Attendant/Gate Tender	13.93
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.58
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	12.20
28630 - Sports Official	12.41
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.19
29020 - Hatch Tender	25.19
29030 - Line Handler	25.19
29041 - Stevedore I	24.11
29042 - Stevedore II	26.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.09
30022 - Archeological Technician II	20.24
30023 - Archeological Technician III	25.08
30030 - Cartographic Technician	25.08
30040 - Civil Engineering Technician	23.95
30061 - Drafter/CAD Operator I	18.09
30062 - Drafter/CAD Operator II	20.24
30063 - Drafter/CAD Operator III	23.42
30064 - Drafter/CAD Operator IV	27.76
30081 - Engineering Technician I	16.82
30082 - Engineering Technician II	18.87
30083 - Engineering Technician III	21.12
30084 - Engineering Technician IV	25.39
30085 - Engineering Technician V	31.06
30086 - Engineering Technician VI	38.73
30090 - Environmental Technician	21.75
30210 - Laboratory Technician	18.27

30240 - Mathematical Technician		25.14
30361 - Paralegal/Legal Assistant I		18.09
30362 - Paralegal/Legal Assistant II		22.43
30363 - Paralegal/Legal Assistant III		27.44
30364 - Paralegal/Legal Assistant IV		33.19
30390 - Photo-Optics Technician		25.14
30461 - Technical Writer I		23.77
30462 - Technical Writer II		29.08
30463 - Technical Writer III		37.68
30491 - Unexploded Ordnance (UXO) Technician I		22.72
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.04
30621 - Weather Observer, Senior	(see 2)	25.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.15
31030 - Bus Driver		18.12
31043 - Driver Courier		15.20
31260 - Parking and Lot Attendant		10.92
31290 - Shuttle Bus Driver		16.12
31310 - Taxi Driver		12.72
31361 - Truckdriver, Light		16.12
31362 - Truckdriver, Medium		18.40
31363 - Truckdriver, Heavy		20.47
31364 - Truckdriver, Tractor-Trailer		23.16
99000 - Miscellaneous Occupations		
99030 - Cashier		9.26
99050 - Desk Clerk		10.58
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		11.99
99252 - Laboratory Animal Caretaker II		12.60
99310 - Mortician		38.43
99410 - Pest Controller		14.73
99510 - Photofinishing Worker		12.16
99710 - Recycling Laborer		18.17
99711 - Recycling Specialist		18.90
99730 - Refuse Collector		16.87
99810 - Sales Clerk		11.63
99820 - School Crossing Guard		14.35
99830 - Survey Party Chief		18.06
99831 - Surveying Aide		12.94
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		15.86
99841 - Vending Machine Repairer		18.00
99842 - Vending Machine Repairer Helper		15.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2255
Revision No.: 16
Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
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01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.92
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87

01090 - Duplicating Machine Operator	14.87
01111 - General Clerk I	14.66
01112 - General Clerk II	16.00
01113 - General Clerk III	18.17
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	12.98
01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.71
01270 - Production Control Clerk	22.65
01280 - Receptionist	14.31
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28

11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.80
11260 - Pruner	13.72
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.90
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	18.69
13061 - Media Specialist I	17.09
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.22
13071 - Photographer I	17.70
13072 - Photographer II	19.80
13073 - Photographer III	24.53
13074 - Photographer IV	30.00
13075 - Photographer V	36.30
13110 - Video Teleconference Technician	19.27

14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		22.65
21040 - Material Expediter		22.65
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.51
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		12.66
21150 - Stock Clerk		17.11
21210 - Tools And Parts Attendant		17.64
21410 - Warehouse Specialist		17.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32
23021 - Aircraft Mechanic I		28.22
23022 - Aircraft Mechanic II		30.32
23023 - Aircraft Mechanic III		30.61
23040 - Aircraft Mechanic Helper		20.65
23050 - Aircraft, Painter		24.38
23060 - Aircraft Servicer		23.22

23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	26.29
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	38.49
30090 - Environmental Technician	28.49
30210 - Laboratory Technician	23.40
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30390 - Photo-Optics Technician	29.20
30461 - Technical Writer I	26.44
30462 - Technical Writer II	32.34

30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		11.25
99050 - Desk Clerk		13.70
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		16.06
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		15.79
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2256 Revision No.: 17 Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.92
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19

01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.80
11260 - Pruner	13.72
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80

12030 - EKG Technician		28.17
12035 - Electroneurodiagnostic Technologist		28.17
12040 - Emergency Medical Technician		18.55
12071 - Licensed Practical Nurse I		18.83
12072 - Licensed Practical Nurse II		21.06
12073 - Licensed Practical Nurse III		23.48
12100 - Medical Assistant		16.90
12130 - Medical Laboratory Technician		19.41
12160 - Medical Record Clerk		15.94
12190 - Medical Record Technician		17.83
12195 - Medical Transcriptionist		18.12
12210 - Nuclear Medicine Technologist		35.16
12221 - Nursing Assistant I		11.45
12222 - Nursing Assistant II		12.87
12223 - Nursing Assistant III		13.65
12224 - Nursing Assistant IV		15.90
12235 - Optical Dispenser		22.55
12236 - Optical Technician		19.18
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		15.90
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		17.09
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71

14160 - Personal Computer Support Technician	27.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.72
15020 - Aircrew Training Devices Instructor (Rated)	43.22
15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	32.16
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	31.54
15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.24
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.10
16220 - Tailor	15.78
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.64
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.51
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71

23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85

27102 - Guard II		18.95
27131 - Police Officer I		26.92
27132 - Police Officer II		29.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.20
28042 - Carnival Equipment Repairer		13.98
28043 - Carnival Equpment Worker		10.92
28210 - Gate Attendant/Gate Tender		16.24
28310 - Lifeguard		13.45
28350 - Park Attendant (Aide)		17.74
28510 - Recreation Aide/Health Facility Attendant		13.58
28515 - Recreation Specialist		22.62
28630 - Sports Official		14.47
28690 - Swimming Pool Operator		19.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.54
29020 - Hatch Tender		25.54
29030 - Line Handler		25.54
29041 - Stevedore I		26.29
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		38.49
30090 - Environmental Technician		28.49
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69

31290 - Shuttle Bus Driver	16.93
31310 - Taxi Driver	12.95
31361 - Truckdriver, Light	16.93
31362 - Truckdriver, Medium	18.70
31363 - Truckdriver, Heavy	20.68
31364 - Truckdriver, Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99030 - Cashier	11.25
99050 - Desk Clerk	13.70
99095 - Embalmer	26.39
99251 - Laboratory Animal Caretaker I	14.60
99252 - Laboratory Animal Caretaker II	15.66
99310 - Mortician	36.23
99410 - Pest Controller	16.87
99510 - Photofinishing Worker	14.38
99710 - Recycling Laborer	19.74
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2257 Revision No.: 18 Date Of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2339 for other cities and towns that are excluded.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.46
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		17.49
01410 - Supply Technician		25.42
01420 - Survey Worker		15.77
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		16.11
01612 - Word Processor II		18.08
01613 - Word Processor III		20.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.65
05010 - Automotive Electrician		21.99
05040 - Automotive Glass Installer		21.02
05070 - Automotive Worker		21.02
05110 - Mobile Equipment Servicer		19.02
05130 - Motor Equipment Metal Mechanic		22.95
05160 - Motor Equipment Metal Worker		21.02
05190 - Motor Vehicle Mechanic		22.95
05220 - Motor Vehicle Mechanic Helper		17.94
05250 - Motor Vehicle Upholstery Worker		19.98
05280 - Motor Vehicle Wrecker		21.02
05310 - Painter, Automotive		21.99

05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.49
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.37
09040 - Furniture Handler	12.48
09080 - Furniture Refinisher	17.37
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.66
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.60
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.90
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63

12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		17.09
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		50.97
15050 - Computer Based Training Specialist / Instructor		35.46
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		50.97
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.64
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.03
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.51
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24

23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	26.57
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57

30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		39.85
30090 - Environmental Technician		26.92
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		16.06
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		15.79
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2258 Revision No.: 19 Date Of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2340 for other cities and towns that are excluded.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.46
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98

01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.71
01270 - Production Control Clerk	22.65
01280 - Receptionist	14.31
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.49
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.37
09040 - Furniture Handler	12.48
09080 - Furniture Refinisher	17.37
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.66
11330 - Trail Maintenance Worker	15.13

11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
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12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
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13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	18.69
13061 - Media Specialist I	17.09
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.22
13071 - Photographer I	17.70
13072 - Photographer II	19.80
13073 - Photographer III	24.53
13074 - Photographer IV	30.00
13075 - Photographer V	36.30
13110 - Video Teleconference Technician	19.27
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25

14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		50.97
15050 - Computer Based Training Specialist / Instructor		35.46
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		50.97
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		22.65
21040 - Material Expediter		22.65
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.03
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		12.66
21150 - Stock Clerk		17.11
21210 - Tools And Parts Attendant		17.64
21410 - Warehouse Specialist		17.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32
23021 - Aircraft Mechanic I		28.22
23022 - Aircraft Mechanic II		30.32
23023 - Aircraft Mechanic III		30.61
23040 - Aircraft Mechanic Helper		20.65
23050 - Aircraft, Painter		24.38
23060 - Aircraft Servicer		23.22
23080 - Aircraft Worker		24.04
23110 - Appliance Mechanic		24.24
23120 - Bicycle Repairer		14.51
23125 - Cable Splicer		30.77
23130 - Carpenter, Maintenance		28.56
23140 - Carpet Layer		26.29

23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	

27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	26.57
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.85
30090 - Environmental Technician	26.92
30210 - Laboratory Technician	23.40
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30390 - Photo-Optics Technician	29.20
30461 - Technical Writer I	26.44
30462 - Technical Writer II	32.34
30463 - Technical Writer III	39.13
30491 - Unexploded Ordnance (UXO) Technician I	24.85
30492 - Unexploded Ordnance (UXO) Technician II	30.07
30493 - Unexploded Ordnance (UXO) Technician III	36.04
30494 - Unexploded (UXO) Safety Escort	24.85
30495 - Unexploded (UXO) Sweep Personnel	24.85

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		16.06
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		15.79
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2259 Revision No.: 15 Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town, Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town, Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town, Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town, and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		17.49
01410 - Supply Technician		25.42
01420 - Survey Worker		15.77
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		16.11
01612 - Word Processor II		18.08
01613 - Word Processor III		20.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.65

05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	13.39
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.00
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65

12224 - Nursing Assistant IV		15.90
12235 - Optical Dispenser		22.55
12236 - Optical Technician		19.18
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		15.92
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		16.60
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
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14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		48.81
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		48.81
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71

16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.24
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.10
16220 - Tailor	15.78
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.64
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.03
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.12
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45

23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		23.66
29020 - Hatch Tender		23.66
29030 - Line Handler		23.66
29041 - Stevedore I		21.96
29042 - Stevedore II		24.16
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.42
30083 - Engineering Technician III		21.74
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		26.74
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.13
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38

99710 - Recycling Laborer	19.74
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	17.27
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	15.59
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2260 Revision No.: 16 Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town, Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town, Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town, Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town, and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23

01012 - Accounting Clerk II	17.10
01013 - Accounting Clerk III	19.14
01020 - Administrative Assistant	25.42
01040 - Court Reporter	20.86
01051 - Data Entry Operator I	15.64
01052 - Data Entry Operator II	16.79
01060 - Dispatcher, Motor Vehicle	19.79
01070 - Document Preparation Clerk	14.87
01090 - Duplicating Machine Operator	14.87
01111 - General Clerk I	14.66
01112 - General Clerk II	16.00
01113 - General Clerk III	18.17
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	12.98
01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.71
01270 - Production Control Clerk	22.65
01280 - Receptionist	14.31
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	13.39
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.00
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25

09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.30
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.92
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	18.69
13061 - Media Specialist I	16.60

13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.22
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		48.81
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		48.81
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		22.65
21040 - Material Expediter		22.65
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.03
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		12.66
21150 - Stock Clerk		17.11
21210 - Tools And Parts Attendant		17.64
21410 - Warehouse Specialist		17.64

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	14.12
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.66
29020 - Hatch Tender	23.66
29030 - Line Handler	23.66
29041 - Stevedore I	21.96
29042 - Stevedore II	24.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.07
30090 - Environmental Technician	26.74
30210 - Laboratory Technician	23.40

30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.13
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.38
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		17.27
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		15.59
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2261
Revision No.: 16
Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and towns in Boston, Worcester, Pawtucker-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		23.97
01040 - Court Reporter		19.14
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		14.02
01192 - Order Clerk II		15.35
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		20.45
01280 - Receptionist		15.36
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		21.57
01320 - Service Order Dispatcher		17.79
01410 - Supply Technician		23.97
01420 - Survey Worker		18.55
01531 - Travel Clerk I		13.24
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.70
01611 - Word Processor I		14.97

01612 - Word Processor II	16.25
01613 - Word Processor III	19.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.86
05010 - Automotive Electrician	17.80
05040 - Automotive Glass Installer	17.13
05070 - Automotive Worker	17.13
05110 - Mobile Equipment Servicer	15.78
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.13
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.13
05310 - Painter, Automotive	17.80
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.23
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.64
07041 - Cook I	14.67
07042 - Cook II	16.10
07070 - Dishwasher	10.37
07130 - Food Service Worker	10.44
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	16.97
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.70
09130 - Upholsterer	16.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	12.64
11090 - Gardener	17.03
11122 - Housekeeping Aide	13.56
11150 - Janitor	13.56
11210 - Laborer, Grounds Maintenance	14.50
11240 - Maid or Houseman	10.09
11260 - Pruner	13.37
11270 - Tractor Operator	16.69
11330 - Trail Maintenance Worker	14.50
11360 - Window Cleaner	14.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	23.84
12020 - Dental Assistant	16.09
12025 - Dental Hygienist	31.36
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.93
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	18.56
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	17.91
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.45

12210 - Nuclear Medicine Technologist		35.67
12221 - Nursing Assistant I		10.13
12222 - Nursing Assistant II		11.40
12223 - Nursing Assistant III		12.43
12224 - Nursing Assistant IV		13.95
12235 - Optical Dispenser		20.29
12236 - Optical Technician		16.83
12250 - Pharmacy Technician		13.57
12280 - Phlebotomist		13.95
12305 - Radiologic Technologist		27.64
12311 - Registered Nurse I		29.56
12312 - Registered Nurse II		36.16
12313 - Registered Nurse II, Specialist		36.16
12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		23.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.83
13012 - Exhibits Specialist II		22.02
13013 - Exhibits Specialist III		26.95
13041 - Illustrator I		17.79
13042 - Illustrator II		22.02
13043 - Illustrator III		26.95
13047 - Librarian		24.40
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		15.39
13061 - Media Specialist I		15.26
13062 - Media Specialist II		16.95
13063 - Media Specialist III		18.89
13071 - Photographer I		13.95
13072 - Photographer II		18.37
13073 - Photographer III		22.37
13074 - Photographer IV		27.72
13075 - Photographer V		35.87
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		23.96
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.39

15110 - Test Proctor	16.76
15120 - Tutor	16.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.08
16030 - Counter Attendant	10.08
16040 - Dry Cleaner	12.86
16070 - Finisher, Flatwork, Machine	10.08
16090 - Presser, Hand	10.08
16110 - Presser, Machine, Drycleaning	10.08
16130 - Presser, Machine, Shirts	10.08
16160 - Presser, Machine, Wearing Apparel, Laundry	10.08
16190 - Sewing Machine Operator	14.04
16220 - Tailor	15.16
16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.41
19040 - Tool And Die Maker	21.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	14.54
21071 - Order Filler	12.84
21080 - Production Line Worker (Food Processing)	18.98
21110 - Shipping Packer	14.41
21130 - Shipping/Receiving Clerk	14.41
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.10
21210 - Tools And Parts Attendant	18.98
21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.95
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	23.13
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	13.23
23125 - Cable Splicer	27.01
23130 - Carpenter, Maintenance	20.80
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	22.95
23181 - Electronics Technician Maintenance I	20.19
23182 - Electronics Technician Maintenance II	21.01
23183 - Electronics Technician Maintenance III	22.14
23260 - Fabric Worker	19.38
23290 - Fire Alarm System Mechanic	20.45
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	21.46
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	23.95
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	18.29
23392 - Gunsmith II	20.35
23393 - Gunsmith III	22.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contditioning	24.21

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	21.19
23470 - Laborer	14.54
23510 - Locksmith	22.94
23530 - Machinery Maintenance Mechanic	19.05
23550 - Machinist, Maintenance	19.18
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	24.22
23592 - Metrology Technician II	25.06
23593 - Metrology Technician III	25.99
23640 - Millwright	20.16
23710 - Office Appliance Repairer	20.59
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	23.85
23810 - Plumber, Maintenance	21.14
23820 - Pneudraulic Systems Mechanic	22.12
23850 - Rigger	22.12
23870 - Scale Mechanic	20.35
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.67
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	20.28
23965 - Well Driller	21.45
23970 - Woodcraft Worker	22.12
23980 - Woodworker	16.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	14.79
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.51
25040 - Sewage Plant Operator	20.96
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	16.41
25210 - Water Treatment Plant Operator	20.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	20.89
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	21.81
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Equpment Worker	9.57
28210 - Gate Attendant/Gate Tender	13.79
28310 - Lifeguard	11.53
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27

28515 - Recreation Specialist		14.83
28630 - Sports Official		12.28
28690 - Swimming Pool Operator		15.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.02
29020 - Hatch Tender		21.02
29030 - Line Handler		21.02
29041 - Stevedore I		20.02
29042 - Stevedore II		21.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		17.24
30022 - Archeological Technician II		18.64
30023 - Archeological Technician III		23.06
30030 - Cartographic Technician		23.06
30040 - Civil Engineering Technician		23.00
30061 - Drafter/CAD Operator I		16.64
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.75
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.98
30084 - Engineering Technician IV		23.51
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.25
30090 - Environmental Technician		22.78
30210 - Laboratory Technician		22.33
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		18.00
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.00
30390 - Photo-Optics Technician		23.06
30461 - Technical Writer I		22.78
30462 - Technical Writer II		27.86
30463 - Technical Writer III		33.73
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.17
31030 - Bus Driver		15.99
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		10.08
31290 - Shuttle Bus Driver		16.81
31310 - Taxi Driver		11.59
31361 - Truckdriver, Light		16.81
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.31
31364 - Truckdriver, Tractor-Trailer		19.31
99000 - Miscellaneous Occupations		
99030 - Cashier		11.31
99050 - Desk Clerk		12.20
99095 - Embalmer		26.05
99251 - Laboratory Animal Caretaker I		13.75

99252 - Laboratory Animal Caretaker II	14.19
99310 - Mortician	29.67
99410 - Pest Controller	16.50
99510 - Photofinishing Worker	12.67
99710 - Recycling Laborer	15.78
99711 - Recycling Specialist	18.20
99730 - Refuse Collector	14.56
99810 - Sales Clerk	11.83
99820 - School Crossing Guard	11.70
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	12.55
99832 - Surveying Technician	17.19
99840 - Vending Machine Attendant	16.75
99841 - Vending Machine Repairer	19.82
99842 - Vending Machine Repairer Helper	16.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2262 Revision No.: 18 Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS:
BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities

and towns in Boston, Worcester, Pawtucker-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		23.97
01040 - Court Reporter		19.14
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		14.02
01192 - Order Clerk II		15.35
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		20.45
01280 - Receptionist		15.36
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		21.57
01320 - Service Order Dispatcher		17.79
01410 - Supply Technician		23.97
01420 - Survey Worker		18.55
01531 - Travel Clerk I		13.24
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.70
01611 - Word Processor I		14.97
01612 - Word Processor II		16.25
01613 - Word Processor III		19.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.86
05010 - Automotive Electrician		17.80
05040 - Automotive Glass Installer		17.13
05070 - Automotive Worker		17.13
05110 - Mobile Equipment Servicer		15.78
05130 - Motor Equipment Metal Mechanic		18.52
05160 - Motor Equipment Metal Worker		17.13
05190 - Motor Vehicle Mechanic		18.52

05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.13
05310 - Painter, Automotive	17.80
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.23
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.64
07041 - Cook I	14.67
07042 - Cook II	16.10
07070 - Dishwasher	10.37
07130 - Food Service Worker	10.44
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	16.97
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.70
09130 - Upholsterer	16.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	12.64
11090 - Gardener	17.03
11122 - Housekeeping Aide	13.56
11150 - Janitor	13.56
11210 - Laborer, Grounds Maintenance	14.50
11240 - Maid or Houseman	10.09
11260 - Pruner	13.37
11270 - Tractor Operator	16.69
11330 - Trail Maintenance Worker	14.50
11360 - Window Cleaner	14.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	23.84
12020 - Dental Assistant	16.09
12025 - Dental Hygienist	31.36
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.93
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	18.56
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	17.91
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.45
12210 - Nuclear Medicine Technologist	35.67
12221 - Nursing Assistant I	10.13
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.43
12224 - Nursing Assistant IV	13.95
12235 - Optical Dispenser	20.29
12236 - Optical Technician	16.83
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	13.95
12305 - Radiologic Technologist	27.64
12311 - Registered Nurse I	29.56

12312 - Registered Nurse II		36.16
12313 - Registered Nurse II, Specialist		36.16
12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		23.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.83
13012 - Exhibits Specialist II		22.02
13013 - Exhibits Specialist III		26.95
13041 - Illustrator I		17.79
13042 - Illustrator II		22.02
13043 - Illustrator III		26.95
13047 - Librarian		24.40
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		15.39
13061 - Media Specialist I		15.26
13062 - Media Specialist II		16.95
13063 - Media Specialist III		18.89
13071 - Photographer I		13.95
13072 - Photographer II		18.37
13073 - Photographer III		22.37
13074 - Photographer IV		27.72
13075 - Photographer V		35.87
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I		21.27
14072 - Computer Programmer II		26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		23.96
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.76
15120 - Tutor		16.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.08
16030 - Counter Attendant		10.08
16040 - Dry Cleaner		12.86
16070 - Finisher, Flatwork, Machine		10.08
16090 - Presser, Hand		10.08
16110 - Presser, Machine, Drycleaning		10.08
16130 - Presser, Machine, Shirts		10.08
16160 - Presser, Machine, Wearing Apparel, Laundry		10.08

16190 - Sewing Machine Operator	14.04
16220 - Tailor	15.16
16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.41
19040 - Tool And Die Maker	21.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	14.54
21071 - Order Filler	12.84
21080 - Production Line Worker (Food Processing)	18.98
21110 - Shipping Packer	14.41
21130 - Shipping/Receiving Clerk	14.41
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.10
21210 - Tools And Parts Attendant	18.98
21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.95
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	23.13
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	13.23
23125 - Cable Splicer	27.01
23130 - Carpenter, Maintenance	20.80
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	22.95
23181 - Electronics Technician Maintenance I	20.19
23182 - Electronics Technician Maintenance II	21.01
23183 - Electronics Technician Maintenance III	22.14
23260 - Fabric Worker	19.38
23290 - Fire Alarm System Mechanic	20.45
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	21.46
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	23.95
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	18.29
23392 - Gunsmith II	20.35
23393 - Gunsmith III	22.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	21.19
23470 - Laborer	14.54
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23580 - Maintenance Trades Helper	14.32
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23810 - Plumber, Maintenance	21.14
23820 - Pneudraulic Systems Mechanic	22.12
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23965 - Well Driller	21.45
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27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
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27101 - Guard I	13.41
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27131 - Police Officer I	21.81
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Equpment Worker	9.57
28210 - Gate Attendant/Gate Tender	13.79
28310 - Lifeguard	11.53
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	14.83
28630 - Sports Official	12.28
28690 - Swimming Pool Operator	15.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.02
29020 - Hatch Tender	21.02
29030 - Line Handler	21.02
29041 - Stevedore I	20.02
29042 - Stevedore II	21.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		17.24
30022 - Archeological Technician II		18.64
30023 - Archeological Technician III		23.06
30030 - Cartographic Technician		23.06
30040 - Civil Engineering Technician		23.00
30061 - Drafter/CAD Operator I		16.64
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.75
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.98
30084 - Engineering Technician IV		23.51
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.25
30090 - Environmental Technician		22.78
30210 - Laboratory Technician		22.33
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		18.00
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.00
30390 - Photo-Optics Technician		23.06
30461 - Technical Writer I		22.78
30462 - Technical Writer II		27.86
30463 - Technical Writer III		33.73
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.17
31030 - Bus Driver		15.99
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		10.08
31290 - Shuttle Bus Driver		16.81
31310 - Taxi Driver		11.59
31361 - Truckdriver, Light		16.81
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.31
31364 - Truckdriver, Tractor-Trailer		19.31
99000 - Miscellaneous Occupations		
99030 - Cashier		11.31
99050 - Desk Clerk		12.20
99095 - Embalmer		26.05
99251 - Laboratory Animal Caretaker I		13.75
99252 - Laboratory Animal Caretaker II		14.19
99310 - Mortician		29.67
99410 - Pest Controller		16.50
99510 - Photofinishing Worker		12.67
99710 - Recycling Laborer		15.78
99711 - Recycling Specialist		18.20
99730 - Refuse Collector		14.56
99810 - Sales Clerk		11.83
99820 - School Crossing Guard		11.70
99830 - Survey Party Chief		19.16
99831 - Surveying Aide		12.55

99832 - Surveying Technician	17.19
99840 - Vending Machine Attendant	16.75
99841 - Vending Machine Repairer	19.82
99842 - Vending Machine Repairer Helper	16.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2263 Revision No.: 18 Date Of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS Including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Ruthland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town,

Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		17.49
01410 - Supply Technician		25.42
01420 - Survey Worker		15.77
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		16.11
01612 - Word Processor II		18.08
01613 - Word Processor III		20.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.65
05010 - Automotive Electrician		21.99
05040 - Automotive Glass Installer		21.02
05070 - Automotive Worker		21.02
05110 - Mobile Equipment Servicer		19.02
05130 - Motor Equipment Metal Mechanic		22.95
05160 - Motor Equipment Metal Worker		21.02
05190 - Motor Vehicle Mechanic		22.95
05220 - Motor Vehicle Mechanic Helper		17.94
05250 - Motor Vehicle Upholstery Worker		19.98
05280 - Motor Vehicle Wrecker		21.02
05310 - Painter, Automotive		21.99
05340 - Radiator Repair Specialist		21.02
05370 - Tire Repairer		12.12
05400 - Transmission Repair Specialist		22.95
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.20

07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.03
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.90
12130 - Medical Laboratory Technician	19.41
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	17.83
12195 - Medical Transcriptionist	18.12
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	13.65
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	22.55
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.90
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.83
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	20.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46

13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.14
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		16.21
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.20
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.46
15060 - Educational Technologist		32.46
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.37
15095 - Technical Instructor/Course Developer		31.02
15110 - Test Proctor		20.47
15120 - Tutor		20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		22.65

21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.03
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	13.99
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	31.35
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.16
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30

23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	18.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.93
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Equpment Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.66
29020 - Hatch Tender	23.66
29030 - Line Handler	23.66
29041 - Stevedore I	21.96
29042 - Stevedore II	24.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.69
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57

30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.47
30082 - Engineering Technician II		19.62
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		39.85
30090 - Environmental Technician		26.74
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.64
31363 - Truckdriver, Heavy		20.68
31364 - Truckdriver, Tractor-Trailer		20.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.32
99050 - Desk Clerk		12.56
99095 - Embalmer		26.39
99251 - Laboratory Animal Caretaker I		14.60
99252 - Laboratory Animal Caretaker II		15.66
99310 - Mortician		36.23
99410 - Pest Controller		16.87
99510 - Photofinishing Worker		14.31
99710 - Recycling Laborer		19.74
99711 - Recycling Specialist		23.30
99730 - Refuse Collector		17.90
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		13.77
99830 - Survey Party Chief		23.91
99831 - Surveying Aide		15.82
99832 - Surveying Technician		21.73
99840 - Vending Machine Attendant		15.79
99841 - Vending Machine Repairer		18.68
99842 - Vending Machine Repairer Helper		15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2264 Revision No.: 19 Date Of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS Including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Rutland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town, Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.42
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.79
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		15.91
01192 - Order Clerk II		17.36
01261 - Personnel Assistant (Employment) I		17.41
01262 - Personnel Assistant (Employment) II		19.48
01263 - Personnel Assistant (Employment) III		21.71
01270 - Production Control Clerk		22.65
01280 - Receptionist		14.31
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44

01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	25.42
01420 - Survey Worker	15.77
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.20
07041 - Cook I	12.55
07042 - Cook II	13.85
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.33
09040 - Furniture Handler	11.81
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.68
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	18.44
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.58
11260 - Pruner	13.72
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	22.03
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	37.80
12030 - EKG Technician	28.17
12035 - Electroneurodiagnostic Technologist	28.17
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.83

12072 - Licensed Practical Nurse II		21.06
12073 - Licensed Practical Nurse III		23.48
12100 - Medical Assistant		16.90
12130 - Medical Laboratory Technician		19.41
12160 - Medical Record Clerk		15.94
12190 - Medical Record Technician		17.83
12195 - Medical Transcriptionist		18.12
12210 - Nuclear Medicine Technologist		35.16
12221 - Nursing Assistant I		11.45
12222 - Nursing Assistant II		12.87
12223 - Nursing Assistant III		13.65
12224 - Nursing Assistant IV		15.90
12235 - Optical Dispenser		22.55
12236 - Optical Technician		19.18
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		15.90
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.83
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		20.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.17
13012 - Exhibits Specialist II		27.46
13013 - Exhibits Specialist III		33.59
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		34.14
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.69
13061 - Media Specialist I		16.21
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.20
13071 - Photographer I		17.70
13072 - Photographer II		19.80
13073 - Photographer III		24.53
13074 - Photographer IV		30.00
13075 - Photographer V		36.30
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22

15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.46
15060 - Educational Technologist	32.46
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	31.54
15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.24
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.10
16220 - Tailor	15.78
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.64
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	14.26
21071 - Order Filler	15.03
21080 - Production Line Worker (Food Processing)	17.64
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	12.66
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.64
21410 - Warehouse Specialist	17.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	13.99
23125 - Cable Splicer	30.77
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	26.29
23160 - Electrician, Maintenance	31.35
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	22.03
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	21.01
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22

23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.01
23392 - Gunsmith II	23.16
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.02
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.24
23470 - Laborer	15.05
23510 - Locksmith	24.24
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.24
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.03
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.74
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.77
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	18.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	23.93
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.93
27132 - Police Officer II	29.74
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		13.20
28042 - Carnival Equipment Repairer		13.98
28043 - Carnival Equpment Worker		10.92
28210 - Gate Attendant/Gate Tender		16.24
28310 - Lifeguard		13.01
28350 - Park Attendant (Aide)		17.74
28510 - Recreation Aide/Health Facility Attendant		13.58
28515 - Recreation Specialist		22.62
28630 - Sports Official		14.47
28690 - Swimming Pool Operator		19.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.66
29020 - Hatch Tender		23.66
29030 - Line Handler		23.66
29041 - Stevedore I		21.96
29042 - Stevedore II		24.16
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.25
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.57
30023 - Archeological Technician III		29.20
30030 - Cartographic Technician		29.20
30040 - Civil Engineering Technician		26.54
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.57
30063 - Drafter/CAD Operator III		26.27
30064 - Drafter/CAD Operator IV		32.34
30081 - Engineering Technician I		17.47
30082 - Engineering Technician II		19.62
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		26.93
30085 - Engineering Technician V		32.93
30086 - Engineering Technician VI		39.85
30090 - Environmental Technician		26.74
30210 - Laboratory Technician		23.40
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.46
30390 - Photo-Optics Technician		29.20
30461 - Technical Writer I		26.44
30462 - Technical Writer II		32.34
30463 - Technical Writer III		39.13
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.20
31030 - Bus Driver		17.52
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		16.93
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		16.93
31362 - Truckdriver, Medium		18.64

31363 - Truckdriver, Heavy	20.68
31364 - Truckdriver, Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99030 - Cashier	9.32
99050 - Desk Clerk	12.56
99095 - Embalmer	26.39
99251 - Laboratory Animal Caretaker I	14.60
99252 - Laboratory Animal Caretaker II	15.66
99310 - Mortician	36.23
99410 - Pest Controller	16.87
99510 - Photofinishing Worker	14.31
99710 - Recycling Laborer	19.74
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	23.91
99831 - Surveying Aide	15.82
99832 - Surveying Technician	21.73
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2269 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95

01040 - Court Reporter	19.80
01051 - Data Entry Operator I	13.85
01052 - Data Entry Operator II	15.12
01060 - Dispatcher, Motor Vehicle	21.98
01070 - Document Preparation Clerk	15.38
01090 - Duplicating Machine Operator	15.38
01111 - General Clerk I	13.37
01112 - General Clerk II	14.60
01113 - General Clerk III	16.39
01120 - Housing Referral Assistant	22.04
01141 - Messenger Courier	11.47
01191 - Order Clerk I	14.16
01192 - Order Clerk II	15.83
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	21.45
01280 - Receptionist	13.67
01290 - Rental Clerk	15.38
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.09
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	18.30
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.35
07130 - Food Service Worker	11.35
07210 - Meat Cutter	16.29
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	20.13
09110 - Furniture Repairer, Minor	21.55
09130 - Upholsterer	22.98

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	35.19
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.38
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	16.13
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.73
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.43
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	21.64
13042 - Illustrator II	28.26
13043 - Illustrator III	33.45
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	25.71
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13
13071 - Photographer I	19.42

13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.62
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.62
15080 - Graphic Artist		25.87
15090 - Technical Instructor		24.59
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		15.24
21071 - Order Filler		15.25
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		17.19
21150 - Stock Clerk		21.86
21210 - Tools And Parts Attendant		20.65
21410 - Warehouse Specialist		20.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.20
23021 - Aircraft Mechanic I		26.35

23022 - Aircraft Mechanic II	27.20
23023 - Aircraft Mechanic III	28.07
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.57
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.56
23120 - Bicycle Repairer	18.30
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	25.65
23140 - Carpet Layer	25.15
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	25.50
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	23.75
23290 - Fire Alarm System Mechanic	26.30
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	26.51
23312 - Fuel Distribution System Operator	22.77
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	26.35
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.40
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	25.52
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.73
23593 - Metrology Technician III	30.69
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.94
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.78
23932 - Telecommunications Mechanic II	27.49
23950 - Telephone Lineman	25.23
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	26.30
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10

24610 - Chore Aide	11.09
24620 - Family Readiness And Support Services Coordinator	17.41
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	22.06
25210 - Water Treatment Plant Operator	25.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	18.96
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	18.96
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	17.46
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.84
29020 - Hatch Tender	24.84
29030 - Line Handler	24.84
29041 - Stevedore I	24.00
29042 - Stevedore II	25.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	25.65
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	24.21
30084 - Engineering Technician IV	30.00
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	23.66
30210 - Laboratory Technician	20.83
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86

30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		28.08
30461 - Technical Writer I		24.37
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.19
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		13.20
31290 - Shuttle Bus Driver		18.55
31310 - Taxi Driver		13.70
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.82
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		10.62
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		28.35
99410 - Pest Controller		20.39
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		15.07
99711 - Recycling Specialist		16.58
99730 - Refuse Collector		16.82
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		11.92
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		20.52
99841 - Vending Machine Repairer		22.53
99842 - Vending Machine Repairer Helper		20.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2270
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.83
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.45
01280 - Receptionist		13.67
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		25.70
01420 - Survey Worker		18.56
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		14.14
01533 - Travel Clerk III		15.31
01611 - Word Processor I		15.07
01612 - Word Processor II		16.92
01613 - Word Processor III		18.93
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.09
05010 - Automotive Electrician		22.58
05040 - Automotive Glass Installer		21.84
05070 - Automotive Worker		21.84
05110 - Mobile Equipment Servicer		20.43
05130 - Motor Equipment Metal Mechanic		23.31
05160 - Motor Equipment Metal Worker		21.84
05190 - Motor Vehicle Mechanic		23.31
05220 - Motor Vehicle Mechanic Helper		19.71
05250 - Motor Vehicle Upholstery Worker		21.12

05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	18.30
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.35
07130 - Food Service Worker	11.35
07210 - Meat Cutter	16.29
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	20.13
09110 - Furniture Repairer, Minor	21.55
09130 - Upholsterer	22.98
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	35.19
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.38
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	16.13
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.73
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.43
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20

12314 - Registered Nurse III		44.14
12315 - Registered Nurse III, Anesthetist		44.14
12316 - Registered Nurse IV		52.92
12317 - Scheduler (Drug and Alcohol Testing)		24.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		21.64
13042 - Illustrator II		28.26
13043 - Illustrator III		33.45
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		25.71
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.61
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.74
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.46
14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.74
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.62
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.62
15080 - Graphic Artist		25.87
15090 - Technical Instructor		24.59
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65

16250 - Washer, Machine	11.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.18
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	17.19
21150 - Stock Clerk	21.86
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.20
23021 - Aircraft Mechanic I	26.35
23022 - Aircraft Mechanic II	27.20
23023 - Aircraft Mechanic III	28.07
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.57
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.56
23120 - Bicycle Repairer	18.30
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	25.65
23140 - Carpet Layer	25.15
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	25.50
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	23.75
23290 - Fire Alarm System Mechanic	26.30
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	26.51
23312 - Fuel Distribution System Operator	22.77
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	26.35
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.40
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	25.52
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.73
23593 - Metrology Technician III	30.69

23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.94
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.78
23932 - Telecommunications Mechanic II	27.49
23950 - Telephone Lineman	25.23
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	26.30
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.09
24620 - Family Readiness And Support Services Coordinator	17.41
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	22.06
25210 - Water Treatment Plant Operator	25.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	18.96
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	18.96
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	17.46
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.84
29020 - Hatch Tender	24.84
29030 - Line Handler	24.84
29041 - Stevedore I	24.00
29042 - Stevedore II	25.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53

30021 - Archeological Technician I		20.08
30022 - Archeological Technician II		22.47
30023 - Archeological Technician III		27.83
30030 - Cartographic Technician		27.83
30040 - Civil Engineering Technician		25.65
30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		24.21
30084 - Engineering Technician IV		30.00
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		23.66
30210 - Laboratory Technician		20.83
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		28.08
30461 - Technical Writer I		24.37
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.19
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		13.20
31290 - Shuttle Bus Driver		18.55
31310 - Taxi Driver		13.70
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.82
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		10.62
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		28.35
99410 - Pest Controller		20.39
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		15.07
99711 - Recycling Specialist		16.58
99730 - Refuse Collector		16.82
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		11.92
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		20.52

99841 - Vending Machine Repairer	22.53
99842 - Vending Machine Repairer Helper	20.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2271 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.36
01012 - Accounting Clerk II	16.12
01013 - Accounting Clerk III	18.03
01020 - Administrative Assistant	18.45
01040 - Court Reporter	16.99
01051 - Data Entry Operator I	12.21
01052 - Data Entry Operator II	13.61
01060 - Dispatcher, Motor Vehicle	15.61
01070 - Document Preparation Clerk	12.72
01090 - Duplicating Machine Operator	12.72
01111 - General Clerk I	11.12
01112 - General Clerk II	12.12
01113 - General Clerk III	14.69
01120 - Housing Referral Assistant	18.95
01141 - Messenger Courier	11.63
01191 - Order Clerk I	14.47
01192 - Order Clerk II	15.80
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	22.01
01280 - Receptionist	11.64
01290 - Rental Clerk	13.70
01300 - Scheduler, Maintenance	15.19
01311 - Secretary I	15.19
01312 - Secretary II	16.99
01313 - Secretary III	18.95
01320 - Service Order Dispatcher	13.70
01410 - Supply Technician	20.12
01420 - Survey Worker	14.46
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.15
01612 - Word Processor II	14.77
01613 - Word Processor III	16.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.01
05010 - Automotive Electrician	15.41
05040 - Automotive Glass Installer	14.85
05070 - Automotive Worker	14.85
05110 - Mobile Equipment Servicer	13.71
05130 - Motor Equipment Metal Mechanic	15.95
05160 - Motor Equipment Metal Worker	14.85
05190 - Motor Vehicle Mechanic	18.92
05220 - Motor Vehicle Mechanic Helper	13.07
05250 - Motor Vehicle Upholstery Worker	14.33
05280 - Motor Vehicle Wrecker	14.85
05310 - Painter, Automotive	15.41
05340 - Radiator Repair Specialist	14.85
05370 - Tire Repairer	12.62
05400 - Transmission Repair Specialist	15.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	11.36
07042 - Cook II	12.01
07070 - Dishwasher	8.39
07130 - Food Service Worker	9.03
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	13.62
09080 - Furniture Refinisher	17.77
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.52
09130 - Upholsterer	17.71
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.81
11060 - Elevator Operator	10.81
11090 - Gardener	14.64
11122 - Housekeeping Aide	10.15
11150 - Janitor	11.90
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.01
11260 - Pruner	12.00
11270 - Tractor Operator	14.61
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	12.36
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.13
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.87
12100 - Medical Assistant	11.93
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.04
12236 - Optical Technician	15.22
12250 - Pharmacy Technician	14.11
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III, Anesthetist	34.84
12316 - Registered Nurse IV	41.76
12317 - Scheduler (Drug and Alcohol Testing)	22.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.64
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.67
13041 - Illustrator I	19.64
13042 - Illustrator II	22.75
13043 - Illustrator III	27.67
13047 - Librarian	25.04
13050 - Library Aide/Clerk	12.12
13054 - Library Information Technology Systems	22.62

Administrator		
13058 - Library Technician		15.72
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.52
14102 - Computer Systems Analyst II	(see 1)	27.62
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.50
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		34.69
15050 - Computer Based Training Specialist / Instructor		24.50
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		34.69
15080 - Graphic Artist		18.59
15090 - Technical Instructor		20.15
15095 - Technical Instructor/Course Developer		23.97
15110 - Test Proctor		15.81
15120 - Tutor		15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.11
19040 - Tool And Die Maker		25.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.74
21030 - Material Coordinator		22.01
21040 - Material Expediter		22.01
21050 - Material Handling Laborer		14.43
21071 - Order Filler		11.50
21080 - Production Line Worker (Food Processing)		20.74
21110 - Shipping Packer		19.25
21130 - Shipping/Receiving Clerk		19.25
21140 - Store Worker I		14.39

21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft, Painter	23.59
23060 - Aircraft Servicer	20.42
23080 - Aircraft Worker	21.14
23110 - Appliance Mechanic	17.86
23120 - Bicycle Repairer	12.62
23125 - Cable Splicer	23.56
23130 - Carpenter, Maintenance	22.99
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	21.79
23310 - Fire Extinguisher Repairer	19.16
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.42
23382 - Ground Support Equipment Worker	21.14
23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	20.90
23530 - Machinery Maintenance Mechanic	23.04
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	14.34
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	30.95
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	19.95
23790 - Pipefitter, Maintenance	26.28
23810 - Plumber, Maintenance	24.44
23820 - Pneudraulic Systems Mechanic	23.04
23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	22.72
23960 - Welder, Combination, Maintenance	22.10

23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.48
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	18.57
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.19
25210 - Water Treatment Plant Operator	17.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.24
27008 - Corrections Officer	20.44
27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	20.44
27070 - Firefighter	18.68
27101 - Guard I	12.24
27102 - Guard II	16.73
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.67
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	21.88
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	12.62
30022 - Archeological Technician II	13.27
30023 - Archeological Technician III	17.90
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	19.29
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.47
30081 - Engineering Technician I	16.17
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.28
30084 - Engineering Technician IV	25.14
30085 - Engineering Technician V	30.72

30086 - Engineering Technician VI		32.98
30090 - Environmental Technician		23.91
30210 - Laboratory Technician		21.97
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		18.52
30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.06
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.91
30461 - Technical Writer I		23.07
30462 - Technical Writer II		28.20
30463 - Technical Writer III		30.94
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.51
30621 - Weather Observer, Senior	(see 3)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.30
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		15.35
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		15.05
31363 - Truckdriver, Heavy		19.39
31364 - Truckdriver, Tractor-Trailer		19.39
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.66
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		12.10
99252 - Laboratory Animal Caretaker II		12.75
99310 - Mortician		27.17
99410 - Pest Controller		18.04
99510 - Photofinishing Worker		12.86
99710 - Recycling Laborer		17.08
99711 - Recycling Specialist		18.51
99730 - Refuse Collector		15.36
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		10.42
99830 - Survey Party Chief		19.26
99831 - Surveying Aide		11.45
99832 - Surveying Technician		17.13
99840 - Vending Machine Attendant		14.58
99841 - Vending Machine Repairer		17.93
99842 - Vending Machine Repairer Helper		16.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2272 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		18.45
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		11.12
01112 - General Clerk II		12.12
01113 - General Clerk III		14.69
01120 - Housing Referral Assistant		18.95
01141 - Messenger Courier		11.63
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.80
01261 - Personnel Assistant (Employment) I		16.72
01262 - Personnel Assistant (Employment) II		18.70
01263 - Personnel Assistant (Employment) III		20.86
01270 - Production Control Clerk		22.01
01280 - Receptionist		11.64
01290 - Rental Clerk		13.70
01300 - Scheduler, Maintenance		15.19
01311 - Secretary I		15.19
01312 - Secretary II		16.99
01313 - Secretary III		18.95
01320 - Service Order Dispatcher		13.70

01410 - Supply Technician	20.12
01420 - Survey Worker	14.46
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.15
01612 - Word Processor II	14.77
01613 - Word Processor III	16.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.01
05010 - Automotive Electrician	15.41
05040 - Automotive Glass Installer	14.85
05070 - Automotive Worker	14.85
05110 - Mobile Equipment Servicer	13.71
05130 - Motor Equipment Metal Mechanic	15.95
05160 - Motor Equipment Metal Worker	14.85
05190 - Motor Vehicle Mechanic	18.92
05220 - Motor Vehicle Mechanic Helper	13.07
05250 - Motor Vehicle Upholstery Worker	14.33
05280 - Motor Vehicle Wrecker	14.85
05310 - Painter, Automotive	15.41
05340 - Radiator Repair Specialist	14.85
05370 - Tire Repairer	12.62
05400 - Transmission Repair Specialist	15.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	11.36
07042 - Cook II	12.01
07070 - Dishwasher	8.39
07130 - Food Service Worker	9.03
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	13.62
09080 - Furniture Refinisher	17.77
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.52
09130 - Upholsterer	17.71
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.81
11060 - Elevator Operator	10.81
11090 - Gardener	14.64
11122 - Housekeeping Aide	10.15
11150 - Janitor	11.90
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.01
11260 - Pruner	12.00
11270 - Tractor Operator	14.61
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	12.36
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.13
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.80

12073 - Licensed Practical Nurse III		19.87
12100 - Medical Assistant		11.93
12130 - Medical Laboratory Technician		17.49
12160 - Medical Record Clerk		15.63
12190 - Medical Record Technician		17.48
12195 - Medical Transcriptionist		13.71
12210 - Nuclear Medicine Technologist		34.28
12221 - Nursing Assistant I		11.43
12222 - Nursing Assistant II		12.85
12223 - Nursing Assistant III		14.02
12224 - Nursing Assistant IV		15.74
12235 - Optical Dispenser		17.04
12236 - Optical Technician		15.22
12250 - Pharmacy Technician		14.11
12280 - Phlebotomist		15.74
12305 - Radiologic Technologist		22.95
12311 - Registered Nurse I		23.13
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II, Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III, Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		22.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.64
13012 - Exhibits Specialist II		22.75
13013 - Exhibits Specialist III		27.67
13041 - Illustrator I		19.64
13042 - Illustrator II		22.75
13043 - Illustrator III		27.67
13047 - Librarian		25.04
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		22.62
13058 - Library Technician		15.72
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		32.49
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.52
14102 - Computer Systems Analyst II	(see 1)	27.62
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.50
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		34.69

15050 - Computer Based Training Specialist / Instructor	24.50
15060 - Educational Technologist	26.06
15070 - Flight Instructor (Pilot)	34.69
15080 - Graphic Artist	18.59
15090 - Technical Instructor	20.15
15095 - Technical Instructor/Course Developer	23.97
15110 - Test Proctor	15.81
15120 - Tutor	15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	13.34
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	22.01
21040 - Material Expediter	22.01
21050 - Material Handling Laborer	14.43
21071 - Order Filler	11.50
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	14.39
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft, Painter	23.59
23060 - Aircraft Servicer	20.42
23080 - Aircraft Worker	21.14
23110 - Appliance Mechanic	17.86
23120 - Bicycle Repairer	12.62
23125 - Cable Splicer	23.56
23130 - Carpenter, Maintenance	22.99
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	21.79
23310 - Fire Extinguisher Repairer	19.16
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.42
23382 - Ground Support Equipment Worker	21.14

23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	20.90
23530 - Machinery Maintenance Mechanic	23.04
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	14.34
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	30.95
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	19.95
23790 - Pipefitter, Maintenance	26.28
23810 - Plumber, Maintenance	24.44
23820 - Pneudraulic Systems Mechanic	23.04
23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	22.72
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.48
24620 - Family Readiness And Support Services Coordinator	13.41
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	18.57
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.19
25210 - Water Treatment Plant Operator	17.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.24
27008 - Corrections Officer	20.44
27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	16.73
27040 - Detention Officer	20.44
27070 - Firefighter	18.68
27101 - Guard I	12.24
27102 - Guard II	16.73
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86

28042 - Carnival Equipment Repairer		11.32
28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.56
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		17.67
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		17.16
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.91
29020 - Hatch Tender		22.91
29030 - Line Handler		22.91
29041 - Stevedore I		21.88
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		12.62
30022 - Archeological Technician II		13.27
30023 - Archeological Technician III		17.90
30030 - Cartographic Technician		23.91
30040 - Civil Engineering Technician		22.19
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.29
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		16.17
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.28
30084 - Engineering Technician IV		25.14
30085 - Engineering Technician V		30.72
30086 - Engineering Technician VI		32.98
30090 - Environmental Technician		23.91
30210 - Laboratory Technician		21.97
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		18.52
30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.06
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.91
30461 - Technical Writer I		23.07
30462 - Technical Writer II		28.20
30463 - Technical Writer III		30.94
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.51
30621 - Weather Observer, Senior	(see 3)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.30
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		15.35
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		15.05
31363 - Truckdriver, Heavy		19.39

31364 - Truckdriver, Tractor-Trailer	19.39
99000 - Miscellaneous Occupations	
99030 - Cashier	9.13
99050 - Desk Clerk	9.66
99095 - Embalmer	25.36
99251 - Laboratory Animal Caretaker I	12.10
99252 - Laboratory Animal Caretaker II	12.75
99310 - Mortician	27.17
99410 - Pest Controller	18.04
99510 - Photofinishing Worker	12.86
99710 - Recycling Laborer	17.08
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	15.36
99810 - Sales Clerk	10.46
99820 - School Crossing Guard	10.42
99830 - Survey Party Chief	19.26
99831 - Surveying Aide	11.45
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	14.58
99841 - Vending Machine Repairer	17.93
99842 - Vending Machine Repairer Helper	16.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2273 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
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01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.95
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.45
01280 - Receptionist		13.67
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		25.70
01420 - Survey Worker		18.56
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		14.14
01533 - Travel Clerk III		15.31
01611 - Word Processor I		15.07
01612 - Word Processor II		16.92
01613 - Word Processor III		18.93
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.66
05010 - Automotive Electrician		22.58
05040 - Automotive Glass Installer		21.84
05070 - Automotive Worker		21.84
05110 - Mobile Equipment Servicer		20.43
05130 - Motor Equipment Metal Mechanic		23.31
05160 - Motor Equipment Metal Worker		21.84
05190 - Motor Vehicle Mechanic		23.31
05220 - Motor Vehicle Mechanic Helper		19.71
05250 - Motor Vehicle Upholstery Worker		21.12
05280 - Motor Vehicle Wrecker		21.84
05310 - Painter, Automotive		22.58
05340 - Radiator Repair Specialist		21.84
05370 - Tire Repairer		19.58
05400 - Transmission Repair Specialist		23.31
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.55
07041 - Cook I		13.99
07042 - Cook II		15.07
07070 - Dishwasher		11.64

07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40

13043 - Illustrator III		35.82
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		23.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.56
13074 - Photographer IV		34.28
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.49
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		18.05
21071 - Order Filler		15.92

21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	17.19
21150 - Stock Clerk	21.86
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98

23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	16.58
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	22.58
29030 - Line Handler	22.58
29041 - Stevedore I	21.82
29042 - Stevedore II	23.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36

30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		25.01
30210 - Laboratory Technician		21.70
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		27.83
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.19
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.85
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		11.40
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.63
99252 - Laboratory Animal Caretaker II		15.18
99310 - Mortician		33.88
99410 - Pest Controller		17.53
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		17.40
99711 - Recycling Specialist		19.31
99730 - Refuse Collector		15.45
99810 - Sales Clerk		12.17
99820 - School Crossing Guard		12.22
99830 - Survey Party Chief		24.92
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.54
99842 - Vending Machine Repairer Helper		17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2274 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04

01141 - Messenger Courier	11.47
01191 - Order Clerk I	14.16
01192 - Order Clerk II	15.95
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	21.45
01280 - Receptionist	13.67
01290 - Rental Clerk	15.38
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88

11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13
13071 - Photographer I	19.42
13072 - Photographer II	22.83
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	39.82
13110 - Video Teleconference Technician	19.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.40
14044 - Computer Operator IV	23.77

14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.49
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		18.05
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		17.19
21150 - Stock Clerk		21.86
21210 - Tools And Parts Attendant		20.65
21410 - Warehouse Specialist		20.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.30
23021 - Aircraft Mechanic I		27.91
23022 - Aircraft Mechanic II		29.30
23023 - Aircraft Mechanic III		30.84
23040 - Aircraft Mechanic Helper		19.51
23050 - Aircraft, Painter		25.78
23060 - Aircraft Servicer		22.27
23080 - Aircraft Worker		23.38
23110 - Appliance Mechanic		23.44
23120 - Bicycle Repairer		18.66
23125 - Cable Splicer		27.79
23130 - Carpenter, Maintenance		25.15

23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78

27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	16.58
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	22.58
29030 - Line Handler	22.58
29041 - Stevedore I	21.82
29042 - Stevedore II	23.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	25.01
30210 - Laboratory Technician	21.70
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30390 - Photo-Optics Technician	27.83
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO) Technician I	24.71
30492 - Unexploded Ordnance (UXO) Technician II	29.90
30493 - Unexploded Ordnance (UXO) Technician III	35.84
30494 - Unexploded (UXO) Safety Escort	24.71

30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.19
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.85
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		11.40
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.63
99252 - Laboratory Animal Caretaker II		15.18
99310 - Mortician		33.88
99410 - Pest Controller		17.53
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		17.40
99711 - Recycling Specialist		19.31
99730 - Refuse Collector		15.45
99810 - Sales Clerk		12.17
99820 - School Crossing Guard		12.22
99830 - Survey Party Chief		24.92
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.54
99842 - Vending Machine Repairer Helper		17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2275 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		18.61
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		11.12
01112 - General Clerk II		12.12
01113 - General Clerk III		14.69
01120 - Housing Referral Assistant		18.95
01141 - Messenger Courier		11.63
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.80
01261 - Personnel Assistant (Employment) I		16.72
01262 - Personnel Assistant (Employment) II		18.70
01263 - Personnel Assistant (Employment) III		20.86
01270 - Production Control Clerk		22.01
01280 - Receptionist		11.64
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.19
01311 - Secretary I		15.19
01312 - Secretary II		16.99
01313 - Secretary III		18.95
01320 - Service Order Dispatcher		14.39
01410 - Supply Technician		20.47
01420 - Survey Worker		14.46
01531 - Travel Clerk I		12.78
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.15
01612 - Word Processor II		14.77
01613 - Word Processor III		16.51
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.12
05010 - Automotive Electrician		20.14
05040 - Automotive Glass Installer		19.51
05070 - Automotive Worker		19.51
05110 - Mobile Equipment Servicer		18.27
05130 - Motor Equipment Metal Mechanic		20.76
05160 - Motor Equipment Metal Worker		19.51
05190 - Motor Vehicle Mechanic		20.76
05220 - Motor Vehicle Mechanic Helper		17.65
05250 - Motor Vehicle Upholstery Worker		18.89
05280 - Motor Vehicle Wrecker		19.51
05310 - Painter, Automotive		20.14
05340 - Radiator Repair Specialist		19.51
05370 - Tire Repairer		16.81
05400 - Transmission Repair Specialist		20.76
07000 - Food Preparation And Service Occupations		

07010 - Baker	12.65
07041 - Cook I	11.90
07042 - Cook II	12.68
07070 - Dishwasher	10.00
07130 - Food Service Worker	10.00
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer, Minor	19.79
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	12.65
11090 - Gardener	14.60
11122 - Housekeeping Aide	11.80
11150 - Janitor	12.65
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.46
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.13
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	15.92
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.87
12100 - Medical Assistant	11.93
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.04
12236 - Optical Technician	15.22
12250 - Pharmacy Technician	14.11
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III, Anesthetist	34.84
12316 - Registered Nurse IV	41.76
12317 - Scheduler (Drug and Alcohol Testing)	22.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.10

13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	20.41
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		19.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.93
15020 - Aircrew Training Devices Instructor (Rated)		30.15
15030 - Air Crew Training Devices Instructor (Pilot)		34.38
15050 - Computer Based Training Specialist / Instructor		24.93
15060 - Educational Technologist		27.50
15070 - Flight Instructor (Pilot)		34.38
15080 - Graphic Artist		20.46
15090 - Technical Instructor		20.16
15095 - Technical Instructor/Course Developer		24.64
15110 - Test Proctor		16.29
15120 - Tutor		16.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.11
19040 - Tool And Die Maker		25.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.74

21030 - Material Coordinator	22.01
21040 - Material Expediter	22.01
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	14.39
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft, Painter	25.66
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.61
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	24.14
23130 - Carpenter, Maintenance	23.21
23140 - Carpet Layer	20.44
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	19.16
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	21.63
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	32.40
23710 - Office Appliance Repairer	19.95
23760 - Painter, Maintenance	21.10
23790 - Pipefitter, Maintenance	28.95
23810 - Plumber, Maintenance	25.41
23820 - Pneudraulic Systems Mechanic	23.04

23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.65
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	19.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	20.44
27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.44
27070 - Firefighter	18.68
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	10.00
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	14.80
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.91
29020 - Hatch Tender	22.91
29030 - Line Handler	22.91
29041 - Stevedore I	22.25
29042 - Stevedore II	23.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	19.05
30023 - Archeological Technician III	23.43
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.25

30062 - Drafter/CAD Operator II		19.29
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		23.91
30210 - Laboratory Technician		21.97
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		18.52
30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.06
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.91
30461 - Technical Writer I		23.33
30462 - Technical Writer II		28.56
30463 - Technical Writer III		33.42
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.51
30621 - Weather Observer, Senior	(see 3)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.41
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		11.66
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		13.95
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		15.94
31363 - Truckdriver, Heavy		19.53
31364 - Truckdriver, Tractor-Trailer		19.53
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.66
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		12.10
99252 - Laboratory Animal Caretaker II		12.75
99310 - Mortician		31.98
99410 - Pest Controller		20.50
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		17.08
99711 - Recycling Specialist		18.51
99730 - Refuse Collector		15.36
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		11.00
99830 - Survey Party Chief		20.05
99831 - Surveying Aide		11.46
99832 - Surveying Technician		17.13
99840 - Vending Machine Attendant		17.70
99841 - Vending Machine Repairer		19.46
99842 - Vending Machine Repairer Helper		17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2276 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		18.61
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		11.12
01112 - General Clerk II		12.12
01113 - General Clerk III		14.69
01120 - Housing Referral Assistant		18.95
01141 - Messenger Courier		11.63
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.80
01261 - Personnel Assistant (Employment) I		16.72
01262 - Personnel Assistant (Employment) II		18.70
01263 - Personnel Assistant (Employment) III		20.86
01270 - Production Control Clerk		22.01
01280 - Receptionist		11.64

01290 - Rental Clerk	14.54
01300 - Scheduler, Maintenance	15.19
01311 - Secretary I	15.19
01312 - Secretary II	16.99
01313 - Secretary III	18.95
01320 - Service Order Dispatcher	14.39
01410 - Supply Technician	20.47
01420 - Survey Worker	14.46
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.15
01612 - Word Processor II	14.77
01613 - Word Processor III	16.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter, Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.90
07042 - Cook II	12.68
07070 - Dishwasher	10.00
07130 - Food Service Worker	10.00
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	18.19
09110 - Furniture Repairer, Minor	19.79
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	12.65
11090 - Gardener	14.60
11122 - Housekeeping Aide	11.80
11150 - Janitor	12.65
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.46
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	17.64
12012 - Certified Occupational Therapist Assistant	18.70
12015 - Certified Physical Therapist Assistant	19.44
12020 - Dental Assistant	16.19

12025 - Dental Hygienist		26.13
12030 - EKG Technician		24.53
12035 - Electroneurodiagnostic Technologist		24.53
12040 - Emergency Medical Technician		17.64
12071 - Licensed Practical Nurse I		15.92
12072 - Licensed Practical Nurse II		17.80
12073 - Licensed Practical Nurse III		19.87
12100 - Medical Assistant		11.93
12130 - Medical Laboratory Technician		17.49
12160 - Medical Record Clerk		15.63
12190 - Medical Record Technician		17.48
12195 - Medical Transcriptionist		13.71
12210 - Nuclear Medicine Technologist		34.28
12221 - Nursing Assistant I		11.43
12222 - Nursing Assistant II		12.85
12223 - Nursing Assistant III		14.02
12224 - Nursing Assistant IV		15.74
12235 - Optical Dispenser		17.04
12236 - Optical Technician		15.22
12250 - Pharmacy Technician		14.11
12280 - Phlebotomist		15.74
12305 - Radiologic Technologist		22.95
12311 - Registered Nurse I		23.28
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II, Specialist		29.25
12314 - Registered Nurse III		34.84
12315 - Registered Nurse III, Anesthetist		34.84
12316 - Registered Nurse IV		41.76
12317 - Scheduler (Drug and Alcohol Testing)		22.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		25.28
13013 - Exhibits Specialist III		30.92
13041 - Illustrator I		18.61
13042 - Illustrator II		23.45
13043 - Illustrator III		30.92
13047 - Librarian		25.96
13050 - Library Aide/Clerk		12.12
13054 - Library Information Technology Systems Administrator		25.57
13058 - Library Technician		15.73
13061 - Media Specialist I		16.32
13062 - Media Specialist II		18.25
13063 - Media Specialist III		20.36
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.69
13075 - Photographer V		34.71
13110 - Video Teleconference Technician		16.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.89
14043 - Computer Operator III		17.72
14044 - Computer Operator IV		19.69
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 3)	20.41
14072 - Computer Programmer II	(see 3)	25.30
14073 - Computer Programmer III	(see 3)	
14074 - Computer Programmer IV	(see 3)	
14101 - Computer Systems Analyst I	(see 3)	25.82
14102 - Computer Systems Analyst II	(see 3)	
14103 - Computer Systems Analyst III	(see 3)	

14150 - Peripheral Equipment Operator	14.91
14160 - Personal Computer Support Technician	19.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.93
15020 - Aircrew Training Devices Instructor (Rated)	30.15
15030 - Air Crew Training Devices Instructor (Pilot)	34.38
15050 - Computer Based Training Specialist / Instructor	24.93
15060 - Educational Technologist	27.50
15070 - Flight Instructor (Pilot)	34.38
15080 - Graphic Artist	20.46
15090 - Technical Instructor	20.16
15095 - Technical Instructor/Course Developer	24.64
15110 - Test Proctor	16.29
15120 - Tutor	16.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	13.34
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	22.01
21040 - Material Expediter	22.01
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	14.39
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.97
23021 - Aircraft Mechanic I	23.04
23022 - Aircraft Mechanic II	23.97
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft, Painter	25.66
23060 - Aircraft Servicer	20.92
23080 - Aircraft Worker	21.61
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	24.14
23130 - Carpenter, Maintenance	23.21
23140 - Carpet Layer	20.44
23160 - Electrician, Maintenance	29.53
23181 - Electronics Technician Maintenance I	21.16
23182 - Electronics Technician Maintenance II	22.10
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	20.15
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	19.16

23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.81
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.04
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.61
23391 - Gunsmith I	19.16
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.22
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.06
23460 - Instrument Mechanic	23.04
23465 - Laboratory/Shelter Mechanic	22.10
23470 - Laborer	15.09
23510 - Locksmith	21.63
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	23.04
23592 - Metrology Technician II	23.97
23593 - Metrology Technician III	24.93
23640 - Millwright	32.40
23710 - Office Appliance Repairer	19.95
23760 - Painter, Maintenance	21.10
23790 - Pipefitter, Maintenance	28.95
23810 - Plumber, Maintenance	25.41
23820 - Pneudraulic Systems Mechanic	23.04
23850 - Rigger	23.04
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	24.41
23910 - Small Engine Mechanic	21.16
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	23.04
23970 - Woodcraft Worker	23.04
23980 - Woodworker	19.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.65
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	19.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	20.44
27010 - Court Security Officer	20.76
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.44
27070 - Firefighter	18.68

27101 - Guard I		12.87
27102 - Guard II		17.04
27131 - Police Officer I		23.25
27132 - Police Officer II		25.85
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.56
28042 - Carnival Equipment Repairer		11.99
28043 - Carnival Equpment Worker		10.00
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.56
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		14.80
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		19.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.91
29020 - Hatch Tender		22.91
29030 - Line Handler		22.91
29041 - Stevedore I		22.25
29042 - Stevedore II		23.94
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		19.05
30023 - Archeological Technician III		23.43
30030 - Cartographic Technician		23.91
30040 - Civil Engineering Technician		22.19
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		19.29
30063 - Drafter/CAD Operator III		21.51
30064 - Drafter/CAD Operator IV		26.47
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.36
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.45
30085 - Engineering Technician V		31.13
30086 - Engineering Technician VI		37.66
30090 - Environmental Technician		23.91
30210 - Laboratory Technician		21.97
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		18.52
30362 - Paralegal/Legal Assistant II		22.93
30363 - Paralegal/Legal Assistant III		28.06
30364 - Paralegal/Legal Assistant IV		33.95
30390 - Photo-Optics Technician		23.91
30461 - Technical Writer I		23.33
30462 - Technical Writer II		28.56
30463 - Technical Writer III		33.42
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.51
30621 - Weather Observer, Senior	(see 2)	23.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.41
31030 - Bus Driver		15.41
31043 - Driver Courier		14.35

31260 - Parking and Lot Attendant	11.66
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	13.95
31361 - Truckdriver, Light	14.66
31362 - Truckdriver, Medium	15.94
31363 - Truckdriver, Heavy	19.53
31364 - Truckdriver, Tractor-Trailer	19.53
99000 - Miscellaneous Occupations	
99030 - Cashier	9.13
99050 - Desk Clerk	9.66
99095 - Embalmer	25.36
99251 - Laboratory Animal Caretaker I	12.10
99252 - Laboratory Animal Caretaker II	12.75
99310 - Mortician	31.98
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	17.08
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	15.36
99810 - Sales Clerk	10.46
99820 - School Crossing Guard	11.00
99830 - Survey Party Chief	20.05
99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer Helper	17.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute

for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

3) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2277 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		14.93
01013 - Accounting Clerk III		17.42
01020 - Administrative Assistant		19.59
01040 - Court Reporter		16.95
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher, Motor Vehicle		17.83
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		12.00
01112 - General Clerk II		13.10
01113 - General Clerk III		14.70
01120 - Housing Referral Assistant		18.02
01141 - Messenger Courier		12.42
01191 - Order Clerk I		13.63
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.16
01263 - Personnel Assistant (Employment) III		19.14
01270 - Production Control Clerk		19.25
01280 - Receptionist		11.72
01290 - Rental Clerk		14.44
01300 - Scheduler, Maintenance		14.44
01311 - Secretary I		14.44
01312 - Secretary II		16.51
01313 - Secretary III		18.02
01320 - Service Order Dispatcher		15.57
01410 - Supply Technician		19.59
01420 - Survey Worker		16.95
01531 - Travel Clerk I		12.78
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.21
01612 - Word Processor II		15.98
01613 - Word Processor III		18.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.06
05010 - Automotive Electrician		21.05
05040 - Automotive Glass Installer		20.05
05070 - Automotive Worker		20.05
05110 - Mobile Equipment Servicer		18.05
05130 - Motor Equipment Metal Mechanic		22.06
05160 - Motor Equipment Metal Worker		20.05
05190 - Motor Vehicle Mechanic		22.06
05220 - Motor Vehicle Mechanic Helper		17.04
05250 - Motor Vehicle Upholstery Worker		19.05
05280 - Motor Vehicle Wrecker		20.05
05310 - Painter, Automotive		21.05
05340 - Radiator Repair Specialist		20.05
05370 - Tire Repairer		16.02
05400 - Transmission Repair Specialist		22.06

07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer, Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	15.98
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	18.72
12015 - Certified Physical Therapist Assistant	23.04
12020 - Dental Assistant	16.22
12025 - Dental Hygienist	27.68
12030 - EKG Technician	25.99
12035 - Electroneurodiagnostic Technologist	25.99
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.63
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	19.05
12160 - Medical Record Clerk	14.37
12190 - Medical Record Technician	16.07
12195 - Medical Transcriptionist	14.43
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	10.08
12222 - Nursing Assistant II	11.33
12223 - Nursing Assistant III	12.37
12224 - Nursing Assistant IV	13.88
12235 - Optical Dispenser	16.32
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	23.64
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II, Specialist	30.09
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III, Anesthetist	36.40
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol Testing)	21.81
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		14.64
13072 - Photographer II		17.05
13073 - Photographer III		19.81
13074 - Photographer IV		23.58
13075 - Photographer V		28.31
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I		21.24
14072 - Computer Programmer II		26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		39.18
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		30.63
15070 - Flight Instructor (Pilot)		39.18
15080 - Graphic Artist		19.32
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course Developer		29.73
15110 - Test Proctor		19.97
15120 - Tutor		19.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.43
19040 - Tool And Die Maker		25.52
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	15.27
21030 - Material Coordinator	19.25
21040 - Material Expediter	19.25
21050 - Material Handling Laborer	14.29
21071 - Order Filler	15.26
21080 - Production Line Worker (Food Processing)	20.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	14.64
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.43
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft, Painter	21.77
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.70
23110 - Appliance Mechanic	20.19
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	26.31
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician, Maintenance	24.44
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	19.39
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.37
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	22.38
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.70
23391 - Gunsmith I	18.37
23392 - Gunsmith II	20.41
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	21.01
23440 - Heavy Equipment Operator	21.97
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.43
23470 - Laborer	13.45
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	23.17
23550 - Machinist, Maintenance	21.59
23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.47
23593 - Metrology Technician III	24.50
23640 - Millwright	29.28
23710 - Office Appliance Repairer	20.96
23760 - Painter, Maintenance	20.63
23790 - Pipefitter, Maintenance	26.41
23810 - Plumber, Maintenance	24.71

23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.41
23890 - Sheet-Metal Worker, Maintenance	27.51
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.15
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	19.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.84
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	20.78
27010 - Court Security Officer	20.94
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	20.78
27070 - Firefighter	17.65
27101 - Guard I	12.10
27102 - Guard II	16.64
27131 - Police Officer I	24.29
27132 - Police Officer II	26.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Equpment Worker	13.47
28210 - Gate Attendant/Gate Tender	13.51
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	18.50
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.23
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	22.74

30061 - Drafter/CAD Operator I		16.55
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.65
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.55
30083 - Engineering Technician III		19.40
30084 - Engineering Technician IV		21.81
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		22.03
30210 - Laboratory Technician		20.31
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		21.59
30363 - Paralegal/Legal Assistant III		26.41
30364 - Paralegal/Legal Assistant IV		31.96
30390 - Photo-Optics Technician		22.94
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.98
31030 - Bus Driver		15.19
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		13.12
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		15.19
31361 - Truckdriver, Light		16.87
31362 - Truckdriver, Medium		17.81
31363 - Truckdriver, Heavy		21.92
31364 - Truckdriver, Tractor-Trailer		21.92
99000 - Miscellaneous Occupations		
99030 - Cashier		8.89
99050 - Desk Clerk		11.59
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.18
99310 - Mortician		26.68
99410 - Pest Controller		15.84
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		17.34
99711 - Recycling Specialist		19.67
99730 - Refuse Collector		16.20
99810 - Sales Clerk		11.58
99820 - School Crossing Guard		12.21
99830 - Survey Party Chief		21.71
99831 - Surveying Aide		11.40
99832 - Surveying Technician		18.09
99840 - Vending Machine Attendant		16.81
99841 - Vending Machine Repairer		21.13
99842 - Vending Machine Repairer Helper		16.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2278 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		14.93
01013 - Accounting Clerk III		17.42
01020 - Administrative Assistant		19.59
01040 - Court Reporter		16.95
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher, Motor Vehicle		17.83
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		12.00
01112 - General Clerk II		13.10
01113 - General Clerk III		14.70
01120 - Housing Referral Assistant		18.02
01141 - Messenger Courier		12.42
01191 - Order Clerk I		13.63
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.16
01263 - Personnel Assistant (Employment) III		19.14
01270 - Production Control Clerk		19.25
01280 - Receptionist		11.72
01290 - Rental Clerk		14.44
01300 - Scheduler, Maintenance		14.44
01311 - Secretary I		14.44
01312 - Secretary II		16.51
01313 - Secretary III		18.02
01320 - Service Order Dispatcher		15.57
01410 - Supply Technician		19.59

01420 - Survey Worker	16.95
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.21
01612 - Word Processor II	15.98
01613 - Word Processor III	18.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.06
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter, Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer, Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	15.98
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.51
12012 - Certified Occupational Therapist Assistant	18.72
12015 - Certified Physical Therapist Assistant	23.04
12020 - Dental Assistant	16.22
12025 - Dental Hygienist	27.68
12030 - EKG Technician	25.99
12035 - Electroneurodiagnostic Technologist	25.99
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.63

12100 - Medical Assistant		13.83
12130 - Medical Laboratory Technician		19.05
12160 - Medical Record Clerk		14.37
12190 - Medical Record Technician		16.07
12195 - Medical Transcriptionist		14.43
12210 - Nuclear Medicine Technologist		32.84
12221 - Nursing Assistant I		10.08
12222 - Nursing Assistant II		11.33
12223 - Nursing Assistant III		12.37
12224 - Nursing Assistant IV		13.88
12235 - Optical Dispenser		16.32
12236 - Optical Technician		15.73
12250 - Pharmacy Technician		16.28
12280 - Phlebotomist		15.73
12305 - Radiologic Technologist		23.64
12311 - Registered Nurse I		24.60
12312 - Registered Nurse II		30.09
12313 - Registered Nurse II, Specialist		30.09
12314 - Registered Nurse III		36.40
12315 - Registered Nurse III, Anesthetist		36.40
12316 - Registered Nurse IV		43.34
12317 - Scheduler (Drug and Alcohol Testing)		21.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.06
13041 - Illustrator I		17.85
13042 - Illustrator II		22.12
13043 - Illustrator III		27.06
13047 - Librarian		24.50
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.81
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		14.64
13072 - Photographer II		17.05
13073 - Photographer III		19.81
13074 - Photographer IV		23.58
13075 - Photographer V		28.31
13110 - Video Teleconference Technician		16.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.15
14043 - Computer Operator III		21.36
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I		21.24
14072 - Computer Programmer II		26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		39.18
15050 - Computer Based Training Specialist / Instructor		29.44

15060 - Educational Technologist	30.63
15070 - Flight Instructor (Pilot)	39.18
15080 - Graphic Artist	19.32
15090 - Technical Instructor	24.30
15095 - Technical Instructor/Course Developer	29.73
15110 - Test Proctor	19.97
15120 - Tutor	19.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	13.34
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.43
19040 - Tool And Die Maker	25.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.27
21030 - Material Coordinator	19.25
21040 - Material Expediter	19.25
21050 - Material Handling Laborer	14.29
21071 - Order Filler	15.26
21080 - Production Line Worker (Food Processing)	20.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	14.64
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.43
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft, Painter	21.77
23060 - Aircraft Servicer	19.88
23080 - Aircraft Worker	20.70
23110 - Appliance Mechanic	20.19
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	26.31
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician, Maintenance	24.44
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	19.39
23290 - Fire Alarm System Mechanic	22.45
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23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	19.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.84
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	20.78
27010 - Court Security Officer	20.94
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	20.78
27070 - Firefighter	17.65
27101 - Guard I	12.10
27102 - Guard II	16.64
27131 - Police Officer I	24.29
27132 - Police Officer II	26.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81

28043 - Carnival Equpment Worker		13.47
28210 - Gate Attendant/Gate Tender		13.51
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.11
28510 - Recreation Aide/Health Facility Attendant		11.03
28515 - Recreation Specialist		18.50
28630 - Sports Official		12.03
28690 - Swimming Pool Operator		20.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.73
29020 - Hatch Tender		24.73
29030 - Line Handler		24.73
29041 - Stevedore I		23.74
29042 - Stevedore II		25.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.55
30022 - Archeological Technician II		18.23
30023 - Archeological Technician III		22.94
30030 - Cartographic Technician		22.94
30040 - Civil Engineering Technician		22.74
30061 - Drafter/CAD Operator I		16.55
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.65
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.55
30083 - Engineering Technician III		19.40
30084 - Engineering Technician IV		21.81
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		22.03
30210 - Laboratory Technician		20.31
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		18.32
30362 - Paralegal/Legal Assistant II		21.59
30363 - Paralegal/Legal Assistant III		26.41
30364 - Paralegal/Legal Assistant IV		31.96
30390 - Photo-Optics Technician		22.94
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.98
31030 - Bus Driver		15.19
31043 - Driver Courier		15.94
31260 - Parking and Lot Attendant		13.12
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		15.19
31361 - Truckdriver, Light		16.87
31362 - Truckdriver, Medium		17.81
31363 - Truckdriver, Heavy		21.92
31364 - Truckdriver, Tractor-Trailer		21.92

99000 - Miscellaneous Occupations	
99030 - Cashier	8.89
99050 - Desk Clerk	11.59
99095 - Embalmer	23.74
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99310 - Mortician	26.68
99410 - Pest Controller	15.84
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	19.67
99730 - Refuse Collector	16.20
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	12.21
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	16.81
99841 - Vending Machine Repairer	21.13
99842 - Vending Machine Repairer Helper	16.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2279 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.73
01012 - Accounting Clerk II		14.80

01013 - Accounting Clerk III	19.42
01020 - Administrative Assistant	21.53
01040 - Court Reporter	20.59
01051 - Data Entry Operator I	12.33
01052 - Data Entry Operator II	13.45
01060 - Dispatcher, Motor Vehicle	16.91
01070 - Document Preparation Clerk	11.87
01090 - Duplicating Machine Operator	11.87
01111 - General Clerk I	11.86
01112 - General Clerk II	15.60
01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	17.66
01141 - Messenger Courier	11.31
01191 - Order Clerk I	12.51
01192 - Order Clerk II	13.34
01261 - Personnel Assistant (Employment) I	14.50
01262 - Personnel Assistant (Employment) II	16.22
01263 - Personnel Assistant (Employment) III	18.09
01270 - Production Control Clerk	20.04
01280 - Receptionist	11.95
01290 - Rental Clerk	10.30
01300 - Scheduler, Maintenance	12.55
01311 - Secretary I	12.55
01312 - Secretary II	15.88
01313 - Secretary III	17.66
01320 - Service Order Dispatcher	14.26
01410 - Supply Technician	21.53
01420 - Survey Worker	13.84
01531 - Travel Clerk I	12.78
01532 - Travel Clerk II	13.89
01533 - Travel Clerk III	15.03
01611 - Word Processor I	13.48
01612 - Word Processor II	15.32
01613 - Word Processor III	17.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.67
05010 - Automotive Electrician	19.04
05040 - Automotive Glass Installer	18.25
05070 - Automotive Worker	18.25
05110 - Mobile Equipment Servicer	16.89
05130 - Motor Equipment Metal Mechanic	19.62
05160 - Motor Equipment Metal Worker	18.25
05190 - Motor Vehicle Mechanic	20.06
05220 - Motor Vehicle Mechanic Helper	16.09
05250 - Motor Vehicle Upholstery Worker	17.67
05280 - Motor Vehicle Wrecker	18.25
05310 - Painter, Automotive	19.04
05340 - Radiator Repair Specialist	18.25
05370 - Tire Repairer	14.83
05400 - Transmission Repair Specialist	19.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	13.02
07042 - Cook II	14.57
07070 - Dishwasher	10.61
07130 - Food Service Worker	10.61
07210 - Meat Cutter	15.51
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.51
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	19.51
09090 - Furniture Refinisher Helper	16.27

09110 - Furniture Repairer, Minor	17.89
09130 - Upholsterer	19.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.96
11090 - Gardener	14.77
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	10.00
11260 - Pruner	12.00
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.40
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	29.51
12030 - EKG Technician	19.82
12035 - Electroneurodiagnostic Technologist	19.82
12040 - Emergency Medical Technician	15.40
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	16.92
12073 - Licensed Practical Nurse III	18.87
12100 - Medical Assistant	13.38
12130 - Medical Laboratory Technician	19.90
12160 - Medical Record Clerk	12.77
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.84
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	10.83
12222 - Nursing Assistant II	12.17
12223 - Nursing Assistant III	13.28
12224 - Nursing Assistant IV	14.90
12235 - Optical Dispenser	14.98
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	12.51
12280 - Phlebotomist	14.90
12305 - Radiologic Technologist	22.23
12311 - Registered Nurse I	19.67
12312 - Registered Nurse II	24.06
12313 - Registered Nurse II, Specialist	24.06
12314 - Registered Nurse III	29.11
12315 - Registered Nurse III, Anesthetist	29.11
12316 - Registered Nurse IV	34.88
12317 - Scheduler (Drug and Alcohol Testing)	19.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26
13043 - Illustrator III	27.23
13047 - Librarian	24.66
13050 - Library Aide/Clerk	12.79
13054 - Library Information Technology Systems Administrator	22.26
13058 - Library Technician	13.76
13061 - Media Specialist I	16.07
13062 - Media Specialist II	17.97

13063 - Media Specialist III		20.04
13071 - Photographer I		13.44
13072 - Photographer II		16.12
13073 - Photographer III		19.97
13074 - Photographer IV		24.42
13075 - Photographer V		29.60
13110 - Video Teleconference Technician		16.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.47
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.05
14044 - Computer Operator IV		20.05
14045 - Computer Operator V		22.21
14071 - Computer Programmer I		20.85
14072 - Computer Programmer II		25.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.19
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.47
14160 - Personal Computer Support Technician		20.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.19
15020 - Aircrew Training Devices Instructor (Rated)		30.48
15030 - Air Crew Training Devices Instructor (Pilot)		36.53
15050 - Computer Based Training Specialist / Instructor		25.19
15060 - Educational Technologist		25.84
15070 - Flight Instructor (Pilot)		36.53
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.66
15095 - Technical Instructor/Course Developer		22.83
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.52
19040 - Tool And Die Maker		23.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.88
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		11.82
21071 - Order Filler		12.79
21080 - Production Line Worker (Food Processing)		17.88
21110 - Shipping Packer		14.53
21130 - Shipping/Receiving Clerk		14.53
21140 - Store Worker I		14.39
21150 - Stock Clerk		17.43
21210 - Tools And Parts Attendant		17.88
21410 - Warehouse Specialist		17.88
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	23.58
23021 - Aircraft Mechanic I	22.66
23022 - Aircraft Mechanic II	23.58
23023 - Aircraft Mechanic III	24.53
23040 - Aircraft Mechanic Helper	18.04
23050 - Aircraft, Painter	21.75
23060 - Aircraft Servicer	19.87
23080 - Aircraft Worker	20.80
23110 - Appliance Mechanic	20.28
23120 - Bicycle Repairer	14.83
23125 - Cable Splicer	27.17
23130 - Carpenter, Maintenance	20.52
23140 - Carpet Layer	19.64
23160 - Electrician, Maintenance	22.73
23181 - Electronics Technician Maintenance I	21.92
23182 - Electronics Technician Maintenance II	22.90
23183 - Electronics Technician Maintenance III	23.87
23260 - Fabric Worker	18.70
23290 - Fire Alarm System Mechanic	21.39
23310 - Fire Extinguisher Repairer	17.79
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	20.21
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	22.66
23381 - Ground Support Equipment Servicer	19.87
23382 - Ground Support Equipment Worker	20.80
23391 - Gunsmith I	17.79
23392 - Gunsmith II	19.64
23393 - Gunsmith III	21.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.50
23430 - Heavy Equipment Mechanic	20.23
23440 - Heavy Equipment Operator	21.48
23460 - Instrument Mechanic	21.39
23465 - Laboratory/Shelter Mechanic	20.52
23470 - Laborer	11.98
23510 - Locksmith	20.52
23530 - Machinery Maintenance Mechanic	21.39
23550 - Machinist, Maintenance	19.21
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	21.39
23592 - Metrology Technician II	22.25
23593 - Metrology Technician III	23.15
23640 - Millwright	26.83
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	19.04
23790 - Pipefitter, Maintenance	23.42
23810 - Plumber, Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	21.39
23850 - Rigger	21.39
23870 - Scale Mechanic	19.64
23890 - Sheet-Metal Worker, Maintenance	24.61
23910 - Small Engine Mechanic	18.25
23931 - Telecommunications Mechanic I	24.42
23932 - Telecommunications Mechanic II	25.41
23950 - Telephone Lineman	21.39
23960 - Welder, Combination, Maintenance	19.62
23965 - Well Driller	25.92
23970 - Woodcraft Worker	21.39
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	11.00
24620 - Family Readiness And Support Services Coordinator	13.86
24630 - Homemaker	14.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.24
25040 - Sewage Plant Operator	21.34
25070 - Stationary Engineer	22.24
25190 - Ventilation Equipment Tender	17.71
25210 - Water Treatment Plant Operator	20.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	20.93
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	20.93
27070 - Firefighter	17.11
27101 - Guard I	11.56
27102 - Guard II	13.92
27131 - Police Officer I	22.63
27132 - Police Officer II	25.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.41
28042 - Carnival Equipment Repairer	13.02
28043 - Carnival Equpment Worker	10.61
28210 - Gate Attendant/Gate Tender	13.65
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.26
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.62
28630 - Sports Official	12.15
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.38
29020 - Hatch Tender	23.38
29030 - Line Handler	23.38
29041 - Stevedore I	22.27
29042 - Stevedore II	24.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	18.34
30023 - Archeological Technician III	22.72
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	22.25
30061 - Drafter/CAD Operator I	16.96
30062 - Drafter/CAD Operator II	18.97
30063 - Drafter/CAD Operator III	21.16
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	21.43
30084 - Engineering Technician IV	26.56
30085 - Engineering Technician V	32.49
30086 - Engineering Technician VI	39.30
30090 - Environmental Technician	21.85
30210 - Laboratory Technician	19.75
30240 - Mathematical Technician	23.02

30361 - Paralegal/Legal Assistant I		15.59
30362 - Paralegal/Legal Assistant II		19.31
30363 - Paralegal/Legal Assistant III		23.62
30364 - Paralegal/Legal Assistant IV		28.58
30390 - Photo-Optics Technician		23.50
30461 - Technical Writer I		23.02
30462 - Technical Writer II		27.49
30463 - Technical Writer III		34.07
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.16
30621 - Weather Observer, Senior	(see 2)	23.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.07
31030 - Bus Driver		12.62
31043 - Driver Courier		13.76
31260 - Parking and Lot Attendant		10.39
31290 - Shuttle Bus Driver		14.51
31310 - Taxi Driver		10.37
31361 - Truckdriver, Light		14.51
31362 - Truckdriver, Medium		16.34
31363 - Truckdriver, Heavy		16.69
31364 - Truckdriver, Tractor-Trailer		16.69
99000 - Miscellaneous Occupations		
99030 - Cashier		9.61
99050 - Desk Clerk		10.56
99095 - Embalmer		24.42
99251 - Laboratory Animal Caretaker I		11.81
99252 - Laboratory Animal Caretaker II		12.41
99310 - Mortician		24.42
99410 - Pest Controller		20.50
99510 - Photofinishing Worker		12.11
99710 - Recycling Laborer		15.72
99711 - Recycling Specialist		20.71
99730 - Refuse Collector		17.19
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		10.61
99830 - Survey Party Chief		19.27
99831 - Surveying Aide		11.46
99832 - Surveying Technician		17.53
99840 - Vending Machine Attendant		13.65
99841 - Vending Machine Repairer		15.79
99842 - Vending Machine Repairer Helper		13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2280
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.73
01012 - Accounting Clerk II		14.80
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		21.53
01040 - Court Reporter		20.59
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.45
01060 - Dispatcher, Motor Vehicle		16.91
01070 - Document Preparation Clerk		11.87
01090 - Duplicating Machine Operator		11.87
01111 - General Clerk I		11.86
01112 - General Clerk II		15.60
01113 - General Clerk III		17.71
01120 - Housing Referral Assistant		17.66
01141 - Messenger Courier		11.31
01191 - Order Clerk I		12.51
01192 - Order Clerk II		13.34
01261 - Personnel Assistant (Employment) I		14.50
01262 - Personnel Assistant (Employment) II		16.22
01263 - Personnel Assistant (Employment) III		18.09
01270 - Production Control Clerk		20.04
01280 - Receptionist		11.95
01290 - Rental Clerk		10.30
01300 - Scheduler, Maintenance		12.55
01311 - Secretary I		12.55
01312 - Secretary II		15.88
01313 - Secretary III		17.66
01320 - Service Order Dispatcher		14.26
01410 - Supply Technician		21.53
01420 - Survey Worker		13.84
01531 - Travel Clerk I		12.78
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.48
01612 - Word Processor II		15.32
01613 - Word Processor III		17.12
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.67
05010 - Automotive Electrician		19.04
05040 - Automotive Glass Installer		18.25
05070 - Automotive Worker		18.25
05110 - Mobile Equipment Servicer		16.89
05130 - Motor Equipment Metal Mechanic		19.62
05160 - Motor Equipment Metal Worker		18.25

05190 - Motor Vehicle Mechanic	20.06
05220 - Motor Vehicle Mechanic Helper	16.09
05250 - Motor Vehicle Upholstery Worker	17.67
05280 - Motor Vehicle Wrecker	18.25
05310 - Painter, Automotive	19.04
05340 - Radiator Repair Specialist	18.25
05370 - Tire Repairer	14.83
05400 - Transmission Repair Specialist	19.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	13.02
07042 - Cook II	14.57
07070 - Dishwasher	10.61
07130 - Food Service Worker	10.61
07210 - Meat Cutter	15.51
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.51
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	19.51
09090 - Furniture Refinisher Helper	16.27
09110 - Furniture Repairer, Minor	17.89
09130 - Upholsterer	19.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.96
11090 - Gardener	14.77
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	10.00
11260 - Pruner	12.00
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	15.40
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	17.46
12025 - Dental Hygienist	29.51
12030 - EKG Technician	19.82
12035 - Electroneurodiagnostic Technologist	19.82
12040 - Emergency Medical Technician	15.40
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	16.92
12073 - Licensed Practical Nurse III	18.87
12100 - Medical Assistant	13.38
12130 - Medical Laboratory Technician	19.90
12160 - Medical Record Clerk	12.77
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.84
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	10.83
12222 - Nursing Assistant II	12.17
12223 - Nursing Assistant III	13.28
12224 - Nursing Assistant IV	14.90
12235 - Optical Dispenser	14.98
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	12.51
12280 - Phlebotomist	14.90
12305 - Radiologic Technologist	22.23

12311 - Registered Nurse I		19.67
12312 - Registered Nurse II		24.06
12313 - Registered Nurse II, Specialist		24.06
12314 - Registered Nurse III		29.11
12315 - Registered Nurse III, Anesthetist		29.11
12316 - Registered Nurse IV		34.88
12317 - Scheduler (Drug and Alcohol Testing)		19.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.97
13012 - Exhibits Specialist II		22.26
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		17.97
13042 - Illustrator II		22.26
13043 - Illustrator III		27.23
13047 - Librarian		24.66
13050 - Library Aide/Clerk		12.79
13054 - Library Information Technology Systems Administrator		22.26
13058 - Library Technician		13.76
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.97
13063 - Media Specialist III		20.04
13071 - Photographer I		13.44
13072 - Photographer II		16.12
13073 - Photographer III		19.97
13074 - Photographer IV		24.42
13075 - Photographer V		29.60
13110 - Video Teleconference Technician		16.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.47
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.05
14044 - Computer Operator IV		20.05
14045 - Computer Operator V		22.21
14071 - Computer Programmer I		20.85
14072 - Computer Programmer II		25.83
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.19
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.47
14160 - Personal Computer Support Technician		20.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.19
15020 - Aircrew Training Devices Instructor (Rated)		30.48
15030 - Air Crew Training Devices Instructor (Pilot)		36.53
15050 - Computer Based Training Specialist / Instructor		25.19
15060 - Educational Technologist		25.84
15070 - Flight Instructor (Pilot)		36.53
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.66
15095 - Technical Instructor/Course Developer		22.83
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87

16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.52
19040 - Tool And Die Maker	23.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.88
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	11.82
21071 - Order Filler	12.79
21080 - Production Line Worker (Food Processing)	17.88
21110 - Shipping Packer	14.53
21130 - Shipping/Receiving Clerk	14.53
21140 - Store Worker I	14.39
21150 - Stock Clerk	17.43
21210 - Tools And Parts Attendant	17.88
21410 - Warehouse Specialist	17.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.58
23021 - Aircraft Mechanic I	22.66
23022 - Aircraft Mechanic II	23.58
23023 - Aircraft Mechanic III	24.53
23040 - Aircraft Mechanic Helper	18.04
23050 - Aircraft, Painter	21.75
23060 - Aircraft Servicer	19.87
23080 - Aircraft Worker	20.80
23110 - Appliance Mechanic	20.28
23120 - Bicycle Repairer	14.83
23125 - Cable Splicer	27.17
23130 - Carpenter, Maintenance	20.52
23140 - Carpet Layer	19.64
23160 - Electrician, Maintenance	22.73
23181 - Electronics Technician Maintenance I	21.92
23182 - Electronics Technician Maintenance II	22.90
23183 - Electronics Technician Maintenance III	23.87
23260 - Fabric Worker	18.70
23290 - Fire Alarm System Mechanic	21.39
23310 - Fire Extinguisher Repairer	17.79
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	20.21
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	22.66
23381 - Ground Support Equipment Servicer	19.87
23382 - Ground Support Equipment Worker	20.80
23391 - Gunsmith I	17.79
23392 - Gunsmith II	19.64
23393 - Gunsmith III	21.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.50
23430 - Heavy Equipment Mechanic	20.23
23440 - Heavy Equipment Operator	21.48
23460 - Instrument Mechanic	21.39
23465 - Laboratory/Shelter Mechanic	20.52
23470 - Laborer	11.98
23510 - Locksmith	20.52
23530 - Machinery Maintenance Mechanic	21.39
23550 - Machinist, Maintenance	19.21
23580 - Maintenance Trades Helper	16.09

23591 - Metrology Technician I	21.39
23592 - Metrology Technician II	22.25
23593 - Metrology Technician III	23.15
23640 - Millwright	26.83
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	19.04
23790 - Pipefitter, Maintenance	23.42
23810 - Plumber, Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	21.39
23850 - Rigger	21.39
23870 - Scale Mechanic	19.64
23890 - Sheet-Metal Worker, Maintenance	24.61
23910 - Small Engine Mechanic	18.25
23931 - Telecommunications Mechanic I	24.42
23932 - Telecommunications Mechanic II	25.41
23950 - Telephone Lineman	21.39
23960 - Welder, Combination, Maintenance	19.62
23965 - Well Driller	25.92
23970 - Woodcraft Worker	21.39
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	11.00
24620 - Family Readiness And Support Services Coordinator	13.86
24630 - Homemaker	14.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.24
25040 - Sewage Plant Operator	21.34
25070 - Stationary Engineer	22.24
25190 - Ventilation Equipment Tender	17.71
25210 - Water Treatment Plant Operator	20.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	20.93
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	20.93
27070 - Firefighter	17.11
27101 - Guard I	11.56
27102 - Guard II	13.92
27131 - Police Officer I	22.63
27132 - Police Officer II	25.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.41
28042 - Carnival Equipment Repairer	13.02
28043 - Carnival Equpment Worker	10.61
28210 - Gate Attendant/Gate Tender	13.65
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.26
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.62
28630 - Sports Official	12.15
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.38
29020 - Hatch Tender	23.38
29030 - Line Handler	23.38
29041 - Stevedore I	22.27
29042 - Stevedore II	24.42
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.60
30022 - Archeological Technician II		18.34
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31043 - Driver Courier		13.76
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31290 - Shuttle Bus Driver		14.51
31310 - Taxi Driver		10.37
31361 - Truckdriver, Light		14.51
31362 - Truckdriver, Medium		16.34
31363 - Truckdriver, Heavy		16.69
31364 - Truckdriver, Tractor-Trailer		16.69
99000 - Miscellaneous Occupations		
99030 - Cashier		9.61
99050 - Desk Clerk		10.56
99095 - Embalmer		24.42
99251 - Laboratory Animal Caretaker I		11.81
99252 - Laboratory Animal Caretaker II		12.41
99310 - Mortician		24.42
99410 - Pest Controller		20.50
99510 - Photofinishing Worker		12.11
99710 - Recycling Laborer		15.72
99711 - Recycling Specialist		20.71
99730 - Refuse Collector		17.19
99810 - Sales Clerk		10.46
99820 - School Crossing Guard		10.61
99830 - Survey Party Chief		19.27

99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	13.65
99841 - Vending Machine Repairer	15.79
99842 - Vending Machine Repairer Helper	13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2285 Revision No.: 13 Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woo, Mahnomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		20.26
01040 - Court Reporter		18.20
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		19.01
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		11.51
01112 - General Clerk II		12.56
01113 - General Clerk III		14.09
01120 - Housing Referral Assistant		20.30
01141 - Messenger Courier		12.25

01191 - Order Clerk I	14.05
01192 - Order Clerk II	15.19
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.02
01270 - Production Control Clerk	21.13
01280 - Receptionist	11.40
01290 - Rental Clerk	10.60
01300 - Scheduler, Maintenance	16.27
01311 - Secretary I	16.27
01312 - Secretary II	18.20
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	14.81
01410 - Supply Technician	20.26
01420 - Survey Worker	14.47
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.89
01611 - Word Processor I	13.51
01612 - Word Processor II	15.17
01613 - Word Processor III	16.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.48
05010 - Automotive Electrician	16.89
05040 - Automotive Glass Installer	16.40
05070 - Automotive Worker	16.40
05110 - Mobile Equipment Servicer	14.99
05130 - Motor Equipment Metal Mechanic	17.42
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	17.16
05220 - Motor Vehicle Mechanic Helper	15.87
05250 - Motor Vehicle Upholstery Worker	15.58
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter, Automotive	16.63
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	13.24
05400 - Transmission Repair Specialist	17.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.34
07041 - Cook I	10.76
07042 - Cook II	11.58
07070 - Dishwasher	7.94
07130 - Food Service Worker	10.69
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer, Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.29
11060 - Elevator Operator	10.96
11090 - Gardener	13.39
11122 - Housekeeping Aide	10.96
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	12.45
11240 - Maid or Houseman	10.24
11260 - Pruner	10.55
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	12.45

11360 - Window Cleaner	11.65
12000 - Health Occupations	
12010 - Ambulance Driver	12.63
12011 - Breath Alcohol Technician	16.85
12012 - Certified Occupational Therapist Assistant	18.69
12015 - Certified Physical Therapist Assistant	20.00
12020 - Dental Assistant	17.71
12025 - Dental Hygienist	28.01
12030 - EKG Technician	24.55
12035 - Electroneurodiagnostic Technologist	24.55
12040 - Emergency Medical Technician	12.63
12071 - Licensed Practical Nurse I	14.48
12072 - Licensed Practical Nurse II	16.19
12073 - Licensed Practical Nurse III	18.06
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	19.03
12160 - Medical Record Clerk	15.34
12190 - Medical Record Technician	17.16
12195 - Medical Transcriptionist	16.24
12210 - Nuclear Medicine Technologist	34.98
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	12.84
12236 - Optical Technician	12.93
12250 - Pharmacy Technician	14.21
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	25.69
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II, Specialist	29.52
12314 - Registered Nurse III	35.72
12315 - Registered Nurse III, Anesthetist	35.72
12316 - Registered Nurse IV	42.81
12317 - Scheduler (Drug and Alcohol Testing)	18.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.73
13012 - Exhibits Specialist II	21.97
13013 - Exhibits Specialist III	26.87
13041 - Illustrator I	17.73
13042 - Illustrator II	21.97
13043 - Illustrator III	26.87
13047 - Librarian	24.32
13050 - Library Aide/Clerk	12.64
13054 - Library Information Technology Systems Administrator	21.97
13058 - Library Technician	16.20
13061 - Media Specialist I	16.59
13062 - Media Specialist II	18.12
13063 - Media Specialist III	20.20
13071 - Photographer I	15.00
13072 - Photographer II	18.19
13073 - Photographer III	22.54
13074 - Photographer IV	27.57
13075 - Photographer V	33.36
13110 - Video Teleconference Technician	16.28
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.98
14042 - Computer Operator II	17.87
14043 - Computer Operator III	20.92
14044 - Computer Operator IV	23.25
14045 - Computer Operator V	25.73

14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		29.11
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		18.10
15090 - Technical Instructor		19.74
15095 - Technical Instructor/Course Developer		24.15
15110 - Test Proctor		15.93
15120 - Tutor		15.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.19
16030 - Counter Attendant		11.19
16040 - Dry Cleaner		14.10
16070 - Finisher, Flatwork, Machine		11.19
16090 - Presser, Hand		11.19
16110 - Presser, Machine, Drycleaning		11.19
16130 - Presser, Machine, Shirts		11.19
16160 - Presser, Machine, Wearing Apparel, Laundry		11.19
16190 - Sewing Machine Operator		14.92
16220 - Tailor		15.77
16250 - Washer, Machine		12.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.10
19040 - Tool And Die Maker		25.88
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.17
21030 - Material Coordinator		21.13
21040 - Material Expediter		21.13
21050 - Material Handling Laborer		12.63
21071 - Order Filler		10.71
21080 - Production Line Worker (Food Processing)		17.17
21110 - Shipping Packer		15.63
21130 - Shipping/Receiving Clerk		13.77
21140 - Store Worker I		15.63
21150 - Stock Clerk		19.08
21210 - Tools And Parts Attendant		17.17
21410 - Warehouse Specialist		17.17
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.61
23021 - Aircraft Mechanic I		23.44
23022 - Aircraft Mechanic II		24.61
23023 - Aircraft Mechanic III		25.84
23040 - Aircraft Mechanic Helper		20.70
23050 - Aircraft, Painter		22.65
23060 - Aircraft Servicer		21.17
23080 - Aircraft Worker		22.06
23110 - Appliance Mechanic		24.98
23120 - Bicycle Repairer		13.24
23125 - Cable Splicer		27.72
23130 - Carpenter, Maintenance		21.48
23140 - Carpet Layer		22.07

23160 - Electrician, Maintenance	28.31
23181 - Electronics Technician Maintenance I	26.05
23182 - Electronics Technician Maintenance II	26.81
23183 - Electronics Technician Maintenance III	27.67
23260 - Fabric Worker	21.08
23290 - Fire Alarm System Mechanic	23.44
23310 - Fire Extinguisher Repairer	19.98
23311 - Fuel Distribution System Mechanic	24.50
23312 - Fuel Distribution System Operator	21.26
23370 - General Maintenance Worker	17.89
23380 - Ground Support Equipment Mechanic	23.44
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.06
23391 - Gunsmith I	19.98
23392 - Gunsmith II	22.07
23393 - Gunsmith III	23.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.44
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.85
23430 - Heavy Equipment Mechanic	23.73
23440 - Heavy Equipment Operator	23.09
23460 - Instrument Mechanic	23.44
23465 - Laboratory/Shelter Mechanic	22.72
23470 - Laborer	12.63
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	22.84
23550 - Machinist, Maintenance	18.85
23580 - Maintenance Trades Helper	16.62
23591 - Metrology Technician I	23.44
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	24.99
23640 - Millwright	24.38
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	29.07
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	23.44
23850 - Rigger	23.44
23870 - Scale Mechanic	22.07
23890 - Sheet-Metal Worker, Maintenance	26.47
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.45
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	23.44
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	21.56
23970 - Woodcraft Worker	23.44
23980 - Woodworker	18.65
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.20
24580 - Child Care Center Clerk	13.95
24610 - Chore Aide	10.81
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	17.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.17
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	23.17
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	

27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	11.27
27008 - Corrections Officer	21.97
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	14.85
27040 - Detention Officer	21.97
27070 - Firefighter	16.27
27101 - Guard I	11.27
27102 - Guard II	14.85
27131 - Police Officer I	23.38
27132 - Police Officer II	25.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.28
28042 - Carnival Equipment Repairer	10.73
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.43
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	15.51
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	13.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.80
29020 - Hatch Tender	22.80
29030 - Line Handler	22.80
29041 - Stevedore I	21.78
29042 - Stevedore II	24.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.56
30022 - Archeological Technician II	18.65
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	22.89
30040 - Civil Engineering Technician	25.25
30061 - Drafter/CAD Operator I	16.51
30062 - Drafter/CAD Operator II	18.62
30063 - Drafter/CAD Operator III	20.60
30064 - Drafter/CAD Operator IV	25.34
30081 - Engineering Technician I	14.97
30082 - Engineering Technician II	16.80
30083 - Engineering Technician III	18.79
30084 - Engineering Technician IV	23.28
30085 - Engineering Technician V	28.48
30086 - Engineering Technician VI	34.46
30090 - Environmental Technician	21.39
30210 - Laboratory Technician	21.32
30240 - Mathematical Technician	22.89
30361 - Paralegal/Legal Assistant I	18.62
30362 - Paralegal/Legal Assistant II	22.37
30363 - Paralegal/Legal Assistant III	27.38
30364 - Paralegal/Legal Assistant IV	33.12
30390 - Photo-Optics Technician	22.89
30461 - Technical Writer I	21.42
30462 - Technical Writer II	26.19
30463 - Technical Writer III	31.70
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.67
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.93
31043 - Driver Courier		14.34
31260 - Parking and Lot Attendant		12.44
31290 - Shuttle Bus Driver		15.42
31310 - Taxi Driver		15.13
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		19.03
31364 - Truckdriver, Tractor-Trailer		19.03
99000 - Miscellaneous Occupations		
99030 - Cashier		8.39
99050 - Desk Clerk		9.36
99095 - Embalmer		31.81
99251 - Laboratory Animal Caretaker I		11.47
99252 - Laboratory Animal Caretaker II		12.16
99310 - Mortician		31.81
99410 - Pest Controller		14.83
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.90
99711 - Recycling Specialist		17.45
99730 - Refuse Collector		15.01
99810 - Sales Clerk		11.04
99820 - School Crossing Guard		12.24
99830 - Survey Party Chief		22.95
99831 - Surveying Aide		15.42
99832 - Surveying Technician		20.16
99840 - Vending Machine Attendant		14.70
99841 - Vending Machine Repairer		16.40
99842 - Vending Machine Repairer Helper		14.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin

Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2286 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching,

Lake, Lake of The Woo, Mahnomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		20.26
01040 - Court Reporter		18.20
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		19.01
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		11.51
01112 - General Clerk II		12.56
01113 - General Clerk III		14.09
01120 - Housing Referral Assistant		20.30
01141 - Messenger Courier		12.25
01191 - Order Clerk I		14.05
01192 - Order Clerk II		15.19
01261 - Personnel Assistant (Employment) I		16.05
01262 - Personnel Assistant (Employment) II		17.95
01263 - Personnel Assistant (Employment) III		20.02
01270 - Production Control Clerk		21.13
01280 - Receptionist		11.40
01290 - Rental Clerk		10.60
01300 - Scheduler, Maintenance		16.27
01311 - Secretary I		16.27
01312 - Secretary II		18.20
01313 - Secretary III		20.30
01320 - Service Order Dispatcher		14.81
01410 - Supply Technician		20.26
01420 - Survey Worker		14.47
01531 - Travel Clerk I		13.72
01532 - Travel Clerk II		14.81
01533 - Travel Clerk III		15.89
01611 - Word Processor I		13.51
01612 - Word Processor II		15.17
01613 - Word Processor III		16.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.48
05010 - Automotive Electrician		16.89
05040 - Automotive Glass Installer		16.40
05070 - Automotive Worker		16.40
05110 - Mobile Equipment Servicer		14.99
05130 - Motor Equipment Metal Mechanic		17.42
05160 - Motor Equipment Metal Worker		16.40
05190 - Motor Vehicle Mechanic		17.16
05220 - Motor Vehicle Mechanic Helper		15.87
05250 - Motor Vehicle Upholstery Worker		15.58
05280 - Motor Vehicle Wrecker		16.40
05310 - Painter, Automotive		16.63
05340 - Radiator Repair Specialist		16.40
05370 - Tire Repairer		13.24

05400 - Transmission Repair Specialist	17.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.34
07041 - Cook I	10.76
07042 - Cook II	11.58
07070 - Dishwasher	7.94
07130 - Food Service Worker	10.69
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer, Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.29
11060 - Elevator Operator	10.96
11090 - Gardener	13.39
11122 - Housekeeping Aide	10.96
11150 - Janitor	11.09
11210 - Laborer, Grounds Maintenance	12.45
11240 - Maid or Houseman	10.24
11260 - Pruner	10.55
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	12.45
11360 - Window Cleaner	11.65
12000 - Health Occupations	
12010 - Ambulance Driver	12.63
12011 - Breath Alcohol Technician	16.85
12012 - Certified Occupational Therapist Assistant	18.69
12015 - Certified Physical Therapist Assistant	20.00
12020 - Dental Assistant	17.71
12025 - Dental Hygienist	28.01
12030 - EKG Technician	24.55
12035 - Electroneurodiagnostic Technologist	24.55
12040 - Emergency Medical Technician	12.63
12071 - Licensed Practical Nurse I	14.48
12072 - Licensed Practical Nurse II	16.19
12073 - Licensed Practical Nurse III	18.06
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	19.03
12160 - Medical Record Clerk	15.34
12190 - Medical Record Technician	17.16
12195 - Medical Transcriptionist	16.24
12210 - Nuclear Medicine Technologist	34.98
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	12.84
12236 - Optical Technician	12.93
12250 - Pharmacy Technician	14.21
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	25.69
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II, Specialist	29.52
12314 - Registered Nurse III	35.72
12315 - Registered Nurse III, Anesthetist	35.72
12316 - Registered Nurse IV	42.81
12317 - Scheduler (Drug and Alcohol Testing)	18.97

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.73
13012 - Exhibits Specialist II		21.97
13013 - Exhibits Specialist III		26.87
13041 - Illustrator I		17.73
13042 - Illustrator II		21.97
13043 - Illustrator III		26.87
13047 - Librarian		24.32
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		21.97
13058 - Library Technician		16.20
13061 - Media Specialist I		16.59
13062 - Media Specialist II		18.12
13063 - Media Specialist III		20.20
13071 - Photographer I		15.00
13072 - Photographer II		18.19
13073 - Photographer III		22.54
13074 - Photographer IV		27.57
13075 - Photographer V		33.36
13110 - Video Teleconference Technician		16.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.87
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	19.03
14072 - Computer Programmer II	(see 1)	22.53
14073 - Computer Programmer III	(see 1)	27.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.98
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.96
15020 - Aircrew Training Devices Instructor (Rated)		35.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.96
15060 - Educational Technologist		29.11
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		18.10
15090 - Technical Instructor		19.74
15095 - Technical Instructor/Course Developer		24.15
15110 - Test Proctor		15.93
15120 - Tutor		15.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.19
16030 - Counter Attendant		11.19
16040 - Dry Cleaner		14.10
16070 - Finisher, Flatwork, Machine		11.19
16090 - Presser, Hand		11.19
16110 - Presser, Machine, Drycleaning		11.19
16130 - Presser, Machine, Shirts		11.19
16160 - Presser, Machine, Wearing Apparel, Laundry		11.19
16190 - Sewing Machine Operator		14.92
16220 - Tailor		15.77
16250 - Washer, Machine		12.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.10
19040 - Tool And Die Maker		25.88

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.17
21030 - Material Coordinator	21.13
21040 - Material Expediter	21.13
21050 - Material Handling Laborer	12.63
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	17.17
21110 - Shipping Packer	15.63
21130 - Shipping/Receiving Clerk	13.77
21140 - Store Worker I	15.63
21150 - Stock Clerk	19.08
21210 - Tools And Parts Attendant	17.17
21410 - Warehouse Specialist	17.17
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.61
23021 - Aircraft Mechanic I	23.44
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.84
23040 - Aircraft Mechanic Helper	20.70
23050 - Aircraft, Painter	22.65
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.06
23110 - Appliance Mechanic	24.98
23120 - Bicycle Repairer	13.24
23125 - Cable Splicer	27.72
23130 - Carpenter, Maintenance	21.48
23140 - Carpet Layer	22.07
23160 - Electrician, Maintenance	28.31
23181 - Electronics Technician Maintenance I	26.05
23182 - Electronics Technician Maintenance II	26.81
23183 - Electronics Technician Maintenance III	27.67
23260 - Fabric Worker	21.08
23290 - Fire Alarm System Mechanic	23.44
23310 - Fire Extinguisher Repairer	19.98
23311 - Fuel Distribution System Mechanic	24.50
23312 - Fuel Distribution System Operator	21.26
23370 - General Maintenance Worker	17.89
23380 - Ground Support Equipment Mechanic	23.44
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.06
23391 - Gunsmith I	19.98
23392 - Gunsmith II	22.07
23393 - Gunsmith III	23.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.44
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.85
23430 - Heavy Equipment Mechanic	23.73
23440 - Heavy Equipment Operator	23.09
23460 - Instrument Mechanic	23.44
23465 - Laboratory/Shelter Mechanic	22.72
23470 - Laborer	12.63
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	22.84
23550 - Machinist, Maintenance	18.85
23580 - Maintenance Trades Helper	16.62
23591 - Metrology Technician I	23.44
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	24.99
23640 - Millwright	24.38
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	29.07

23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	23.44
23850 - Rigger	23.44
23870 - Scale Mechanic	22.07
23890 - Sheet-Metal Worker, Maintenance	26.47
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.45
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	23.44
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	21.56
23970 - Woodcraft Worker	23.44
23980 - Woodworker	18.65
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.20
24580 - Child Care Center Clerk	13.95
24610 - Chore Aide	10.81
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	17.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.17
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	23.17
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	11.27
27008 - Corrections Officer	21.97
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	14.85
27040 - Detention Officer	21.97
27070 - Firefighter	16.27
27101 - Guard I	11.27
27102 - Guard II	14.85
27131 - Police Officer I	23.38
27132 - Police Officer II	25.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.28
28042 - Carnival Equipment Repairer	10.73
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.43
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	15.51
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	13.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.80
29020 - Hatch Tender	22.80
29030 - Line Handler	22.80
29041 - Stevedore I	21.78
29042 - Stevedore II	24.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.56
30022 - Archeological Technician II	18.65
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	22.89

30040 - Civil Engineering Technician		25.25
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.62
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		14.97
30082 - Engineering Technician II		16.80
30083 - Engineering Technician III		18.79
30084 - Engineering Technician IV		23.28
30085 - Engineering Technician V		28.48
30086 - Engineering Technician VI		34.46
30090 - Environmental Technician		21.39
30210 - Laboratory Technician		21.32
30240 - Mathematical Technician		22.89
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		22.37
30363 - Paralegal/Legal Assistant III		27.38
30364 - Paralegal/Legal Assistant IV		33.12
30390 - Photo-Optics Technician		22.89
30461 - Technical Writer I		21.42
30462 - Technical Writer II		26.19
30463 - Technical Writer III		31.70
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.67
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.93
31043 - Driver Courier		14.34
31260 - Parking and Lot Attendant		12.44
31290 - Shuttle Bus Driver		15.42
31310 - Taxi Driver		15.13
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		19.03
31364 - Truckdriver, Tractor-Trailer		19.03
99000 - Miscellaneous Occupations		
99030 - Cashier		8.39
99050 - Desk Clerk		9.36
99095 - Embalmer		31.81
99251 - Laboratory Animal Caretaker I		11.47
99252 - Laboratory Animal Caretaker II		12.16
99310 - Mortician		31.81
99410 - Pest Controller		14.83
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.90
99711 - Recycling Specialist		17.45
99730 - Refuse Collector		15.01
99810 - Sales Clerk		11.04
99820 - School Crossing Guard		12.24
99830 - Survey Party Chief		22.95
99831 - Surveying Aide		15.42
99832 - Surveying Technician		20.16
99840 - Vending Machine Attendant		14.70
99841 - Vending Machine Repairer		16.40
99842 - Vending Machine Repairer Helper		14.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

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data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

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(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2287 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		22.97
01040 - Court Reporter		19.17
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.93
01060 - Dispatcher, Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.07
01090 - Duplicating Machine Operator		15.07
01111 - General Clerk I		14.03
01112 - General Clerk II		15.31
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.38
01141 - Messenger Courier		13.62
01191 - Order Clerk I		16.23
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		17.75
01262 - Personnel Assistant (Employment) II		19.86
01263 - Personnel Assistant (Employment) III		22.13
01270 - Production Control Clerk		22.34
01280 - Receptionist		15.24
01290 - Rental Clerk		16.80
01300 - Scheduler, Maintenance		17.95

01311 - Secretary I	17.95
01312 - Secretary II	20.09
01313 - Secretary III	22.38
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	22.97
01420 - Survey Worker	19.17
01531 - Travel Clerk I	14.01
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.22
01611 - Word Processor I	15.01
01612 - Word Processor II	16.85
01613 - Word Processor III	18.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter, Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.80
07041 - Cook I	13.58
07042 - Cook II	14.78
07070 - Dishwasher	10.58
07130 - Food Service Worker	10.92
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.56
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer, Grounds Maintenance	16.54
11240 - Maid or Houseman	11.37
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.62
12011 - Breath Alcohol Technician	19.34
12012 - Certified Occupational Therapist Assistant	19.52
12015 - Certified Physical Therapist Assistant	21.11
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	33.77
12030 - EKG Technician	27.56

12035 - Electroneurodiagnostic Technologist		27.56
12040 - Emergency Medical Technician		18.62
12071 - Licensed Practical Nurse I		17.28
12072 - Licensed Practical Nurse II		19.34
12073 - Licensed Practical Nurse III		21.55
12100 - Medical Assistant		16.35
12130 - Medical Laboratory Technician		19.22
12160 - Medical Record Clerk		16.01
12190 - Medical Record Technician		17.91
12195 - Medical Transcriptionist		17.67
12210 - Nuclear Medicine Technologist		34.10
12221 - Nursing Assistant I		11.37
12222 - Nursing Assistant II		12.78
12223 - Nursing Assistant III		13.95
12224 - Nursing Assistant IV		15.79
12235 - Optical Dispenser		18.70
12236 - Optical Technician		16.04
12250 - Pharmacy Technician		15.53
12280 - Phlebotomist		15.79
12305 - Radiologic Technologist		27.30
12311 - Registered Nurse I		29.71
12312 - Registered Nurse II		36.35
12313 - Registered Nurse II, Specialist		36.35
12314 - Registered Nurse III		43.98
12315 - Registered Nurse III, Anesthetist		43.98
12316 - Registered Nurse IV		52.71
12317 - Scheduler (Drug and Alcohol Testing)		23.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.81
13042 - Illustrator II		27.01
13043 - Illustrator III		33.05
13047 - Librarian		33.12
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		18.54
13061 - Media Specialist I		18.14
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.00
13071 - Photographer I		18.66
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		36.15
13110 - Video Teleconference Technician		19.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.82
15020 - Aircrew Training Devices Instructor (Rated)	39.04
15030 - Air Crew Training Devices Instructor (Pilot)	42.83
15050 - Computer Based Training Specialist / Instructor	34.82
15060 - Educational Technologist	28.68
15070 - Flight Instructor (Pilot)	42.83
15080 - Graphic Artist	24.15
15090 - Technical Instructor	23.67
15095 - Technical Instructor/Course Developer	28.96
15110 - Test Proctor	19.57
15120 - Tutor	19.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.42
16030 - Counter Attendant	11.42
16040 - Dry Cleaner	14.39
16070 - Finisher, Flatwork, Machine	11.42
16090 - Presser, Hand	11.42
16110 - Presser, Machine, Drycleaning	11.42
16130 - Presser, Machine, Shirts	11.42
16160 - Presser, Machine, Wearing Apparel, Laundry	11.42
16190 - Sewing Machine Operator	15.22
16220 - Tailor	16.09
16250 - Washer, Machine	12.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.64
19040 - Tool And Die Maker	29.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.74
21030 - Material Coordinator	22.34
21040 - Material Expediter	22.34
21050 - Material Handling Laborer	16.04
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	17.74
21110 - Shipping Packer	18.04
21130 - Shipping/Receiving Clerk	18.04
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.61
21210 - Tools And Parts Attendant	17.74
21410 - Warehouse Specialist	18.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.14
23021 - Aircraft Mechanic I	27.99
23022 - Aircraft Mechanic II	29.14
23023 - Aircraft Mechanic III	30.35
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft, Painter	26.79
23060 - Aircraft Servicer	24.57
23080 - Aircraft Worker	25.65
23110 - Appliance Mechanic	23.16
23120 - Bicycle Repairer	17.12
23125 - Cable Splicer	31.75
23130 - Carpenter, Maintenance	24.26
23140 - Carpet Layer	26.15
23160 - Electrician, Maintenance	29.96
23181 - Electronics Technician Maintenance I	23.74
23182 - Electronics Technician Maintenance II	26.06
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	22.65
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	21.27
23311 - Fuel Distribution System Mechanic	24.62
23312 - Fuel Distribution System Operator	21.94

23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	27.99
23381 - Ground Support Equipment Servicer	25.65
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	23.64
23392 - Gunsmith II	25.92
23393 - Gunsmith III	26.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.16
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	28.74
23460 - Instrument Mechanic	23.53
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborer	13.69
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	24.68
23550 - Machinist, Maintenance	21.98
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	23.53
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.51
23640 - Millwright	26.97
23710 - Office Appliance Repairer	21.42
23760 - Painter, Maintenance	21.49
23790 - Pipefitter, Maintenance	32.15
23810 - Plumber, Maintenance	27.99
23820 - Pneudraulic Systems Mechanic	25.92
23850 - Rigger	25.38
23870 - Scale Mechanic	23.64
23890 - Sheet-Metal Worker, Maintenance	29.90
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	26.00
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	22.63
23965 - Well Driller	23.07
23970 - Woodcraft Worker	25.92
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	14.71
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.13
25040 - Sewage Plant Operator	22.17
25070 - Stationary Engineer	27.13
25190 - Ventilation Equipment Tender	20.79
25210 - Water Treatment Plant Operator	22.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	14.94
27008 - Corrections Officer	20.73
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	20.73
27070 - Firefighter	20.84
27101 - Guard I	14.94
27102 - Guard II	18.37

27131 - Police Officer I		27.66
27132 - Police Officer II		30.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.15
28042 - Carnival Equipment Repairer		12.21
28043 - Carnival Equpment Worker		9.93
28210 - Gate Attendant/Gate Tender		13.43
28310 - Lifeguard		11.28
28350 - Park Attendant (Aide)		15.03
28510 - Recreation Aide/Health Facility Attendant		10.59
28515 - Recreation Specialist		16.18
28630 - Sports Official		11.97
28690 - Swimming Pool Operator		19.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.63
29020 - Hatch Tender		25.63
29030 - Line Handler		25.63
29041 - Stevedore I		24.75
29042 - Stevedore II		26.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.91
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.13
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.78
30021 - Archeological Technician I		20.60
30022 - Archeological Technician II		23.05
30023 - Archeological Technician III		28.54
30030 - Cartographic Technician		29.12
30040 - Civil Engineering Technician		25.55
30061 - Drafter/CAD Operator I		20.60
30062 - Drafter/CAD Operator II		23.05
30063 - Drafter/CAD Operator III		25.69
30064 - Drafter/CAD Operator IV		31.62
30081 - Engineering Technician I		18.51
30082 - Engineering Technician II		21.39
30083 - Engineering Technician III		23.93
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		31.93
30086 - Engineering Technician VI		39.73
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		20.75
30240 - Mathematical Technician		23.33
30361 - Paralegal/Legal Assistant I		20.05
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant III		30.38
30364 - Paralegal/Legal Assistant IV		36.76
30390 - Photo-Optics Technician		29.64
30461 - Technical Writer I		25.29
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.39
30491 - Unexploded Ordnance (UXO) Technician I		24.09
30492 - Unexploded Ordnance (UXO) Technician II		29.15
30493 - Unexploded Ordnance (UXO) Technician III		34.93
30494 - Unexploded (UXO) Safety Escort		24.09
30495 - Unexploded (UXO) Sweep Personnel		24.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.69
30621 - Weather Observer, Senior	(see 2)	28.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.23
31030 - Bus Driver		17.55
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		10.53
31290 - Shuttle Bus Driver		18.14

31310 - Taxi Driver	12.19
31361 - Truckdriver, Light	18.14
31362 - Truckdriver, Medium	22.10
31363 - Truckdriver, Heavy	22.46
31364 - Truckdriver, Tractor-Trailer	22.43
99000 - Miscellaneous Occupations	
99030 - Cashier	10.11
99050 - Desk Clerk	10.62
99095 - Embalmer	30.75
99251 - Laboratory Animal Caretaker I	11.41
99252 - Laboratory Animal Caretaker II	12.22
99310 - Mortician	35.34
99410 - Pest Controller	19.77
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	20.39
99711 - Recycling Specialist	23.70
99730 - Refuse Collector	18.73
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	29.97
99831 - Surveying Aide	19.91
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2288 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97

01013 - Accounting Clerk III	18.99
01020 - Administrative Assistant	22.97
01040 - Court Reporter	19.17
01051 - Data Entry Operator I	13.68
01052 - Data Entry Operator II	14.93
01060 - Dispatcher, Motor Vehicle	21.93
01070 - Document Preparation Clerk	15.07
01090 - Duplicating Machine Operator	15.07
01111 - General Clerk I	14.03
01112 - General Clerk II	15.31
01113 - General Clerk III	18.25
01120 - Housing Referral Assistant	22.38
01141 - Messenger Courier	13.62
01191 - Order Clerk I	16.23
01192 - Order Clerk II	17.72
01261 - Personnel Assistant (Employment) I	17.75
01262 - Personnel Assistant (Employment) II	19.86
01263 - Personnel Assistant (Employment) III	22.13
01270 - Production Control Clerk	22.34
01280 - Receptionist	15.24
01290 - Rental Clerk	16.80
01300 - Scheduler, Maintenance	17.95
01311 - Secretary I	17.95
01312 - Secretary II	20.09
01313 - Secretary III	22.38
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	22.97
01420 - Survey Worker	19.17
01531 - Travel Clerk I	14.01
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.22
01611 - Word Processor I	15.01
01612 - Word Processor II	16.85
01613 - Word Processor III	18.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter, Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.80
07041 - Cook I	13.58
07042 - Cook II	14.78
07070 - Dishwasher	10.58
07130 - Food Service Worker	10.92
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07

09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.56
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer, Grounds Maintenance	16.54
11240 - Maid or Houseman	11.37
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.62
12011 - Breath Alcohol Technician	19.34
12012 - Certified Occupational Therapist Assistant	19.52
12015 - Certified Physical Therapist Assistant	21.11
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	33.77
12030 - EKG Technician	27.56
12035 - Electroneurodiagnostic Technologist	27.56
12040 - Emergency Medical Technician	18.62
12071 - Licensed Practical Nurse I	17.28
12072 - Licensed Practical Nurse II	19.34
12073 - Licensed Practical Nurse III	21.55
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	16.01
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	34.10
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.78
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	18.70
12236 - Optical Technician	16.04
12250 - Pharmacy Technician	15.53
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	27.30
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35
12313 - Registered Nurse II, Specialist	36.35
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III, Anesthetist	43.98
12316 - Registered Nurse IV	52.71
12317 - Scheduler (Drug and Alcohol Testing)	23.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.47
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.81
13042 - Illustrator II	27.01
13043 - Illustrator III	33.05
13047 - Librarian	33.12
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	25.74
13058 - Library Technician	18.54
13061 - Media Specialist I	18.14
13062 - Media Specialist II	19.95

13063 - Media Specialist III		22.00
13071 - Photographer I		18.66
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		36.15
13110 - Video Teleconference Technician		19.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.63
14160 - Personal Computer Support Technician		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.83
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		28.68
15070 - Flight Instructor (Pilot)		42.83
15080 - Graphic Artist		24.15
15090 - Technical Instructor		23.67
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.57
15120 - Tutor		19.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		15.22
16220 - Tailor		16.09
16250 - Washer, Machine		12.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.64
19040 - Tool And Die Maker		29.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.74
21030 - Material Coordinator		22.34
21040 - Material Expediter		22.34
21050 - Material Handling Laborer		16.04
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		17.74
21110 - Shipping Packer		18.04
21130 - Shipping/Receiving Clerk		18.04
21140 - Store Worker I		14.40
21150 - Stock Clerk		18.61
21210 - Tools And Parts Attendant		17.74
21410 - Warehouse Specialist		18.67
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	29.14
23021 - Aircraft Mechanic I	27.99
23022 - Aircraft Mechanic II	29.14
23023 - Aircraft Mechanic III	30.35
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft, Painter	26.79
23060 - Aircraft Servicer	24.57
23080 - Aircraft Worker	25.65
23110 - Appliance Mechanic	23.16
23120 - Bicycle Repairer	17.12
23125 - Cable Splicer	31.75
23130 - Carpenter, Maintenance	24.26
23140 - Carpet Layer	26.15
23160 - Electrician, Maintenance	29.96
23181 - Electronics Technician Maintenance I	23.74
23182 - Electronics Technician Maintenance II	26.06
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	22.65
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	21.27
23311 - Fuel Distribution System Mechanic	24.62
23312 - Fuel Distribution System Operator	21.94
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	27.99
23381 - Ground Support Equipment Servicer	25.65
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	23.64
23392 - Gunsmith II	25.92
23393 - Gunsmith III	26.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.16
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	28.74
23460 - Instrument Mechanic	23.53
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborer	13.69
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	24.68
23550 - Machinist, Maintenance	21.98
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	23.53
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.51
23640 - Millwright	26.97
23710 - Office Appliance Repairer	21.42
23760 - Painter, Maintenance	21.49
23790 - Pipefitter, Maintenance	32.15
23810 - Plumber, Maintenance	27.99
23820 - Pneudraulic Systems Mechanic	25.92
23850 - Rigger	25.38
23870 - Scale Mechanic	23.64
23890 - Sheet-Metal Worker, Maintenance	29.90
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	26.00
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	22.63
23965 - Well Driller	23.07
23970 - Woodcraft Worker	25.92
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	14.71
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.13
25040 - Sewage Plant Operator	22.17
25070 - Stationary Engineer	27.13
25190 - Ventilation Equipment Tender	20.79
25210 - Water Treatment Plant Operator	22.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	14.94
27008 - Corrections Officer	20.73
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	20.73
27070 - Firefighter	20.84
27101 - Guard I	14.94
27102 - Guard II	18.37
27131 - Police Officer I	27.66
27132 - Police Officer II	30.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.28
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.59
28515 - Recreation Specialist	16.18
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	19.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.63
29020 - Hatch Tender	25.63
29030 - Line Handler	25.63
29041 - Stevedore I	24.75
29042 - Stevedore II	26.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.91
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.13
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.78
30021 - Archeological Technician I	20.60
30022 - Archeological Technician II	23.05
30023 - Archeological Technician III	28.54
30030 - Cartographic Technician	29.12
30040 - Civil Engineering Technician	25.55
30061 - Drafter/CAD Operator I	20.60
30062 - Drafter/CAD Operator II	23.05
30063 - Drafter/CAD Operator III	25.69
30064 - Drafter/CAD Operator IV	31.62
30081 - Engineering Technician I	18.51
30082 - Engineering Technician II	21.39
30083 - Engineering Technician III	23.93
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	31.93
30086 - Engineering Technician VI	39.73
30090 - Environmental Technician	22.39
30210 - Laboratory Technician	20.75
30240 - Mathematical Technician	23.33

30361 - Paralegal/Legal Assistant I		20.05
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant III		30.38
30364 - Paralegal/Legal Assistant IV		36.76
30390 - Photo-Optics Technician		29.64
30461 - Technical Writer I		25.29
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.39
30491 - Unexploded Ordnance (UXO) Technician I		24.09
30492 - Unexploded Ordnance (UXO) Technician II		29.15
30493 - Unexploded Ordnance (UXO) Technician III		34.93
30494 - Unexploded (UXO) Safety Escort		24.09
30495 - Unexploded (UXO) Sweep Personnel		24.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.69
30621 - Weather Observer, Senior	(see 2)	28.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.23
31030 - Bus Driver		17.55
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		10.53
31290 - Shuttle Bus Driver		18.14
31310 - Taxi Driver		12.19
31361 - Truckdriver, Light		18.14
31362 - Truckdriver, Medium		22.10
31363 - Truckdriver, Heavy		22.46
31364 - Truckdriver, Tractor-Trailer		22.43
99000 - Miscellaneous Occupations		
99030 - Cashier		10.11
99050 - Desk Clerk		10.62
99095 - Embalmer		30.75
99251 - Laboratory Animal Caretaker I		11.41
99252 - Laboratory Animal Caretaker II		12.22
99310 - Mortician		35.34
99410 - Pest Controller		19.77
99510 - Photofinishing Worker		17.97
99710 - Recycling Laborer		20.39
99711 - Recycling Specialist		23.70
99730 - Refuse Collector		18.73
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		12.01
99830 - Survey Party Chief		29.97
99831 - Surveying Aide		19.91
99832 - Surveying Technician		22.89
99840 - Vending Machine Attendant		16.99
99841 - Vending Machine Repairer		19.47
99842 - Vending Machine Repairer Helper		16.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2289
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		18.78
01040 - Court Reporter		17.56
01051 - Data Entry Operator I		12.38
01052 - Data Entry Operator II		13.51
01060 - Dispatcher, Motor Vehicle		18.67
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		13.19
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		17.07
01270 - Production Control Clerk		21.31
01280 - Receptionist		12.39
01290 - Rental Clerk		11.24
01300 - Scheduler, Maintenance		15.70
01311 - Secretary I		15.70
01312 - Secretary II		17.56
01313 - Secretary III		19.59
01320 - Service Order Dispatcher		16.62
01410 - Supply Technician		20.25
01420 - Survey Worker		17.44
01531 - Travel Clerk I		14.01
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.22
01611 - Word Processor I		13.32
01612 - Word Processor II		14.95
01613 - Word Processor III		16.72
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	18.27
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.72
05070 - Automotive Worker	15.72
05110 - Mobile Equipment Servicer	14.52
05130 - Motor Equipment Metal Mechanic	17.08
05160 - Motor Equipment Metal Worker	15.72
05190 - Motor Vehicle Mechanic	17.86
05220 - Motor Vehicle Mechanic Helper	13.84
05250 - Motor Vehicle Upholstery Worker	15.20
05280 - Motor Vehicle Wrecker	15.72
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.72
05370 - Tire Repairer	12.59
05400 - Transmission Repair Specialist	17.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24
12072 - Licensed Practical Nurse II	15.93
12073 - Licensed Practical Nurse III	17.77
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	18.86
12160 - Medical Record Clerk	14.63
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	15.90
12210 - Nuclear Medicine Technologist	35.02
12221 - Nursing Assistant I	10.78
12222 - Nursing Assistant II	12.12

12223 - Nursing Assistant III		13.23
12224 - Nursing Assistant IV		14.84
12235 - Optical Dispenser		16.48
12236 - Optical Technician		11.65
12250 - Pharmacy Technician		14.18
12280 - Phlebotomist		14.84
12305 - Radiologic Technologist		26.50
12311 - Registered Nurse I		19.59
12312 - Registered Nurse II		23.96
12313 - Registered Nurse II, Specialist		23.96
12314 - Registered Nurse III		28.99
12315 - Registered Nurse III, Anesthetist		28.99
12316 - Registered Nurse IV		34.74
12317 - Scheduler (Drug and Alcohol Testing)		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		25.40
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.03
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		15.96
15120 - Tutor		15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	11.42
16030 - Counter Attendant	11.42
16040 - Dry Cleaner	14.39
16070 - Finisher, Flatwork, Machine	11.42
16090 - Presser, Hand	11.42
16110 - Presser, Machine, Drycleaning	11.42
16130 - Presser, Machine, Shirts	11.42
16160 - Presser, Machine, Wearing Apparel, Laundry	11.42
16190 - Sewing Machine Operator	15.22
16220 - Tailor	16.09
16250 - Washer, Machine	12.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.56
19040 - Tool And Die Maker	24.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.45
21030 - Material Coordinator	21.31
21040 - Material Expediter	21.31
21050 - Material Handling Laborer	13.98
21071 - Order Filler	12.27
21080 - Production Line Worker (Food Processing)	14.45
21110 - Shipping Packer	13.34
21130 - Shipping/Receiving Clerk	13.34
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.13
21210 - Tools And Parts Attendant	14.45
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.33
23021 - Aircraft Mechanic I	22.45
23022 - Aircraft Mechanic II	23.33
23023 - Aircraft Mechanic III	24.22
23040 - Aircraft Mechanic Helper	16.98
23050 - Aircraft, Painter	20.76
23060 - Aircraft Servicer	18.93
23080 - Aircraft Worker	19.74
23110 - Appliance Mechanic	21.55
23120 - Bicycle Repairer	12.59
23125 - Cable Splicer	25.70
23130 - Carpenter, Maintenance	18.16
23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
23381 - Ground Support Equipment Servicer	18.93
23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	21.22

23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	19.76
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	19.76
27070 - Firefighter	19.76
27101 - Guard I	13.21
27102 - Guard II	16.09
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.78
28042 - Carnival Equipment Repairer	11.23
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	14.65
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.40

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.72
29020 - Hatch Tender		20.72
29030 - Line Handler		20.72
29041 - Stevedore I		19.87
29042 - Stevedore II		21.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.02
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		23.43
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30210 - Laboratory Technician		23.02
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30390 - Photo-Optics Technician		25.58
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11
31363 - Truckdriver, Heavy		18.58
31364 - Truckdriver, Tractor-Trailer		18.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.55
99050 - Desk Clerk		8.78
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		12.10
99310 - Mortician		25.36
99410 - Pest Controller		18.41

99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	18.71
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	17.08
99810 - Sales Clerk	11.12
99820 - School Crossing Guard	14.52
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2290 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin,

McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		18.78
01040 - Court Reporter		17.56
01051 - Data Entry Operator I		12.38
01052 - Data Entry Operator II		13.51
01060 - Dispatcher, Motor Vehicle		18.67
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		13.19
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		17.07
01270 - Production Control Clerk		21.31
01280 - Receptionist		12.39
01290 - Rental Clerk		11.24
01300 - Scheduler, Maintenance		15.70
01311 - Secretary I		15.70
01312 - Secretary II		17.56
01313 - Secretary III		19.59
01320 - Service Order Dispatcher		16.62
01410 - Supply Technician		20.25
01420 - Survey Worker		17.44
01531 - Travel Clerk I		14.01
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.22
01611 - Word Processor I		13.32
01612 - Word Processor II		14.95
01613 - Word Processor III		16.72
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.27
05010 - Automotive Electrician		16.40
05040 - Automotive Glass Installer		15.72
05070 - Automotive Worker		15.72
05110 - Mobile Equipment Servicer		14.52
05130 - Motor Equipment Metal Mechanic		17.08
05160 - Motor Equipment Metal Worker		15.72
05190 - Motor Vehicle Mechanic		17.86
05220 - Motor Vehicle Mechanic Helper		13.84
05250 - Motor Vehicle Upholstery Worker		15.20
05280 - Motor Vehicle Wrecker		15.72
05310 - Painter, Automotive		16.40
05340 - Radiator Repair Specialist		15.72
05370 - Tire Repairer		12.59
05400 - Transmission Repair Specialist		17.08

07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24
12072 - Licensed Practical Nurse II	15.93
12073 - Licensed Practical Nurse III	17.77
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	18.86
12160 - Medical Record Clerk	14.63
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	15.90
12210 - Nuclear Medicine Technologist	35.02
12221 - Nursing Assistant I	10.78
12222 - Nursing Assistant II	12.12
12223 - Nursing Assistant III	13.23
12224 - Nursing Assistant IV	14.84
12235 - Optical Dispenser	16.48
12236 - Optical Technician	11.65
12250 - Pharmacy Technician	14.18
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	26.50
12311 - Registered Nurse I	19.59
12312 - Registered Nurse II	23.96
12313 - Registered Nurse II, Specialist	23.96
12314 - Registered Nurse III	28.99
12315 - Registered Nurse III, Anesthetist	28.99
12316 - Registered Nurse IV	34.74
12317 - Scheduler (Drug and Alcohol Testing)	19.75
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		25.40
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.03
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		15.96
15120 - Tutor		15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		15.22
16220 - Tailor		16.09
16250 - Washer, Machine		12.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.56
19040 - Tool And Die Maker		24.94
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	14.45
21030 - Material Coordinator	21.31
21040 - Material Expediter	21.31
21050 - Material Handling Laborer	13.98
21071 - Order Filler	12.27
21080 - Production Line Worker (Food Processing)	14.45
21110 - Shipping Packer	13.34
21130 - Shipping/Receiving Clerk	13.34
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.13
21210 - Tools And Parts Attendant	14.45
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.33
23021 - Aircraft Mechanic I	22.45
23022 - Aircraft Mechanic II	23.33
23023 - Aircraft Mechanic III	24.22
23040 - Aircraft Mechanic Helper	16.98
23050 - Aircraft, Painter	20.76
23060 - Aircraft Servicer	18.93
23080 - Aircraft Worker	19.74
23110 - Appliance Mechanic	21.55
23120 - Bicycle Repairer	12.59
23125 - Cable Splicer	25.70
23130 - Carpenter, Maintenance	18.16
23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
23381 - Ground Support Equipment Servicer	18.93
23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18

23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	19.76
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	19.76
27070 - Firefighter	19.76
27101 - Guard I	13.21
27102 - Guard II	16.09
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.78
28042 - Carnival Equipment Repairer	11.23
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	14.65
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.72
29020 - Hatch Tender	20.72
29030 - Line Handler	20.72
29041 - Stevedore I	19.87
29042 - Stevedore II	21.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.02
30022 - Archeological Technician II	20.21
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	23.43

30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30210 - Laboratory Technician		23.02
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30390 - Photo-Optics Technician		25.58
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11
31363 - Truckdriver, Heavy		18.58
31364 - Truckdriver, Tractor-Trailer		18.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.55
99050 - Desk Clerk		8.78
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		12.10
99310 - Mortician		25.36
99410 - Pest Controller		18.41
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		18.71
99711 - Recycling Specialist		20.77
99730 - Refuse Collector		17.08
99810 - Sales Clerk		11.12
99820 - School Crossing Guard		14.52
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		13.23
99832 - Surveying Technician		17.27
99840 - Vending Machine Attendant		19.77
99841 - Vending Machine Repairer		21.62
99842 - Vending Machine Repairer Helper		19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2295 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston, Yalobusha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92

01020 - Administrative Assistant	15.98
01040 - Court Reporter	13.46
01051 - Data Entry Operator I	10.88
01052 - Data Entry Operator II	11.87
01060 - Dispatcher, Motor Vehicle	13.46
01070 - Document Preparation Clerk	11.67
01090 - Duplicating Machine Operator	11.67
01111 - General Clerk I	11.11
01112 - General Clerk II	11.80
01113 - General Clerk III	13.57
01120 - Housing Referral Assistant	14.25
01141 - Messenger Courier	9.25
01191 - Order Clerk I	11.38
01192 - Order Clerk II	13.40
01261 - Personnel Assistant (Employment) I	12.70
01262 - Personnel Assistant (Employment) II	14.20
01263 - Personnel Assistant (Employment) III	15.84
01270 - Production Control Clerk	17.31
01280 - Receptionist	9.85
01290 - Rental Clerk	11.72
01300 - Scheduler, Maintenance	11.72
01311 - Secretary I	11.42
01312 - Secretary II	12.77
01313 - Secretary III	14.25
01320 - Service Order Dispatcher	12.31
01410 - Supply Technician	16.25
01420 - Survey Worker	11.94
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.64
01533 - Travel Clerk III	12.25
01611 - Word Processor I	11.06
01612 - Word Processor II	12.42
01613 - Word Processor III	13.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.38
05010 - Automotive Electrician	15.70
05040 - Automotive Glass Installer	15.02
05070 - Automotive Worker	15.02
05110 - Mobile Equipment Servicer	13.61
05130 - Motor Equipment Metal Mechanic	16.38
05160 - Motor Equipment Metal Worker	15.02
05190 - Motor Vehicle Mechanic	16.38
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	15.02
05310 - Painter, Automotive	15.70
05340 - Radiator Repair Specialist	15.02
05370 - Tire Repairer	12.52
05400 - Transmission Repair Specialist	16.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.37
07041 - Cook I	9.35
07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59

09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.01
12011 - Breath Alcohol Technician	14.01
12012 - Certified Occupational Therapist Assistant	20.25
12015 - Certified Physical Therapist Assistant	21.31
12020 - Dental Assistant	11.59
12025 - Dental Hygienist	22.74
12030 - EKG Technician	20.31
12035 - Electroneurodiagnostic Technologist	20.31
12040 - Emergency Medical Technician	14.14
12071 - Licensed Practical Nurse I	13.61
12072 - Licensed Practical Nurse II	15.57
12073 - Licensed Practical Nurse III	16.98
12100 - Medical Assistant	11.94
12130 - Medical Laboratory Technician	15.02
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.05
12210 - Nuclear Medicine Technologist	30.67
12221 - Nursing Assistant I	8.93
12222 - Nursing Assistant II	10.04
12223 - Nursing Assistant III	10.96
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	13.42
12236 - Optical Technician	13.07
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	21.16
12311 - Registered Nurse I	22.46
12312 - Registered Nurse II	27.47
12313 - Registered Nurse II, Specialist	27.47
12314 - Registered Nurse III	33.23
12315 - Registered Nurse III, Anesthetist	33.23
12316 - Registered Nurse IV	39.83
12317 - Scheduler (Drug and Alcohol Testing)	18.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.32
13012 - Exhibits Specialist II	17.67
13013 - Exhibits Specialist III	21.61
13041 - Illustrator I	14.27
13042 - Illustrator II	17.67
13043 - Illustrator III	21.61
13047 - Librarian	19.56
13050 - Library Aide/Clerk	10.26
13054 - Library Information Technology Systems Administrator	17.67
13058 - Library Technician	12.66
13061 - Media Specialist I	12.75
13062 - Media Specialist II	14.32
13063 - Media Specialist III	15.90

13071 - Photographer I		14.22
13072 - Photographer II		14.70
13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07
14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		35.55
15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.13
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.55
16220 - Tailor		9.98
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.90
19040 - Tool And Die Maker		18.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.08
21030 - Material Coordinator		17.31
21040 - Material Expediter		17.31
21050 - Material Handling Laborer		11.13
21071 - Order Filler		10.54
21080 - Production Line Worker (Food Processing)		12.27
21110 - Shipping Packer		13.06
21130 - Shipping/Receiving Clerk		13.06
21140 - Store Worker I		11.12
21150 - Stock Clerk		13.88
21210 - Tools And Parts Attendant		13.07
21410 - Warehouse Specialist		13.07
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.01

23021 - Aircraft Mechanic I	21.08
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	22.94
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.37
23080 - Aircraft Worker	19.32
23110 - Appliance Mechanic	14.95
23120 - Bicycle Repairer	12.52
23125 - Cable Splicer	19.84
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.30
23160 - Electrician, Maintenance	18.12
23181 - Electronics Technician Maintenance I	18.05
23182 - Electronics Technician Maintenance II	18.98
23183 - Electronics Technician Maintenance III	19.86
23260 - Fabric Worker	14.14
23290 - Fire Alarm System Mechanic	15.60
23310 - Fire Extinguisher Repairer	13.54
23311 - Fuel Distribution System Mechanic	19.57
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	18.37
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	13.54
23392 - Gunsmith II	15.16
23393 - Gunsmith III	16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	17.06
23440 - Heavy Equipment Operator	15.28
23460 - Instrument Mechanic	18.03
23465 - Laboratory/Shelter Mechanic	15.94
23470 - Laborer	10.00
23510 - Locksmith	14.95
23530 - Machinery Maintenance Mechanic	17.65
23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	12.31
23591 - Metrology Technician I	18.03
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.62
23640 - Millwright	19.58
23710 - Office Appliance Repairer	14.95
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	15.60
23810 - Plumber, Maintenance	14.95
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	18.15
23870 - Scale Mechanic	15.16
23890 - Sheet-Metal Worker, Maintenance	15.60
23910 - Small Engine Mechanic	14.30
23931 - Telecommunications Mechanic I	23.63
23932 - Telecommunications Mechanic II	25.93
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	17.16
23970 - Woodcraft Worker	17.16
23980 - Woodworker	12.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15

24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	8.80
27008 - Corrections Officer	13.92
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.92
27070 - Firefighter	13.62
27101 - Guard I	8.80
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Equpment Worker	10.84
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.61
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	15.89
29030 - Line Handler	15.89
29041 - Stevedore I	15.25
29042 - Stevedore II	16.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.48
30022 - Archeological Technician II	16.19
30023 - Archeological Technician III	20.06
30030 - Cartographic Technician	20.06
30040 - Civil Engineering Technician	16.17
30061 - Drafter/CAD Operator I	14.48
30062 - Drafter/CAD Operator II	16.19
30063 - Drafter/CAD Operator III	18.06
30064 - Drafter/CAD Operator IV	22.22
30081 - Engineering Technician I	12.53
30082 - Engineering Technician II	14.06
30083 - Engineering Technician III	15.73
30084 - Engineering Technician IV	19.49
30085 - Engineering Technician V	23.84
30086 - Engineering Technician VI	28.84
30090 - Environmental Technician	20.06
30210 - Laboratory Technician	20.69
30240 - Mathematical Technician	20.06
30361 - Paralegal/Legal Assistant I	14.85

30362 - Paralegal/Legal Assistant II		18.40
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.23
30390 - Photo-Optics Technician		20.06
30461 - Technical Writer I		20.06
30462 - Technical Writer II		24.54
30463 - Technical Writer III		29.43
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.06
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02
99410 - Pest Controller		14.22
99510 - Photofinishing Worker		15.84
99710 - Recycling Laborer		11.87
99711 - Recycling Specialist		13.49
99730 - Refuse Collector		11.02
99810 - Sales Clerk		10.87
99820 - School Crossing Guard		9.48
99830 - Survey Party Chief		17.92
99831 - Surveying Aide		12.06
99832 - Surveying Technician		16.53
99840 - Vending Machine Attendant		12.10
99841 - Vending Machine Repairer		14.67
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2296
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston, Yalobusha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92
01020 - Administrative Assistant		15.98
01040 - Court Reporter		13.46
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.87
01060 - Dispatcher, Motor Vehicle		13.46
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		11.11
01112 - General Clerk II		11.80
01113 - General Clerk III		13.57
01120 - Housing Referral Assistant		14.25
01141 - Messenger Courier		9.25
01191 - Order Clerk I		11.38
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		12.70
01262 - Personnel Assistant (Employment) II		14.20
01263 - Personnel Assistant (Employment) III		15.84
01270 - Production Control Clerk		17.31
01280 - Receptionist		9.85
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		11.72
01311 - Secretary I		11.42
01312 - Secretary II		12.77
01313 - Secretary III		14.25
01320 - Service Order Dispatcher		12.31
01410 - Supply Technician		16.25
01420 - Survey Worker		11.94
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.64
01533 - Travel Clerk III		12.25
01611 - Word Processor I		11.06
01612 - Word Processor II		12.42
01613 - Word Processor III		13.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.38
05010 - Automotive Electrician		15.70
05040 - Automotive Glass Installer		15.02
05070 - Automotive Worker		15.02
05110 - Mobile Equipment Servicer		13.61

05130 - Motor Equipment Metal Mechanic	16.38
05160 - Motor Equipment Metal Worker	15.02
05190 - Motor Vehicle Mechanic	16.38
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	15.02
05310 - Painter, Automotive	15.70
05340 - Radiator Repair Specialist	15.02
05370 - Tire Repairer	12.52
05400 - Transmission Repair Specialist	16.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.37
07041 - Cook I	9.35
07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.01
12011 - Breath Alcohol Technician	14.01
12012 - Certified Occupational Therapist Assistant	20.25
12015 - Certified Physical Therapist Assistant	21.31
12020 - Dental Assistant	11.59
12025 - Dental Hygienist	22.74
12030 - EKG Technician	20.31
12035 - Electroneurodiagnostic Technologist	20.31
12040 - Emergency Medical Technician	14.14
12071 - Licensed Practical Nurse I	13.61
12072 - Licensed Practical Nurse II	15.57
12073 - Licensed Practical Nurse III	16.98
12100 - Medical Assistant	11.94
12130 - Medical Laboratory Technician	15.02
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.05
12210 - Nuclear Medicine Technologist	30.67
12221 - Nursing Assistant I	8.93
12222 - Nursing Assistant II	10.04
12223 - Nursing Assistant III	10.96
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	13.42
12236 - Optical Technician	13.07
12250 - Pharmacy Technician	14.07

12280 - Phlebotomist		13.20
12305 - Radiologic Technologist		21.16
12311 - Registered Nurse I		22.46
12312 - Registered Nurse II		27.47
12313 - Registered Nurse II, Specialist		27.47
12314 - Registered Nurse III		33.23
12315 - Registered Nurse III, Anesthetist		33.23
12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.32
13012 - Exhibits Specialist II		17.67
13013 - Exhibits Specialist III		21.61
13041 - Illustrator I		14.27
13042 - Illustrator II		17.67
13043 - Illustrator III		21.61
13047 - Librarian		19.56
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		17.67
13058 - Library Technician		12.66
13061 - Media Specialist I		12.75
13062 - Media Specialist II		14.32
13063 - Media Specialist III		15.90
13071 - Photographer I		14.22
13072 - Photographer II		14.70
13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07
14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		35.55
15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.13
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93

16110 - Presser, Machine, Drycleaning	7.93
16130 - Presser, Machine, Shirts	7.93
16160 - Presser, Machine, Wearing Apparel, Laundry	7.93
16190 - Sewing Machine Operator	9.55
16220 - Tailor	9.98
16250 - Washer, Machine	8.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.90
19040 - Tool And Die Maker	18.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.08
21030 - Material Coordinator	17.31
21040 - Material Expediter	17.31
21050 - Material Handling Laborer	11.13
21071 - Order Filler	10.54
21080 - Production Line Worker (Food Processing)	12.27
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	11.12
21150 - Stock Clerk	13.88
21210 - Tools And Parts Attendant	13.07
21410 - Warehouse Specialist	13.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	21.08
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	22.94
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.37
23080 - Aircraft Worker	19.32
23110 - Appliance Mechanic	14.95
23120 - Bicycle Repairer	12.52
23125 - Cable Splicer	19.84
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.30
23160 - Electrician, Maintenance	18.12
23181 - Electronics Technician Maintenance I	18.05
23182 - Electronics Technician Maintenance II	18.98
23183 - Electronics Technician Maintenance III	19.86
23260 - Fabric Worker	14.14
23290 - Fire Alarm System Mechanic	15.60
23310 - Fire Extinguisher Repairer	13.54
23311 - Fuel Distribution System Mechanic	19.57
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	18.37
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	13.54
23392 - Gunsmith II	15.16
23393 - Gunsmith III	16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	17.06
23440 - Heavy Equipment Operator	15.28
23460 - Instrument Mechanic	18.03
23465 - Laboratory/Shelter Mechanic	15.94
23470 - Laborer	10.00
23510 - Locksmith	14.95
23530 - Machinery Maintenance Mechanic	17.65

23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	12.31
23591 - Metrology Technician I	18.03
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.62
23640 - Millwright	19.58
23710 - Office Appliance Repairer	14.95
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	15.60
23810 - Plumber, Maintenance	14.95
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	18.15
23870 - Scale Mechanic	15.16
23890 - Sheet-Metal Worker, Maintenance	15.60
23910 - Small Engine Mechanic	14.30
23931 - Telecommunications Mechanic I	23.63
23932 - Telecommunications Mechanic II	25.93
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	17.16
23970 - Woodcraft Worker	17.16
23980 - Woodworker	12.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	8.80
27008 - Corrections Officer	13.92
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.92
27070 - Firefighter	13.62
27101 - Guard I	8.80
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Equpment Worker	10.84
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.61
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	15.89
29030 - Line Handler	15.89
29041 - Stevedore I	15.25

29042 - Stevedore II		16.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.48
30022 - Archeological Technician II		16.19
30023 - Archeological Technician III		20.06
30030 - Cartographic Technician		20.06
30040 - Civil Engineering Technician		16.17
30061 - Drafter/CAD Operator I		14.48
30062 - Drafter/CAD Operator II		16.19
30063 - Drafter/CAD Operator III		18.06
30064 - Drafter/CAD Operator IV		22.22
30081 - Engineering Technician I		12.53
30082 - Engineering Technician II		14.06
30083 - Engineering Technician III		15.73
30084 - Engineering Technician IV		19.49
30085 - Engineering Technician V		23.84
30086 - Engineering Technician VI		28.84
30090 - Environmental Technician		20.06
30210 - Laboratory Technician		20.69
30240 - Mathematical Technician		20.06
30361 - Paralegal/Legal Assistant I		14.85
30362 - Paralegal/Legal Assistant II		18.40
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.23
30390 - Photo-Optics Technician		20.06
30461 - Technical Writer I		20.06
30462 - Technical Writer II		24.54
30463 - Technical Writer III		29.43
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.06
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02
99410 - Pest Controller		14.22
99510 - Photofinishing Worker		15.84
99710 - Recycling Laborer		11.87
99711 - Recycling Specialist		13.49
99730 - Refuse Collector		11.02
99810 - Sales Clerk		10.87

99820 - School Crossing Guard	9.48
99830 - Survey Party Chief	17.92
99831 - Surveying Aide	12.06
99832 - Surveying Technician	16.53
99840 - Vending Machine Attendant	12.10
99841 - Vending Machine Repairer	14.67
99842 - Vending Machine Repairer Helper	12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2297 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.16
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		19.90
01040 - Court Reporter		17.17
01051 - Data Entry Operator I		11.23
01052 - Data Entry Operator II		12.26
01060 - Dispatcher, Motor Vehicle		15.93
01070 - Document Preparation Clerk		11.29
01090 - Duplicating Machine Operator		11.29
01111 - General Clerk I		10.84
01112 - General Clerk II		11.83
01113 - General Clerk III		13.28
01120 - Housing Referral Assistant		16.76
01141 - Messenger Courier		9.35
01191 - Order Clerk I		11.73

01192 - Order Clerk II	13.84
01261 - Personnel Assistant (Employment) I	14.80
01262 - Personnel Assistant (Employment) II	16.56
01263 - Personnel Assistant (Employment) III	18.47
01270 - Production Control Clerk	19.50
01280 - Receptionist	10.87
01290 - Rental Clerk	12.00
01300 - Scheduler, Maintenance	12.82
01311 - Secretary I	12.82
01312 - Secretary II	14.34
01313 - Secretary III	16.76
01320 - Service Order Dispatcher	13.96
01410 - Supply Technician	19.90
01420 - Survey Worker	12.43
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.80
01533 - Travel Clerk III	12.40
01611 - Word Processor I	12.29
01612 - Word Processor II	13.79
01613 - Word Processor III	15.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.56
05010 - Automotive Electrician	17.13
05040 - Automotive Glass Installer	16.21
05070 - Automotive Worker	16.21
05110 - Mobile Equipment Servicer	14.24
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.21
05190 - Motor Vehicle Mechanic	17.35
05220 - Motor Vehicle Mechanic Helper	13.16
05250 - Motor Vehicle Upholstery Worker	15.14
05280 - Motor Vehicle Wrecker	16.21
05310 - Painter, Automotive	17.13
05340 - Radiator Repair Specialist	16.21
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.91
07041 - Cook I	8.59
07042 - Cook II	10.12
07070 - Dishwasher	7.53
07130 - Food Service Worker	7.77
07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	7.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.01
09040 - Furniture Handler	9.68
09080 - Furniture Refinisher	16.01
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	9.12
11090 - Gardener	14.95
11122 - Housekeeping Aide	9.36
11150 - Janitor	9.47
11210 - Laborer, Grounds Maintenance	10.19
11240 - Maid or Houseman	7.54
11260 - Pruner	8.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	10.19
11360 - Window Cleaner	10.71

12000 - Health Occupations		
12010 - Ambulance Driver		12.04
12011 - Breath Alcohol Technician		15.48
12012 - Certified Occupational Therapist Assistant		18.83
12015 - Certified Physical Therapist Assistant		18.74
12020 - Dental Assistant		15.24
12025 - Dental Hygienist		30.04
12030 - EKG Technician		21.41
12035 - Electroneurodiagnostic Technologist		21.41
12040 - Emergency Medical Technician		12.04
12071 - Licensed Practical Nurse I		15.22
12072 - Licensed Practical Nurse II		17.03
12073 - Licensed Practical Nurse III		17.27
12100 - Medical Assistant		12.52
12130 - Medical Laboratory Technician		14.51
12160 - Medical Record Clerk		12.68
12190 - Medical Record Technician		14.18
12195 - Medical Transcriptionist		14.24
12210 - Nuclear Medicine Technologist		29.72
12221 - Nursing Assistant I		9.42
12222 - Nursing Assistant II		10.59
12223 - Nursing Assistant III		11.56
12224 - Nursing Assistant IV		12.97
12235 - Optical Dispenser		15.92
12236 - Optical Technician		14.62
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.84
12305 - Radiologic Technologist		22.41
12311 - Registered Nurse I		23.01
12312 - Registered Nurse II		28.15
12313 - Registered Nurse II, Specialist		28.15
12314 - Registered Nurse III		34.05
12315 - Registered Nurse III, Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		19.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.52
13012 - Exhibits Specialist II		17.99
13013 - Exhibits Specialist III		21.74
13041 - Illustrator I		14.52
13042 - Illustrator II		17.99
13043 - Illustrator III		21.74
13047 - Librarian		19.92
13050 - Library Aide/Clerk		10.39
13054 - Library Information Technology Systems Administrator		17.99
13058 - Library Technician		12.56
13061 - Media Specialist I		12.98
13062 - Media Specialist II		14.52
13063 - Media Specialist III		16.19
13071 - Photographer I		13.18
13072 - Photographer II		14.74
13073 - Photographer III		18.27
13074 - Photographer IV		22.35
13075 - Photographer V		27.03
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08

14072 - Computer Programmer II	(see 1)	24.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		27.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		21.99
15070 - Flight Instructor (Pilot)		41.64
15080 - Graphic Artist		20.31
15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.57
15110 - Test Proctor		15.32
15120 - Tutor		15.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.05
16030 - Counter Attendant		8.05
16040 - Dry Cleaner		9.40
16070 - Finisher, Flatwork, Machine		8.05
16090 - Presser, Hand		8.05
16110 - Presser, Machine, Drycleaning		8.05
16130 - Presser, Machine, Shirts		8.05
16160 - Presser, Machine, Wearing Apparel, Laundry		8.05
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.33
16250 - Washer, Machine		8.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.39
19040 - Tool And Die Maker		24.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.59
21030 - Material Coordinator		19.50
21040 - Material Expediter		19.50
21050 - Material Handling Laborer		11.88
21071 - Order Filler		11.27
21080 - Production Line Worker (Food Processing)		12.59
21110 - Shipping Packer		13.45
21130 - Shipping/Receiving Clerk		13.45
21140 - Store Worker I		9.50
21150 - Stock Clerk		14.04
21210 - Tools And Parts Attendant		13.37
21410 - Warehouse Specialist		12.59
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.06
23021 - Aircraft Mechanic I		19.98
23022 - Aircraft Mechanic II		21.06
23023 - Aircraft Mechanic III		22.06
23040 - Aircraft Mechanic Helper		14.58
23050 - Aircraft, Painter		18.15
23060 - Aircraft Servicer		16.78
23080 - Aircraft Worker		17.98
23110 - Appliance Mechanic		17.58
23120 - Bicycle Repairer		12.32
23125 - Cable Splicer		19.97
23130 - Carpenter, Maintenance		15.33
23140 - Carpet Layer		15.06
23160 - Electrician, Maintenance		22.67

23181 - Electronics Technician Maintenance I	16.91
23182 - Electronics Technician Maintenance II	17.78
23183 - Electronics Technician Maintenance III	18.75
23260 - Fabric Worker	14.26
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	13.18
23311 - Fuel Distribution System Mechanic	16.59
23312 - Fuel Distribution System Operator	13.99
23370 - General Maintenance Worker	14.93
23380 - Ground Support Equipment Mechanic	19.98
23381 - Ground Support Equipment Servicer	16.78
23382 - Ground Support Equipment Worker	17.98
23391 - Gunsmith I	13.10
23392 - Gunsmith II	15.42
23393 - Gunsmith III	17.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.90
23430 - Heavy Equipment Mechanic	17.28
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	17.50
23465 - Laboratory/Shelter Mechanic	16.40
23470 - Laborer	11.28
23510 - Locksmith	16.01
23530 - Machinery Maintenance Mechanic	21.48
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	11.84
23591 - Metrology Technician I	17.50
23592 - Metrology Technician II	18.45
23593 - Metrology Technician III	19.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	19.75
23760 - Painter, Maintenance	15.33
23790 - Pipefitter, Maintenance	16.42
23810 - Plumber, Maintenance	15.60
23820 - Pneudraulic Systems Mechanic	17.50
23850 - Rigger	17.50
23870 - Scale Mechanic	15.42
23890 - Sheet-Metal Worker, Maintenance	16.14
23910 - Small Engine Mechanic	15.42
23931 - Telecommunications Mechanic I	24.27
23932 - Telecommunications Mechanic II	25.47
23950 - Telephone Lineman	17.99
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	17.50
23970 - Woodcraft Worker	17.08
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.08
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	12.47
24630 - Homemaker	12.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.47
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	18.47
25190 - Ventilation Equipment Tender	12.58
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.19

27007 - Baggage Inspector			9.19
27008 - Corrections Officer			12.60
27010 - Court Security Officer			14.69
27030 - Detection Dog Handler			12.03
27040 - Detention Officer			12.60
27070 - Firefighter			16.94
27101 - Guard I			9.19
27102 - Guard II			12.03
27131 - Police Officer I			16.87
27132 - Police Officer II			18.75
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.24
28042 - Carnival Equipment Repairer			13.23
28043 - Carnival Equpment Worker			9.02
28210 - Gate Attendant/Gate Tender			13.81
28310 - Lifeguard			11.01
28350 - Park Attendant (Aide)			15.45
28510 - Recreation Aide/Health Facility Attendant			11.28
28515 - Recreation Specialist			15.95
28630 - Sports Official			12.31
28690 - Swimming Pool Operator			16.49
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			15.33
29020 - Hatch Tender			15.33
29030 - Line Handler			15.33
29041 - Stevedore I			14.17
29042 - Stevedore II			16.30
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)		27.16
30021 - Archeological Technician I			15.09
30022 - Archeological Technician II			16.62
30023 - Archeological Technician III			22.65
30030 - Cartographic Technician			23.21
30040 - Civil Engineering Technician			18.16
30061 - Drafter/CAD Operator I			16.65
30062 - Drafter/CAD Operator II			19.14
30063 - Drafter/CAD Operator III			21.92
30064 - Drafter/CAD Operator IV			25.70
30081 - Engineering Technician I			15.04
30082 - Engineering Technician II			16.88
30083 - Engineering Technician III			18.88
30084 - Engineering Technician IV			23.40
30085 - Engineering Technician V			28.82
30086 - Engineering Technician VI			34.63
30090 - Environmental Technician			23.21
30210 - Laboratory Technician			20.89
30240 - Mathematical Technician			23.21
30361 - Paralegal/Legal Assistant I			18.76
30362 - Paralegal/Legal Assistant II			23.25
30363 - Paralegal/Legal Assistant III			28.44
30364 - Paralegal/Legal Assistant IV			33.85
30390 - Photo-Optics Technician			23.21
30461 - Technical Writer I			22.85
30462 - Technical Writer II			27.94
30463 - Technical Writer III			33.80
30491 - Unexploded Ordnance (UXO) Technician I			22.74
30492 - Unexploded Ordnance (UXO) Technician II			27.51
30493 - Unexploded Ordnance (UXO) Technician III			32.97
30494 - Unexploded (UXO) Safety Escort			22.74
30495 - Unexploded (UXO) Sweep Personnel			22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)		21.92

Surface Programs	
30621 - Weather Observer, Senior (see 2)	23.21
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.44
31030 - Bus Driver	12.51
31043 - Driver Courier	12.60
31260 - Parking and Lot Attendant	8.62
31290 - Shuttle Bus Driver	13.84
31310 - Taxi Driver	10.24
31361 - Truckdriver, Light	13.84
31362 - Truckdriver, Medium	15.12
31363 - Truckdriver, Heavy	18.54
31364 - Truckdriver, Tractor-Trailer	18.54
99000 - Miscellaneous Occupations	
99030 - Cashier	8.30
99050 - Desk Clerk	8.33
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	9.70
99252 - Laboratory Animal Caretaker II	10.65
99310 - Mortician	20.72
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.69
99711 - Recycling Specialist	15.76
99730 - Refuse Collector	11.15
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	9.96
99830 - Survey Party Chief	18.14
99831 - Surveying Aide	13.20
99832 - Surveying Technician	16.49
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.11
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2298 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.16
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		19.90
01040 - Court Reporter		17.17
01051 - Data Entry Operator I		11.23
01052 - Data Entry Operator II		12.26
01060 - Dispatcher, Motor Vehicle		15.93
01070 - Document Preparation Clerk		11.29
01090 - Duplicating Machine Operator		11.29
01111 - General Clerk I		10.84
01112 - General Clerk II		11.83
01113 - General Clerk III		13.28
01120 - Housing Referral Assistant		16.76
01141 - Messenger Courier		9.35
01191 - Order Clerk I		11.73
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		14.80
01262 - Personnel Assistant (Employment) II		16.56
01263 - Personnel Assistant (Employment) III		18.47
01270 - Production Control Clerk		19.50
01280 - Receptionist		10.87
01290 - Rental Clerk		12.00
01300 - Scheduler, Maintenance		12.82
01311 - Secretary I		12.82
01312 - Secretary II		14.34
01313 - Secretary III		16.76
01320 - Service Order Dispatcher		13.96
01410 - Supply Technician		19.90
01420 - Survey Worker		12.43
01531 - Travel Clerk I		11.20
01532 - Travel Clerk II		11.80
01533 - Travel Clerk III		12.40
01611 - Word Processor I		12.29
01612 - Word Processor II		13.79
01613 - Word Processor III		15.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.56
05010 - Automotive Electrician		17.13
05040 - Automotive Glass Installer		16.21
05070 - Automotive Worker		16.21
05110 - Mobile Equipment Servicer		14.24
05130 - Motor Equipment Metal Mechanic		18.03
05160 - Motor Equipment Metal Worker		16.21
05190 - Motor Vehicle Mechanic		17.35
05220 - Motor Vehicle Mechanic Helper		13.16
05250 - Motor Vehicle Upholstery Worker		15.14
05280 - Motor Vehicle Wrecker		16.21
05310 - Painter, Automotive		17.13
05340 - Radiator Repair Specialist		16.21
05370 - Tire Repairer		12.92
05400 - Transmission Repair Specialist		18.03
07000 - Food Preparation And Service Occupations		
07010 - Baker		9.91
07041 - Cook I		8.59
07042 - Cook II		10.12
07070 - Dishwasher		7.53

07130 - Food Service Worker	7.77
07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	7.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.01
09040 - Furniture Handler	9.68
09080 - Furniture Refinisher	16.01
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	9.12
11090 - Gardener	14.95
11122 - Housekeeping Aide	9.36
11150 - Janitor	9.47
11210 - Laborer, Grounds Maintenance	10.19
11240 - Maid or Houseman	7.54
11260 - Pruner	8.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	10.19
11360 - Window Cleaner	10.71
12000 - Health Occupations	
12010 - Ambulance Driver	12.04
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	18.83
12015 - Certified Physical Therapist Assistant	18.74
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	30.04
12030 - EKG Technician	21.41
12035 - Electroneurodiagnostic Technologist	21.41
12040 - Emergency Medical Technician	12.04
12071 - Licensed Practical Nurse I	15.22
12072 - Licensed Practical Nurse II	17.03
12073 - Licensed Practical Nurse III	17.27
12100 - Medical Assistant	12.52
12130 - Medical Laboratory Technician	14.51
12160 - Medical Record Clerk	12.68
12190 - Medical Record Technician	14.18
12195 - Medical Transcriptionist	14.24
12210 - Nuclear Medicine Technologist	29.72
12221 - Nursing Assistant I	9.42
12222 - Nursing Assistant II	10.59
12223 - Nursing Assistant III	11.56
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	15.92
12236 - Optical Technician	14.62
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	22.41
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II, Specialist	28.15
12314 - Registered Nurse III	34.05
12315 - Registered Nurse III, Anesthetist	34.05
12316 - Registered Nurse IV	40.81
12317 - Scheduler (Drug and Alcohol Testing)	19.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.52
13012 - Exhibits Specialist II	17.99
13013 - Exhibits Specialist III	21.74
13041 - Illustrator I	14.52
13042 - Illustrator II	17.99

13043 - Illustrator III		21.74
13047 - Librarian		19.92
13050 - Library Aide/Clerk		10.39
13054 - Library Information Technology Systems Administrator		17.99
13058 - Library Technician		12.56
13061 - Media Specialist I		12.98
13062 - Media Specialist II		14.52
13063 - Media Specialist III		16.19
13071 - Photographer I		13.18
13072 - Photographer II		14.74
13073 - Photographer III		18.27
13074 - Photographer IV		22.35
13075 - Photographer V		27.03
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		27.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		21.99
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15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.57
15110 - Test Proctor		15.32
15120 - Tutor		15.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.05
16030 - Counter Attendant		8.05
16040 - Dry Cleaner		9.40
16070 - Finisher, Flatwork, Machine		8.05
16090 - Presser, Hand		8.05
16110 - Presser, Machine, Drycleaning		8.05
16130 - Presser, Machine, Shirts		8.05
16160 - Presser, Machine, Wearing Apparel, Laundry		8.05
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.33
16250 - Washer, Machine		8.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.39
19040 - Tool And Die Maker		24.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.59
21030 - Material Coordinator		19.50
21040 - Material Expediter		19.50
21050 - Material Handling Laborer		11.88
21071 - Order Filler		11.27

21080 - Production Line Worker (Food Processing)	12.59
21110 - Shipping Packer	13.45
21130 - Shipping/Receiving Clerk	13.45
21140 - Store Worker I	9.50
21150 - Stock Clerk	14.04
21210 - Tools And Parts Attendant	13.37
21410 - Warehouse Specialist	12.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.06
23021 - Aircraft Mechanic I	19.98
23022 - Aircraft Mechanic II	21.06
23023 - Aircraft Mechanic III	22.06
23040 - Aircraft Mechanic Helper	14.58
23050 - Aircraft, Painter	18.15
23060 - Aircraft Servicer	16.78
23080 - Aircraft Worker	17.98
23110 - Appliance Mechanic	17.58
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	15.33
23140 - Carpet Layer	15.06
23160 - Electrician, Maintenance	22.67
23181 - Electronics Technician Maintenance I	16.91
23182 - Electronics Technician Maintenance II	17.78
23183 - Electronics Technician Maintenance III	18.75
23260 - Fabric Worker	14.26
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	13.18
23311 - Fuel Distribution System Mechanic	16.59
23312 - Fuel Distribution System Operator	13.99
23370 - General Maintenance Worker	14.93
23380 - Ground Support Equipment Mechanic	19.98
23381 - Ground Support Equipment Servicer	16.78
23382 - Ground Support Equipment Worker	17.98
23391 - Gunsmith I	13.10
23392 - Gunsmith II	15.42
23393 - Gunsmith III	17.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.90
23430 - Heavy Equipment Mechanic	17.28
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	17.50
23465 - Laboratory/Shelter Mechanic	16.40
23470 - Laborer	11.28
23510 - Locksmith	16.01
23530 - Machinery Maintenance Mechanic	21.48
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	11.84
23591 - Metrology Technician I	17.50
23592 - Metrology Technician II	18.45
23593 - Metrology Technician III	19.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	19.75
23760 - Painter, Maintenance	15.33
23790 - Pipefitter, Maintenance	16.42
23810 - Plumber, Maintenance	15.60
23820 - Pneudraulic Systems Mechanic	17.50
23850 - Rigger	17.50
23870 - Scale Mechanic	15.42
23890 - Sheet-Metal Worker, Maintenance	16.14
23910 - Small Engine Mechanic	15.42

23931 - Telecommunications Mechanic I	24.27
23932 - Telecommunications Mechanic II	25.47
23950 - Telephone Lineman	17.99
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	17.50
23970 - Woodcraft Worker	17.08
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.08
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	12.47
24630 - Homemaker	12.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.47
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	18.47
25190 - Ventilation Equipment Tender	12.58
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.19
27007 - Baggage Inspector	9.19
27008 - Corrections Officer	12.60
27010 - Court Security Officer	14.69
27030 - Detection Dog Handler	12.03
27040 - Detention Officer	12.60
27070 - Firefighter	16.94
27101 - Guard I	9.19
27102 - Guard II	12.03
27131 - Police Officer I	16.87
27132 - Police Officer II	18.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.24
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	9.02
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	15.95
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.33
29020 - Hatch Tender	15.33
29030 - Line Handler	15.33
29041 - Stevedore I	14.17
29042 - Stevedore II	16.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.09
30022 - Archeological Technician II	16.62
30023 - Archeological Technician III	22.65
30030 - Cartographic Technician	23.21
30040 - Civil Engineering Technician	18.16
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	19.14
30063 - Drafter/CAD Operator III	21.92
30064 - Drafter/CAD Operator IV	25.70
30081 - Engineering Technician I	15.04

30082 - Engineering Technician II		16.88
30083 - Engineering Technician III		18.88
30084 - Engineering Technician IV		23.40
30085 - Engineering Technician V		28.82
30086 - Engineering Technician VI		34.63
30090 - Environmental Technician		23.21
30210 - Laboratory Technician		20.89
30240 - Mathematical Technician		23.21
30361 - Paralegal/Legal Assistant I		18.76
30362 - Paralegal/Legal Assistant II		23.25
30363 - Paralegal/Legal Assistant III		28.44
30364 - Paralegal/Legal Assistant IV		33.85
30390 - Photo-Optics Technician		23.21
30461 - Technical Writer I		22.85
30462 - Technical Writer II		27.94
30463 - Technical Writer III		33.80
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer, Senior	(see 2)	23.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.44
31030 - Bus Driver		12.51
31043 - Driver Courier		12.60
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		13.84
31310 - Taxi Driver		10.24
31361 - Truckdriver, Light		13.84
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.30
99050 - Desk Clerk		8.33
99095 - Embalmer		22.02
99251 - Laboratory Animal Caretaker I		9.70
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		20.72
99410 - Pest Controller		16.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.69
99711 - Recycling Specialist		15.76
99730 - Refuse Collector		11.15
99810 - Sales Clerk		11.98
99820 - School Crossing Guard		9.96
99830 - Survey Party Chief		18.14
99831 - Surveying Aide		13.20
99832 - Surveying Technician		16.49
99840 - Vending Machine Attendant		12.31
99841 - Vending Machine Repairer		15.11
99842 - Vending Machine Repairer Helper		12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2299 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Alabama, Mississippi

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Perry, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.11
01012 - Accounting Clerk II		13.60
01013 - Accounting Clerk III		15.22
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.17
01051 - Data Entry Operator I		11.13
01052 - Data Entry Operator II		12.14
01060 - Dispatcher, Motor Vehicle		14.10
01070 - Document Preparation Clerk		10.59
01090 - Duplicating Machine Operator		10.59
01111 - General Clerk I		9.05
01112 - General Clerk II		10.37
01113 - General Clerk III		11.64
01120 - Housing Referral Assistant		14.68
01141 - Messenger Courier		10.01
01191 - Order Clerk I		10.91
01192 - Order Clerk II		11.91
01261 - Personnel Assistant (Employment) I		11.98
01262 - Personnel Assistant (Employment) II		13.40
01263 - Personnel Assistant (Employment) III		14.94
01270 - Production Control Clerk		18.90
01280 - Receptionist		9.78
01290 - Rental Clerk		9.92
01300 - Scheduler, Maintenance		11.77
01311 - Secretary I		11.77
01312 - Secretary II		13.17
01313 - Secretary III		14.68
01320 - Service Order Dispatcher		13.69
01410 - Supply Technician		16.32
01420 - Survey Worker		13.12
01531 - Travel Clerk I		11.20
01532 - Travel Clerk II		11.80

01533 - Travel Clerk III	12.40
01611 - Word Processor I	10.49
01612 - Word Processor II	11.77
01613 - Word Processor III	13.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.88
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.11
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.88
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	12.89
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.78
07041 - Cook I	8.50
07042 - Cook II	10.31
07070 - Dishwasher	7.43
07130 - Food Service Worker	7.94
07210 - Meat Cutter	12.22
07260 - Waiter/Waitress	7.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.08
09040 - Furniture Handler	11.14
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	12.49
09110 - Furniture Repairer, Minor	14.25
09130 - Upholsterer	16.08
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	8.82
11090 - Gardener	12.09
11122 - Housekeeping Aide	8.82
11150 - Janitor	8.82
11210 - Laborer, Grounds Maintenance	10.11
11240 - Maid or Houseman	7.49
11260 - Pruner	9.10
11270 - Tractor Operator	11.47
11330 - Trail Maintenance Worker	10.11
11360 - Window Cleaner	9.79
12000 - Health Occupations	
12010 - Ambulance Driver	13.82
12011 - Breath Alcohol Technician	13.82
12012 - Certified Occupational Therapist Assistant	20.45
12015 - Certified Physical Therapist Assistant	18.92
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	24.92
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.82
12071 - Licensed Practical Nurse I	12.35
12072 - Licensed Practical Nurse II	13.82
12073 - Licensed Practical Nurse III	15.41
12100 - Medical Assistant	11.31
12130 - Medical Laboratory Technician	13.90
12160 - Medical Record Clerk	11.66

12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		12.30
12210 - Nuclear Medicine Technologist		30.37
12221 - Nursing Assistant I		9.11
12222 - Nursing Assistant II		10.24
12223 - Nursing Assistant III		11.18
12224 - Nursing Assistant IV		12.54
12235 - Optical Dispenser		12.82
12236 - Optical Technician		11.03
12250 - Pharmacy Technician		12.19
12280 - Phlebotomist		12.54
12305 - Radiologic Technologist		20.01
12311 - Registered Nurse I		22.34
12312 - Registered Nurse II		27.33
12313 - Registered Nurse II, Specialist		27.33
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III, Anesthetist		33.07
12316 - Registered Nurse IV		39.64
12317 - Scheduler (Drug and Alcohol Testing)		17.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.28
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		12.60
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		16.28
13061 - Media Specialist I		13.55
13062 - Media Specialist II		16.28
13063 - Media Specialist III		18.15
13071 - Photographer I		14.12
13072 - Photographer II		15.08
13073 - Photographer III		19.59
13074 - Photographer IV		23.95
13075 - Photographer V		28.97
13110 - Video Teleconference Technician		14.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.20
14042 - Computer Operator II		13.52
14043 - Computer Operator III		16.20
14044 - Computer Operator IV		18.59
14045 - Computer Operator V		20.74
14071 - Computer Programmer I	(see 1)	17.37
14072 - Computer Programmer II	(see 1)	21.47
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.20
14160 - Personal Computer Support Technician		18.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.45
15020 - Aircrew Training Devices Instructor (Rated)		30.80
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.45
15060 - Educational Technologist		24.32
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		15.43

15090 - Technical Instructor	15.84
15095 - Technical Instructor/Course Developer	19.38
15110 - Test Proctor	12.78
15120 - Tutor	12.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.05
16030 - Counter Attendant	8.05
16040 - Dry Cleaner	9.40
16070 - Finisher, Flatwork, Machine	8.05
16090 - Presser, Hand	8.05
16110 - Presser, Machine, Drycleaning	8.05
16130 - Presser, Machine, Shirts	8.05
16160 - Presser, Machine, Wearing Apparel, Laundry	8.05
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.36
19040 - Tool And Die Maker	19.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.67
21030 - Material Coordinator	18.90
21040 - Material Expediter	18.90
21050 - Material Handling Laborer	10.22
21071 - Order Filler	9.56
21080 - Production Line Worker (Food Processing)	14.67
21110 - Shipping Packer	11.84
21130 - Shipping/Receiving Clerk	11.84
21140 - Store Worker I	10.63
21150 - Stock Clerk	14.60
21210 - Tools And Parts Attendant	14.67
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.98
23021 - Aircraft Mechanic I	17.95
23022 - Aircraft Mechanic II	18.85
23023 - Aircraft Mechanic III	19.79
23040 - Aircraft Mechanic Helper	13.20
23050 - Aircraft, Painter	16.92
23060 - Aircraft Servicer	15.06
23080 - Aircraft Worker	16.04
23110 - Appliance Mechanic	16.08
23120 - Bicycle Repairer	12.89
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	16.08
23140 - Carpet Layer	15.18
23160 - Electrician, Maintenance	17.74
23181 - Electronics Technician Maintenance I	17.75
23182 - Electronics Technician Maintenance II	21.69
23183 - Electronics Technician Maintenance III	23.36
23260 - Fabric Worker	14.25
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	13.34
23311 - Fuel Distribution System Mechanic	16.99
23312 - Fuel Distribution System Operator	13.34
23370 - General Maintenance Worker	15.18
23380 - Ground Support Equipment Mechanic	17.95
23381 - Ground Support Equipment Servicer	15.06
23382 - Ground Support Equipment Worker	16.04
23391 - Gunsmith I	12.57
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.65
23410 - Heating, Ventilation And Air-Conditioning	16.99

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.83
23430 - Heavy Equipment Mechanic	18.85
23440 - Heavy Equipment Operator	16.99
23460 - Instrument Mechanic	16.99
23465 - Laboratory/Shelter Mechanic	15.66
23470 - Laborer	10.22
23510 - Locksmith	16.08
23530 - Machinery Maintenance Mechanic	18.74
23550 - Machinist, Maintenance	16.99
23580 - Maintenance Trades Helper	12.49
23591 - Metrology Technician I	16.99
23592 - Metrology Technician II	17.96
23593 - Metrology Technician III	18.93
23640 - Millwright	20.93
23710 - Office Appliance Repairer	16.08
23760 - Painter, Maintenance	16.08
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.08
23820 - Pneudraulic Systems Mechanic	16.99
23850 - Rigger	16.99
23870 - Scale Mechanic	15.18
23890 - Sheet-Metal Worker, Maintenance	16.99
23910 - Small Engine Mechanic	15.18
23931 - Telecommunications Mechanic I	21.90
23932 - Telecommunications Mechanic II	25.48
23950 - Telephone Lineman	18.69
23960 - Welder, Combination, Maintenance	16.99
23965 - Well Driller	16.99
23970 - Woodcraft Worker	16.99
23980 - Woodworker	13.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.29
24580 - Child Care Center Clerk	10.98
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	11.40
24630 - Homemaker	12.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.38
25040 - Sewage Plant Operator	16.08
25070 - Stationary Engineer	19.38
25190 - Ventilation Equipment Tender	12.49
25210 - Water Treatment Plant Operator	16.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.81
27007 - Baggage Inspector	9.53
27008 - Corrections Officer	12.43
27010 - Court Security Officer	12.43
27030 - Detection Dog Handler	10.67
27040 - Detention Officer	12.43
27070 - Firefighter	12.43
27101 - Guard I	9.53
27102 - Guard II	10.67
27131 - Police Officer I	14.75
27132 - Police Officer II	16.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34

28350 - Park Attendant (Aide)		13.92
28510 - Recreation Aide/Health Facility Attendant		9.80
28515 - Recreation Specialist		13.19
28630 - Sports Official		10.24
28690 - Swimming Pool Operator		19.02
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.68
29020 - Hatch Tender		18.68
29030 - Line Handler		18.68
29041 - Stevedore I		17.88
29042 - Stevedore II		19.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.55
30022 - Archeological Technician II		16.90
30023 - Archeological Technician III		20.65
30030 - Cartographic Technician		21.34
30040 - Civil Engineering Technician		17.15
30061 - Drafter/CAD Operator I		14.89
30062 - Drafter/CAD Operator II		16.90
30063 - Drafter/CAD Operator III		18.85
30064 - Drafter/CAD Operator IV		22.86
30081 - Engineering Technician I		13.46
30082 - Engineering Technician II		15.11
30083 - Engineering Technician III		16.90
30084 - Engineering Technician IV		20.93
30085 - Engineering Technician V		25.61
30086 - Engineering Technician VI		30.98
30090 - Environmental Technician		23.03
30210 - Laboratory Technician		17.40
30240 - Mathematical Technician		20.94
30361 - Paralegal/Legal Assistant I		16.45
30362 - Paralegal/Legal Assistant II		21.07
30363 - Paralegal/Legal Assistant III		22.77
30364 - Paralegal/Legal Assistant IV		27.56
30390 - Photo-Optics Technician		23.03
30461 - Technical Writer I		20.65
30462 - Technical Writer II		25.25
30463 - Technical Writer III		30.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	23.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.53
31030 - Bus Driver		14.74
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.48
31290 - Shuttle Bus Driver		15.20
31310 - Taxi Driver		11.48
31361 - Truckdriver, Light		15.20
31362 - Truckdriver, Medium		15.97
31363 - Truckdriver, Heavy		16.98
31364 - Truckdriver, Tractor-Trailer		16.98
99000 - Miscellaneous Occupations		
99030 - Cashier		8.12
99050 - Desk Clerk		7.99

99095 - Embalmer	22.64
99251 - Laboratory Animal Caretaker I	9.30
99252 - Laboratory Animal Caretaker II	10.08
99310 - Mortician	22.74
99410 - Pest Controller	14.49
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.78
99711 - Recycling Specialist	14.30
99730 - Refuse Collector	11.52
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	11.89
99830 - Survey Party Chief	16.50
99831 - Surveying Aide	10.73
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	20.36
99842 - Vending Machine Repairer Helper	16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2300 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Alabama, Mississippi

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Perry, Wayne

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.11
01012 - Accounting Clerk II		13.60
01013 - Accounting Clerk III		15.22
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.17
01051 - Data Entry Operator I		11.13
01052 - Data Entry Operator II		12.14
01060 - Dispatcher, Motor Vehicle		14.10
01070 - Document Preparation Clerk		10.59

01090 - Duplicating Machine Operator	10.59
01111 - General Clerk I	9.05
01112 - General Clerk II	10.37
01113 - General Clerk III	11.64
01120 - Housing Referral Assistant	14.68
01141 - Messenger Courier	10.01
01191 - Order Clerk I	10.91
01192 - Order Clerk II	11.91
01261 - Personnel Assistant (Employment) I	11.98
01262 - Personnel Assistant (Employment) II	13.40
01263 - Personnel Assistant (Employment) III	14.94
01270 - Production Control Clerk	18.90
01280 - Receptionist	9.78
01290 - Rental Clerk	9.92
01300 - Scheduler, Maintenance	11.77
01311 - Secretary I	11.77
01312 - Secretary II	13.17
01313 - Secretary III	14.68
01320 - Service Order Dispatcher	13.69
01410 - Supply Technician	16.32
01420 - Survey Worker	13.12
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.80
01533 - Travel Clerk III	12.40
01611 - Word Processor I	10.49
01612 - Word Processor II	11.77
01613 - Word Processor III	13.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.88
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.11
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.88
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	12.89
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.78
07041 - Cook I	8.50
07042 - Cook II	10.31
07070 - Dishwasher	7.43
07130 - Food Service Worker	7.94
07210 - Meat Cutter	12.22
07260 - Waiter/Waitress	7.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.08
09040 - Furniture Handler	11.14
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	12.49
09110 - Furniture Repairer, Minor	14.25
09130 - Upholsterer	16.08
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	8.82
11090 - Gardener	12.09
11122 - Housekeeping Aide	8.82

11150 - Janitor	8.82
11210 - Laborer, Grounds Maintenance	10.11
11240 - Maid or Houseman	7.49
11260 - Pruner	9.10
11270 - Tractor Operator	11.47
11330 - Trail Maintenance Worker	10.11
11360 - Window Cleaner	9.79
12000 - Health Occupations	
12010 - Ambulance Driver	13.82
12011 - Breath Alcohol Technician	13.82
12012 - Certified Occupational Therapist Assistant	20.45
12015 - Certified Physical Therapist Assistant	18.92
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	24.92
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.82
12071 - Licensed Practical Nurse I	12.35
12072 - Licensed Practical Nurse II	13.82
12073 - Licensed Practical Nurse III	15.41
12100 - Medical Assistant	11.31
12130 - Medical Laboratory Technician	13.90
12160 - Medical Record Clerk	11.66
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	12.30
12210 - Nuclear Medicine Technologist	30.37
12221 - Nursing Assistant I	9.11
12222 - Nursing Assistant II	10.24
12223 - Nursing Assistant III	11.18
12224 - Nursing Assistant IV	12.54
12235 - Optical Dispenser	12.82
12236 - Optical Technician	11.03
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.54
12305 - Radiologic Technologist	20.01
12311 - Registered Nurse I	22.34
12312 - Registered Nurse II	27.33
12313 - Registered Nurse II, Specialist	27.33
12314 - Registered Nurse III	33.07
12315 - Registered Nurse III, Anesthetist	33.07
12316 - Registered Nurse IV	39.64
12317 - Scheduler (Drug and Alcohol Testing)	17.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	20.17
13013 - Exhibits Specialist III	24.67
13041 - Illustrator I	16.28
13042 - Illustrator II	20.17
13043 - Illustrator III	24.67
13047 - Librarian	22.33
13050 - Library Aide/Clerk	12.60
13054 - Library Information Technology Systems Administrator	20.17
13058 - Library Technician	16.28
13061 - Media Specialist I	13.55
13062 - Media Specialist II	16.28
13063 - Media Specialist III	18.15
13071 - Photographer I	14.12
13072 - Photographer II	15.08
13073 - Photographer III	19.59
13074 - Photographer IV	23.95
13075 - Photographer V	28.97
13110 - Video Teleconference Technician	14.55

14000 - Information Technology Occupations		
14041 - Computer Operator I		11.20
14042 - Computer Operator II		13.52
14043 - Computer Operator III		16.20
14044 - Computer Operator IV		18.59
14045 - Computer Operator V		20.74
14071 - Computer Programmer I	(see 1)	17.37
14072 - Computer Programmer II	(see 1)	21.47
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.20
14160 - Personal Computer Support Technician		18.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.45
15020 - Aircrew Training Devices Instructor (Rated)		30.80
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.45
15060 - Educational Technologist		24.32
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		15.43
15090 - Technical Instructor		15.84
15095 - Technical Instructor/Course Developer		19.38
15110 - Test Proctor		12.78
15120 - Tutor		12.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.05
16030 - Counter Attendant		8.05
16040 - Dry Cleaner		9.40
16070 - Finisher, Flatwork, Machine		8.05
16090 - Presser, Hand		8.05
16110 - Presser, Machine, Drycleaning		8.05
16130 - Presser, Machine, Shirts		8.05
16160 - Presser, Machine, Wearing Apparel, Laundry		8.05
16190 - Sewing Machine Operator		9.86
16220 - Tailor		10.33
16250 - Washer, Machine		8.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.36
19040 - Tool And Die Maker		19.50
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.67
21030 - Material Coordinator		18.90
21040 - Material Expediter		18.90
21050 - Material Handling Laborer		10.22
21071 - Order Filler		9.56
21080 - Production Line Worker (Food Processing)		14.67
21110 - Shipping Packer		11.84
21130 - Shipping/Receiving Clerk		11.84
21140 - Store Worker I		10.63
21150 - Stock Clerk		14.60
21210 - Tools And Parts Attendant		14.67
21410 - Warehouse Specialist		14.67
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		18.98
23021 - Aircraft Mechanic I		17.95
23022 - Aircraft Mechanic II		18.85
23023 - Aircraft Mechanic III		19.79
23040 - Aircraft Mechanic Helper		13.20
23050 - Aircraft, Painter		16.92
23060 - Aircraft Servicer		15.06

23080 - Aircraft Worker	16.04
23110 - Appliance Mechanic	16.08
23120 - Bicycle Repairer	12.89
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	16.08
23140 - Carpet Layer	15.18
23160 - Electrician, Maintenance	17.74
23181 - Electronics Technician Maintenance I	17.75
23182 - Electronics Technician Maintenance II	21.69
23183 - Electronics Technician Maintenance III	23.36
23260 - Fabric Worker	14.25
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	13.34
23311 - Fuel Distribution System Mechanic	16.99
23312 - Fuel Distribution System Operator	13.34
23370 - General Maintenance Worker	15.18
23380 - Ground Support Equipment Mechanic	17.95
23381 - Ground Support Equipment Servicer	15.06
23382 - Ground Support Equipment Worker	16.04
23391 - Gunsmith I	12.57
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.99
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.83
23430 - Heavy Equipment Mechanic	18.85
23440 - Heavy Equipment Operator	16.99
23460 - Instrument Mechanic	16.99
23465 - Laboratory/Shelter Mechanic	15.66
23470 - Laborer	10.22
23510 - Locksmith	16.08
23530 - Machinery Maintenance Mechanic	18.74
23550 - Machinist, Maintenance	16.99
23580 - Maintenance Trades Helper	12.49
23591 - Metrology Technician I	16.99
23592 - Metrology Technician II	17.96
23593 - Metrology Technician III	18.93
23640 - Millwright	20.93
23710 - Office Appliance Repairer	16.08
23760 - Painter, Maintenance	16.08
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.08
23820 - Pneudraulic Systems Mechanic	16.99
23850 - Rigger	16.99
23870 - Scale Mechanic	15.18
23890 - Sheet-Metal Worker, Maintenance	16.99
23910 - Small Engine Mechanic	15.18
23931 - Telecommunications Mechanic I	21.90
23932 - Telecommunications Mechanic II	25.48
23950 - Telephone Lineman	18.69
23960 - Welder, Combination, Maintenance	16.99
23965 - Well Driller	16.99
23970 - Woodcraft Worker	16.99
23980 - Woodworker	13.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.29
24580 - Child Care Center Clerk	10.98
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	11.40
24630 - Homemaker	12.20
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	19.38
25040 - Sewage Plant Operator	16.08
25070 - Stationary Engineer	19.38
25190 - Ventilation Equipment Tender	12.49
25210 - Water Treatment Plant Operator	16.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.81
27007 - Baggage Inspector	9.53
27008 - Corrections Officer	12.43
27010 - Court Security Officer	12.43
27030 - Detection Dog Handler	10.67
27040 - Detention Officer	12.43
27070 - Firefighter	12.43
27101 - Guard I	9.53
27102 - Guard II	10.67
27131 - Police Officer I	14.75
27132 - Police Officer II	16.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	13.92
28510 - Recreation Aide/Health Facility Attendant	9.80
28515 - Recreation Specialist	13.19
28630 - Sports Official	10.24
28690 - Swimming Pool Operator	19.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.68
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	17.88
29042 - Stevedore II	19.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.55
30022 - Archeological Technician II	16.90
30023 - Archeological Technician III	20.65
30030 - Cartographic Technician	21.34
30040 - Civil Engineering Technician	17.15
30061 - Drafter/CAD Operator I	14.89
30062 - Drafter/CAD Operator II	16.90
30063 - Drafter/CAD Operator III	18.85
30064 - Drafter/CAD Operator IV	22.86
30081 - Engineering Technician I	13.46
30082 - Engineering Technician II	15.11
30083 - Engineering Technician III	16.90
30084 - Engineering Technician IV	20.93
30085 - Engineering Technician V	25.61
30086 - Engineering Technician VI	30.98
30090 - Environmental Technician	23.03
30210 - Laboratory Technician	17.40
30240 - Mathematical Technician	20.94
30361 - Paralegal/Legal Assistant I	16.45
30362 - Paralegal/Legal Assistant II	21.07
30363 - Paralegal/Legal Assistant III	22.77
30364 - Paralegal/Legal Assistant IV	27.56
30390 - Photo-Optics Technician	23.03
30461 - Technical Writer I	20.65
30462 - Technical Writer II	25.25

30463 - Technical Writer III		30.55
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.85
30621 - Weather Observer, Senior	(see 2)	23.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.53
31030 - Bus Driver		14.74
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.48
31290 - Shuttle Bus Driver		15.20
31310 - Taxi Driver		11.48
31361 - Truckdriver, Light		15.20
31362 - Truckdriver, Medium		15.97
31363 - Truckdriver, Heavy		16.98
31364 - Truckdriver, Tractor-Trailer		16.98
99000 - Miscellaneous Occupations		
99030 - Cashier		8.12
99050 - Desk Clerk		7.99
99095 - Embalmer		22.64
99251 - Laboratory Animal Caretaker I		9.30
99252 - Laboratory Animal Caretaker II		10.08
99310 - Mortician		22.74
99410 - Pest Controller		14.49
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.78
99711 - Recycling Specialist		14.30
99730 - Refuse Collector		11.52
99810 - Sales Clerk		12.08
99820 - School Crossing Guard		11.89
99830 - Survey Party Chief		16.50
99831 - Surveying Aide		10.73
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		16.07
99841 - Vending Machine Repairer		20.36
99842 - Vending Machine Repairer Helper		16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2301 Revision No.: 14

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.39
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		18.76
01040 - Court Reporter		14.61
01051 - Data Entry Operator I		10.76
01052 - Data Entry Operator II		12.08
01060 - Dispatcher, Motor Vehicle		15.59
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		11.03
01112 - General Clerk II		12.04
01113 - General Clerk III		13.67
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		9.56
01191 - Order Clerk I		12.09
01192 - Order Clerk II		14.67
01261 - Personnel Assistant (Employment) I		13.54
01262 - Personnel Assistant (Employment) II		15.14
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.74
01280 - Receptionist		11.19
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.29
01320 - Service Order Dispatcher		12.47
01410 - Supply Technician		18.10
01420 - Survey Worker		13.80
01531 - Travel Clerk I		11.65
01532 - Travel Clerk II		12.37
01533 - Travel Clerk III		12.97
01611 - Word Processor I		13.29
01612 - Word Processor II		14.92
01613 - Word Processor III		16.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.73
05010 - Automotive Electrician		17.59
05040 - Automotive Glass Installer		16.90
05070 - Automotive Worker		16.90
05110 - Mobile Equipment Servicer		15.49
05130 - Motor Equipment Metal Mechanic		18.27
05160 - Motor Equipment Metal Worker		16.90
05190 - Motor Vehicle Mechanic		19.39
05220 - Motor Vehicle Mechanic Helper		14.84
05250 - Motor Vehicle Upholstery Worker		16.20
05280 - Motor Vehicle Wrecker		16.90

05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.77
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	9.14
11090 - Gardener	12.62
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.99
12012 - Certified Occupational Therapist Assistant	18.30
12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	15.99
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.63
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.85
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.94
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12235 - Optical Dispenser	15.66
12236 - Optical Technician	12.82
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.02
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	25.94
12313 - Registered Nurse II, Specialist	27.19
12314 - Registered Nurse III	32.89

12315 - Registered Nurse III, Anesthetist		32.89
12316 - Registered Nurse IV		39.42
12317 - Scheduler (Drug and Alcohol Testing)		19.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.61
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.61
13047 - Librarian		23.09
13050 - Library Aide/Clerk		9.77
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		12.78
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		12.74
13072 - Photographer II		14.25
13073 - Photographer III		17.66
13074 - Photographer IV		21.74
13075 - Photographer V		26.13
13110 - Video Teleconference Technician		14.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.48
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.76
14044 - Computer Operator IV		20.07
14045 - Computer Operator V		22.22
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.48
14160 - Personal Computer Support Technician		20.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.76
15020 - Aircrew Training Devices Instructor (Rated)		33.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.14
15050 - Computer Based Training Specialist / Instructor		27.76
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		40.14
15080 - Graphic Artist		19.42
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		22.52
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.38
16070 - Finisher, Flatwork, Machine		8.97
16090 - Presser, Hand		8.97
16110 - Presser, Machine, Drycleaning		8.97
16130 - Presser, Machine, Shirts		8.97
16160 - Presser, Machine, Wearing Apparel, Laundry		8.97
16190 - Sewing Machine Operator		11.00
16220 - Tailor		11.65
16250 - Washer, Machine		9.36

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.58
19040 - Tool And Die Maker	21.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.50
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	11.36
21071 - Order Filler	11.80
21080 - Production Line Worker (Food Processing)	15.50
21110 - Shipping Packer	12.52
21130 - Shipping/Receiving Clerk	12.52
21140 - Store Worker I	14.79
21150 - Stock Clerk	16.50
21210 - Tools And Parts Attendant	15.50
21410 - Warehouse Specialist	15.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.47
23021 - Aircraft Mechanic I	23.29
23022 - Aircraft Mechanic II	24.47
23023 - Aircraft Mechanic III	25.68
23040 - Aircraft Mechanic Helper	18.92
23050 - Aircraft, Painter	22.06
23060 - Aircraft Servicer	20.66
23080 - Aircraft Worker	21.56
23110 - Appliance Mechanic	18.58
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.95
23140 - Carpet Layer	14.76
23160 - Electrician, Maintenance	19.75
23181 - Electronics Technician Maintenance I	20.75
23182 - Electronics Technician Maintenance II	21.51
23183 - Electronics Technician Maintenance III	22.25
23260 - Fabric Worker	17.20
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	14.91
23380 - Ground Support Equipment Mechanic	23.29
23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.90
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36
23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82

23710 - Office Appliance Repairer	16.72
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II	15.38
27131 - Police Officer I	15.75
27132 - Police Officer II	17.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Equpment Worker	9.60
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	19.81
29030 - Line Handler	19.81
29041 - Stevedore I	19.70
29042 - Stevedore II	21.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.91

30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.82
30030 - Cartographic Technician		26.10
30040 - Civil Engineering Technician		18.35
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.45
30064 - Drafter/CAD Operator IV		28.86
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.44
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.41
30090 - Environmental Technician		23.70
30210 - Laboratory Technician		18.70
30240 - Mathematical Technician		25.12
30361 - Paralegal/Legal Assistant I		15.77
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30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.45
30621 - Weather Observer, Senior	(see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.59
31030 - Bus Driver		14.48
31043 - Driver Courier		12.79
31260 - Parking and Lot Attendant		8.66
31290 - Shuttle Bus Driver		13.37
31310 - Taxi Driver		10.09
31361 - Truckdriver, Light		13.37
31362 - Truckdriver, Medium		15.35
31363 - Truckdriver, Heavy		18.33
31364 - Truckdriver, Tractor-Trailer		18.33
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		9.43
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		13.56
99252 - Laboratory Animal Caretaker II		13.95
99310 - Mortician		22.74
99410 - Pest Controller		12.79
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.77
99711 - Recycling Specialist		16.34
99730 - Refuse Collector		13.46
99810 - Sales Clerk		11.54
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		16.49
99831 - Surveying Aide		10.91
99832 - Surveying Technician		14.98
99840 - Vending Machine Attendant		13.25
99841 - Vending Machine Repairer		15.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2302 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.39
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		18.76
01040 - Court Reporter		14.61
01051 - Data Entry Operator I		10.76
01052 - Data Entry Operator II		12.08
01060 - Dispatcher, Motor Vehicle		15.59
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		11.03
01112 - General Clerk II		12.04
01113 - General Clerk III		13.67
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		9.56
01191 - Order Clerk I		12.09
01192 - Order Clerk II		14.67
01261 - Personnel Assistant (Employment) I		13.54
01262 - Personnel Assistant (Employment) II		15.14
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.74
01280 - Receptionist		11.19
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.29

01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10
01420 - Survey Worker	13.80
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.73
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	16.90
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.77
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	9.14
11090 - Gardener	12.62
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.99
12012 - Certified Occupational Therapist Assistant	18.30
12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.30

12072 - Licensed Practical Nurse II		15.99
12073 - Licensed Practical Nurse III		17.83
12100 - Medical Assistant		13.23
12130 - Medical Laboratory Technician		13.98
12160 - Medical Record Clerk		12.63
12190 - Medical Record Technician		14.22
12195 - Medical Transcriptionist		13.85
12210 - Nuclear Medicine Technologist		30.24
12221 - Nursing Assistant I		9.73
12222 - Nursing Assistant II		10.94
12223 - Nursing Assistant III		11.94
12224 - Nursing Assistant IV		13.40
12235 - Optical Dispenser		15.66
12236 - Optical Technician		12.82
12250 - Pharmacy Technician		13.17
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		21.02
12311 - Registered Nurse I		22.23
12312 - Registered Nurse II		25.94
12313 - Registered Nurse II, Specialist		27.19
12314 - Registered Nurse III		32.89
12315 - Registered Nurse III, Anesthetist		32.89
12316 - Registered Nurse IV		39.42
12317 - Scheduler (Drug and Alcohol Testing)		19.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.61
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.61
13047 - Librarian		23.09
13050 - Library Aide/Clerk		9.77
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		12.78
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		12.74
13072 - Photographer II		14.25
13073 - Photographer III		17.66
13074 - Photographer IV		21.74
13075 - Photographer V		26.13
13110 - Video Teleconference Technician		14.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.48
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.76
14044 - Computer Operator IV		20.07
14045 - Computer Operator V		22.22
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.48
14160 - Personal Computer Support Technician		20.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.76
15020 - Aircrew Training Devices Instructor (Rated)		33.59

15030 - Air Crew Training Devices Instructor (Pilot)	40.14
15050 - Computer Based Training Specialist / Instructor	27.76
15060 - Educational Technologist	34.22
15070 - Flight Instructor (Pilot)	40.14
15080 - Graphic Artist	19.42
15090 - Technical Instructor	19.73
15095 - Technical Instructor/Course Developer	22.52
15110 - Test Proctor	15.92
15120 - Tutor	15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.97
16030 - Counter Attendant	8.97
16040 - Dry Cleaner	10.38
16070 - Finisher, Flatwork, Machine	8.97
16090 - Presser, Hand	8.97
16110 - Presser, Machine, Drycleaning	8.97
16130 - Presser, Machine, Shirts	8.97
16160 - Presser, Machine, Wearing Apparel, Laundry	8.97
16190 - Sewing Machine Operator	11.00
16220 - Tailor	11.65
16250 - Washer, Machine	9.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.58
19040 - Tool And Die Maker	21.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.50
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	11.36
21071 - Order Filler	11.80
21080 - Production Line Worker (Food Processing)	15.50
21110 - Shipping Packer	12.52
21130 - Shipping/Receiving Clerk	12.52
21140 - Store Worker I	14.79
21150 - Stock Clerk	16.50
21210 - Tools And Parts Attendant	15.50
21410 - Warehouse Specialist	15.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.47
23021 - Aircraft Mechanic I	23.29
23022 - Aircraft Mechanic II	24.47
23023 - Aircraft Mechanic III	25.68
23040 - Aircraft Mechanic Helper	18.92
23050 - Aircraft, Painter	22.06
23060 - Aircraft Servicer	20.66
23080 - Aircraft Worker	21.56
23110 - Appliance Mechanic	18.58
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.95
23140 - Carpet Layer	14.76
23160 - Electrician, Maintenance	19.75
23181 - Electronics Technician Maintenance I	20.75
23182 - Electronics Technician Maintenance II	21.51
23183 - Electronics Technician Maintenance III	22.25
23260 - Fabric Worker	17.20
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	14.91
23380 - Ground Support Equipment Mechanic	23.29
23381 - Ground Support Equipment Servicer	20.66

23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.90
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36
23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.72
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II	15.38
27131 - Police Officer I	15.75
27132 - Police Officer II	17.50
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		11.14
28042 - Carnival Equipment Repairer		12.75
28043 - Carnival Equpment Worker		9.60
28210 - Gate Attendant/Gate Tender		14.28
28310 - Lifeguard		12.19
28350 - Park Attendant (Aide)		15.97
28510 - Recreation Aide/Health Facility Attendant		11.66
28515 - Recreation Specialist		19.61
28630 - Sports Official		12.72
28690 - Swimming Pool Operator		17.32
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.56
29020 - Hatch Tender		19.81
29030 - Line Handler		19.81
29041 - Stevedore I		19.70
29042 - Stevedore II		21.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.91
30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.82
30030 - Cartographic Technician		26.10
30040 - Civil Engineering Technician		18.35
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.45
30064 - Drafter/CAD Operator IV		28.86
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.44
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.41
30090 - Environmental Technician		23.70
30210 - Laboratory Technician		18.70
30240 - Mathematical Technician		25.12
30361 - Paralegal/Legal Assistant I		15.77
30362 - Paralegal/Legal Assistant II		19.54
30363 - Paralegal/Legal Assistant III		23.91
30364 - Paralegal/Legal Assistant IV		28.92
30390 - Photo-Optics Technician		25.12
30461 - Technical Writer I		24.33
30462 - Technical Writer II		27.26
30463 - Technical Writer III		32.98
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.45
30621 - Weather Observer, Senior	(see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.59
31030 - Bus Driver		14.48
31043 - Driver Courier		12.79
31260 - Parking and Lot Attendant		8.66
31290 - Shuttle Bus Driver		13.37
31310 - Taxi Driver		10.09
31361 - Truckdriver, Light		13.37
31362 - Truckdriver, Medium		15.35

31363 - Truckdriver, Heavy	18.33
31364 - Truckdriver, Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99030 - Cashier	8.64
99050 - Desk Clerk	9.43
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99310 - Mortician	22.74
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	16.49
99831 - Surveying Aide	10.91
99832 - Surveying Technician	14.98
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2307 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01040 - Court Reporter		18.32
01051 - Data Entry Operator I		12.47
01052 - Data Entry Operator II		14.14
01060 - Dispatcher, Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.73
01192 - Order Clerk II		15.29
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		20.04
01280 - Receptionist		13.87
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.90
01313 - Secretary III		20.79
01320 - Service Order Dispatcher		21.18
01410 - Supply Technician		23.09
01420 - Survey Worker		17.02
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		14.09
01612 - Word Processor II		15.81
01613 - Word Processor III		17.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.30
05010 - Automotive Electrician		19.32
05040 - Automotive Glass Installer		18.59
05070 - Automotive Worker		18.59
05110 - Mobile Equipment Servicer		16.51
05130 - Motor Equipment Metal Mechanic		20.03
05160 - Motor Equipment Metal Worker		18.59
05190 - Motor Vehicle Mechanic		21.70
05220 - Motor Vehicle Mechanic Helper		15.47
05250 - Motor Vehicle Upholstery Worker		17.54
05280 - Motor Vehicle Wrecker		18.59
05310 - Painter, Automotive		19.32
05340 - Radiator Repair Specialist		18.59
05370 - Tire Repairer		15.18
05400 - Transmission Repair Specialist		20.03
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.52
07041 - Cook I		10.88
07042 - Cook II		12.54
07070 - Dishwasher		9.60
07130 - Food Service Worker		10.31
07210 - Meat Cutter		15.48
07260 - Waiter/Waitress		9.27

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.27
09130 - Upholsterer	12.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	21.32
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	34.35
12030 - EKG Technician	24.23
12035 - Electroneurodiagnostic Technologist	24.23
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	14.58
12072 - Licensed Practical Nurse II	16.31
12073 - Licensed Practical Nurse III	18.19
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	15.52
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.23
12195 - Medical Transcriptionist	15.38
12210 - Nuclear Medicine Technologist	32.27
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.18
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	14.12
12236 - Optical Technician	14.95
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	25.29
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	27.27
12314 - Registered Nurse III	33.15
12315 - Registered Nurse III, Anesthetist	33.15
12316 - Registered Nurse IV	39.45
12317 - Scheduler (Drug and Alcohol Testing)	20.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	29.94
13041 - Illustrator I	18.65
13042 - Illustrator II	22.33
13043 - Illustrator III	27.90
13047 - Librarian	30.95
13050 - Library Aide/Clerk	10.37

13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		13.96
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		22.38
14072 - Computer Programmer II		26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		25.30
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.38
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.16
16030 - Counter Attendant		9.16
16040 - Dry Cleaner		11.82
16070 - Finisher, Flatwork, Machine		9.16
16090 - Presser, Hand		9.16
16110 - Presser, Machine, Drycleaning		9.16
16130 - Presser, Machine, Shirts		9.16
16160 - Presser, Machine, Wearing Apparel, Laundry		9.16
16190 - Sewing Machine Operator		12.70
16220 - Tailor		13.57
16250 - Washer, Machine		10.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.23
19040 - Tool And Die Maker		27.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.24
21030 - Material Coordinator		20.04
21040 - Material Expediter		20.04
21050 - Material Handling Laborer		16.19
21071 - Order Filler		13.52
21080 - Production Line Worker (Food Processing)		19.24
21110 - Shipping Packer		15.57
21130 - Shipping/Receiving Clerk		15.57

21140 - Store Worker I	13.27
21150 - Stock Clerk	19.19
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.87
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.87
23023 - Aircraft Mechanic III	26.77
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft, Painter	23.93
23060 - Aircraft Servicer	21.78
23080 - Aircraft Worker	23.09
23110 - Appliance Mechanic	19.30
23120 - Bicycle Repairer	15.18
23125 - Cable Splicer	28.03
23130 - Carpenter, Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	29.98
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	27.18
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	19.01
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	17.66
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	19.91
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.78
23382 - Ground Support Equipment Worker	23.09
23391 - Gunsmith I	17.66
23392 - Gunsmith II	20.36
23393 - Gunsmith III	22.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.71
23430 - Heavy Equipment Mechanic	21.39
23440 - Heavy Equipment Operator	23.00
23460 - Instrument Mechanic	22.53
23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	21.01
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.38
23593 - Metrology Technician III	24.19
23640 - Millwright	25.77
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	22.53
23850 - Rigger	22.53
23870 - Scale Mechanic	20.36
23890 - Sheet-Metal Worker, Maintenance	26.89
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54

23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	21.20
23970 - Woodcraft Worker	22.53
23980 - Woodworker	17.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.51
24620 - Family Readiness And Support Services Coordinator	13.66
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	21.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.32
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	13.32
27102 - Guard II	16.62
27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.89
28043 - Carnival Equpment Worker	9.01
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.43
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.29
29020 - Hatch Tender	23.29
29030 - Line Handler	23.29
29041 - Stevedore I	21.62
29042 - Stevedore II	24.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.88
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41

30085 - Engineering Technician V		29.54
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		20.48
30210 - Laboratory Technician		20.07
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		17.19
30362 - Paralegal/Legal Assistant II		21.79
30363 - Paralegal/Legal Assistant III		26.66
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		25.01
30461 - Technical Writer I		20.53
30462 - Technical Writer II		25.11
30463 - Technical Writer III		30.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer, Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.37
31030 - Bus Driver		17.28
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.07
31290 - Shuttle Bus Driver		15.77
31310 - Taxi Driver		11.26
31361 - Truckdriver, Light		15.77
31362 - Truckdriver, Medium		21.15
31363 - Truckdriver, Heavy		21.54
31364 - Truckdriver, Tractor-Trailer		21.54
99000 - Miscellaneous Occupations		
99030 - Cashier		10.19
99050 - Desk Clerk		9.42
99095 - Embalmer		22.23
99251 - Laboratory Animal Caretaker I		9.92
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		30.24
99410 - Pest Controller		17.98
99510 - Photofinishing Worker		12.76
99710 - Recycling Laborer		15.79
99711 - Recycling Specialist		18.79
99730 - Refuse Collector		14.15
99810 - Sales Clerk		12.20
99820 - School Crossing Guard		10.90
99830 - Survey Party Chief		21.44
99831 - Surveying Aide		13.33
99832 - Surveying Technician		18.25
99840 - Vending Machine Attendant		14.51
99841 - Vending Machine Repairer		17.45
99842 - Vending Machine Repairer Helper		14.51

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HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

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THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2308
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01040 - Court Reporter		18.32
01051 - Data Entry Operator I		12.47
01052 - Data Entry Operator II		14.14
01060 - Dispatcher, Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.73
01192 - Order Clerk II		15.29
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		20.04
01280 - Receptionist		13.87
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.90
01313 - Secretary III		20.79
01320 - Service Order Dispatcher		21.18
01410 - Supply Technician		23.09
01420 - Survey Worker		17.02
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		14.09

01612 - Word Processor II	15.81
01613 - Word Processor III	17.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.30
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	10.88
07042 - Cook II	12.54
07070 - Dishwasher	9.60
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.27
09130 - Upholsterer	12.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	21.32
12015 - Certified Physical Therapist Assistant	22.07
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	34.35
12030 - EKG Technician	24.23
12035 - Electroneurodiagnostic Technologist	24.23
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	14.58
12072 - Licensed Practical Nurse II	16.31
12073 - Licensed Practical Nurse III	18.19
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	15.52
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.23
12195 - Medical Transcriptionist	15.38

12210 - Nuclear Medicine Technologist		32.27
12221 - Nursing Assistant I		9.93
12222 - Nursing Assistant II		11.18
12223 - Nursing Assistant III		12.18
12224 - Nursing Assistant IV		13.68
12235 - Optical Dispenser		14.12
12236 - Optical Technician		14.95
12250 - Pharmacy Technician		14.84
12280 - Phlebotomist		13.68
12305 - Radiologic Technologist		25.29
12311 - Registered Nurse I		23.68
12312 - Registered Nurse II		27.27
12313 - Registered Nurse II, Specialist		27.27
12314 - Registered Nurse III		33.15
12315 - Registered Nurse III, Anesthetist		33.15
12316 - Registered Nurse IV		39.45
12317 - Scheduler (Drug and Alcohol Testing)		20.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		29.94
13041 - Illustrator I		18.65
13042 - Illustrator II		22.33
13043 - Illustrator III		27.90
13047 - Librarian		30.95
13050 - Library Aide/Clerk		10.37
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		13.96
13061 - Media Specialist I		17.03
13062 - Media Specialist II		19.04
13063 - Media Specialist III		21.24
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13110 - Video Teleconference Technician		17.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
14071 - Computer Programmer I		22.38
14072 - Computer Programmer II		26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		33.12
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		25.30
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.38

15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.16
16030 - Counter Attendant	9.16
16040 - Dry Cleaner	11.82
16070 - Finisher, Flatwork, Machine	9.16
16090 - Presser, Hand	9.16
16110 - Presser, Machine, Drycleaning	9.16
16130 - Presser, Machine, Shirts	9.16
16160 - Presser, Machine, Wearing Apparel, Laundry	9.16
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.57
16250 - Washer, Machine	10.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.23
19040 - Tool And Die Maker	27.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	16.19
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	19.24
21110 - Shipping Packer	15.57
21130 - Shipping/Receiving Clerk	15.57
21140 - Store Worker I	13.27
21150 - Stock Clerk	19.19
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.87
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.87
23023 - Aircraft Mechanic III	26.77
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft, Painter	23.93
23060 - Aircraft Servicer	21.78
23080 - Aircraft Worker	23.09
23110 - Appliance Mechanic	19.30
23120 - Bicycle Repairer	15.18
23125 - Cable Splicer	28.03
23130 - Carpenter, Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	29.98
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	27.18
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	19.01
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	17.66
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	19.91
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.78
23382 - Ground Support Equipment Worker	23.09
23391 - Gunsmith I	17.66
23392 - Gunsmith II	20.36
23393 - Gunsmith III	22.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411 - Heating, Ventilation And Air Contditioning	23.71

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.39
23440 - Heavy Equipment Operator	23.00
23460 - Instrument Mechanic	22.53
23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	21.01
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.38
23593 - Metrology Technician III	24.19
23640 - Millwright	25.77
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	22.53
23850 - Rigger	22.53
23870 - Scale Mechanic	20.36
23890 - Sheet-Metal Worker, Maintenance	26.89
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	21.20
23970 - Woodcraft Worker	22.53
23980 - Woodworker	17.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	9.51
24620 - Family Readiness And Support Services Coordinator	13.66
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	21.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	13.32
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
27101 - Guard I	13.32
27102 - Guard II	16.62
27131 - Police Officer I	22.07
27132 - Police Officer II	24.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.89
28043 - Carnival Equpment Worker	9.01
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45

28515 - Recreation Specialist		19.43
28630 - Sports Official		13.59
28690 - Swimming Pool Operator		19.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.29
29020 - Hatch Tender		23.29
29030 - Line Handler		23.29
29041 - Stevedore I		21.62
29042 - Stevedore II		24.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.88
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.17
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		24.41
30085 - Engineering Technician V		29.54
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		20.48
30210 - Laboratory Technician		20.07
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		17.19
30362 - Paralegal/Legal Assistant II		21.79
30363 - Paralegal/Legal Assistant III		26.66
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		25.01
30461 - Technical Writer I		20.53
30462 - Technical Writer II		25.11
30463 - Technical Writer III		30.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.51
30621 - Weather Observer, Senior	(see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.37
31030 - Bus Driver		17.28
31043 - Driver Courier		14.58
31260 - Parking and Lot Attendant		12.07
31290 - Shuttle Bus Driver		15.77
31310 - Taxi Driver		11.26
31361 - Truckdriver, Light		15.77
31362 - Truckdriver, Medium		21.15
31363 - Truckdriver, Heavy		21.54
31364 - Truckdriver, Tractor-Trailer		21.54
99000 - Miscellaneous Occupations		
99030 - Cashier		10.19
99050 - Desk Clerk		9.42
99095 - Embalmer		22.23
99251 - Laboratory Animal Caretaker I		9.92

99252 - Laboratory Animal Caretaker II	10.65
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	12.76
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.15
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	10.90
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	14.51
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	14.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2309 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14

01040 - Court Reporter	19.05
01051 - Data Entry Operator I	12.22
01052 - Data Entry Operator II	14.40
01060 - Dispatcher, Motor Vehicle	19.05
01070 - Document Preparation Clerk	13.51
01090 - Duplicating Machine Operator	13.51
01111 - General Clerk I	12.33
01112 - General Clerk II	15.00
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	11.61
01191 - Order Clerk I	12.99
01192 - Order Clerk II	14.18
01261 - Personnel Assistant (Employment) I	16.33
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	20.73
01270 - Production Control Clerk	20.73
01280 - Receptionist	15.10
01290 - Rental Clerk	16.06
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.12
01410 - Supply Technician	22.39
01420 - Survey Worker	19.05
01531 - Travel Clerk I	11.94
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.80
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter, Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	8.11
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	8.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer, Minor	18.84
09130 - Upholsterer	22.61

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.74
11060 - Elevator Operator	11.10
11090 - Gardener	16.03
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	12.55
11240 - Maid or Houseman	8.62
11260 - Pruner	11.10
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.55
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.73
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	21.69
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	29.20
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	15.83
12195 - Medical Transcriptionist	16.10
12210 - Nuclear Medicine Technologist	31.23
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II, Specialist	29.18
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III, Anesthetist	35.30
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol Testing)	20.03
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information Technology Systems Administrator	23.81
13058 - Library Technician	14.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43
13071 - Photographer I	16.71

13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I		22.01
14072 - Computer Programmer II		26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		33.63
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15090 - Technical Instructor		20.66
15095 - Technical Instructor/Course Developer		25.27
15110 - Test Proctor		16.67
15120 - Tutor		16.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31
16070 - Finisher, Flatwork, Machine		9.18
16090 - Presser, Hand		9.18
16110 - Presser, Machine, Drycleaning		9.18
16130 - Presser, Machine, Shirts		9.18
16160 - Presser, Machine, Wearing Apparel, Laundry		9.18
16190 - Sewing Machine Operator		11.95
16220 - Tailor		12.63
16250 - Washer, Machine		9.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.05
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.14
21030 - Material Coordinator		20.64
21040 - Material Expediter		20.64
21050 - Material Handling Laborer		19.18
21071 - Order Filler		12.91
21080 - Production Line Worker (Food Processing)		18.77
21110 - Shipping Packer		13.96
21130 - Shipping/Receiving Clerk		13.96
21140 - Store Worker I		11.56
21150 - Stock Clerk		17.04
21210 - Tools And Parts Attendant		19.14
21410 - Warehouse Specialist		19.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.30
23021 - Aircraft Mechanic I		25.34

23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft, Painter	24.07
23060 - Aircraft Servicer	21.72
23080 - Aircraft Worker	22.71
23110 - Appliance Mechanic	22.59
23120 - Bicycle Repairer	15.80
23125 - Cable Splicer	26.41
23130 - Carpenter, Maintenance	26.52
23140 - Carpet Layer	22.39
23160 - Electrician, Maintenance	30.81
23181 - Electronics Technician Maintenance I	24.18
23182 - Electronics Technician Maintenance II	25.38
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	20.13
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	22.56
23312 - Fuel Distribution System Operator	17.91
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	18.57
23392 - Gunsmith II	21.52
23393 - Gunsmith III	23.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	23.21
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	22.59
23470 - Laborer	17.17
23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	21.96
23593 - Metrology Technician III	22.79
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	23.58
23850 - Rigger	23.58
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker, Maintenance	26.55
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	24.81
23932 - Telecommunications Mechanic II	25.76
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	23.21
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39

24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	12.71
27102 - Guard II	16.66
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.57
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Equpment Worker	8.87
28210 - Gate Attendant/Gate Tender	13.47
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.05
28630 - Sports Official	12.00
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.72
29020 - Hatch Tender	23.72
29030 - Line Handler	23.72
29041 - Stevedore I	22.09
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.36
30022 - Archeological Technician II	21.56
30023 - Archeological Technician III	25.04
30030 - Cartographic Technician	27.52
30040 - Civil Engineering Technician	22.72
30061 - Drafter/CAD Operator I	19.36
30062 - Drafter/CAD Operator II	21.56
30063 - Drafter/CAD Operator III	24.15
30064 - Drafter/CAD Operator IV	29.71
30081 - Engineering Technician I	17.67
30082 - Engineering Technician II	19.83
30083 - Engineering Technician III	22.18
30084 - Engineering Technician IV	27.48
30085 - Engineering Technician V	33.62
30086 - Engineering Technician VI	40.68
30090 - Environmental Technician	22.06
30210 - Laboratory Technician	20.55
30240 - Mathematical Technician	26.82
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.86

30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30390 - Photo-Optics Technician		26.82
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer, Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.28
31030 - Bus Driver		16.52
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		9.85
31290 - Shuttle Bus Driver		16.94
31310 - Taxi Driver		11.23
31361 - Truckdriver, Light		16.94
31362 - Truckdriver, Medium		17.97
31363 - Truckdriver, Heavy		20.79
31364 - Truckdriver, Tractor-Trailer		20.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.79
99050 - Desk Clerk		9.86
99095 - Embalmer		24.71
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.89
99310 - Mortician		30.54
99410 - Pest Controller		16.01
99510 - Photofinishing Worker		13.06
99710 - Recycling Laborer		18.45
99711 - Recycling Specialist		22.00
99730 - Refuse Collector		16.24
99810 - Sales Clerk		12.95
99820 - School Crossing Guard		9.90
99830 - Survey Party Chief		20.39
99831 - Surveying Aide		13.53
99832 - Surveying Technician		18.54
99840 - Vending Machine Attendant		12.95
99841 - Vending Machine Repairer		15.14
99842 - Vending Machine Repairer Helper		12.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2310

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01040 - Court Reporter		19.05
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.73
01280 - Receptionist		15.10
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		22.39
01420 - Survey Worker		19.05
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.80
05010 - Automotive Electrician		20.59
05040 - Automotive Glass Installer		19.74

05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter, Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	8.11
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	8.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer, Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.74
11060 - Elevator Operator	11.10
11090 - Gardener	16.03
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	12.55
11240 - Maid or Houseman	8.62
11260 - Pruner	11.10
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.55
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.73
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	21.69
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	29.20
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	15.83
12195 - Medical Transcriptionist	16.10
12210 - Nuclear Medicine Technologist	31.23
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.07

12236 - Optical Technician		15.99
12250 - Pharmacy Technician		15.52
12280 - Phlebotomist		14.07
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		26.36
12312 - Registered Nurse II		29.18
12313 - Registered Nurse II, Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III, Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		20.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I		22.01
14072 - Computer Programmer II		26.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		33.63
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15090 - Technical Instructor		20.66
15095 - Technical Instructor/Course Developer		25.27
15110 - Test Proctor		16.67
15120 - Tutor		16.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31

16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.05
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.14
21030 - Material Coordinator	20.64
21040 - Material Expediter	20.64
21050 - Material Handling Laborer	19.18
21071 - Order Filler	12.91
21080 - Production Line Worker (Food Processing)	18.77
21110 - Shipping Packer	13.96
21130 - Shipping/Receiving Clerk	13.96
21140 - Store Worker I	11.56
21150 - Stock Clerk	17.04
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.30
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft, Painter	24.07
23060 - Aircraft Servicer	21.72
23080 - Aircraft Worker	22.71
23110 - Appliance Mechanic	22.59
23120 - Bicycle Repairer	15.80
23125 - Cable Splicer	26.41
23130 - Carpenter, Maintenance	26.52
23140 - Carpet Layer	22.39
23160 - Electrician, Maintenance	30.81
23181 - Electronics Technician Maintenance I	24.18
23182 - Electronics Technician Maintenance II	25.38
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	20.13
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	22.56
23312 - Fuel Distribution System Operator	17.91
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	18.57
23392 - Gunsmith II	21.52
23393 - Gunsmith III	23.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	23.21
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	22.59
23470 - Laborer	17.17

23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	21.96
23593 - Metrology Technician III	22.79
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	23.58
23850 - Rigger	23.58
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker, Maintenance	26.55
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	24.81
23932 - Telecommunications Mechanic II	25.76
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	23.21
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	12.71
27102 - Guard II	16.66
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.57
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Equpment Worker	8.87
28210 - Gate Attendant/Gate Tender	13.47
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.05
28630 - Sports Official	12.00
28690 - Swimming Pool Operator	16.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.72
29020 - Hatch Tender	23.72

29030 - Line Handler		23.72
29041 - Stevedore I		22.09
29042 - Stevedore II		24.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		22.72
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.06
30210 - Laboratory Technician		20.55
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30390 - Photo-Optics Technician		26.82
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.15
30621 - Weather Observer, Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.28
31030 - Bus Driver		16.52
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		9.85
31290 - Shuttle Bus Driver		16.94
31310 - Taxi Driver		11.23
31361 - Truckdriver, Light		16.94
31362 - Truckdriver, Medium		17.97
31363 - Truckdriver, Heavy		20.79
31364 - Truckdriver, Tractor-Trailer		20.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.79
99050 - Desk Clerk		9.86
99095 - Embalmer		24.71
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.89
99310 - Mortician		30.54
99410 - Pest Controller		16.01
99510 - Photofinishing Worker		13.06
99710 - Recycling Laborer		18.45
99711 - Recycling Specialist		22.00

99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	9.90
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	12.95
99841 - Vending Machine Repairer	15.14
99842 - Vending Machine Repairer Helper	12.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2311 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.21
01012 - Accounting Clerk II		13.71
01013 - Accounting Clerk III		15.33
01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.70
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		13.70
01070 - Document Preparation Clerk		11.35
01090 - Duplicating Machine Operator		11.35
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86

01113 - General Clerk III	13.87
01120 - Housing Referral Assistant	15.00
01141 - Messenger Courier	10.41
01191 - Order Clerk I	10.72
01192 - Order Clerk II	12.17
01261 - Personnel Assistant (Employment) I	12.67
01262 - Personnel Assistant (Employment) II	14.17
01263 - Personnel Assistant (Employment) III	17.38
01270 - Production Control Clerk	16.57
01280 - Receptionist	10.49
01290 - Rental Clerk	12.62
01300 - Scheduler, Maintenance	12.02
01311 - Secretary I	12.02
01312 - Secretary II	13.45
01313 - Secretary III	15.00
01320 - Service Order Dispatcher	12.52
01410 - Supply Technician	17.39
01420 - Survey Worker	13.59
01531 - Travel Clerk I	11.95
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.09
01612 - Word Processor II	12.45
01613 - Word Processor III	14.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.23
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	10.96
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	9.41
07042 - Cook II	10.55
07070 - Dishwasher	8.09
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.88
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	14.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.26
11060 - Elevator Operator	10.55
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.55
11150 - Janitor	10.82
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.04

11260 - Pruner	11.41
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	12.23
12000 - Health Occupations	
12010 - Ambulance Driver	16.46
12011 - Breath Alcohol Technician	16.46
12012 - Certified Occupational Therapist Assistant	20.83
12015 - Certified Physical Therapist Assistant	18.20
12020 - Dental Assistant	15.71
12025 - Dental Hygienist	30.78
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic Technologist	23.85
12040 - Emergency Medical Technician	16.46
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.46
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	11.54
12130 - Medical Laboratory Technician	13.19
12160 - Medical Record Clerk	13.26
12190 - Medical Record Technician	14.83
12195 - Medical Transcriptionist	13.22
12210 - Nuclear Medicine Technologist	31.37
12221 - Nursing Assistant I	10.30
12222 - Nursing Assistant II	11.58
12223 - Nursing Assistant III	12.64
12224 - Nursing Assistant IV	14.19
12235 - Optical Dispenser	12.71
12236 - Optical Technician	12.35
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	23.85
12311 - Registered Nurse I	21.22
12312 - Registered Nurse II	25.95
12313 - Registered Nurse II, Specialist	25.95
12314 - Registered Nurse III	31.40
12315 - Registered Nurse III, Anesthetist	31.40
12316 - Registered Nurse IV	37.64
12317 - Scheduler (Drug and Alcohol Testing)	20.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.13
13012 - Exhibits Specialist II	22.20
13013 - Exhibits Specialist III	24.73
13041 - Illustrator I	18.13
13042 - Illustrator II	22.20
13043 - Illustrator III	24.73
13047 - Librarian	21.91
13050 - Library Aide/Clerk	12.51
13054 - Library Information Technology Systems Administrator	19.78
13058 - Library Technician	14.15
13061 - Media Specialist I	14.27
13062 - Media Specialist II	15.96
13063 - Media Specialist III	17.80
13071 - Photographer I	12.42
13072 - Photographer II	15.34
13073 - Photographer III	19.91
13074 - Photographer IV	24.34
13075 - Photographer V	30.59
13110 - Video Teleconference Technician	14.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.31
14042 - Computer Operator II	16.01

14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	15.95
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.18
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		39.95
15050 - Computer Based Training Specialist / Instructor		28.62
15060 - Educational Technologist		23.17
15070 - Flight Instructor (Pilot)		39.95
15080 - Graphic Artist		20.17
15090 - Technical Instructor		17.04
15095 - Technical Instructor/Course Developer		20.84
15110 - Test Proctor		13.75
15120 - Tutor		13.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31
16070 - Finisher, Flatwork, Machine		9.18
16090 - Presser, Hand		9.18
16110 - Presser, Machine, Drycleaning		9.18
16130 - Presser, Machine, Shirts		9.18
16160 - Presser, Machine, Wearing Apparel, Laundry		9.18
16190 - Sewing Machine Operator		11.95
16220 - Tailor		12.63
16250 - Washer, Machine		9.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.26
19040 - Tool And Die Maker		21.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.10
21030 - Material Coordinator		15.76
21040 - Material Expediter		15.76
21050 - Material Handling Laborer		11.24
21071 - Order Filler		11.62
21080 - Production Line Worker (Food Processing)		12.10
21110 - Shipping Packer		11.86
21130 - Shipping/Receiving Clerk		11.86
21140 - Store Worker I		10.52
21150 - Stock Clerk		14.09
21210 - Tools And Parts Attendant		12.10
21410 - Warehouse Specialist		12.10
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.37
23021 - Aircraft Mechanic I		20.20
23022 - Aircraft Mechanic II		21.37
23023 - Aircraft Mechanic III		22.47
23040 - Aircraft Mechanic Helper		15.57
23050 - Aircraft, Painter		19.14
23060 - Aircraft Servicer		17.37
23080 - Aircraft Worker		18.40
23110 - Appliance Mechanic		17.69
23120 - Bicycle Repairer		10.96

23125 - Cable Splicer	24.97
23130 - Carpenter, Maintenance	15.82
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	17.00
23181 - Electronics Technician Maintenance I	19.29
23182 - Electronics Technician Maintenance II	20.57
23183 - Electronics Technician Maintenance III	22.12
23260 - Fabric Worker	15.05
23290 - Fire Alarm System Mechanic	18.08
23310 - Fire Extinguisher Repairer	14.03
23311 - Fuel Distribution System Mechanic	19.03
23312 - Fuel Distribution System Operator	14.73
23370 - General Maintenance Worker	14.35
23380 - Ground Support Equipment Mechanic	20.20
23381 - Ground Support Equipment Servicer	17.37
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.03
23392 - Gunsmith II	16.03
23393 - Gunsmith III	18.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.94
23430 - Heavy Equipment Mechanic	19.14
23440 - Heavy Equipment Operator	18.44
23460 - Instrument Mechanic	18.13
23465 - Laboratory/Shelter Mechanic	17.10
23470 - Laborer	13.72
23510 - Locksmith	17.73
23530 - Machinery Maintenance Mechanic	18.39
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	18.13
23592 - Metrology Technician II	19.13
23593 - Metrology Technician III	20.96
23640 - Millwright	18.13
23710 - Office Appliance Repairer	17.16
23760 - Painter, Maintenance	15.60
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	18.13
23850 - Rigger	18.08
23870 - Scale Mechanic	16.03
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	15.87
23931 - Telecommunications Mechanic I	23.03
23932 - Telecommunications Mechanic II	24.36
23950 - Telephone Lineman	20.25
23960 - Welder, Combination, Maintenance	15.92
23965 - Well Driller	18.13
23970 - Woodcraft Worker	18.13
23980 - Woodworker	13.99
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	9.71
24620 - Family Readiness And Support Services Coordinator	12.12
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.08
25040 - Sewage Plant Operator	17.46
25070 - Stationary Engineer	18.08

25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.29
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.29
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.67
28043 - Carnival Equpment Worker	9.35
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.84
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.60
29020 - Hatch Tender	17.60
29030 - Line Handler	17.60
29041 - Stevedore I	17.71
29042 - Stevedore II	19.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.43
30022 - Archeological Technician II	18.31
30023 - Archeological Technician III	22.93
30030 - Cartographic Technician	22.93
30040 - Civil Engineering Technician	19.46
30061 - Drafter/CAD Operator I	15.43
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.64
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	13.62
30082 - Engineering Technician II	15.82
30083 - Engineering Technician III	20.33
30084 - Engineering Technician IV	25.19
30085 - Engineering Technician V	30.82
30086 - Engineering Technician VI	37.29
30090 - Environmental Technician	22.93
30210 - Laboratory Technician	20.64
30240 - Mathematical Technician	22.93
30361 - Paralegal/Legal Assistant I	16.32
30362 - Paralegal/Legal Assistant II	19.97
30363 - Paralegal/Legal Assistant III	24.73
30364 - Paralegal/Legal Assistant IV	29.93
30390 - Photo-Optics Technician	22.93
30461 - Technical Writer I	21.40
30462 - Technical Writer II	26.16
30463 - Technical Writer III	31.93
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer, Senior	(see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.10
31030 - Bus Driver		16.53
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.99
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.46
31361 - Truckdriver, Light		15.41
31362 - Truckdriver, Medium		16.89
31363 - Truckdriver, Heavy		20.23
31364 - Truckdriver, Tractor-Trailer		20.23
99000 - Miscellaneous Occupations		
99030 - Cashier		9.09
99050 - Desk Clerk		9.25
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		8.51
99252 - Laboratory Animal Caretaker II		9.17
99310 - Mortician		22.02
99410 - Pest Controller		13.21
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.44
99711 - Recycling Specialist		15.38
99730 - Refuse Collector		12.22
99810 - Sales Clerk		12.63
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		16.31
99831 - Surveying Aide		9.44
99832 - Surveying Technician		15.62
99840 - Vending Machine Attendant		10.35
99841 - Vending Machine Repairer		13.22
99842 - Vending Machine Repairer Helper		10.96

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2312 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

Fringe Benefits Required Follow the Occupational Listing

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01020 - Administrative Assistant		17.39
01040 - Court Reporter		13.70
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		13.70
01070 - Document Preparation Clerk		11.35
01090 - Duplicating Machine Operator		11.35
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		15.00
01141 - Messenger Courier		10.41
01191 - Order Clerk I		10.72
01192 - Order Clerk II		12.17
01261 - Personnel Assistant (Employment) I		12.67
01262 - Personnel Assistant (Employment) II		14.17
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		16.57
01280 - Receptionist		10.49
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		12.02
01311 - Secretary I		12.02
01312 - Secretary II		13.45
01313 - Secretary III		15.00

01320 - Service Order Dispatcher	12.52
01410 - Supply Technician	17.39
01420 - Survey Worker	13.59
01531 - Travel Clerk I	11.95
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.09
01612 - Word Processor II	12.45
01613 - Word Processor III	14.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.23
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	10.96
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	9.41
07042 - Cook II	10.55
07070 - Dishwasher	8.09
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.88
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	14.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.26
11060 - Elevator Operator	10.55
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.55
11150 - Janitor	10.82
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.04
11260 - Pruner	11.41
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	12.23
12000 - Health Occupations	
12010 - Ambulance Driver	16.46
12011 - Breath Alcohol Technician	16.46
12012 - Certified Occupational Therapist Assistant	20.83
12015 - Certified Physical Therapist Assistant	18.20
12020 - Dental Assistant	15.71
12025 - Dental Hygienist	30.78
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic Technologist	23.85
12040 - Emergency Medical Technician	16.46
12071 - Licensed Practical Nurse I	14.72

12072 - Licensed Practical Nurse II		16.46
12073 - Licensed Practical Nurse III		18.36
12100 - Medical Assistant		11.54
12130 - Medical Laboratory Technician		13.19
12160 - Medical Record Clerk		13.26
12190 - Medical Record Technician		14.83
12195 - Medical Transcriptionist		13.22
12210 - Nuclear Medicine Technologist		31.37
12221 - Nursing Assistant I		10.30
12222 - Nursing Assistant II		11.58
12223 - Nursing Assistant III		12.64
12224 - Nursing Assistant IV		14.19
12235 - Optical Dispenser		12.71
12236 - Optical Technician		12.35
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.19
12305 - Radiologic Technologist		23.85
12311 - Registered Nurse I		21.22
12312 - Registered Nurse II		25.95
12313 - Registered Nurse II, Specialist		25.95
12314 - Registered Nurse III		31.40
12315 - Registered Nurse III, Anesthetist		31.40
12316 - Registered Nurse IV		37.64
12317 - Scheduler (Drug and Alcohol Testing)		20.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.13
13012 - Exhibits Specialist II		22.20
13013 - Exhibits Specialist III		24.73
13041 - Illustrator I		18.13
13042 - Illustrator II		22.20
13043 - Illustrator III		24.73
13047 - Librarian		21.91
13050 - Library Aide/Clerk		12.51
13054 - Library Information Technology Systems Administrator		19.78
13058 - Library Technician		14.15
13061 - Media Specialist I		14.27
13062 - Media Specialist II		15.96
13063 - Media Specialist III		17.80
13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13110 - Video Teleconference Technician		14.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.31
14042 - Computer Operator II		16.01
14043 - Computer Operator III		17.85
14044 - Computer Operator IV		19.84
14045 - Computer Operator V		21.96
14071 - Computer Programmer I	(see 1)	15.95
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.18
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.31
14160 - Personal Computer Support Technician		19.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.62
15020 - Aircrew Training Devices Instructor (Rated)		34.61

15030 - Air Crew Training Devices Instructor (Pilot)	39.95
15050 - Computer Based Training Specialist / Instructor	28.62
15060 - Educational Technologist	23.17
15070 - Flight Instructor (Pilot)	39.95
15080 - Graphic Artist	20.17
15090 - Technical Instructor	17.04
15095 - Technical Instructor/Course Developer	20.84
15110 - Test Proctor	13.75
15120 - Tutor	13.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.18
16030 - Counter Attendant	9.18
16040 - Dry Cleaner	11.31
16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.26
19040 - Tool And Die Maker	21.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.10
21030 - Material Coordinator	15.76
21040 - Material Expediter	15.76
21050 - Material Handling Laborer	11.24
21071 - Order Filler	11.62
21080 - Production Line Worker (Food Processing)	12.10
21110 - Shipping Packer	11.86
21130 - Shipping/Receiving Clerk	11.86
21140 - Store Worker I	10.52
21150 - Stock Clerk	14.09
21210 - Tools And Parts Attendant	12.10
21410 - Warehouse Specialist	12.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.37
23021 - Aircraft Mechanic I	20.20
23022 - Aircraft Mechanic II	21.37
23023 - Aircraft Mechanic III	22.47
23040 - Aircraft Mechanic Helper	15.57
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.37
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	17.69
23120 - Bicycle Repairer	10.96
23125 - Cable Splicer	24.97
23130 - Carpenter, Maintenance	15.82
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	17.00
23181 - Electronics Technician Maintenance I	19.29
23182 - Electronics Technician Maintenance II	20.57
23183 - Electronics Technician Maintenance III	22.12
23260 - Fabric Worker	15.05
23290 - Fire Alarm System Mechanic	18.08
23310 - Fire Extinguisher Repairer	14.03
23311 - Fuel Distribution System Mechanic	19.03
23312 - Fuel Distribution System Operator	14.73
23370 - General Maintenance Worker	14.35
23380 - Ground Support Equipment Mechanic	20.20
23381 - Ground Support Equipment Servicer	17.37

23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.03
23392 - Gunsmith II	16.03
23393 - Gunsmith III	18.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.94
23430 - Heavy Equipment Mechanic	19.14
23440 - Heavy Equipment Operator	18.44
23460 - Instrument Mechanic	18.13
23465 - Laboratory/Shelter Mechanic	17.10
23470 - Laborer	13.72
23510 - Locksmith	17.73
23530 - Machinery Maintenance Mechanic	18.39
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	18.13
23592 - Metrology Technician II	19.13
23593 - Metrology Technician III	20.96
23640 - Millwright	18.13
23710 - Office Appliance Repairer	17.16
23760 - Painter, Maintenance	15.60
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	18.13
23850 - Rigger	18.08
23870 - Scale Mechanic	16.03
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	15.87
23931 - Telecommunications Mechanic I	23.03
23932 - Telecommunications Mechanic II	24.36
23950 - Telephone Lineman	20.25
23960 - Welder, Combination, Maintenance	15.92
23965 - Well Driller	18.13
23970 - Woodcraft Worker	18.13
23980 - Woodworker	13.99
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	9.71
24620 - Family Readiness And Support Services Coordinator	12.12
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.08
25040 - Sewage Plant Operator	17.46
25070 - Stationary Engineer	18.08
25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.29
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.29
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		10.98
28042 - Carnival Equipment Repairer		11.67
28043 - Carnival Equpment Worker		9.35
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		10.83
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		16.84
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.60
29020 - Hatch Tender		17.60
29030 - Line Handler		17.60
29041 - Stevedore I		17.71
29042 - Stevedore II		19.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.43
30022 - Archeological Technician II		18.31
30023 - Archeological Technician III		22.93
30030 - Cartographic Technician		22.93
30040 - Civil Engineering Technician		19.46
30061 - Drafter/CAD Operator I		15.43
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.64
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		13.62
30082 - Engineering Technician II		15.82
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.19
30085 - Engineering Technician V		30.82
30086 - Engineering Technician VI		37.29
30090 - Environmental Technician		22.93
30210 - Laboratory Technician		20.64
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		19.97
30363 - Paralegal/Legal Assistant III		24.73
30364 - Paralegal/Legal Assistant IV		29.93
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		21.40
30462 - Technical Writer II		26.16
30463 - Technical Writer III		31.93
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer, Senior	(see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.10
31030 - Bus Driver		16.53
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.99
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.46
31361 - Truckdriver, Light		15.41
31362 - Truckdriver, Medium		16.89

31363 - Truckdriver, Heavy	20.23
31364 - Truckdriver, Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99030 - Cashier	9.09
99050 - Desk Clerk	9.25
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	8.51
99252 - Laboratory Animal Caretaker II	9.17
99310 - Mortician	22.02
99410 - Pest Controller	13.21
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.44
99711 - Recycling Specialist	15.38
99730 - Refuse Collector	12.22
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	16.31
99831 - Surveying Aide	9.44
99832 - Surveying Technician	15.62
99840 - Vending Machine Attendant	10.35
99841 - Vending Machine Repairer	13.22
99842 - Vending Machine Repairer Helper	10.96

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2317
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Montana

Area: Montana Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.11
01020 - Administrative Assistant		16.87
01040 - Court Reporter		16.65
01051 - Data Entry Operator I		10.84
01052 - Data Entry Operator II		11.83
01060 - Dispatcher, Motor Vehicle		16.63
01070 - Document Preparation Clerk		12.32
01090 - Duplicating Machine Operator		12.32
01111 - General Clerk I		10.43
01112 - General Clerk II		11.38
01113 - General Clerk III		12.77
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		10.55
01191 - Order Clerk I		11.91
01192 - Order Clerk II		13.00
01261 - Personnel Assistant (Employment) I		13.69
01262 - Personnel Assistant (Employment) II		15.31
01263 - Personnel Assistant (Employment) III		17.08
01270 - Production Control Clerk		19.04
01280 - Receptionist		10.95
01290 - Rental Clerk		10.31
01300 - Scheduler, Maintenance		11.98
01311 - Secretary I		11.98
01312 - Secretary II		13.40
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		15.82
01410 - Supply Technician		16.87
01420 - Survey Worker		13.27
01531 - Travel Clerk I		11.66
01532 - Travel Clerk II		12.50
01533 - Travel Clerk III		13.31
01611 - Word Processor I		11.82
01612 - Word Processor II		13.27
01613 - Word Processor III		14.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.97
05010 - Automotive Electrician		16.06
05040 - Automotive Glass Installer		15.17
05070 - Automotive Worker		15.17
05110 - Mobile Equipment Servicer		13.53
05130 - Motor Equipment Metal Mechanic		16.97
05160 - Motor Equipment Metal Worker		15.17
05190 - Motor Vehicle Mechanic		16.97
05220 - Motor Vehicle Mechanic Helper		12.78
05250 - Motor Vehicle Upholstery Worker		14.30

05280 - Motor Vehicle Wrecker	15.17
05310 - Painter, Automotive	16.06
05340 - Radiator Repair Specialist	15.17
05370 - Tire Repairer	12.99
05400 - Transmission Repair Specialist	16.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.11
07041 - Cook I	10.09
07042 - Cook II	11.65
07070 - Dishwasher	7.96
07130 - Food Service Worker	8.86
07210 - Meat Cutter	12.85
07260 - Waiter/Waitress	8.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.96
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	15.96
09090 - Furniture Refinisher Helper	12.70
09110 - Furniture Repairer, Minor	14.21
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.97
11060 - Elevator Operator	10.58
11090 - Gardener	13.74
11122 - Housekeeping Aide	10.58
11150 - Janitor	10.58
11210 - Laborer, Grounds Maintenance	11.50
11240 - Maid or Houseman	8.68
11260 - Pruner	10.29
11270 - Tractor Operator	13.64
11330 - Trail Maintenance Worker	11.50
11360 - Window Cleaner	11.82
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.61
12012 - Certified Occupational Therapist Assistant	16.95
12015 - Certified Physical Therapist Assistant	17.30
12020 - Dental Assistant	14.77
12025 - Dental Hygienist	31.69
12030 - EKG Technician	22.99
12035 - Electroneurodiagnostic Technologist	22.99
12040 - Emergency Medical Technician	12.45
12071 - Licensed Practical Nurse I	13.06
12072 - Licensed Practical Nurse II	14.61
12073 - Licensed Practical Nurse III	16.30
12100 - Medical Assistant	13.12
12130 - Medical Laboratory Technician	18.21
12160 - Medical Record Clerk	12.98
12190 - Medical Record Technician	14.52
12195 - Medical Transcriptionist	14.63
12210 - Nuclear Medicine Technologist	30.19
12221 - Nursing Assistant I	10.54
12222 - Nursing Assistant II	11.85
12223 - Nursing Assistant III	12.93
12224 - Nursing Assistant IV	14.51
12235 - Optical Dispenser	12.45
12236 - Optical Technician	12.76
12250 - Pharmacy Technician	13.78
12280 - Phlebotomist	13.87
12305 - Radiologic Technologist	24.21
12311 - Registered Nurse I	21.64
12312 - Registered Nurse II	26.47
12313 - Registered Nurse II, Specialist	26.47

12314 - Registered Nurse III		32.02
12315 - Registered Nurse III, Anesthetist		32.02
12316 - Registered Nurse IV		38.38
12317 - Scheduler (Drug and Alcohol Testing)		18.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.39
13012 - Exhibits Specialist II		19.07
13013 - Exhibits Specialist III		23.33
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		24.94
13047 - Librarian		19.26
13050 - Library Aide/Clerk		10.31
13054 - Library Information Technology Systems Administrator		18.76
13058 - Library Technician		12.55
13061 - Media Specialist I		12.70
13062 - Media Specialist II		14.03
13063 - Media Specialist III		15.66
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13110 - Video Teleconference Technician		13.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.91
14042 - Computer Operator II		14.44
14043 - Computer Operator III		16.10
14044 - Computer Operator IV		17.93
14045 - Computer Operator V		19.82
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.72
14160 - Personal Computer Support Technician		17.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		20.72
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		18.83
15090 - Technical Instructor		16.45
15095 - Technical Instructor/Course Developer		20.12
15110 - Test Proctor		13.27
15120 - Tutor		13.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.12
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.80
16220 - Tailor		11.49

16250 - Washer, Machine	8.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.63
19040 - Tool And Die Maker	23.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.91
21030 - Material Coordinator	19.94
21040 - Material Expediter	19.94
21050 - Material Handling Laborer	14.36
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	14.91
21110 - Shipping Packer	13.26
21130 - Shipping/Receiving Clerk	13.26
21140 - Store Worker I	11.32
21150 - Stock Clerk	15.86
21210 - Tools And Parts Attendant	14.91
21410 - Warehouse Specialist	14.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.77
23021 - Aircraft Mechanic I	22.52
23022 - Aircraft Mechanic II	23.77
23023 - Aircraft Mechanic III	25.14
23040 - Aircraft Mechanic Helper	17.57
23050 - Aircraft, Painter	21.76
23060 - Aircraft Servicer	19.21
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	17.56
23120 - Bicycle Repairer	12.99
23125 - Cable Splicer	29.51
23130 - Carpenter, Maintenance	16.62
23140 - Carpet Layer	23.17
23160 - Electrician, Maintenance	23.13
23181 - Electronics Technician Maintenance I	20.10
23182 - Electronics Technician Maintenance II	23.77
23183 - Electronics Technician Maintenance III	25.38
23260 - Fabric Worker	17.74
23290 - Fire Alarm System Mechanic	19.48
23310 - Fire Extinguisher Repairer	16.46
23311 - Fuel Distribution System Mechanic	22.45
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	22.52
23381 - Ground Support Equipment Servicer	18.67
23382 - Ground Support Equipment Worker	19.88
23391 - Gunsmith I	16.46
23392 - Gunsmith II	19.00
23393 - Gunsmith III	21.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.06
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	20.06
23440 - Heavy Equipment Operator	19.96
23460 - Instrument Mechanic	21.68
23465 - Laboratory/Shelter Mechanic	20.42
23470 - Laborer	11.88
23510 - Locksmith	17.12
23530 - Machinery Maintenance Mechanic	22.53
23550 - Machinist, Maintenance	17.62
23580 - Maintenance Trades Helper	13.80
23591 - Metrology Technician I	21.68
23592 - Metrology Technician II	22.88
23593 - Metrology Technician III	24.20

23640 - Millwright	20.67
23710 - Office Appliance Repairer	18.45
23760 - Painter, Maintenance	19.96
23790 - Pipefitter, Maintenance	22.26
23810 - Plumber, Maintenance	18.37
23820 - Pneudraulic Systems Mechanic	21.80
23850 - Rigger	21.80
23870 - Scale Mechanic	19.00
23890 - Sheet-Metal Worker, Maintenance	18.53
23910 - Small Engine Mechanic	15.82
23931 - Telecommunications Mechanic I	23.70
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	22.32
23960 - Welder, Combination, Maintenance	20.41
23965 - Well Driller	20.96
23970 - Woodcraft Worker	21.80
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.59
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	9.54
24620 - Family Readiness And Support Services Coordinator	11.87
24630 - Homemaker	13.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.45
25040 - Sewage Plant Operator	18.95
25070 - Stationary Engineer	22.45
25190 - Ventilation Equipment Tender	15.60
25210 - Water Treatment Plant Operator	18.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.68
27007 - Baggage Inspector	11.20
27008 - Corrections Officer	18.00
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	13.28
27040 - Detention Officer	18.00
27070 - Firefighter	19.79
27101 - Guard I	11.20
27102 - Guard II	13.28
27131 - Police Officer I	21.39
27132 - Police Officer II	22.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	12.05
28043 - Carnival Equpment Worker	9.16
28210 - Gate Attendant/Gate Tender	13.98
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	15.55
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.31
29020 - Hatch Tender	19.31
29030 - Line Handler	19.31
29041 - Stevedore I	18.93
29042 - Stevedore II	21.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		19.24
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47
30064 - Drafter/CAD Operator IV		24.86
30081 - Engineering Technician I		12.90
30082 - Engineering Technician II		15.44
30083 - Engineering Technician III		17.27
30084 - Engineering Technician IV		21.41
30085 - Engineering Technician V		26.19
30086 - Engineering Technician VI		31.68
30090 - Environmental Technician		16.38
30210 - Laboratory Technician		17.46
30240 - Mathematical Technician		21.60
30361 - Paralegal/Legal Assistant I		14.34
30362 - Paralegal/Legal Assistant II		17.77
30363 - Paralegal/Legal Assistant III		21.74
30364 - Paralegal/Legal Assistant IV		25.66
30390 - Photo-Optics Technician		21.89
30461 - Technical Writer I		18.37
30462 - Technical Writer II		22.46
30463 - Technical Writer III		27.18
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.69
30621 - Weather Observer, Senior	(see 2)	21.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.08
31030 - Bus Driver		15.15
31043 - Driver Courier		11.78
31260 - Parking and Lot Attendant		9.06
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.75
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		18.56
31363 - Truckdriver, Heavy		17.79
31364 - Truckdriver, Tractor-Trailer		17.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.82
99050 - Desk Clerk		8.60
99095 - Embalmer		23.62
99251 - Laboratory Animal Caretaker I		9.85
99252 - Laboratory Animal Caretaker II		10.70
99310 - Mortician		23.62
99410 - Pest Controller		13.90
99510 - Photofinishing Worker		12.97
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		17.95
99730 - Refuse Collector		13.26
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		11.12
99830 - Survey Party Chief		20.39
99831 - Surveying Aide		12.66
99832 - Surveying Technician		17.22
99840 - Vending Machine Attendant		12.12

99841 - Vending Machine Repairer	14.38
99842 - Vending Machine Repairer Helper	12.12

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2318 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Montana

Area: Montana Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.11
01020 - Administrative Assistant		16.87
01040 - Court Reporter		16.65
01051 - Data Entry Operator I		10.84
01052 - Data Entry Operator II		11.83
01060 - Dispatcher, Motor Vehicle		16.63
01070 - Document Preparation Clerk		12.32
01090 - Duplicating Machine Operator		12.32
01111 - General Clerk I		10.43
01112 - General Clerk II		11.38
01113 - General Clerk III		12.77
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		10.55
01191 - Order Clerk I		11.91
01192 - Order Clerk II		13.00
01261 - Personnel Assistant (Employment) I		13.69
01262 - Personnel Assistant (Employment) II		15.31
01263 - Personnel Assistant (Employment) III		17.08
01270 - Production Control Clerk		19.04
01280 - Receptionist		10.95
01290 - Rental Clerk		10.31
01300 - Scheduler, Maintenance		11.98
01311 - Secretary I		11.98
01312 - Secretary II		13.40
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		15.82
01410 - Supply Technician		16.87
01420 - Survey Worker		13.27

01531 - Travel Clerk I	11.66
01532 - Travel Clerk II	12.50
01533 - Travel Clerk III	13.31
01611 - Word Processor I	11.82
01612 - Word Processor II	13.27
01613 - Word Processor III	14.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.97
05010 - Automotive Electrician	16.06
05040 - Automotive Glass Installer	15.17
05070 - Automotive Worker	15.17
05110 - Mobile Equipment Servicer	13.53
05130 - Motor Equipment Metal Mechanic	16.97
05160 - Motor Equipment Metal Worker	15.17
05190 - Motor Vehicle Mechanic	16.97
05220 - Motor Vehicle Mechanic Helper	12.78
05250 - Motor Vehicle Upholstery Worker	14.30
05280 - Motor Vehicle Wrecker	15.17
05310 - Painter, Automotive	16.06
05340 - Radiator Repair Specialist	15.17
05370 - Tire Repairer	12.99
05400 - Transmission Repair Specialist	16.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.11
07041 - Cook I	10.09
07042 - Cook II	11.65
07070 - Dishwasher	7.96
07130 - Food Service Worker	8.86
07210 - Meat Cutter	12.85
07260 - Waiter/Waitress	8.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.96
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	15.96
09090 - Furniture Refinisher Helper	12.70
09110 - Furniture Repairer, Minor	14.21
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.97
11060 - Elevator Operator	10.58
11090 - Gardener	13.74
11122 - Housekeeping Aide	10.58
11150 - Janitor	10.58
11210 - Laborer, Grounds Maintenance	11.50
11240 - Maid or Houseman	8.68
11260 - Pruner	10.29
11270 - Tractor Operator	13.64
11330 - Trail Maintenance Worker	11.50
11360 - Window Cleaner	11.82
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.61
12012 - Certified Occupational Therapist Assistant	16.95
12015 - Certified Physical Therapist Assistant	17.30
12020 - Dental Assistant	14.77
12025 - Dental Hygienist	31.69
12030 - EKG Technician	22.99
12035 - Electroneurodiagnostic Technologist	22.99
12040 - Emergency Medical Technician	12.45
12071 - Licensed Practical Nurse I	13.06
12072 - Licensed Practical Nurse II	14.61
12073 - Licensed Practical Nurse III	16.30
12100 - Medical Assistant	13.12

12130 - Medical Laboratory Technician		18.21
12160 - Medical Record Clerk		12.98
12190 - Medical Record Technician		14.52
12195 - Medical Transcriptionist		14.63
12210 - Nuclear Medicine Technologist		30.19
12221 - Nursing Assistant I		10.54
12222 - Nursing Assistant II		11.85
12223 - Nursing Assistant III		12.93
12224 - Nursing Assistant IV		14.51
12235 - Optical Dispenser		12.45
12236 - Optical Technician		12.76
12250 - Pharmacy Technician		13.78
12280 - Phlebotomist		13.87
12305 - Radiologic Technologist		24.21
12311 - Registered Nurse I		21.64
12312 - Registered Nurse II		26.47
12313 - Registered Nurse II, Specialist		26.47
12314 - Registered Nurse III		32.02
12315 - Registered Nurse III, Anesthetist		32.02
12316 - Registered Nurse IV		38.38
12317 - Scheduler (Drug and Alcohol Testing)		18.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.39
13012 - Exhibits Specialist II		19.07
13013 - Exhibits Specialist III		23.33
13041 - Illustrator I		16.93
13042 - Illustrator II		20.98
13043 - Illustrator III		24.94
13047 - Librarian		19.26
13050 - Library Aide/Clerk		10.31
13054 - Library Information Technology Systems Administrator		18.76
13058 - Library Technician		12.55
13061 - Media Specialist I		12.70
13062 - Media Specialist II		14.03
13063 - Media Specialist III		15.66
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13110 - Video Teleconference Technician		13.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.91
14042 - Computer Operator II		14.44
14043 - Computer Operator III		16.10
14044 - Computer Operator IV		17.93
14045 - Computer Operator V		19.82
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.72
14160 - Personal Computer Support Technician		17.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.19
15020 - Aircrew Training Devices Instructor (Rated)		35.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.49
15050 - Computer Based Training Specialist / Instructor		29.19
15060 - Educational Technologist		20.72

15070 - Flight Instructor (Pilot)	41.49
15080 - Graphic Artist	18.83
15090 - Technical Instructor	16.45
15095 - Technical Instructor/Course Developer	20.12
15110 - Test Proctor	13.27
15120 - Tutor	13.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.23
16030 - Counter Attendant	8.23
16040 - Dry Cleaner	10.12
16070 - Finisher, Flatwork, Machine	8.23
16090 - Presser, Hand	8.23
16110 - Presser, Machine, Drycleaning	8.23
16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.80
16220 - Tailor	11.49
16250 - Washer, Machine	8.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.63
19040 - Tool And Die Maker	23.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.91
21030 - Material Coordinator	19.94
21040 - Material Expediter	19.94
21050 - Material Handling Laborer	14.36
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	14.91
21110 - Shipping Packer	13.26
21130 - Shipping/Receiving Clerk	13.26
21140 - Store Worker I	11.32
21150 - Stock Clerk	15.86
21210 - Tools And Parts Attendant	14.91
21410 - Warehouse Specialist	14.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.77
23021 - Aircraft Mechanic I	22.52
23022 - Aircraft Mechanic II	23.77
23023 - Aircraft Mechanic III	25.14
23040 - Aircraft Mechanic Helper	17.57
23050 - Aircraft, Painter	21.76
23060 - Aircraft Servicer	19.21
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	17.56
23120 - Bicycle Repairer	12.99
23125 - Cable Splicer	29.51
23130 - Carpenter, Maintenance	16.62
23140 - Carpet Layer	23.17
23160 - Electrician, Maintenance	23.13
23181 - Electronics Technician Maintenance I	20.10
23182 - Electronics Technician Maintenance II	23.77
23183 - Electronics Technician Maintenance III	25.38
23260 - Fabric Worker	17.74
23290 - Fire Alarm System Mechanic	19.48
23310 - Fire Extinguisher Repairer	16.46
23311 - Fuel Distribution System Mechanic	22.45
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	22.52
23381 - Ground Support Equipment Servicer	18.67
23382 - Ground Support Equipment Worker	19.88
23391 - Gunsmith I	16.46
23392 - Gunsmith II	19.00

23393 - Gunsmith III	21.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.06
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	20.06
23440 - Heavy Equipment Operator	19.96
23460 - Instrument Mechanic	21.68
23465 - Laboratory/Shelter Mechanic	20.42
23470 - Laborer	11.88
23510 - Locksmith	17.12
23530 - Machinery Maintenance Mechanic	22.53
23550 - Machinist, Maintenance	17.62
23580 - Maintenance Trades Helper	13.80
23591 - Metrology Technician I	21.68
23592 - Metrology Technician II	22.88
23593 - Metrology Technician III	24.20
23640 - Millwright	20.67
23710 - Office Appliance Repairer	18.45
23760 - Painter, Maintenance	19.96
23790 - Pipefitter, Maintenance	22.26
23810 - Plumber, Maintenance	18.37
23820 - Pneudraulic Systems Mechanic	21.80
23850 - Rigger	21.80
23870 - Scale Mechanic	19.00
23890 - Sheet-Metal Worker, Maintenance	18.53
23910 - Small Engine Mechanic	15.82
23931 - Telecommunications Mechanic I	23.70
23932 - Telecommunications Mechanic II	25.02
23950 - Telephone Lineman	22.32
23960 - Welder, Combination, Maintenance	20.41
23965 - Well Driller	20.96
23970 - Woodcraft Worker	21.80
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.59
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	9.54
24620 - Family Readiness And Support Services Coordinator	11.87
24630 - Homemaker	13.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.45
25040 - Sewage Plant Operator	18.95
25070 - Stationary Engineer	22.45
25190 - Ventilation Equipment Tender	15.60
25210 - Water Treatment Plant Operator	18.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.68
27007 - Baggage Inspector	11.20
27008 - Corrections Officer	18.00
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	13.28
27040 - Detention Officer	18.00
27070 - Firefighter	19.79
27101 - Guard I	11.20
27102 - Guard II	13.28
27131 - Police Officer I	21.39
27132 - Police Officer II	22.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	12.05
28043 - Carnival Equpment Worker	9.16

28210 - Gate Attendant/Gate Tender		13.98
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		15.64
28510 - Recreation Aide/Health Facility Attendant		11.42
28515 - Recreation Specialist		12.69
28630 - Sports Official		12.46
28690 - Swimming Pool Operator		15.55
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.31
29020 - Hatch Tender		19.31
29030 - Line Handler		19.31
29041 - Stevedore I		18.93
29042 - Stevedore II		21.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		19.24
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47
30064 - Drafter/CAD Operator IV		24.86
30081 - Engineering Technician I		12.90
30082 - Engineering Technician II		15.44
30083 - Engineering Technician III		17.27
30084 - Engineering Technician IV		21.41
30085 - Engineering Technician V		26.19
30086 - Engineering Technician VI		31.68
30090 - Environmental Technician		16.38
30210 - Laboratory Technician		17.46
30240 - Mathematical Technician		21.60
30361 - Paralegal/Legal Assistant I		14.34
30362 - Paralegal/Legal Assistant II		17.77
30363 - Paralegal/Legal Assistant III		21.74
30364 - Paralegal/Legal Assistant IV		25.66
30390 - Photo-Optics Technician		21.89
30461 - Technical Writer I		18.37
30462 - Technical Writer II		22.46
30463 - Technical Writer III		27.18
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.69
30621 - Weather Observer, Senior	(see 2)	21.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.08
31030 - Bus Driver		15.15
31043 - Driver Courier		11.78
31260 - Parking and Lot Attendant		9.06
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.75
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		18.56
31363 - Truckdriver, Heavy		17.79
31364 - Truckdriver, Tractor-Trailer		17.79
99000 - Miscellaneous Occupations		

99030 - Cashier	8.82
99050 - Desk Clerk	8.60
99095 - Embalmer	23.62
99251 - Laboratory Animal Caretaker I	9.85
99252 - Laboratory Animal Caretaker II	10.70
99310 - Mortician	23.62
99410 - Pest Controller	13.90
99510 - Photofinishing Worker	12.97
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	17.95
99730 - Refuse Collector	13.26
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	11.12
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	12.66
99832 - Surveying Technician	17.22
99840 - Vending Machine Attendant	12.12
99841 - Vending Machine Repairer	14.38
99842 - Vending Machine Repairer Helper	12.12

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2323 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.40

01013 - Accounting Clerk III	16.11
01020 - Administrative Assistant	19.65
01040 - Court Reporter	15.75
01051 - Data Entry Operator I	10.70
01052 - Data Entry Operator II	12.72
01060 - Dispatcher, Motor Vehicle	15.75
01070 - Document Preparation Clerk	12.04
01090 - Duplicating Machine Operator	12.04
01111 - General Clerk I	11.45
01112 - General Clerk II	12.59
01113 - General Clerk III	14.02
01120 - Housing Referral Assistant	17.77
01141 - Messenger Courier	10.46
01191 - Order Clerk I	10.41
01192 - Order Clerk II	12.04
01261 - Personnel Assistant (Employment) I	13.53
01262 - Personnel Assistant (Employment) II	15.75
01263 - Personnel Assistant (Employment) III	16.91
01270 - Production Control Clerk	17.94
01280 - Receptionist	13.41
01290 - Rental Clerk	13.20
01300 - Scheduler, Maintenance	14.24
01311 - Secretary I	14.24
01312 - Secretary II	15.93
01313 - Secretary III	17.77
01320 - Service Order Dispatcher	14.36
01410 - Supply Technician	19.65
01420 - Survey Worker	15.75
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	12.04
01612 - Word Processor II	13.38
01613 - Word Processor III	15.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	17.07
05040 - Automotive Glass Installer	16.53
05070 - Automotive Worker	16.53
05110 - Mobile Equipment Servicer	15.40
05130 - Motor Equipment Metal Mechanic	17.66
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	15.64
05250 - Motor Vehicle Upholstery Worker	15.94
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter, Automotive	17.07
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.10
07041 - Cook I	10.12
07042 - Cook II	10.86
07070 - Dishwasher	8.39
07130 - Food Service Worker	8.85
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.52
09040 - Furniture Handler	10.39
09080 - Furniture Refinisher	14.52
09090 - Furniture Refinisher Helper	11.92

09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.57
11060 - Elevator Operator	10.89
11090 - Gardener	14.73
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	8.57
11260 - Pruner	11.30
11270 - Tractor Operator	13.86
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	16.67
12012 - Certified Occupational Therapist Assistant	19.16
12015 - Certified Physical Therapist Assistant	21.00
12020 - Dental Assistant	14.52
12025 - Dental Hygienist	31.55
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	14.90
12072 - Licensed Practical Nurse II	16.67
12073 - Licensed Practical Nurse III	18.60
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	14.94
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	26.60
12221 - Nursing Assistant I	9.82
12222 - Nursing Assistant II	11.04
12223 - Nursing Assistant III	12.05
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	14.52
12236 - Optical Technician	14.90
12250 - Pharmacy Technician	13.64
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	23.16
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	20.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92
13050 - Library Aide/Clerk	11.71
13054 - Library Information Technology Systems Administrator	21.61
13058 - Library Technician	16.15
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44

13063 - Media Specialist III		19.45
13071 - Photographer I		13.84
13072 - Photographer II		15.09
13073 - Photographer III		19.05
13074 - Photographer IV		22.90
13075 - Photographer V		24.87
13110 - Video Teleconference Technician		13.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.57
14042 - Computer Operator II		16.30
14043 - Computer Operator III		18.18
14044 - Computer Operator IV		20.20
14045 - Computer Operator V		22.36
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.57
14160 - Personal Computer Support Technician		20.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.58
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		25.73
15070 - Flight Instructor (Pilot)		40.58
15080 - Graphic Artist		19.22
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.78
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.30
19040 - Tool And Die Maker		22.14
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.82
21030 - Material Coordinator		19.10
21040 - Material Expediter		19.10
21050 - Material Handling Laborer		10.83
21071 - Order Filler		11.67
21080 - Production Line Worker (Food Processing)		13.82
21110 - Shipping Packer		11.67
21130 - Shipping/Receiving Clerk		11.67
21140 - Store Worker I		11.77
21150 - Stock Clerk		14.98
21210 - Tools And Parts Attendant		13.82
21410 - Warehouse Specialist		13.82
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	19.80
23021 - Aircraft Mechanic I	18.95
23022 - Aircraft Mechanic II	19.80
23023 - Aircraft Mechanic III	20.42
23040 - Aircraft Mechanic Helper	14.48
23050 - Aircraft, Painter	18.24
23060 - Aircraft Servicer	16.35
23080 - Aircraft Worker	17.30
23110 - Appliance Mechanic	17.16
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	20.63
23130 - Carpenter, Maintenance	18.18
23140 - Carpet Layer	17.28
23160 - Electrician, Maintenance	19.13
23181 - Electronics Technician Maintenance I	19.71
23182 - Electronics Technician Maintenance II	22.43
23183 - Electronics Technician Maintenance III	22.53
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	20.56
23310 - Fire Extinguisher Repairer	15.34
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.34
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	18.95
23381 - Ground Support Equipment Servicer	16.35
23382 - Ground Support Equipment Worker	17.30
23391 - Gunsmith I	15.34
23392 - Gunsmith II	17.28
23393 - Gunsmith III	18.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.64
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	16.78
23460 - Instrument Mechanic	18.95
23465 - Laboratory/Shelter Mechanic	18.20
23470 - Laborer	11.91
23510 - Locksmith	18.20
23530 - Machinery Maintenance Mechanic	20.67
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	15.96
23591 - Metrology Technician I	18.95
23592 - Metrology Technician II	19.80
23593 - Metrology Technician III	20.42
23640 - Millwright	18.95
23710 - Office Appliance Repairer	16.94
23760 - Painter, Maintenance	17.75
23790 - Pipefitter, Maintenance	21.17
23810 - Plumber, Maintenance	20.48
23820 - Pneudraulic Systems Mechanic	18.95
23850 - Rigger	18.69
23870 - Scale Mechanic	17.28
23890 - Sheet-Metal Worker, Maintenance	20.47
23910 - Small Engine Mechanic	16.86
23931 - Telecommunications Mechanic I	22.06
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	20.56
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	18.95
23970 - Woodcraft Worker	18.95
23980 - Woodworker	15.34

24000 - Personal Needs Occupations

24570 - Child Care Attendant	9.77
24580 - Child Care Center Clerk	11.85
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	12.02
24630 - Homemaker	14.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.77
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	17.77
25190 - Ventilation Equipment Tender	14.92
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	12.45
27008 - Corrections Officer	16.38
27010 - Court Security Officer	16.75
27030 - Detection Dog Handler	13.93
27040 - Detention Officer	16.38
27070 - Firefighter	16.75
27101 - Guard I	12.82
27102 - Guard II	14.34
27131 - Police Officer I	18.67
27132 - Police Officer II	20.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.24
28042 - Carnival Equipment Repairer	11.87
28043 - Carnival Equpment Worker	9.21
28210 - Gate Attendant/Gate Tender	13.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.54
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.82
29020 - Hatch Tender	19.82
29030 - Line Handler	19.82
29041 - Stevedore I	18.71
29042 - Stevedore II	20.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.06
30022 - Archeological Technician II	19.40
30023 - Archeological Technician III	24.05
30030 - Cartographic Technician	24.05
30040 - Civil Engineering Technician	19.37
30061 - Drafter/CAD Operator I	17.06
30062 - Drafter/CAD Operator II	19.40
30063 - Drafter/CAD Operator III	21.64
30064 - Drafter/CAD Operator IV	26.17
30081 - Engineering Technician I	14.27
30082 - Engineering Technician II	16.16
30083 - Engineering Technician III	18.06
30084 - Engineering Technician IV	22.38
30085 - Engineering Technician V	27.37
30086 - Engineering Technician VI	32.87
30090 - Environmental Technician	21.02
30210 - Laboratory Technician	17.33
30240 - Mathematical Technician	23.64

30361 - Paralegal/Legal Assistant I		18.03
30362 - Paralegal/Legal Assistant II		22.35
30363 - Paralegal/Legal Assistant III		25.03
30364 - Paralegal/Legal Assistant IV		27.70
30390 - Photo-Optics Technician		23.64
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.64
30621 - Weather Observer, Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.33
31043 - Driver Courier		13.07
31260 - Parking and Lot Attendant		8.88
31290 - Shuttle Bus Driver		13.44
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.44
31362 - Truckdriver, Medium		14.10
31363 - Truckdriver, Heavy		15.27
31364 - Truckdriver, Tractor-Trailer		15.27
99000 - Miscellaneous Occupations		
99030 - Cashier		9.43
99050 - Desk Clerk		8.76
99095 - Embalmer		27.90
99251 - Laboratory Animal Caretaker I		10.90
99252 - Laboratory Animal Caretaker II		11.65
99310 - Mortician		27.90
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		12.92
99710 - Recycling Laborer		14.78
99711 - Recycling Specialist		17.06
99730 - Refuse Collector		13.63
99810 - Sales Clerk		10.98
99820 - School Crossing Guard		12.83
99830 - Survey Party Chief		26.88
99831 - Surveying Aide		14.51
99832 - Surveying Technician		17.85
99840 - Vending Machine Attendant		15.40
99841 - Vending Machine Repairer		17.51
99842 - Vending Machine Repairer Helper		15.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2324
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.40
01013 - Accounting Clerk III		16.11
01020 - Administrative Assistant		19.65
01040 - Court Reporter		15.75
01051 - Data Entry Operator I		10.70
01052 - Data Entry Operator II		12.72
01060 - Dispatcher, Motor Vehicle		15.75
01070 - Document Preparation Clerk		12.04
01090 - Duplicating Machine Operator		12.04
01111 - General Clerk I		11.45
01112 - General Clerk II		12.59
01113 - General Clerk III		14.02
01120 - Housing Referral Assistant		17.77
01141 - Messenger Courier		10.46
01191 - Order Clerk I		10.41
01192 - Order Clerk II		12.04
01261 - Personnel Assistant (Employment) I		13.53
01262 - Personnel Assistant (Employment) II		15.75
01263 - Personnel Assistant (Employment) III		16.91
01270 - Production Control Clerk		17.94
01280 - Receptionist		13.41
01290 - Rental Clerk		13.20
01300 - Scheduler, Maintenance		14.24
01311 - Secretary I		14.24
01312 - Secretary II		15.93
01313 - Secretary III		17.77
01320 - Service Order Dispatcher		14.36
01410 - Supply Technician		19.65
01420 - Survey Worker		15.75
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		12.04
01612 - Word Processor II		13.38
01613 - Word Processor III		15.75
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.72
05010 - Automotive Electrician		17.07
05040 - Automotive Glass Installer		16.53

05070 - Automotive Worker	16.53
05110 - Mobile Equipment Servicer	15.40
05130 - Motor Equipment Metal Mechanic	17.66
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	15.64
05250 - Motor Vehicle Upholstery Worker	15.94
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter, Automotive	17.07
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.10
07041 - Cook I	10.12
07042 - Cook II	10.86
07070 - Dishwasher	8.39
07130 - Food Service Worker	8.85
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	8.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.52
09040 - Furniture Handler	10.39
09080 - Furniture Refinisher	14.52
09090 - Furniture Refinisher Helper	11.92
09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.57
11060 - Elevator Operator	10.89
11090 - Gardener	14.73
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	8.57
11260 - Pruner	11.30
11270 - Tractor Operator	13.86
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	16.67
12012 - Certified Occupational Therapist Assistant	19.16
12015 - Certified Physical Therapist Assistant	21.00
12020 - Dental Assistant	14.52
12025 - Dental Hygienist	31.55
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	14.90
12072 - Licensed Practical Nurse II	16.67
12073 - Licensed Practical Nurse III	18.60
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	14.94
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	26.60
12221 - Nursing Assistant I	9.82
12222 - Nursing Assistant II	11.04
12223 - Nursing Assistant III	12.05
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	14.52

12236 - Optical Technician		14.90
12250 - Pharmacy Technician		13.64
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		23.16
12311 - Registered Nurse I		22.12
12312 - Registered Nurse II		27.06
12313 - Registered Nurse II, Specialist		27.06
12314 - Registered Nurse III		32.74
12315 - Registered Nurse III, Anesthetist		32.74
12316 - Registered Nurse IV		39.23
12317 - Scheduler (Drug and Alcohol Testing)		20.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.44
13012 - Exhibits Specialist II		21.61
13013 - Exhibits Specialist III		26.43
13041 - Illustrator I		17.24
13042 - Illustrator II		21.37
13043 - Illustrator III		26.13
13047 - Librarian		23.92
13050 - Library Aide/Clerk		11.71
13054 - Library Information Technology Systems Administrator		21.61
13058 - Library Technician		16.15
13061 - Media Specialist I		15.59
13062 - Media Specialist II		17.44
13063 - Media Specialist III		19.45
13071 - Photographer I		13.84
13072 - Photographer II		15.09
13073 - Photographer III		19.05
13074 - Photographer IV		22.90
13075 - Photographer V		24.87
13110 - Video Teleconference Technician		13.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.57
14042 - Computer Operator II		16.30
14043 - Computer Operator III		18.18
14044 - Computer Operator IV		20.20
14045 - Computer Operator V		22.36
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.57
14160 - Personal Computer Support Technician		20.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.58
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		25.73
15070 - Flight Instructor (Pilot)		40.58
15080 - Graphic Artist		19.22
15090 - Technical Instructor		17.81
15095 - Technical Instructor/Course Developer		21.78
15110 - Test Proctor		14.37
15120 - Tutor		14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82

16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03
16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.30
19040 - Tool And Die Maker	22.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.82
21030 - Material Coordinator	19.10
21040 - Material Expediter	19.10
21050 - Material Handling Laborer	10.83
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.82
21110 - Shipping Packer	11.67
21130 - Shipping/Receiving Clerk	11.67
21140 - Store Worker I	11.77
21150 - Stock Clerk	14.98
21210 - Tools And Parts Attendant	13.82
21410 - Warehouse Specialist	13.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.80
23021 - Aircraft Mechanic I	18.95
23022 - Aircraft Mechanic II	19.80
23023 - Aircraft Mechanic III	20.42
23040 - Aircraft Mechanic Helper	14.48
23050 - Aircraft, Painter	18.24
23060 - Aircraft Servicer	16.35
23080 - Aircraft Worker	17.30
23110 - Appliance Mechanic	17.16
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	20.63
23130 - Carpenter, Maintenance	18.18
23140 - Carpet Layer	17.28
23160 - Electrician, Maintenance	19.13
23181 - Electronics Technician Maintenance I	19.71
23182 - Electronics Technician Maintenance II	22.43
23183 - Electronics Technician Maintenance III	22.53
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	20.56
23310 - Fire Extinguisher Repairer	15.34
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.34
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	18.95
23381 - Ground Support Equipment Servicer	16.35
23382 - Ground Support Equipment Worker	17.30
23391 - Gunsmith I	15.34
23392 - Gunsmith II	17.28
23393 - Gunsmith III	18.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.64
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	16.78
23460 - Instrument Mechanic	18.95
23465 - Laboratory/Shelter Mechanic	18.20
23470 - Laborer	11.91

23510 - Locksmith	18.20
23530 - Machinery Maintenance Mechanic	20.67
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	15.96
23591 - Metrology Technician I	18.95
23592 - Metrology Technician II	19.80
23593 - Metrology Technician III	20.42
23640 - Millwright	18.95
23710 - Office Appliance Repairer	16.94
23760 - Painter, Maintenance	17.75
23790 - Pipefitter, Maintenance	21.17
23810 - Plumber, Maintenance	20.48
23820 - Pneudraulic Systems Mechanic	18.95
23850 - Rigger	18.69
23870 - Scale Mechanic	17.28
23890 - Sheet-Metal Worker, Maintenance	20.47
23910 - Small Engine Mechanic	16.86
23931 - Telecommunications Mechanic I	22.06
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	20.56
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	18.95
23970 - Woodcraft Worker	18.95
23980 - Woodworker	15.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.77
24580 - Child Care Center Clerk	11.85
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	12.02
24630 - Homemaker	14.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.77
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	17.77
25190 - Ventilation Equipment Tender	14.92
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	12.45
27008 - Corrections Officer	16.38
27010 - Court Security Officer	16.75
27030 - Detection Dog Handler	13.93
27040 - Detention Officer	16.38
27070 - Firefighter	16.75
27101 - Guard I	12.82
27102 - Guard II	14.34
27131 - Police Officer I	18.67
27132 - Police Officer II	20.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.24
28042 - Carnival Equipment Repairer	11.87
28043 - Carnival Equpment Worker	9.21
28210 - Gate Attendant/Gate Tender	13.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.54
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.82
29020 - Hatch Tender	19.82

29030 - Line Handler		19.82
29041 - Stevedore I		18.71
29042 - Stevedore II		20.87
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.06
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		24.05
30040 - Civil Engineering Technician		19.37
30061 - Drafter/CAD Operator I		17.06
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.16
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.37
30086 - Engineering Technician VI		32.87
30090 - Environmental Technician		21.02
30210 - Laboratory Technician		17.33
30240 - Mathematical Technician		23.64
30361 - Paralegal/Legal Assistant I		18.03
30362 - Paralegal/Legal Assistant II		22.35
30363 - Paralegal/Legal Assistant III		25.03
30364 - Paralegal/Legal Assistant IV		27.70
30390 - Photo-Optics Technician		23.64
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.64
30621 - Weather Observer, Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.33
31043 - Driver Courier		13.07
31260 - Parking and Lot Attendant		8.88
31290 - Shuttle Bus Driver		13.44
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.44
31362 - Truckdriver, Medium		14.10
31363 - Truckdriver, Heavy		15.27
31364 - Truckdriver, Tractor-Trailer		15.27
99000 - Miscellaneous Occupations		
99030 - Cashier		9.43
99050 - Desk Clerk		8.76
99095 - Embalmer		27.90
99251 - Laboratory Animal Caretaker I		10.90
99252 - Laboratory Animal Caretaker II		11.65
99310 - Mortician		27.90
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		12.92
99710 - Recycling Laborer		14.78
99711 - Recycling Specialist		17.06

99730 - Refuse Collector	13.63
99810 - Sales Clerk	10.98
99820 - School Crossing Guard	12.83
99830 - Survey Party Chief	26.88
99831 - Surveying Aide	14.51
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	15.40
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2325 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.31
01012 - Accounting Clerk II		14.94
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		20.14
01040 - Court Reporter		19.61
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		12.58
01060 - Dispatcher, Motor Vehicle		17.90
01070 - Document Preparation Clerk		12.76
01090 - Duplicating Machine Operator		12.76
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67

01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	17.59
01141 - Messenger Courier	11.68
01191 - Order Clerk I	11.55
01192 - Order Clerk II	12.60
01261 - Personnel Assistant (Employment) I	14.81
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	18.04
01280 - Receptionist	12.32
01290 - Rental Clerk	12.30
01300 - Scheduler, Maintenance	13.94
01311 - Secretary I	13.94
01312 - Secretary II	15.59
01313 - Secretary III	17.59
01320 - Service Order Dispatcher	15.74
01410 - Supply Technician	20.14
01420 - Survey Worker	12.93
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.07
01612 - Word Processor II	14.67
01613 - Word Processor III	16.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.50
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter, Automotive	18.93
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	10.87
07042 - Cook II	12.11
07070 - Dishwasher	8.33
07130 - Food Service Worker	9.03
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.35
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.35
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	16.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.63
11090 - Gardener	14.37
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.05

11260 - Pruner	11.11
11270 - Tractor Operator	13.44
11330 - Trail Maintenance Worker	11.65
11360 - Window Cleaner	11.27
12000 - Health Occupations	
12010 - Ambulance Driver	15.76
12011 - Breath Alcohol Technician	15.75
12012 - Certified Occupational Therapist Assistant	22.31
12015 - Certified Physical Therapist Assistant	19.08
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	33.94
12030 - EKG Technician	23.41
12035 - Electroneurodiagnostic Technologist	23.41
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	14.68
12072 - Licensed Practical Nurse II	16.43
12073 - Licensed Practical Nurse III	18.32
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	16.42
12160 - Medical Record Clerk	14.21
12190 - Medical Record Technician	15.90
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	31.93
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.79
12223 - Nursing Assistant III	12.87
12224 - Nursing Assistant IV	14.44
12235 - Optical Dispenser	13.87
12236 - Optical Technician	11.74
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	23.06
12311 - Registered Nurse I	22.24
12312 - Registered Nurse II	27.20
12313 - Registered Nurse II, Specialist	27.20
12314 - Registered Nurse III	32.91
12315 - Registered Nurse III, Anesthetist	32.91
12316 - Registered Nurse IV	39.44
12317 - Scheduler (Drug and Alcohol Testing)	19.95
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.43
13012 - Exhibits Specialist II	21.58
13013 - Exhibits Specialist III	26.39
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71
13043 - Illustrator III	29.00
13047 - Librarian	23.91
13050 - Library Aide/Clerk	9.09
13054 - Library Information Technology Systems Administrator	21.59
13058 - Library Technician	15.09
13061 - Media Specialist I	15.58
13062 - Media Specialist II	17.42
13063 - Media Specialist III	19.42
13071 - Photographer I	13.89
13072 - Photographer II	15.54
13073 - Photographer III	19.17
13074 - Photographer IV	22.54
13075 - Photographer V	27.27
13110 - Video Teleconference Technician	14.95
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.26
14042 - Computer Operator II	17.08

14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		27.15
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		21.89
15090 - Technical Instructor		21.17
15095 - Technical Instructor/Course Developer		23.58
15110 - Test Proctor		17.08
15120 - Tutor		17.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.95
19040 - Tool And Die Maker		22.62
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.53
21030 - Material Coordinator		18.04
21040 - Material Expediter		18.04
21050 - Material Handling Laborer		12.09
21071 - Order Filler		11.76
21080 - Production Line Worker (Food Processing)		14.53
21110 - Shipping Packer		14.67
21130 - Shipping/Receiving Clerk		14.67
21140 - Store Worker I		11.77
21150 - Stock Clerk		14.98
21210 - Tools And Parts Attendant		14.53
21410 - Warehouse Specialist		14.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.14
23021 - Aircraft Mechanic I		24.89
23022 - Aircraft Mechanic II		26.14
23023 - Aircraft Mechanic III		27.45
23040 - Aircraft Mechanic Helper		20.66
23050 - Aircraft, Painter		24.50
23060 - Aircraft Servicer		23.11
23080 - Aircraft Worker		23.40
23110 - Appliance Mechanic		18.35
23120 - Bicycle Repairer		13.49

23125 - Cable Splicer	26.38
23130 - Carpenter, Maintenance	16.67
23140 - Carpet Layer	18.06
23160 - Electrician, Maintenance	21.66
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	23.35
23183 - Electronics Technician Maintenance III	23.92
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	20.26
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	26.39
23312 - Fuel Distribution System Operator	22.22
23370 - General Maintenance Worker	16.54
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	16.65
23392 - Gunsmith II	18.76
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.40
23430 - Heavy Equipment Mechanic	18.56
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	19.75
23470 - Laborer	12.09
23510 - Locksmith	19.51
23530 - Machinery Maintenance Mechanic	19.36
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	22.91
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.08
23640 - Millwright	20.83
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	26.10
23810 - Plumber, Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	20.57
23870 - Scale Mechanic	18.76
23890 - Sheet-Metal Worker, Maintenance	22.73
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	26.07
23950 - Telephone Lineman	19.67
23960 - Welder, Combination, Maintenance	16.05
23965 - Well Driller	18.93
23970 - Woodcraft Worker	20.57
23980 - Woodworker	15.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	10.04
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.95
25040 - Sewage Plant Operator	20.76
25070 - Stationary Engineer	19.95

25190 - Ventilation Equipment Tender	14.84
25210 - Water Treatment Plant Operator	20.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.14
27007 - Baggage Inspector	13.01
27008 - Corrections Officer	17.79
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	17.79
27070 - Firefighter	22.36
27101 - Guard I	13.01
27102 - Guard II	16.42
27131 - Police Officer I	22.90
27132 - Police Officer II	25.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.27
28042 - Carnival Equipment Repairer	11.72
28043 - Carnival Equpment Worker	8.15
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	13.43
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.13
29020 - Hatch Tender	19.13
29030 - Line Handler	19.13
29041 - Stevedore I	18.13
29042 - Stevedore II	20.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.46
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	20.26
30061 - Drafter/CAD Operator I	18.46
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	27.98
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	24.89
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.83
30090 - Environmental Technician	21.47
30210 - Laboratory Technician	22.74
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	17.58
30362 - Paralegal/Legal Assistant II	21.80
30363 - Paralegal/Legal Assistant III	26.65
30364 - Paralegal/Legal Assistant IV	32.25
30390 - Photo-Optics Technician	25.37
30461 - Technical Writer I	19.99
30462 - Technical Writer II	24.46
30463 - Technical Writer III	29.39
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.66
31030 - Bus Driver		15.35
31043 - Driver Courier		13.50
31260 - Parking and Lot Attendant		8.57
31290 - Shuttle Bus Driver		14.43
31310 - Taxi Driver		9.88
31361 - Truckdriver, Light		14.43
31362 - Truckdriver, Medium		21.01
31363 - Truckdriver, Heavy		19.94
31364 - Truckdriver, Tractor-Trailer		19.94
99000 - Miscellaneous Occupations		
99030 - Cashier		8.71
99050 - Desk Clerk		10.58
99095 - Embalmer		29.68
99251 - Laboratory Animal Caretaker I		10.85
99252 - Laboratory Animal Caretaker II		11.13
99310 - Mortician		34.13
99410 - Pest Controller		16.74
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.67
99711 - Recycling Specialist		15.77
99730 - Refuse Collector		12.60
99810 - Sales Clerk		12.39
99820 - School Crossing Guard		12.83
99830 - Survey Party Chief		26.90
99831 - Surveying Aide		14.56
99832 - Surveying Technician		18.47
99840 - Vending Machine Attendant		13.19
99841 - Vending Machine Repairer		14.70
99842 - Vending Machine Repairer Helper		13.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2326 Revision No.: 13 Date Of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.31
01012 - Accounting Clerk II		14.94
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		20.14
01040 - Court Reporter		19.61
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		12.58
01060 - Dispatcher, Motor Vehicle		17.90
01070 - Document Preparation Clerk		12.76
01090 - Duplicating Machine Operator		12.76
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		17.51
01120 - Housing Referral Assistant		17.59
01141 - Messenger Courier		11.68
01191 - Order Clerk I		11.55
01192 - Order Clerk II		12.60
01261 - Personnel Assistant (Employment) I		14.81
01262 - Personnel Assistant (Employment) II		17.58
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		18.04
01280 - Receptionist		12.32
01290 - Rental Clerk		12.30
01300 - Scheduler, Maintenance		13.94
01311 - Secretary I		13.94
01312 - Secretary II		15.59
01313 - Secretary III		17.59
01320 - Service Order Dispatcher		15.74
01410 - Supply Technician		20.14
01420 - Survey Worker		12.93
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		13.07
01612 - Word Processor II		14.67
01613 - Word Processor III		16.41
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.50
05010 - Automotive Electrician		18.93
05040 - Automotive Glass Installer		18.38
05070 - Automotive Worker		18.38
05110 - Mobile Equipment Servicer		16.99
05130 - Motor Equipment Metal Mechanic		19.53
05160 - Motor Equipment Metal Worker		18.38
05190 - Motor Vehicle Mechanic		17.96
05220 - Motor Vehicle Mechanic Helper		16.21
05250 - Motor Vehicle Upholstery Worker		18.08
05280 - Motor Vehicle Wrecker		18.38
05310 - Painter, Automotive		18.93

05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.49
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	10.87
07042 - Cook II	12.11
07070 - Dishwasher	8.33
07130 - Food Service Worker	9.03
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	7.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.35
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.35
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	16.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.63
11090 - Gardener	14.37
11122 - Housekeeping Aide	10.67
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.05
11260 - Pruner	11.11
11270 - Tractor Operator	13.44
11330 - Trail Maintenance Worker	11.65
11360 - Window Cleaner	11.27
12000 - Health Occupations	
12010 - Ambulance Driver	15.76
12011 - Breath Alcohol Technician	15.75
12012 - Certified Occupational Therapist Assistant	22.31
12015 - Certified Physical Therapist Assistant	19.08
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	33.94
12030 - EKG Technician	23.41
12035 - Electroneurodiagnostic Technologist	23.41
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	14.68
12072 - Licensed Practical Nurse II	16.43
12073 - Licensed Practical Nurse III	18.32
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	16.42
12160 - Medical Record Clerk	14.21
12190 - Medical Record Technician	15.90
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	31.93
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.79
12223 - Nursing Assistant III	12.87
12224 - Nursing Assistant IV	14.44
12235 - Optical Dispenser	13.87
12236 - Optical Technician	11.74
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	23.06
12311 - Registered Nurse I	22.24
12312 - Registered Nurse II	27.20
12313 - Registered Nurse II, Specialist	27.20
12314 - Registered Nurse III	32.91
12315 - Registered Nurse III, Anesthetist	32.91

12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		19.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.58
13013 - Exhibits Specialist III		26.39
13041 - Illustrator I		19.13
13042 - Illustrator II		23.71
13043 - Illustrator III		29.00
13047 - Librarian		23.91
13050 - Library Aide/Clerk		9.09
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.09
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.42
13063 - Media Specialist III		19.42
13071 - Photographer I		13.89
13072 - Photographer II		15.54
13073 - Photographer III		19.17
13074 - Photographer IV		22.54
13075 - Photographer V		27.27
13110 - Video Teleconference Technician		14.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.26
14042 - Computer Operator II		17.08
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		22.16
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.18
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.26
14160 - Personal Computer Support Technician		22.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		27.15
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		21.89
15090 - Technical Instructor		21.17
15095 - Technical Instructor/Course Developer		23.58
15110 - Test Proctor		17.08
15120 - Tutor		17.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	19.95
19040 - Tool And Die Maker	22.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.53
21030 - Material Coordinator	18.04
21040 - Material Expediter	18.04
21050 - Material Handling Laborer	12.09
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.53
21110 - Shipping Packer	14.67
21130 - Shipping/Receiving Clerk	14.67
21140 - Store Worker I	11.77
21150 - Stock Clerk	14.98
21210 - Tools And Parts Attendant	14.53
21410 - Warehouse Specialist	14.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft, Painter	24.50
23060 - Aircraft Servicer	23.11
23080 - Aircraft Worker	23.40
23110 - Appliance Mechanic	18.35
23120 - Bicycle Repairer	13.49
23125 - Cable Splicer	26.38
23130 - Carpenter, Maintenance	16.67
23140 - Carpet Layer	18.06
23160 - Electrician, Maintenance	21.66
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	23.35
23183 - Electronics Technician Maintenance III	23.92
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	20.26
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	26.39
23312 - Fuel Distribution System Operator	22.22
23370 - General Maintenance Worker	16.54
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	16.65
23392 - Gunsmith II	18.76
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.40
23430 - Heavy Equipment Mechanic	18.56
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	19.75
23470 - Laborer	12.09
23510 - Locksmith	19.51
23530 - Machinery Maintenance Mechanic	19.36
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	22.91
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.08
23640 - Millwright	20.83
23710 - Office Appliance Repairer	20.16

23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	26.10
23810 - Plumber, Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	20.57
23870 - Scale Mechanic	18.76
23890 - Sheet-Metal Worker, Maintenance	22.73
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	26.07
23950 - Telephone Lineman	19.67
23960 - Welder, Combination, Maintenance	16.05
23965 - Well Driller	18.93
23970 - Woodcraft Worker	20.57
23980 - Woodworker	15.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	10.04
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.95
25040 - Sewage Plant Operator	20.76
25070 - Stationary Engineer	19.95
25190 - Ventilation Equipment Tender	14.84
25210 - Water Treatment Plant Operator	20.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.14
27007 - Baggage Inspector	13.01
27008 - Corrections Officer	17.79
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	17.79
27070 - Firefighter	22.36
27101 - Guard I	13.01
27102 - Guard II	16.42
27131 - Police Officer I	22.90
27132 - Police Officer II	25.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.27
28042 - Carnival Equipment Repairer	11.72
28043 - Carnival Equpment Worker	8.15
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	13.43
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.13
29020 - Hatch Tender	19.13
29030 - Line Handler	19.13
29041 - Stevedore I	18.13
29042 - Stevedore II	20.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.46
30022 - Archeological Technician II	20.64

30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		20.26
30061 - Drafter/CAD Operator I		18.46
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		27.98
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.95
30083 - Engineering Technician III		20.08
30084 - Engineering Technician IV		24.89
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.83
30090 - Environmental Technician		21.47
30210 - Laboratory Technician		22.74
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		17.58
30362 - Paralegal/Legal Assistant II		21.80
30363 - Paralegal/Legal Assistant III		26.65
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		19.99
30462 - Technical Writer II		24.46
30463 - Technical Writer III		29.39
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.66
31030 - Bus Driver		15.35
31043 - Driver Courier		13.50
31260 - Parking and Lot Attendant		8.57
31290 - Shuttle Bus Driver		14.43
31310 - Taxi Driver		9.88
31361 - Truckdriver, Light		14.43
31362 - Truckdriver, Medium		21.01
31363 - Truckdriver, Heavy		19.94
31364 - Truckdriver, Tractor-Trailer		19.94
99000 - Miscellaneous Occupations		
99030 - Cashier		8.71
99050 - Desk Clerk		10.58
99095 - Embalmer		29.68
99251 - Laboratory Animal Caretaker I		10.85
99252 - Laboratory Animal Caretaker II		11.13
99310 - Mortician		34.13
99410 - Pest Controller		16.74
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.67
99711 - Recycling Specialist		15.77
99730 - Refuse Collector		12.60
99810 - Sales Clerk		12.39
99820 - School Crossing Guard		12.83
99830 - Survey Party Chief		26.90
99831 - Surveying Aide		14.56
99832 - Surveying Technician		18.47
99840 - Vending Machine Attendant		13.19
99841 - Vending Machine Repairer		14.70
99842 - Vending Machine Repairer Helper		13.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2331 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		21.20
01040 - Court Reporter		19.97
01051 - Data Entry Operator I		12.72
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		15.24
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		11.48
01191 - Order Clerk I		12.53
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		16.36
01262 - Personnel Assistant (Employment) II		18.30
01263 - Personnel Assistant (Employment) III		20.41
01270 - Production Control Clerk		19.21
01280 - Receptionist		12.42
01290 - Rental Clerk		12.93
01300 - Scheduler, Maintenance		16.53

01311 - Secretary I	16.53
01312 - Secretary II	18.49
01313 - Secretary III	20.62
01320 - Service Order Dispatcher	14.55
01410 - Supply Technician	21.70
01420 - Survey Worker	15.69
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.08
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.16
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.62
07042 - Cook II	15.12
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	17.74
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.62
11150 - Janitor	12.59
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	12.68
11260 - Pruner	11.69
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	13.56
12000 - Health Occupations	
12010 - Ambulance Driver	19.15
12011 - Breath Alcohol Technician	19.15
12012 - Certified Occupational Therapist Assistant	24.02
12015 - Certified Physical Therapist Assistant	25.40
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	34.83
12030 - EKG Technician	23.40

12035 - Electroneurodiagnostic Technologist		23.40
12040 - Emergency Medical Technician		19.15
12071 - Licensed Practical Nurse I		17.99
12072 - Licensed Practical Nurse II		20.13
12073 - Licensed Practical Nurse III		22.45
12100 - Medical Assistant		15.59
12130 - Medical Laboratory Technician		16.47
12160 - Medical Record Clerk		15.87
12190 - Medical Record Technician		17.75
12195 - Medical Transcriptionist		17.03
12210 - Nuclear Medicine Technologist		38.94
12221 - Nursing Assistant I		10.77
12222 - Nursing Assistant II		12.11
12223 - Nursing Assistant III		13.21
12224 - Nursing Assistant IV		14.83
12235 - Optical Dispenser		22.54
12236 - Optical Technician		12.88
12250 - Pharmacy Technician		16.46
12280 - Phlebotomist		15.93
12305 - Radiologic Technologist		31.88
12311 - Registered Nurse I		28.00
12312 - Registered Nurse II		34.26
12313 - Registered Nurse II, Specialist		34.26
12314 - Registered Nurse III		41.45
12315 - Registered Nurse III, Anesthetist		41.45
12316 - Registered Nurse IV		49.67
12317 - Scheduler (Drug and Alcohol Testing)		24.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		20.20
13042 - Illustrator II		25.05
13043 - Illustrator III		27.64
13047 - Librarian		30.46
13050 - Library Aide/Clerk		15.52
13054 - Library Information Technology Systems Administrator		27.51
13058 - Library Technician		18.72
13061 - Media Specialist I		19.85
13062 - Media Specialist II		22.20
13063 - Media Specialist III		24.76
13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13110 - Video Teleconference Technician		25.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.25
14160 - Personal Computer Support Technician		23.91

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.50
15020 - Aircrew Training Devices Instructor (Rated)	35.69
15030 - Air Crew Training Devices Instructor (Pilot)	41.62
15050 - Computer Based Training Specialist / Instructor	29.50
15060 - Educational Technologist	28.49
15070 - Flight Instructor (Pilot)	41.62
15080 - Graphic Artist	23.97
15090 - Technical Instructor	19.87
15095 - Technical Instructor/Course Developer	24.31
15110 - Test Proctor	16.04
15120 - Tutor	16.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.45
16030 - Counter Attendant	11.45
16040 - Dry Cleaner	14.81
16070 - Finisher, Flatwork, Machine	11.45
16090 - Presser, Hand	11.45
16110 - Presser, Machine, Drycleaning	11.45
16130 - Presser, Machine, Shirts	11.45
16160 - Presser, Machine, Wearing Apparel, Laundry	11.45
16190 - Sewing Machine Operator	15.93
16220 - Tailor	17.05
16250 - Washer, Machine	12.56
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.34
19040 - Tool And Die Maker	24.66
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.11
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	15.06
21130 - Shipping/Receiving Clerk	15.06
21140 - Store Worker I	15.61
21150 - Stock Clerk	19.49
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.33
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.33
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	21.93
23050 - Aircraft, Painter	26.48
23060 - Aircraft Servicer	24.10
23080 - Aircraft Worker	25.17
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	29.84
23130 - Carpenter, Maintenance	23.90
23140 - Carpet Layer	21.37
23160 - Electrician, Maintenance	27.33
23181 - Electronics Technician Maintenance I	22.03
23182 - Electronics Technician Maintenance II	28.30
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	21.14
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	19.76

23370 - General Maintenance Worker	20.17
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	25.17
23391 - Gunsmith I	20.03
23392 - Gunsmith II	22.24
23393 - Gunsmith III	24.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.29
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	26.66
23460 - Instrument Mechanic	25.29
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	12.80
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.29
23592 - Metrology Technician II	26.47
23593 - Metrology Technician III	27.44
23640 - Millwright	23.20
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.10
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	28.15
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	17.87
23931 - Telecommunications Mechanic I	22.23
23932 - Telecommunications Mechanic II	25.08
23950 - Telephone Lineman	22.85
23960 - Welder, Combination, Maintenance	20.67
23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	14.97
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53
27007 - Baggage Inspector	12.46
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62
27101 - Guard I	12.46
27102 - Guard II	20.45

27131 - Police Officer I		28.20
27132 - Police Officer II		31.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.87
28042 - Carnival Equipment Repairer		12.49
28043 - Carnival Equpment Worker		10.24
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.52
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.57
28515 - Recreation Specialist		16.48
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		20.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.18
29020 - Hatch Tender		29.18
29030 - Line Handler		29.21
29041 - Stevedore I		28.02
29042 - Stevedore II		33.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.05
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		28.17
30040 - Civil Engineering Technician		25.49
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		30.87
30081 - Engineering Technician I		16.94
30082 - Engineering Technician II		19.03
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		26.37
30085 - Engineering Technician V		32.26
30086 - Engineering Technician VI		39.04
30090 - Environmental Technician		24.02
30210 - Laboratory Technician		23.26
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		18.47
30362 - Paralegal/Legal Assistant II		22.89
30363 - Paralegal/Legal Assistant III		28.00
30364 - Paralegal/Legal Assistant IV		33.87
30390 - Photo-Optics Technician		28.17
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30463 - Technical Writer III		32.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer, Senior	(see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		17.32
31043 - Driver Courier		15.16
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		16.04

31310 - Taxi Driver	13.55
31361 - Truckdriver, Light	16.04
31362 - Truckdriver, Medium	16.92
31363 - Truckdriver, Heavy	20.72
31364 - Truckdriver, Tractor-Trailer	20.72
99000 - Miscellaneous Occupations	
99030 - Cashier	10.29
99050 - Desk Clerk	13.86
99095 - Embalmer	30.13
99251 - Laboratory Animal Caretaker I	11.36
99252 - Laboratory Animal Caretaker II	12.50
99310 - Mortician	30.13
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	18.30
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	16.90
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	14.51
99841 - Vending Machine Repairer	19.29
99842 - Vending Machine Repairer Helper	16.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2332 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19

01020 - Administrative Assistant	21.20
01040 - Court Reporter	19.97
01051 - Data Entry Operator I	12.72
01052 - Data Entry Operator II	15.23
01060 - Dispatcher, Motor Vehicle	15.24
01070 - Document Preparation Clerk	12.73
01090 - Duplicating Machine Operator	12.73
01111 - General Clerk I	12.93
01112 - General Clerk II	14.11
01113 - General Clerk III	15.83
01120 - Housing Referral Assistant	20.62
01141 - Messenger Courier	11.48
01191 - Order Clerk I	12.53
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	16.36
01262 - Personnel Assistant (Employment) II	18.30
01263 - Personnel Assistant (Employment) III	20.41
01270 - Production Control Clerk	19.21
01280 - Receptionist	12.42
01290 - Rental Clerk	12.93
01300 - Scheduler, Maintenance	16.53
01311 - Secretary I	16.53
01312 - Secretary II	18.49
01313 - Secretary III	20.62
01320 - Service Order Dispatcher	14.55
01410 - Supply Technician	21.70
01420 - Survey Worker	15.69
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.08
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.16
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.62
07042 - Cook II	15.12
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	17.74

09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.62
11150 - Janitor	12.59
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	12.68
11260 - Pruner	11.69
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	13.56
12000 - Health Occupations	
12010 - Ambulance Driver	19.15
12011 - Breath Alcohol Technician	19.15
12012 - Certified Occupational Therapist Assistant	24.02
12015 - Certified Physical Therapist Assistant	25.40
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	34.83
12030 - EKG Technician	23.40
12035 - Electroneurodiagnostic Technologist	23.40
12040 - Emergency Medical Technician	19.15
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.13
12073 - Licensed Practical Nurse III	22.45
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	16.47
12160 - Medical Record Clerk	15.87
12190 - Medical Record Technician	17.75
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	38.94
12221 - Nursing Assistant I	10.77
12222 - Nursing Assistant II	12.11
12223 - Nursing Assistant III	13.21
12224 - Nursing Assistant IV	14.83
12235 - Optical Dispenser	22.54
12236 - Optical Technician	12.88
12250 - Pharmacy Technician	16.46
12280 - Phlebotomist	15.93
12305 - Radiologic Technologist	31.88
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26
12313 - Registered Nurse II, Specialist	34.26
12314 - Registered Nurse III	41.45
12315 - Registered Nurse III, Anesthetist	41.45
12316 - Registered Nurse IV	49.67
12317 - Scheduler (Drug and Alcohol Testing)	24.95
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.20
13012 - Exhibits Specialist II	27.51
13013 - Exhibits Specialist III	29.18
13041 - Illustrator I	20.20
13042 - Illustrator II	25.05
13043 - Illustrator III	27.64
13047 - Librarian	30.46
13050 - Library Aide/Clerk	15.52
13054 - Library Information Technology Systems Administrator	27.51
13058 - Library Technician	18.72
13061 - Media Specialist I	19.85
13062 - Media Specialist II	22.20
13063 - Media Specialist III	24.76

13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13110 - Video Teleconference Technician		25.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.25
14160 - Personal Computer Support Technician		23.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.49
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15090 - Technical Instructor		19.87
15095 - Technical Instructor/Course Developer		24.31
15110 - Test Proctor		16.04
15120 - Tutor		16.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.45
16030 - Counter Attendant		11.45
16040 - Dry Cleaner		14.81
16070 - Finisher, Flatwork, Machine		11.45
16090 - Presser, Hand		11.45
16110 - Presser, Machine, Drycleaning		11.45
16130 - Presser, Machine, Shirts		11.45
16160 - Presser, Machine, Wearing Apparel, Laundry		11.45
16190 - Sewing Machine Operator		15.93
16220 - Tailor		17.05
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.34
19040 - Tool And Die Maker		24.66
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.30
21030 - Material Coordinator		19.21
21040 - Material Expediter		19.21
21050 - Material Handling Laborer		12.80
21071 - Order Filler		13.11
21080 - Production Line Worker (Food Processing)		15.30
21110 - Shipping Packer		15.06
21130 - Shipping/Receiving Clerk		15.06
21140 - Store Worker I		15.61
21150 - Stock Clerk		19.49
21210 - Tools And Parts Attendant		15.30
21410 - Warehouse Specialist		15.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.33

23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.33
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	21.93
23050 - Aircraft, Painter	26.48
23060 - Aircraft Servicer	24.10
23080 - Aircraft Worker	25.17
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	29.84
23130 - Carpenter, Maintenance	23.90
23140 - Carpet Layer	21.37
23160 - Electrician, Maintenance	27.33
23181 - Electronics Technician Maintenance I	22.03
23182 - Electronics Technician Maintenance II	28.30
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	21.14
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	19.76
23370 - General Maintenance Worker	20.17
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	25.17
23391 - Gunsmith I	20.03
23392 - Gunsmith II	22.24
23393 - Gunsmith III	24.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.29
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	26.66
23460 - Instrument Mechanic	25.29
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	12.80
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.29
23592 - Metrology Technician II	26.47
23593 - Metrology Technician III	27.44
23640 - Millwright	23.20
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.10
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	28.15
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	17.87
23931 - Telecommunications Mechanic I	22.23
23932 - Telecommunications Mechanic II	25.08
23950 - Telephone Lineman	22.85
23960 - Welder, Combination, Maintenance	20.67
23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74

24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	14.97
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53
27007 - Baggage Inspector	12.46
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62
27101 - Guard I	12.46
27102 - Guard II	20.45
27131 - Police Officer I	28.20
27132 - Police Officer II	31.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Equpment Worker	10.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	16.48
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.18
29020 - Hatch Tender	29.18
29030 - Line Handler	29.21
29041 - Stevedore I	28.02
29042 - Stevedore II	33.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.05
30022 - Archeological Technician II	20.17
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	28.17
30040 - Civil Engineering Technician	25.49
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	30.87
30081 - Engineering Technician I	16.94
30082 - Engineering Technician II	19.03
30083 - Engineering Technician III	23.33
30084 - Engineering Technician IV	26.37
30085 - Engineering Technician V	32.26
30086 - Engineering Technician VI	39.04
30090 - Environmental Technician	24.02
30210 - Laboratory Technician	23.26
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.47

30362 - Paralegal/Legal Assistant II		22.89
30363 - Paralegal/Legal Assistant III		28.00
30364 - Paralegal/Legal Assistant IV		33.87
30390 - Photo-Optics Technician		28.17
30461 - Technical Writer I		22.46
30462 - Technical Writer II		27.49
30463 - Technical Writer III		32.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer, Senior	(see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		17.32
31043 - Driver Courier		15.16
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		13.55
31361 - Truckdriver, Light		16.04
31362 - Truckdriver, Medium		16.92
31363 - Truckdriver, Heavy		20.72
31364 - Truckdriver, Tractor-Trailer		20.72
99000 - Miscellaneous Occupations		
99030 - Cashier		10.29
99050 - Desk Clerk		13.86
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		11.36
99252 - Laboratory Animal Caretaker II		12.50
99310 - Mortician		30.13
99410 - Pest Controller		16.64
99510 - Photofinishing Worker		16.36
99710 - Recycling Laborer		18.30
99711 - Recycling Specialist		20.76
99730 - Refuse Collector		16.90
99810 - Sales Clerk		12.06
99820 - School Crossing Guard		13.75
99830 - Survey Party Chief		31.79
99831 - Surveying Aide		18.08
99832 - Surveying Technician		24.80
99840 - Vending Machine Attendant		14.51
99841 - Vending Machine Repairer		19.29
99842 - Vending Machine Repairer Helper		16.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2333
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.46
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		23.69
01040 - Court Reporter		19.55
01051 - Data Entry Operator I		11.86
01052 - Data Entry Operator II		13.86
01060 - Dispatcher, Motor Vehicle		21.62
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		14.06
01112 - General Clerk II		15.35
01113 - General Clerk III		17.51
01120 - Housing Referral Assistant		21.80
01141 - Messenger Courier		11.66
01191 - Order Clerk I		12.52
01192 - Order Clerk II		14.81
01261 - Personnel Assistant (Employment) I		15.66
01262 - Personnel Assistant (Employment) II		17.52
01263 - Personnel Assistant (Employment) III		19.53
01270 - Production Control Clerk		18.98
01280 - Receptionist		14.53
01290 - Rental Clerk		14.77
01300 - Scheduler, Maintenance		17.48
01311 - Secretary I		17.48
01312 - Secretary II		19.55
01313 - Secretary III		21.80
01320 - Service Order Dispatcher		17.78
01410 - Supply Technician		23.69
01420 - Survey Worker		17.81
01531 - Travel Clerk I		13.06
01532 - Travel Clerk II		13.87
01533 - Travel Clerk III		14.50
01611 - Word Processor I		14.86
01612 - Word Processor II		16.69
01613 - Word Processor III		18.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.47
05010 - Automotive Electrician		21.13
05040 - Automotive Glass Installer		19.65
05070 - Automotive Worker		19.65
05110 - Mobile Equipment Servicer		17.34

05130 - Motor Equipment Metal Mechanic	21.13
05160 - Motor Equipment Metal Worker	19.65
05190 - Motor Vehicle Mechanic	21.73
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.65
05280 - Motor Vehicle Wrecker	19.65
05310 - Painter, Automotive	20.49
05340 - Radiator Repair Specialist	19.65
05370 - Tire Repairer	14.76
05400 - Transmission Repair Specialist	21.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	11.79
07042 - Cook II	13.25
07070 - Dishwasher	9.30
07130 - Food Service Worker	9.66
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.99
09040 - Furniture Handler	14.83
09080 - Furniture Refinisher	18.99
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer, Minor	17.11
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	10.23
11090 - Gardener	15.14
11122 - Housekeeping Aide	10.23
11150 - Janitor	10.23
11210 - Laborer, Grounds Maintenance	12.80
11240 - Maid or Houseman	10.03
11260 - Pruner	11.64
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	12.60
11360 - Window Cleaner	11.07
12000 - Health Occupations	
12010 - Ambulance Driver	18.95
12011 - Breath Alcohol Technician	16.75
12012 - Certified Occupational Therapist Assistant	27.17
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	38.07
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	18.95
12071 - Licensed Practical Nurse I	18.01
12072 - Licensed Practical Nurse II	20.15
12073 - Licensed Practical Nurse III	22.47
12100 - Medical Assistant	16.51
12130 - Medical Laboratory Technician	16.92
12160 - Medical Record Clerk	15.91
12190 - Medical Record Technician	16.31
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	38.38
12221 - Nursing Assistant I	10.39
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.31
12235 - Optical Dispenser	18.41
12236 - Optical Technician	13.13
12250 - Pharmacy Technician	15.46

12280 - Phlebotomist		14.31
12305 - Radiologic Technologist		29.43
12311 - Registered Nurse I		27.63
12312 - Registered Nurse II		35.14
12313 - Registered Nurse II, Specialist		35.14
12314 - Registered Nurse III		40.94
12315 - Registered Nurse III, Anesthetist		40.94
12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		24.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		25.68
13013 - Exhibits Specialist III		32.35
13041 - Illustrator I		21.37
13042 - Illustrator II		25.68
13043 - Illustrator III		32.35
13047 - Librarian		29.32
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		26.48
13058 - Library Technician		18.86
13061 - Media Specialist I		18.53
13062 - Media Specialist II		20.73
13063 - Media Specialist III		23.84
13071 - Photographer I		15.87
13072 - Photographer II		17.74
13073 - Photographer III		21.98
13074 - Photographer IV		26.88
13075 - Photographer V		32.53
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.70
14042 - Computer Operator II		17.56
14043 - Computer Operator III		19.59
14044 - Computer Operator IV		21.76
14045 - Computer Operator V		24.09
14071 - Computer Programmer I	(see 1)	22.61
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.70
14160 - Personal Computer Support Technician		21.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		40.72
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		40.72
15080 - Graphic Artist		22.57
15090 - Technical Instructor		17.84
15095 - Technical Instructor/Course Developer		20.61
15110 - Test Proctor		16.24
15120 - Tutor		16.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		12.34
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62

16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer, Machine	10.55
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.40
19040 - Tool And Die Maker	25.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.40
21030 - Material Coordinator	17.92
21040 - Material Expediter	19.69
21050 - Material Handling Laborer	14.34
21071 - Order Filler	14.13
21080 - Production Line Worker (Food Processing)	18.40
21110 - Shipping Packer	16.09
21130 - Shipping/Receiving Clerk	16.09
21140 - Store Worker I	13.51
21150 - Stock Clerk	17.12
21210 - Tools And Parts Attendant	18.40
21410 - Warehouse Specialist	18.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.47
23021 - Aircraft Mechanic I	25.39
23022 - Aircraft Mechanic II	26.47
23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	19.61
23050 - Aircraft, Painter	25.84
23060 - Aircraft Servicer	21.97
23080 - Aircraft Worker	23.14
23110 - Appliance Mechanic	21.84
23120 - Bicycle Repairer	13.42
23125 - Cable Splicer	24.46
23130 - Carpenter, Maintenance	22.71
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	25.61
23181 - Electronics Technician Maintenance I	20.33
23182 - Electronics Technician Maintenance II	23.14
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	19.56
23290 - Fire Alarm System Mechanic	22.68
23310 - Fire Extinguisher Repairer	18.41
23311 - Fuel Distribution System Mechanic	25.17
23312 - Fuel Distribution System Operator	21.51
23370 - General Maintenance Worker	18.24
23380 - Ground Support Equipment Mechanic	25.39
23381 - Ground Support Equipment Servicer	21.97
23382 - Ground Support Equipment Worker	23.14
23391 - Gunsmith I	18.41
23392 - Gunsmith II	20.69
23393 - Gunsmith III	23.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.63
23430 - Heavy Equipment Mechanic	23.00
23440 - Heavy Equipment Operator	24.61
23460 - Instrument Mechanic	23.90
23465 - Laboratory/Shelter Mechanic	21.84
23470 - Laborer	11.62
23510 - Locksmith	20.89
23530 - Machinery Maintenance Mechanic	22.80

23550 - Machinist, Maintenance	20.64
23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	23.90
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.19
23640 - Millwright	23.01
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	23.01
23850 - Rigger	23.01
23870 - Scale Mechanic	20.69
23890 - Sheet-Metal Worker, Maintenance	23.24
23910 - Small Engine Mechanic	16.80
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.62
23950 - Telephone Lineman	22.80
23960 - Welder, Combination, Maintenance	21.89
23965 - Well Driller	25.17
23970 - Woodcraft Worker	23.01
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	10.24
24620 - Family Readiness And Support Services Coordinator	15.19
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.88
25040 - Sewage Plant Operator	26.90
25070 - Stationary Engineer	22.88
25190 - Ventilation Equipment Tender	17.28
25210 - Water Treatment Plant Operator	26.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	11.95
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	25.60
27070 - Firefighter	22.91
27101 - Guard I	11.95
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.60
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equpment Worker	9.05
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.62
28630 - Sports Official	12.42
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	20.81

29042 - Stevedore II		23.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.02
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		22.23
30061 - Drafter/CAD Operator I		18.02
30062 - Drafter/CAD Operator II		20.17
30063 - Drafter/CAD Operator III		22.50
30064 - Drafter/CAD Operator IV		27.19
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		27.01
30210 - Laboratory Technician		17.03
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.06
30363 - Paralegal/Legal Assistant III		30.36
30364 - Paralegal/Legal Assistant IV		37.09
30390 - Photo-Optics Technician		24.55
30461 - Technical Writer I		25.32
30462 - Technical Writer II		30.65
30463 - Technical Writer III		32.80
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.50
30621 - Weather Observer, Senior	(see 3)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.07
31030 - Bus Driver		17.04
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		11.80
31361 - Truckdriver, Light		16.04
31362 - Truckdriver, Medium		17.68
31363 - Truckdriver, Heavy		22.69
31364 - Truckdriver, Tractor-Trailer		22.69
99000 - Miscellaneous Occupations		
99030 - Cashier		10.48
99050 - Desk Clerk		10.44
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.22
99310 - Mortician		20.20
99410 - Pest Controller		16.43
99510 - Photofinishing Worker		12.53
99710 - Recycling Laborer		12.46
99711 - Recycling Specialist		14.37
99730 - Refuse Collector		14.50
99810 - Sales Clerk		14.32

99820 - School Crossing Guard	14.70
99830 - Survey Party Chief	29.98
99831 - Surveying Aide	20.22
99832 - Surveying Technician	21.98
99840 - Vending Machine Attendant	13.60
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

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(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2334 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.46
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		23.69
01040 - Court Reporter		19.55
01051 - Data Entry Operator I		11.86
01052 - Data Entry Operator II		13.86
01060 - Dispatcher, Motor Vehicle		21.62
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		14.06
01112 - General Clerk II		15.35
01113 - General Clerk III		17.51

01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	12.52
01192 - Order Clerk II	14.81
01261 - Personnel Assistant (Employment) I	15.66
01262 - Personnel Assistant (Employment) II	17.52
01263 - Personnel Assistant (Employment) III	19.53
01270 - Production Control Clerk	18.98
01280 - Receptionist	14.53
01290 - Rental Clerk	14.77
01300 - Scheduler, Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	23.69
01420 - Survey Worker	17.81
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	13.87
01533 - Travel Clerk III	14.50
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.47
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	19.65
05070 - Automotive Worker	19.65
05110 - Mobile Equipment Servicer	17.34
05130 - Motor Equipment Metal Mechanic	21.13
05160 - Motor Equipment Metal Worker	19.65
05190 - Motor Vehicle Mechanic	21.73
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.65
05280 - Motor Vehicle Wrecker	19.65
05310 - Painter, Automotive	20.49
05340 - Radiator Repair Specialist	19.65
05370 - Tire Repairer	14.76
05400 - Transmission Repair Specialist	21.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	11.79
07042 - Cook II	13.25
07070 - Dishwasher	9.30
07130 - Food Service Worker	9.66
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.99
09040 - Furniture Handler	14.83
09080 - Furniture Refinisher	18.99
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer, Minor	17.11
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	10.23
11090 - Gardener	15.14
11122 - Housekeeping Aide	10.23
11150 - Janitor	10.23
11210 - Laborer, Grounds Maintenance	12.80
11240 - Maid or Houseman	10.03
11260 - Pruner	11.64

11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	12.60
11360 - Window Cleaner	11.07
12000 - Health Occupations	
12010 - Ambulance Driver	18.95
12011 - Breath Alcohol Technician	16.75
12012 - Certified Occupational Therapist Assistant	27.17
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	38.07
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	18.95
12071 - Licensed Practical Nurse I	18.01
12072 - Licensed Practical Nurse II	20.15
12073 - Licensed Practical Nurse III	22.47
12100 - Medical Assistant	16.51
12130 - Medical Laboratory Technician	16.92
12160 - Medical Record Clerk	15.91
12190 - Medical Record Technician	16.31
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	38.38
12221 - Nursing Assistant I	10.39
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.31
12235 - Optical Dispenser	18.41
12236 - Optical Technician	13.13
12250 - Pharmacy Technician	15.46
12280 - Phlebotomist	14.31
12305 - Radiologic Technologist	29.43
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II, Specialist	35.14
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III, Anesthetist	40.94
12316 - Registered Nurse IV	49.04
12317 - Scheduler (Drug and Alcohol Testing)	24.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	25.68
13013 - Exhibits Specialist III	32.35
13041 - Illustrator I	21.37
13042 - Illustrator II	25.68
13043 - Illustrator III	32.35
13047 - Librarian	29.32
13050 - Library Aide/Clerk	17.58
13054 - Library Information Technology Systems Administrator	26.48
13058 - Library Technician	18.86
13061 - Media Specialist I	18.53
13062 - Media Specialist II	20.73
13063 - Media Specialist III	23.84
13071 - Photographer I	15.87
13072 - Photographer II	17.74
13073 - Photographer III	21.98
13074 - Photographer IV	26.88
13075 - Photographer V	32.53
13110 - Video Teleconference Technician	20.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.70
14042 - Computer Operator II	17.56
14043 - Computer Operator III	19.59

14044 - Computer Operator IV		21.76
14045 - Computer Operator V		24.09
14071 - Computer Programmer I	(see 1)	22.61
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.70
14160 - Personal Computer Support Technician		21.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		40.72
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		40.72
15080 - Graphic Artist		22.57
15090 - Technical Instructor		17.84
15095 - Technical Instructor/Course Developer		20.61
15110 - Test Proctor		16.24
15120 - Tutor		16.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		12.34
16070 - Finisher, Flatwork, Machine		9.62
16090 - Presser, Hand		9.62
16110 - Presser, Machine, Drycleaning		9.62
16130 - Presser, Machine, Shirts		9.62
16160 - Presser, Machine, Wearing Apparel, Laundry		9.62
16190 - Sewing Machine Operator		13.24
16220 - Tailor		14.02
16250 - Washer, Machine		10.55
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.40
19040 - Tool And Die Maker		25.47
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.40
21030 - Material Coordinator		17.92
21040 - Material Expediter		19.69
21050 - Material Handling Laborer		14.34
21071 - Order Filler		14.13
21080 - Production Line Worker (Food Processing)		18.40
21110 - Shipping Packer		16.09
21130 - Shipping/Receiving Clerk		16.09
21140 - Store Worker I		13.51
21150 - Stock Clerk		17.12
21210 - Tools And Parts Attendant		18.40
21410 - Warehouse Specialist		18.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.47
23021 - Aircraft Mechanic I		25.39
23022 - Aircraft Mechanic II		26.47
23023 - Aircraft Mechanic III		27.47
23040 - Aircraft Mechanic Helper		19.61
23050 - Aircraft, Painter		25.84
23060 - Aircraft Servicer		21.97
23080 - Aircraft Worker		23.14
23110 - Appliance Mechanic		21.84
23120 - Bicycle Repairer		13.42
23125 - Cable Splicer		24.46

23130 - Carpenter, Maintenance	22.71
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	25.61
23181 - Electronics Technician Maintenance I	20.33
23182 - Electronics Technician Maintenance II	23.14
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	19.56
23290 - Fire Alarm System Mechanic	22.68
23310 - Fire Extinguisher Repairer	18.41
23311 - Fuel Distribution System Mechanic	25.17
23312 - Fuel Distribution System Operator	21.51
23370 - General Maintenance Worker	18.24
23380 - Ground Support Equipment Mechanic	25.39
23381 - Ground Support Equipment Servicer	21.97
23382 - Ground Support Equipment Worker	23.14
23391 - Gunsmith I	18.41
23392 - Gunsmith II	20.69
23393 - Gunsmith III	23.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.63
23430 - Heavy Equipment Mechanic	23.00
23440 - Heavy Equipment Operator	24.61
23460 - Instrument Mechanic	23.90
23465 - Laboratory/Shelter Mechanic	21.84
23470 - Laborer	11.62
23510 - Locksmith	20.89
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	20.64
23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	23.90
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.19
23640 - Millwright	23.01
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	27.67
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	23.01
23850 - Rigger	23.01
23870 - Scale Mechanic	20.69
23890 - Sheet-Metal Worker, Maintenance	23.24
23910 - Small Engine Mechanic	16.80
23931 - Telecommunications Mechanic I	21.44
23932 - Telecommunications Mechanic II	22.62
23950 - Telephone Lineman	22.80
23960 - Welder, Combination, Maintenance	21.89
23965 - Well Driller	25.17
23970 - Woodcraft Worker	23.01
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	10.24
24620 - Family Readiness And Support Services Coordinator	15.19
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.88
25040 - Sewage Plant Operator	26.90
25070 - Stationary Engineer	22.88
25190 - Ventilation Equipment Tender	17.28

25210 - Water Treatment Plant Operator	26.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	11.95
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	25.60
27070 - Firefighter	22.91
27101 - Guard I	11.95
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.60
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equpment Worker	9.05
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.62
28630 - Sports Official	12.42
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	20.81
29042 - Stevedore II	23.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.02
30022 - Archeological Technician II	20.17
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	22.23
30061 - Drafter/CAD Operator I	18.02
30062 - Drafter/CAD Operator II	20.17
30063 - Drafter/CAD Operator III	22.50
30064 - Drafter/CAD Operator IV	27.19
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.96
30083 - Engineering Technician III	20.10
30084 - Engineering Technician IV	24.88
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.85
30090 - Environmental Technician	27.01
30210 - Laboratory Technician	17.03
30240 - Mathematical Technician	26.12
30361 - Paralegal/Legal Assistant I	20.22
30362 - Paralegal/Legal Assistant II	25.06
30363 - Paralegal/Legal Assistant III	30.36
30364 - Paralegal/Legal Assistant IV	37.09
30390 - Photo-Optics Technician	24.55
30461 - Technical Writer I	25.32
30462 - Technical Writer II	30.65
30463 - Technical Writer III	32.80
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	22.50
30621 - Weather Observer, Senior	(see 3)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.07
31030 - Bus Driver		17.04
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		11.80
31361 - Truckdriver, Light		16.04
31362 - Truckdriver, Medium		17.68
31363 - Truckdriver, Heavy		22.69
31364 - Truckdriver, Tractor-Trailer		22.69
99000 - Miscellaneous Occupations		
99030 - Cashier		10.48
99050 - Desk Clerk		10.44
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.22
99310 - Mortician		20.20
99410 - Pest Controller		16.43
99510 - Photofinishing Worker		12.53
99710 - Recycling Laborer		12.46
99711 - Recycling Specialist		14.37
99730 - Refuse Collector		14.50
99810 - Sales Clerk		14.32
99820 - School Crossing Guard		14.70
99830 - Survey Party Chief		29.98
99831 - Surveying Aide		20.22
99832 - Surveying Technician		21.98
99840 - Vending Machine Attendant		13.60
99841 - Vending Machine Repairer		16.29
99842 - Vending Machine Repairer Helper		13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2339
Revision No.: 16
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2257 for other cities and towns that are included.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.21
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		19.72
01040 - Court Reporter		16.02
01051 - Data Entry Operator I		12.04
01052 - Data Entry Operator II		13.14
01060 - Dispatcher, Motor Vehicle		18.10
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		11.87
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		13.89
01262 - Personnel Assistant (Employment) II		15.54
01263 - Personnel Assistant (Employment) III		17.33
01270 - Production Control Clerk		20.97
01280 - Receptionist		12.46
01290 - Rental Clerk		12.86
01300 - Scheduler, Maintenance		14.32
01311 - Secretary I		14.32
01312 - Secretary II		16.02
01313 - Secretary III		17.87
01320 - Service Order Dispatcher		18.47
01410 - Supply Technician		19.87
01420 - Survey Worker		13.97
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		12.80
01612 - Word Processor II		14.37
01613 - Word Processor III		16.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.30
05010 - Automotive Electrician		18.69
05040 - Automotive Glass Installer		17.79

05070 - Automotive Worker	17.72
05110 - Mobile Equipment Servicer	15.80
05130 - Motor Equipment Metal Mechanic	19.63
05160 - Motor Equipment Metal Worker	17.72
05190 - Motor Vehicle Mechanic	19.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	16.77
05280 - Motor Vehicle Wrecker	17.72
05310 - Painter, Automotive	20.31
05340 - Radiator Repair Specialist	17.72
05370 - Tire Repairer	12.26
05400 - Transmission Repair Specialist	19.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	12.31
07042 - Cook II	14.29
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.42
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.62
09040 - Furniture Handler	11.63
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70
11060 - Elevator Operator	11.70
11090 - Gardener	15.64
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	13.10
11240 - Maid or Houseman	10.21
11260 - Pruner	12.25
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	13.10
11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	20.82
12015 - Certified Physical Therapist Assistant	20.93
12020 - Dental Assistant	19.41
12025 - Dental Hygienist	34.59
12030 - EKG Technician	25.01
12035 - Electroneurodiagnostic Technologist	25.01
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	21.01
12100 - Medical Assistant	14.60
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine Technologist	33.89
12221 - Nursing Assistant I	10.91
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.03
12235 - Optical Dispenser	17.60

12236 - Optical Technician		15.46
12250 - Pharmacy Technician		13.84
12280 - Phlebotomist		15.03
12305 - Radiologic Technologist		26.78
12311 - Registered Nurse I		23.67
12312 - Registered Nurse II		28.95
12313 - Registered Nurse II, Specialist		28.95
12314 - Registered Nurse III		35.02
12315 - Registered Nurse III, Anesthetist		35.02
12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		22.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.40
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.46
13042 - Illustrator II		20.40
13043 - Illustrator III		24.95
13047 - Librarian		22.58
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		20.40
13058 - Library Technician		14.22
13061 - Media Specialist I		14.71
13062 - Media Specialist II		16.46
13063 - Media Specialist III		18.36
13071 - Photographer I		14.38
13072 - Photographer II		16.08
13073 - Photographer III		19.92
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		18.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		28.31
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		21.11
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24

16070 - Finisher, Flatwork, Machine 10.71
16090 - Presser, Hand 10.71
16110 - Presser, Machine, Drycleaning 10.71
16130 - Presser, Machine, Shirts 10.71
16160 - Presser, Machine, Wearing Apparel, Laundry 10.71
16190 - Sewing Machine Operator 15.10
16220 - Tailor 15.78
16250 - Washer, Machine 11.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.20
19040 - Tool And Die Maker 21.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.68
21030 - Material Coordinator 20.97
21040 - Material Expediter 20.97
21050 - Material Handling Laborer 12.62
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 14.68
21110 - Shipping Packer 14.26
21130 - Shipping/Receiving Clerk 14.26
21140 - Store Worker I 13.78
21150 - Stock Clerk 16.77
21210 - Tools And Parts Attendant 14.68
21410 - Warehouse Specialist 14.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.94
23021 - Aircraft Mechanic I 23.78
23022 - Aircraft Mechanic II 24.94
23023 - Aircraft Mechanic III 26.06
23040 - Aircraft Mechanic Helper 17.05
23050 - Aircraft, Painter 20.77
23060 - Aircraft Servicer 19.21
23080 - Aircraft Worker 20.31
23110 - Appliance Mechanic 20.23
23120 - Bicycle Repairer 12.26
23125 - Cable Splicer 28.05
23130 - Carpenter, Maintenance 19.95
23140 - Carpet Layer 18.11
23160 - Electrician, Maintenance 22.43
23181 - Electronics Technician Maintenance I 21.55
23182 - Electronics Technician Maintenance II 23.50
23183 - Electronics Technician Maintenance III 24.70
23260 - Fabric Worker 18.48
23290 - Fire Alarm System Mechanic 21.13
23310 - Fire Extinguisher Repairer 17.45
23311 - Fuel Distribution System Mechanic 19.10
23312 - Fuel Distribution System Operator 17.00
23370 - General Maintenance Worker 17.53
23380 - Ground Support Equipment Mechanic 23.78
23381 - Ground Support Equipment Servicer 19.21
23382 - Ground Support Equipment Worker 20.31
23391 - Gunsmith I 17.45
23392 - Gunsmith II 19.54
23393 - Gunsmith III 21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic 21.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 22.18
23430 - Heavy Equipment Mechanic 20.41
23440 - Heavy Equipment Operator 19.48
23460 - Instrument Mechanic 22.13
23465 - Laboratory/Shelter Mechanic 20.65
23470 - Laborer 12.62

23510 - Locksmith	17.69
23530 - Machinery Maintenance Mechanic	21.67
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	22.13
23592 - Metrology Technician II	23.21
23593 - Metrology Technician III	24.25
23640 - Millwright	27.57
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	24.35
23810 - Plumber, Maintenance	22.30
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	19.35
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	25.74
23960 - Welder, Combination, Maintenance	19.03
23965 - Well Driller	21.29
23970 - Woodcraft Worker	21.71
23980 - Woodworker	14.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.67
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	10.68
24620 - Family Readiness And Support Services Coordinator	12.30
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.18
25040 - Sewage Plant Operator	19.75
25070 - Stationary Engineer	21.18
25190 - Ventilation Equipment Tender	16.01
25210 - Water Treatment Plant Operator	19.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.77
27007 - Baggage Inspector	13.37
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	16.60
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	13.37
27102 - Guard II	16.60
27131 - Police Officer I	21.92
27132 - Police Officer II	24.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.41
28042 - Carnival Equipment Repairer	12.06
28043 - Carnival Equpment Worker	9.45
28210 - Gate Attendant/Gate Tender	14.77
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.52
28510 - Recreation Aide/Health Facility Attendant	12.06
28515 - Recreation Specialist	14.66
28630 - Sports Official	13.16
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.74
29020 - Hatch Tender	20.74

29030 - Line Handler		20.74
29041 - Stevedore I		20.29
29042 - Stevedore II		22.63
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.71
30022 - Archeological Technician II		19.81
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		25.22
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		27.17
30081 - Engineering Technician I		15.12
30082 - Engineering Technician II		16.97
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		23.52
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.81
30090 - Environmental Technician		18.38
30210 - Laboratory Technician		20.17
30240 - Mathematical Technician		24.55
30361 - Paralegal/Legal Assistant I		17.37
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.34
30364 - Paralegal/Legal Assistant IV		31.86
30390 - Photo-Optics Technician		24.55
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.90
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		15.29
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.57
31310 - Taxi Driver		11.16
31361 - Truckdriver, Light		14.57
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		9.22
99050 - Desk Clerk		10.61
99095 - Embalmer		28.59
99251 - Laboratory Animal Caretaker I		10.17
99252 - Laboratory Animal Caretaker II		10.81
99310 - Mortician		28.59
99410 - Pest Controller		17.70
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		16.68

99730 - Refuse Collector	13.69
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	11.44
99830 - Survey Party Chief	17.19
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.64
99840 - Vending Machine Attendant	13.85
99841 - Vending Machine Repairer	16.49
99842 - Vending Machine Repairer Helper	13.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2340 Revision No.: 16 Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2258 for other cities and towns that are included.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.21
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		19.72
01040 - Court Reporter		16.02
01051 - Data Entry Operator I		12.04
01052 - Data Entry Operator II		13.14
01060 - Dispatcher, Motor Vehicle		18.10
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		11.87

01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	13.89
01262 - Personnel Assistant (Employment) II	15.54
01263 - Personnel Assistant (Employment) III	17.33
01270 - Production Control Clerk	20.97
01280 - Receptionist	12.46
01290 - Rental Clerk	12.86
01300 - Scheduler, Maintenance	14.32
01311 - Secretary I	14.32
01312 - Secretary II	16.02
01313 - Secretary III	17.87
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	19.87
01420 - Survey Worker	13.97
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	12.80
01612 - Word Processor II	14.37
01613 - Word Processor III	16.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.30
05010 - Automotive Electrician	18.69
05040 - Automotive Glass Installer	17.79
05070 - Automotive Worker	17.72
05110 - Mobile Equipment Servicer	15.80
05130 - Motor Equipment Metal Mechanic	19.63
05160 - Motor Equipment Metal Worker	17.72
05190 - Motor Vehicle Mechanic	19.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	16.77
05280 - Motor Vehicle Wrecker	17.72
05310 - Painter, Automotive	20.31
05340 - Radiator Repair Specialist	17.72
05370 - Tire Repairer	12.26
05400 - Transmission Repair Specialist	19.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	12.31
07042 - Cook II	14.29
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.42
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.62
09040 - Furniture Handler	11.63
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70
11060 - Elevator Operator	11.70
11090 - Gardener	15.64
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	13.10
11240 - Maid or Houseman	10.21
11260 - Pruner	12.25
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	13.10

11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	20.82
12015 - Certified Physical Therapist Assistant	20.93
12020 - Dental Assistant	19.41
12025 - Dental Hygienist	34.59
12030 - EKG Technician	25.01
12035 - Electroneurodiagnostic Technologist	25.01
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	21.01
12100 - Medical Assistant	14.60
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine Technologist	33.89
12221 - Nursing Assistant I	10.91
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.03
12235 - Optical Dispenser	17.60
12236 - Optical Technician	15.46
12250 - Pharmacy Technician	13.84
12280 - Phlebotomist	15.03
12305 - Radiologic Technologist	26.78
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III, Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	22.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.40
13013 - Exhibits Specialist III	24.95
13041 - Illustrator I	16.46
13042 - Illustrator II	20.40
13043 - Illustrator III	24.95
13047 - Librarian	22.58
13050 - Library Aide/Clerk	11.01
13054 - Library Information Technology Systems Administrator	20.40
13058 - Library Technician	14.22
13061 - Media Specialist I	14.71
13062 - Media Specialist II	16.46
13063 - Media Specialist III	18.36
13071 - Photographer I	14.38
13072 - Photographer II	16.08
13073 - Photographer III	19.92
13074 - Photographer IV	24.37
13075 - Photographer V	29.49
13110 - Video Teleconference Technician	18.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.60
14042 - Computer Operator II	18.57
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.00
14045 - Computer Operator V	25.48

14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		28.31
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		21.11
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71
16040 - Dry Cleaner		14.24
16070 - Finisher, Flatwork, Machine		10.71
16090 - Presser, Hand		10.71
16110 - Presser, Machine, Drycleaning		10.71
16130 - Presser, Machine, Shirts		10.71
16160 - Presser, Machine, Wearing Apparel, Laundry		10.71
16190 - Sewing Machine Operator		15.10
16220 - Tailor		15.78
16250 - Washer, Machine		11.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.20
19040 - Tool And Die Maker		21.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.68
21030 - Material Coordinator		20.97
21040 - Material Expediter		20.97
21050 - Material Handling Laborer		12.62
21071 - Order Filler		12.73
21080 - Production Line Worker (Food Processing)		14.68
21110 - Shipping Packer		14.26
21130 - Shipping/Receiving Clerk		14.26
21140 - Store Worker I		13.78
21150 - Stock Clerk		16.77
21210 - Tools And Parts Attendant		14.68
21410 - Warehouse Specialist		14.68
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.94
23021 - Aircraft Mechanic I		23.78
23022 - Aircraft Mechanic II		24.94
23023 - Aircraft Mechanic III		26.06
23040 - Aircraft Mechanic Helper		17.05
23050 - Aircraft, Painter		20.77
23060 - Aircraft Servicer		19.21
23080 - Aircraft Worker		20.31
23110 - Appliance Mechanic		20.23
23120 - Bicycle Repairer		12.26
23125 - Cable Splicer		28.05
23130 - Carpenter, Maintenance		19.95
23140 - Carpet Layer		18.11

23160 - Electrician, Maintenance	22.43
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.50
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	18.48
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	19.10
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	23.78
23381 - Ground Support Equipment Servicer	19.21
23382 - Ground Support Equipment Worker	20.31
23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.54
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.18
23430 - Heavy Equipment Mechanic	20.41
23440 - Heavy Equipment Operator	19.48
23460 - Instrument Mechanic	22.13
23465 - Laboratory/Shelter Mechanic	20.65
23470 - Laborer	12.62
23510 - Locksmith	17.69
23530 - Machinery Maintenance Mechanic	21.67
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	22.13
23592 - Metrology Technician II	23.21
23593 - Metrology Technician III	24.25
23640 - Millwright	27.57
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	24.35
23810 - Plumber, Maintenance	22.30
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	19.35
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	25.74
23960 - Welder, Combination, Maintenance	19.03
23965 - Well Driller	21.29
23970 - Woodcraft Worker	21.71
23980 - Woodworker	14.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.67
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	10.68
24620 - Family Readiness And Support Services Coordinator	12.30
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.18
25040 - Sewage Plant Operator	19.75
25070 - Stationary Engineer	21.18
25190 - Ventilation Equipment Tender	16.01
25210 - Water Treatment Plant Operator	19.75
27000 - Protective Service Occupations	

27004 - Alarm Monitor	16.77
27007 - Baggage Inspector	13.37
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	16.60
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	13.37
27102 - Guard II	16.60
27131 - Police Officer I	21.92
27132 - Police Officer II	24.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.41
28042 - Carnival Equipment Repairer	12.06
28043 - Carnival Equpment Worker	9.45
28210 - Gate Attendant/Gate Tender	14.77
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.52
28510 - Recreation Aide/Health Facility Attendant	12.06
28515 - Recreation Specialist	14.66
28630 - Sports Official	13.16
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.74
29020 - Hatch Tender	20.74
29030 - Line Handler	20.74
29041 - Stevedore I	20.29
29042 - Stevedore II	22.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.81
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	25.22
30061 - Drafter/CAD Operator I	17.71
30062 - Drafter/CAD Operator II	19.81
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	27.17
30081 - Engineering Technician I	15.12
30082 - Engineering Technician II	16.97
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	23.52
30085 - Engineering Technician V	28.77
30086 - Engineering Technician VI	34.81
30090 - Environmental Technician	18.38
30210 - Laboratory Technician	20.17
30240 - Mathematical Technician	24.55
30361 - Paralegal/Legal Assistant I	17.37
30362 - Paralegal/Legal Assistant II	21.53
30363 - Paralegal/Legal Assistant III	26.34
30364 - Paralegal/Legal Assistant IV	31.86
30390 - Photo-Optics Technician	24.55
30461 - Technical Writer I	23.62
30462 - Technical Writer II	28.90
30463 - Technical Writer III	34.96
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		15.29
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.57
31310 - Taxi Driver		11.16
31361 - Truckdriver, Light		14.57
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		9.22
99050 - Desk Clerk		10.61
99095 - Embalmer		28.59
99251 - Laboratory Animal Caretaker I		10.17
99252 - Laboratory Animal Caretaker II		10.81
99310 - Mortician		28.59
99410 - Pest Controller		17.70
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		16.68
99730 - Refuse Collector		13.69
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		11.44
99830 - Survey Party Chief		17.19
99831 - Surveying Aide		10.46
99832 - Surveying Technician		15.64
99840 - Vending Machine Attendant		13.85
99841 - Vending Machine Repairer		16.49
99842 - Vending Machine Repairer Helper		13.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2345 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		20.94
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.93
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		15.68
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		22.74
01280 - Receptionist		14.72
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.52
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11
01320 - Service Order Dispatcher		16.76
01410 - Supply Technician		27.02
01420 - Survey Worker		17.92
01531 - Travel Clerk I		12.87
01532 - Travel Clerk II		13.61
01533 - Travel Clerk III		14.53
01611 - Word Processor I		15.91
01612 - Word Processor II		17.86
01613 - Word Processor III		19.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.53
05010 - Automotive Electrician		22.35
05040 - Automotive Glass Installer		20.34
05070 - Automotive Worker		21.67
05110 - Mobile Equipment Servicer		19.63
05130 - Motor Equipment Metal Mechanic		22.81
05160 - Motor Equipment Metal Worker		21.22
05190 - Motor Vehicle Mechanic		22.83
05220 - Motor Vehicle Mechanic Helper		18.71
05250 - Motor Vehicle Upholstery Worker		20.54
05280 - Motor Vehicle Wrecker		21.22
05310 - Painter, Automotive		22.14
05340 - Radiator Repair Specialist		21.22
05370 - Tire Repairer		13.58
05400 - Transmission Repair Specialist		23.49
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.84
07041 - Cook I		12.99
07042 - Cook II		13.84

07070 - Dishwasher	9.86
07130 - Food Service Worker	11.22
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.42
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	22.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	23.94
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.74
12030 - EKG Technician	33.35
12035 - Electroneurodiagnostic Technologist	33.35
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	36.14
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.61
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	29.38
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.74
13012 - Exhibits Specialist II	25.72
13013 - Exhibits Specialist III	31.69
13041 - Illustrator I	22.72

13042 - Illustrator II		28.29
13043 - Illustrator III		34.79
13047 - Librarian		32.55
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		28.26
13058 - Library Technician		18.44
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.06
13063 - Media Specialist III		22.37
13071 - Photographer I		18.07
13072 - Photographer II		20.54
13073 - Photographer III		25.65
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.83
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		23.41
15095 - Technical Instructor/Course Developer		29.27
15110 - Test Proctor		19.71
15120 - Tutor		19.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.93
16030 - Counter Attendant		9.93
16040 - Dry Cleaner		12.54
16070 - Finisher, Flatwork, Machine		9.93
16090 - Presser, Hand		9.93
16110 - Presser, Machine, Drycleaning		9.93
16130 - Presser, Machine, Shirts		9.93
16160 - Presser, Machine, Wearing Apparel, Laundry		9.93
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.32
16250 - Washer, Machine		10.81
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.29
19040 - Tool And Die Maker		24.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		19.55
21040 - Material Expediter		19.55
21050 - Material Handling Laborer		12.65

21071 - Order Filler	13.73
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	16.45
21130 - Shipping/Receiving Clerk	16.45
21140 - Store Worker I	16.93
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.48
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	22.62
23050 - Aircraft, Painter	25.65
23060 - Aircraft Servicer	23.98
23080 - Aircraft Worker	23.30
23110 - Appliance Mechanic	23.93
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	32.44
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	24.83
23160 - Electrician, Maintenance	27.23
23181 - Electronics Technician Maintenance I	24.75
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	23.10
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	23.16
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	27.48
23381 - Ground Support Equipment Servicer	23.98
23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	23.10
23392 - Gunsmith II	24.92
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.73
23440 - Heavy Equipment Operator	27.89
23460 - Instrument Mechanic	26.76
23465 - Laboratory/Shelter Mechanic	25.83
23470 - Laborer	15.83
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	25.08
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	26.76
23592 - Metrology Technician II	27.73
23593 - Metrology Technician III	28.58
23640 - Millwright	26.76
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	24.18
23790 - Pipefitter, Maintenance	30.39
23810 - Plumber, Maintenance	26.93
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker, Maintenance	29.49

23910 - Small Engine Mechanic	21.06
23931 - Telecommunications Mechanic I	27.82
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	24.36
23970 - Woodcraft Worker	26.76
23980 - Woodworker	23.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	13.56
24620 - Family Readiness And Support Services Coordinator	15.61
24630 - Homemaker	17.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.28
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	22.28
25190 - Ventilation Equipment Tender	18.37
25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.63
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.76
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	18.87
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	19.23
30022 - Archeological Technician II	21.57
30023 - Archeological Technician III	28.14
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	27.94
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21

30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.19
30083 - Engineering Technician III		24.23
30084 - Engineering Technician IV		29.51
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		37.71
30090 - Environmental Technician		26.73
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		18.87
30362 - Paralegal/Legal Assistant II		23.37
30363 - Paralegal/Legal Assistant III		28.59
30364 - Paralegal/Legal Assistant IV		34.58
30390 - Photo-Optics Technician		28.22
30461 - Technical Writer I		21.04
30462 - Technical Writer II		25.74
30463 - Technical Writer III		34.45
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		18.56
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.89
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.23
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		26.03
99251 - Laboratory Animal Caretaker I		12.64
99252 - Laboratory Animal Caretaker II		13.13
99310 - Mortician		31.70
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.69
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		14.21
99830 - Survey Party Chief		19.61
99831 - Surveying Aide		13.27
99832 - Surveying Technician		18.22
99840 - Vending Machine Attendant		16.45
99841 - Vending Machine Repairer		19.22
99842 - Vending Machine Repairer Helper		16.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2346
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

Fringe Benefits Required Follow the Occupational Listing

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01011 - Accounting Clerk I		14.53
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01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.93
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		15.68
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		22.74
01280 - Receptionist		14.72
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.52
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11
01320 - Service Order Dispatcher		16.76
01410 - Supply Technician		27.02
01420 - Survey Worker		17.92
01531 - Travel Clerk I		12.87
01532 - Travel Clerk II		13.61
01533 - Travel Clerk III		14.53
01611 - Word Processor I		15.91
01612 - Word Processor II		17.86
01613 - Word Processor III		19.98

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.53
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.84
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.22
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.42
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	22.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	23.94
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	34.74
12030 - EKG Technician	33.35
12035 - Electroneurodiagnostic Technologist	33.35
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	36.14
12221 - Nursing Assistant I	10.52

12222 - Nursing Assistant II		11.83
12223 - Nursing Assistant III		12.91
12224 - Nursing Assistant IV		14.49
12235 - Optical Dispenser		21.62
12236 - Optical Technician		16.61
12250 - Pharmacy Technician		15.13
12280 - Phlebotomist		14.49
12305 - Radiologic Technologist		29.38
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		32.76
12313 - Registered Nurse II, Specialist		32.76
12314 - Registered Nurse III		39.32
12315 - Registered Nurse III, Anesthetist		39.32
12316 - Registered Nurse IV		47.11
12317 - Scheduler (Drug and Alcohol Testing)		23.50
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.74
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.69
13041 - Illustrator I		22.72
13042 - Illustrator II		28.29
13043 - Illustrator III		34.79
13047 - Librarian		32.55
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		28.26
13058 - Library Technician		18.44
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.06
13063 - Media Specialist III		22.37
13071 - Photographer I		18.07
13072 - Photographer II		20.54
13073 - Photographer III		25.65
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.83
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		23.41
15095 - Technical Instructor/Course Developer		29.27
15110 - Test Proctor		19.71
15120 - Tutor		19.32

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.93
16030 - Counter Attendant	9.93
16040 - Dry Cleaner	12.54
16070 - Finisher, Flatwork, Machine	9.93
16090 - Presser, Hand	9.93
16110 - Presser, Machine, Drycleaning	9.93
16130 - Presser, Machine, Shirts	9.93
16160 - Presser, Machine, Wearing Apparel, Laundry	9.93
16190 - Sewing Machine Operator	13.44
16220 - Tailor	14.32
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.29
19040 - Tool And Die Maker	24.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	19.55
21040 - Material Expediter	19.55
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.73
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	16.45
21130 - Shipping/Receiving Clerk	16.45
21140 - Store Worker I	16.93
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.48
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	22.62
23050 - Aircraft, Painter	25.65
23060 - Aircraft Servicer	23.98
23080 - Aircraft Worker	23.30
23110 - Appliance Mechanic	23.93
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	32.44
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	24.83
23160 - Electrician, Maintenance	27.23
23181 - Electronics Technician Maintenance I	24.75
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	23.10
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	23.16
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	27.48
23381 - Ground Support Equipment Servicer	23.98
23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	23.10
23392 - Gunsmith II	24.92
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.73

23440 - Heavy Equipment Operator	27.89
23460 - Instrument Mechanic	26.76
23465 - Laboratory/Shelter Mechanic	25.83
23470 - Laborer	15.83
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	25.08
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	26.76
23592 - Metrology Technician II	27.73
23593 - Metrology Technician III	28.58
23640 - Millwright	26.76
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	24.18
23790 - Pipefitter, Maintenance	30.39
23810 - Plumber, Maintenance	26.93
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker, Maintenance	29.49
23910 - Small Engine Mechanic	21.06
23931 - Telecommunications Mechanic I	27.82
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	24.36
23970 - Woodcraft Worker	26.76
23980 - Woodworker	23.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	13.56
24620 - Family Readiness And Support Services Coordinator	15.61
24630 - Homemaker	17.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.28
25040 - Sewage Plant Operator	22.82
25070 - Stationary Engineer	22.28
25190 - Ventilation Equipment Tender	18.37
25210 - Water Treatment Plant Operator	22.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.63
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.76
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	18.87
28630 - Sports Official	14.29

28690 - Swimming Pool Operator		20.24
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.30
29020 - Hatch Tender		24.30
29030 - Line Handler		24.30
29041 - Stevedore I		23.38
29042 - Stevedore II		25.20
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.98
30021 - Archeological Technician I		19.23
30022 - Archeological Technician II		21.57
30023 - Archeological Technician III		28.14
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		27.94
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.19
30083 - Engineering Technician III		24.23
30084 - Engineering Technician IV		29.51
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		37.71
30090 - Environmental Technician		26.73
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		18.87
30362 - Paralegal/Legal Assistant II		23.37
30363 - Paralegal/Legal Assistant III		28.59
30364 - Paralegal/Legal Assistant IV		34.58
30390 - Photo-Optics Technician		28.22
30461 - Technical Writer I		21.04
30462 - Technical Writer II		25.74
30463 - Technical Writer III		34.45
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		18.56
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.89
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.23
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		26.03
99251 - Laboratory Animal Caretaker I		12.64
99252 - Laboratory Animal Caretaker II		13.13
99310 - Mortician		31.70

99410 - Pest Controller	17.02
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.69
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	19.61
99831 - Surveying Aide	13.27
99832 - Surveying Technician	18.22
99840 - Vending Machine Attendant	16.45
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2347 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82

01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.87
01191 - Order Clerk I	17.78
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.93
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.89
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.29
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	15.13
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.99
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.05
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75

11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	21.77
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	21.77
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	25.89
13042 - Illustrator II	32.88
13043 - Illustrator III	38.37
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	36.91
13075 - Photographer V	50.36
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71

14044 - Computer Operator IV		26.69
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.38
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.91
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.99
15110 - Test Proctor		21.77
15120 - Tutor		21.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.77
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		14.62
21071 - Order Filler		14.92
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58
23023 - Aircraft Mechanic III		30.66
23040 - Aircraft Mechanic Helper		22.71
23050 - Aircraft, Painter		23.71
23060 - Aircraft Servicer		24.80
23080 - Aircraft Worker		25.95
23110 - Appliance Mechanic		20.93
23120 - Bicycle Repairer		16.33
23125 - Cable Splicer		32.14

23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	26.18
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.80
23382 - Ground Support Equipment Worker	25.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	16.13
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.21
23593 - Metrology Technician III	34.43
23640 - Millwright	31.22
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	32.02
23790 - Pipefitter, Maintenance	32.13
23810 - Plumber, Maintenance	30.02
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.24
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.15
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.31
23970 - Woodcraft Worker	27.25
23980 - Woodworker	18.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	15.05
24630 - Homemaker	17.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.52
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71

25210 - Water Treatment Plant Operator	25.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.54
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.29
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	32.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	21.25
30022 - Archeological Technician II	24.17
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.02
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	21.25
30062 - Drafter/CAD Operator II	25.50
30063 - Drafter/CAD Operator III	28.31
30064 - Drafter/CAD Operator IV	33.24
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.21
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	30.13
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30390 - Photo-Optics Technician	27.73
30461 - Technical Writer I	26.41
30462 - Technical Writer II	32.29
30463 - Technical Writer III	39.10
30491 - Unexploded Ordnance (UXO) Technician I	25.63
30492 - Unexploded Ordnance (UXO) Technician II	31.02
30493 - Unexploded Ordnance (UXO) Technician III	37.18

30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.96
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		15.35
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		20.08
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		31.12
99251 - Laboratory Animal Caretaker I		12.72
99252 - Laboratory Animal Caretaker II		14.70
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		24.70
99730 - Refuse Collector		18.50
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		23.31
99831 - Surveying Aide		13.87
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		17.66
99841 - Vending Machine Repairer		21.80
99842 - Vending Machine Repairer Helper		17.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2348 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.87
01191 - Order Clerk I		17.78
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		19.93
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.89
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68
05160 - Motor Equipment Metal Worker		27.31
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		23.29
05250 - Motor Vehicle Upholstery Worker		26.12
05280 - Motor Vehicle Wrecker		27.31
05310 - Painter, Automotive		28.50
05340 - Radiator Repair Specialist		27.31
05370 - Tire Repairer		15.13
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.55
07041 - Cook I		15.07

07042 - Cook II	16.80
07070 - Dishwasher	9.99
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.05
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	21.77
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	21.77
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95

13041 - Illustrator I		25.89
13042 - Illustrator II		32.88
13043 - Illustrator III		38.37
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		36.91
13075 - Photographer V		50.36
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.69
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.38
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.91
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.99
15110 - Test Proctor		21.77
15120 - Tutor		21.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.77
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51

21050 - Material Handling Laborer	14.62
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.71
23050 - Aircraft, Painter	23.71
23060 - Aircraft Servicer	24.80
23080 - Aircraft Worker	25.95
23110 - Appliance Mechanic	20.93
23120 - Bicycle Repairer	16.33
23125 - Cable Splicer	32.14
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	26.18
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.80
23382 - Ground Support Equipment Worker	25.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	16.13
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.21
23593 - Metrology Technician III	34.43
23640 - Millwright	31.22
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	32.02
23790 - Pipefitter, Maintenance	32.13
23810 - Plumber, Maintenance	30.02
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12

23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.24
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.15
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.31
23970 - Woodcraft Worker	27.25
23980 - Woodworker	18.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	15.05
24630 - Homemaker	17.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.52
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.54
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.29
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	32.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	21.25
30022 - Archeological Technician II	24.17
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.02
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	21.25
30062 - Drafter/CAD Operator II	25.50
30063 - Drafter/CAD Operator III	28.31

30064 - Drafter/CAD Operator IV		33.24
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.21
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		30.13
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.73
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.96
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		15.35
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		20.08
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		31.12
99251 - Laboratory Animal Caretaker I		12.72
99252 - Laboratory Animal Caretaker II		14.70
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		24.70
99730 - Refuse Collector		18.50
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		23.31
99831 - Surveying Aide		13.87
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		17.66
99841 - Vending Machine Repairer		21.80
99842 - Vending Machine Repairer Helper		17.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2349 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.34
01191 - Order Clerk I		17.35
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		18.55
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		14.64

01532 - Travel Clerk II	15.88
01533 - Travel Clerk III	17.17
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.36
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	15.06
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	12.02
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.34
11122 - Housekeeping Aide	15.14
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.12
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.50
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.50
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63

12160 - Medical Record Clerk		18.00
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		18.33
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.19
13013 - Exhibits Specialist III		35.62
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
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13047 - Librarian		36.42
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13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
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13063 - Media Specialist III		23.95
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14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.25
15070 - Flight Instructor (Pilot)		52.46

15080 - Graphic Artist	33.72
15090 - Technical Instructor	31.19
15095 - Technical Instructor/Course Developer	38.04
15110 - Test Proctor	25.11
15120 - Tutor	25.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.75
16030 - Counter Attendant	10.75
16040 - Dry Cleaner	13.97
16070 - Finisher, Flatwork, Machine	10.75
16090 - Presser, Hand	10.75
16110 - Presser, Machine, Drycleaning	10.75
16130 - Presser, Machine, Shirts	10.75
16160 - Presser, Machine, Wearing Apparel, Laundry	10.75
16190 - Sewing Machine Operator	14.96
16220 - Tailor	15.93
16250 - Washer, Machine	12.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.82
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.24
21071 - Order Filler	13.99
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	21.15
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	23.86
23080 - Aircraft Worker	24.93
23110 - Appliance Mechanic	23.29
23120 - Bicycle Repairer	17.14
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.37
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.02
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.05
23312 - Fuel Distribution System Operator	26.70
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25

23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.98
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.53
23593 - Metrology Technician III	32.67
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.16
23760 - Painter, Maintenance	26.69
23790 - Pipefitter, Maintenance	33.20
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.34
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	23.01
23965 - Well Driller	25.57
23970 - Woodcraft Worker	27.25
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.38
24580 - Child Care Center Clerk	16.51
24610 - Chore Aide	11.53
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	26.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	19.18
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49

28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		13.48
28515 - Recreation Specialist		22.22
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		12.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.64
29020 - Hatch Tender		27.64
29030 - Line Handler		27.64
29041 - Stevedore I		26.22
29042 - Stevedore II		30.32
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.16
30082 - Engineering Technician II		22.24
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		20.55
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.17
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53

99050 - Desk Clerk	13.34
99095 - Embalmer	27.84
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	13.11
99310 - Mortician	34.44
99410 - Pest Controller	17.74
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	25.53
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	13.66
99841 - Vending Machine Repairer	17.44
99842 - Vending Machine Repairer Helper	14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2350 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56

01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.34
01191 - Order Clerk I	17.35
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	18.55
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	14.64
01532 - Travel Clerk II	15.88
01533 - Travel Clerk III	17.17
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.36
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	15.06
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	12.02
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.34
11122 - Housekeeping Aide	15.14
11150 - Janitor	15.70

11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.12
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.50
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.50
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.33
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.19
13013 - Exhibits Specialist III	35.62
13041 - Illustrator I	25.89
13042 - Illustrator II	32.08
13043 - Illustrator III	35.62
13047 - Librarian	36.42
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	24.10
13061 - Media Specialist I	20.90
13062 - Media Specialist II	21.56
13063 - Media Specialist III	23.95
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	29.53
13074 - Photographer IV	36.11
13075 - Photographer V	43.69
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	

14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.25
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.72
15090 - Technical Instructor		31.19
15095 - Technical Instructor/Course Developer		38.04
15110 - Test Proctor		25.11
15120 - Tutor		25.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.75
16030 - Counter Attendant		10.75
16040 - Dry Cleaner		13.97
16070 - Finisher, Flatwork, Machine		10.75
16090 - Presser, Hand		10.75
16110 - Presser, Machine, Drycleaning		10.75
16130 - Presser, Machine, Shirts		10.75
16160 - Presser, Machine, Wearing Apparel, Laundry		10.75
16190 - Sewing Machine Operator		14.96
16220 - Tailor		15.93
16250 - Washer, Machine		12.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.82
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		14.24
21071 - Order Filler		13.99
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
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21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58
23023 - Aircraft Mechanic III		30.66
23040 - Aircraft Mechanic Helper		21.15
23050 - Aircraft, Painter		26.03
23060 - Aircraft Servicer		23.86
23080 - Aircraft Worker		24.93

23110 - Appliance Mechanic	23.29
23120 - Bicycle Repairer	17.14
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.37
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.02
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.05
23312 - Fuel Distribution System Operator	26.70
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.98
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.53
23593 - Metrology Technician III	32.67
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.16
23760 - Painter, Maintenance	26.69
23790 - Pipefitter, Maintenance	33.20
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.34
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	23.01
23965 - Well Driller	25.57
23970 - Woodcraft Worker	27.25
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.38
24580 - Child Care Center Clerk	16.51
24610 - Chore Aide	11.53
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03

25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	26.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	19.18
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	12.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	30.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.73
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.16
30082 - Engineering Technician II	22.24
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	20.55
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	26.78
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30390 - Photo-Optics Technician	27.27
30461 - Technical Writer I	26.41
30462 - Technical Writer II	32.29
30463 - Technical Writer III	39.17

30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		27.84
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.11
99310 - Mortician		34.44
99410 - Pest Controller		17.74
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.62
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.27
99830 - Survey Party Chief		25.53
99831 - Surveying Aide		15.48
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		13.66
99841 - Vending Machine Repairer		17.44
99842 - Vending Machine Repairer Helper		14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2351 Revision No.: 13

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.87
01191 - Order Clerk I		15.29
01192 - Order Clerk II		17.07
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		19.99
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.05
01533 - Travel Clerk III		14.85
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.95
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68
05160 - Motor Equipment Metal Worker		27.31
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		23.15
05250 - Motor Vehicle Upholstery Worker		26.12
05280 - Motor Vehicle Wrecker		27.31
05310 - Painter, Automotive		28.50

05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	14.59
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	11.19
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.44
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.44
09040 - Furniture Handler	15.61
09080 - Furniture Refinisher	18.44
09090 - Furniture Refinisher Helper	15.48
09110 - Furniture Repairer, Minor	16.96
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.27
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.17
12011 - Breath Alcohol Technician	22.17
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.17
12071 - Licensed Practical Nurse I	19.53
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.33
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		27.04
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		23.36
13061 - Media Specialist I		22.39
13062 - Media Specialist II		25.16
13063 - Media Specialist III		27.93
13071 - Photographer I		20.06
13072 - Photographer II		24.10
13073 - Photographer III		31.90
13074 - Photographer IV		37.88
13075 - Photographer V		43.69
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		36.60
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		30.86
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		31.35
15110 - Test Proctor		21.13
15120 - Tutor		21.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.29
16030 - Counter Attendant		10.29
16040 - Dry Cleaner		12.75
16070 - Finisher, Flatwork, Machine		10.29
16090 - Presser, Hand		10.29
16110 - Presser, Machine, Drycleaning		10.29
16130 - Presser, Machine, Shirts		10.29
16160 - Presser, Machine, Wearing Apparel, Laundry		10.29
16190 - Sewing Machine Operator		13.58
16220 - Tailor		14.40
16250 - Washer, Machine		11.12
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	21.74
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.99
21071 - Order Filler	14.00
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.60
23050 - Aircraft, Painter	25.97
23060 - Aircraft Servicer	23.73
23080 - Aircraft Worker	24.95
23110 - Appliance Mechanic	24.11
23120 - Bicycle Repairer	14.93
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.56
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23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
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23910 - Small Engine Mechanic	18.88
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23932 - Telecommunications Mechanic II	31.05
23950 - Telephone Lineman	29.40
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.73
23970 - Woodcraft Worker	25.89
23980 - Woodworker	17.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	10.49
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.45
28042 - Carnival Equipment Repairer	14.22
28043 - Carnival Equpment Worker	11.19
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.91
28515 - Recreation Specialist	19.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	21.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	25.53
29042 - Stevedore II	27.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	20.44

30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.28
30082 - Engineering Technician II		22.03
30083 - Engineering Technician III		24.65
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		22.50
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.46
30462 - Technical Writer II		32.35
30463 - Technical Writer III		39.92
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24.55
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		12.93
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.51
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		13.64
99252 - Laboratory Animal Caretaker II		14.32
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		22.08
99711 - Recycling Specialist		23.50
99730 - Refuse Collector		19.82
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		21.47
99831 - Surveying Aide		12.78
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		16.40
99841 - Vending Machine Repairer		19.12
99842 - Vending Machine Repairer Helper		16.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting

"arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2352 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11

01012 - Accounting Clerk II	19.61
01013 - Accounting Clerk III	21.89
01020 - Administrative Assistant	30.93
01040 - Court Reporter	21.64
01051 - Data Entry Operator I	14.71
01052 - Data Entry Operator II	16.05
01060 - Dispatcher, Motor Vehicle	25.79
01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.87
01191 - Order Clerk I	15.29
01192 - Order Clerk II	17.07
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.99
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.05
01533 - Travel Clerk III	14.85
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.95
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	14.59
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	11.19
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.44
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.44
09040 - Furniture Handler	15.61
09080 - Furniture Refinisher	18.44

09090 - Furniture Refinisher Helper	15.48
09110 - Furniture Repairer, Minor	16.96
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.27
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.17
12011 - Breath Alcohol Technician	22.17
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.17
12071 - Licensed Practical Nurse I	19.53
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.33
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	27.04
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	36.42
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	23.36
13061 - Media Specialist I	22.39

13062 - Media Specialist II		25.16
13063 - Media Specialist III		27.93
13071 - Photographer I		20.06
13072 - Photographer II		24.10
13073 - Photographer III		31.90
13074 - Photographer IV		37.88
13075 - Photographer V		43.69
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		36.60
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		30.86
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		31.35
15110 - Test Proctor		21.13
15120 - Tutor		21.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.29
16030 - Counter Attendant		10.29
16040 - Dry Cleaner		12.75
16070 - Finisher, Flatwork, Machine		10.29
16090 - Presser, Hand		10.29
16110 - Presser, Machine, Drycleaning		10.29
16130 - Presser, Machine, Shirts		10.29
16160 - Presser, Machine, Wearing Apparel, Laundry		10.29
16190 - Sewing Machine Operator		13.58
16220 - Tailor		14.40
16250 - Washer, Machine		11.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.74
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.99
21071 - Order Filler		14.00
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.60
23050 - Aircraft, Painter	25.97
23060 - Aircraft Servicer	23.73
23080 - Aircraft Worker	24.95
23110 - Appliance Mechanic	24.11
23120 - Bicycle Repairer	14.93
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.56
23140 - Carpet Layer	27.62
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.62
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	25.86
23290 - Fire Alarm System Mechanic	22.64
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	24.41
23370 - General Maintenance Worker	23.33
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.73
23382 - Ground Support Equipment Worker	24.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.10
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	16.11
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.62
23640 - Millwright	30.36
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	28.93
23810 - Plumber, Maintenance	29.26
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	18.88
23931 - Telecommunications Mechanic I	29.87
23932 - Telecommunications Mechanic II	31.05
23950 - Telephone Lineman	29.40
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.73
23970 - Woodcraft Worker	25.89
23980 - Woodworker	17.56

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	10.49
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.45
28042 - Carnival Equipment Repairer	14.22
28043 - Carnival Equpment Worker	11.19
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.91
28515 - Recreation Specialist	19.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	21.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	25.53
29042 - Stevedore II	27.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	20.44
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.28
30082 - Engineering Technician II	22.03
30083 - Engineering Technician III	24.65
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	22.50
30210 - Laboratory Technician	21.37

30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.46
30462 - Technical Writer II		32.35
30463 - Technical Writer III		39.92
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24.55
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		12.93
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.51
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		13.64
99252 - Laboratory Animal Caretaker II		14.32
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		22.08
99711 - Recycling Specialist		23.50
99730 - Refuse Collector		19.82
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		21.47
99831 - Surveying Aide		12.78
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		16.40
99841 - Vending Machine Repairer		19.12
99842 - Vending Machine Repairer Helper		16.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2353 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01

01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.87
01191 - Order Clerk I	16.49
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.43
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.45
07130 - Food Service Worker	12.58
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer, Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.85
11060 - Elevator Operator	12.85
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75

11270 - Tractor Operator	19.39
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.86
12000 - Health Occupations	
12010 - Ambulance Driver	22.53
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.53
12071 - Licensed Practical Nurse I	20.52
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.09
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	26.51
13042 - Illustrator II	33.23
13043 - Illustrator III	40.60
13047 - Librarian	36.42
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71

14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		31.85
15090 - Technical Instructor		30.07
15095 - Technical Instructor/Course Developer		36.67
15110 - Test Proctor		23.24
15120 - Tutor		23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker		30.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.28
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.57
21071 - Order Filler		14.92
21080 - Production Line Worker (Food Processing)		17.28
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		18.10
21410 - Warehouse Specialist		18.10
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58
23023 - Aircraft Mechanic III		30.66
23040 - Aircraft Mechanic Helper		22.98
23050 - Aircraft, Painter		26.03
23060 - Aircraft Servicer		24.93
23080 - Aircraft Worker		26.07
23110 - Appliance Mechanic		23.37
23120 - Bicycle Repairer		17.92
23125 - Cable Splicer		36.53

23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.36
23183 - Electronics Technician Maintenance III	26.40
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	23.94
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	26.13
23370 - General Maintenance Worker	23.69
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.93
23382 - Ground Support Equipment Worker	26.07
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.35
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.79
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.68
23640 - Millwright	30.87
23710 - Office Appliance Repairer	22.91
23760 - Painter, Maintenance	26.50
23790 - Pipefitter, Maintenance	31.12
23810 - Plumber, Maintenance	31.90
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	25.59
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	25.11
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.41
24610 - Chore Aide	10.32
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71

25210 - Water Treatment Plant Operator	25.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.27
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.40
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.08
29020 - Hatch Tender	29.08
29030 - Line Handler	29.08
29041 - Stevedore I	27.56
29042 - Stevedore II	32.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
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30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	21.65
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	27.04
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30390 - Photo-Optics Technician	27.27
30461 - Technical Writer I	26.41
30462 - Technical Writer II	32.29
30463 - Technical Writer III	39.16
30491 - Unexploded Ordnance (UXO) Technician I	25.63
30492 - Unexploded Ordnance (UXO) Technician II	31.02
30493 - Unexploded Ordnance (UXO) Technician III	37.18

30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		21.88
31043 - Driver Courier		18.39
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.81
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		19.53
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.11
99310 - Mortician		34.82
99410 - Pest Controller		17.08
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.59
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		22.53
99831 - Surveying Aide		16.33
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		19.31
99841 - Vending Machine Repairer		22.06
99842 - Vending Machine Repairer Helper		19.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2354 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.87
01191 - Order Clerk I		16.49
01192 - Order Clerk II		21.31
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.43
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68
05160 - Motor Equipment Metal Worker		27.31
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		23.15
05250 - Motor Vehicle Upholstery Worker		26.12
05280 - Motor Vehicle Wrecker		27.31
05310 - Painter, Automotive		28.50
05340 - Radiator Repair Specialist		27.31
05370 - Tire Repairer		17.92
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.64

07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.45
07130 - Food Service Worker	12.58
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer, Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.85
11060 - Elevator Operator	12.85
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	19.39
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.86
12000 - Health Occupations	
12010 - Ambulance Driver	22.53
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.53
12071 - Licensed Practical Nurse I	20.52
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.09
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49

13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.60
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		31.85
15090 - Technical Instructor		30.07
15095 - Technical Instructor/Course Developer		36.67
15110 - Test Proctor		23.24
15120 - Tutor		23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker		30.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.28
21030 - Material Coordinator		23.51

21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.57
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	17.28
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	18.10
21410 - Warehouse Specialist	18.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.98
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	24.93
23080 - Aircraft Worker	26.07
23110 - Appliance Mechanic	23.37
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.36
23183 - Electronics Technician Maintenance III	26.40
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	23.94
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	26.13
23370 - General Maintenance Worker	23.69
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.93
23382 - Ground Support Equipment Worker	26.07
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.35
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.79
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.68
23640 - Millwright	30.87
23710 - Office Appliance Repairer	22.91
23760 - Painter, Maintenance	26.50
23790 - Pipefitter, Maintenance	31.12
23810 - Plumber, Maintenance	31.90
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	25.59

23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	25.11
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.41
24610 - Chore Aide	10.32
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.27
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.40
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.08
29020 - Hatch Tender	29.08
29030 - Line Handler	29.08
29041 - Stevedore I	27.56
29042 - Stevedore II	32.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02

30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		21.65
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		27.04
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30364 - Paralegal/Legal Assistant IV		42.84
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30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		21.88
31043 - Driver Courier		18.39
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.81
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		19.53
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.11
99310 - Mortician		34.82
99410 - Pest Controller		17.08
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.59
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08
99830 - Survey Party Chief		22.53
99831 - Surveying Aide		16.33
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		19.31
99841 - Vending Machine Repairer		22.06
99842 - Vending Machine Repairer Helper		19.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2355 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.46
01191 - Order Clerk I		15.52
01192 - Order Clerk II		17.25
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		21.31
01410 - Supply Technician		30.93

01420 - Survey Worker	21.64
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.17
01533 - Travel Clerk III	15.10
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.21
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.61
05070 - Automotive Worker	27.61
05110 - Mobile Equipment Servicer	25.23
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.61
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	24.05
05250 - Motor Vehicle Upholstery Worker	26.42
05280 - Motor Vehicle Wrecker	27.61
05310 - Painter, Automotive	28.80
05340 - Radiator Repair Specialist	27.61
05370 - Tire Repairer	14.60
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.41
07041 - Cook I	15.41
07042 - Cook II	16.80
07070 - Dishwasher	9.86
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	19.39
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	18.71
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.89
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48

12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.71
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		19.01
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		36.15
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.05
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.76
13075 - Photographer V		45.54
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54

15060 - Educational Technologist	34.57
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	35.27
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.84
15110 - Test Proctor	21.67
15120 - Tutor	21.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.82
16030 - Counter Attendant	9.82
16040 - Dry Cleaner	12.95
16070 - Finisher, Flatwork, Machine	9.82
16090 - Presser, Hand	9.82
16110 - Presser, Machine, Drycleaning	9.82
16130 - Presser, Machine, Shirts	9.82
16160 - Presser, Machine, Wearing Apparel, Laundry	9.82
16190 - Sewing Machine Operator	13.89
16220 - Tailor	14.75
16250 - Washer, Machine	10.83
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.45
19040 - Tool And Die Maker	25.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.07
21071 - Order Filler	15.41
21080 - Production Line Worker (Food Processing)	19.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.37
21150 - Stock Clerk	18.56
21210 - Tools And Parts Attendant	18.66
21410 - Warehouse Specialist	18.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.75
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.84
23023 - Aircraft Mechanic III	30.71
23040 - Aircraft Mechanic Helper	21.96
23050 - Aircraft, Painter	23.33
23060 - Aircraft Servicer	23.86
23080 - Aircraft Worker	24.93
23110 - Appliance Mechanic	21.33
23120 - Bicycle Repairer	14.60
23125 - Cable Splicer	31.92
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	27.05
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.39
23183 - Electronics Technician Maintenance III	26.96
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	21.80
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System Mechanic	29.02
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.57
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.94

23392 - Gunsmith II	25.04
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.99
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.98
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.37
23593 - Metrology Technician III	34.09
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	31.75
23810 - Plumber, Maintenance	29.96
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.04
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.32
23931 - Telecommunications Mechanic I	30.03
23932 - Telecommunications Mechanic II	31.10
23950 - Telephone Lineman	30.03
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.98
23970 - Woodcraft Worker	26.38
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	16.30
24630 - Homemaker	18.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	24.54
25210 - Water Treatment Plant Operator	25.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.91
28042 - Carnival Equipment Repairer	13.49

28043 - Carnival Equpment Worker		10.96
28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		14.69
28515 - Recreation Specialist		19.56
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		18.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.55
29020 - Hatch Tender		27.55
29030 - Line Handler		27.55
29041 - Stevedore I		26.15
29042 - Stevedore II		28.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		20.00
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		22.74
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.06
31030 - Bus Driver		18.97
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		18.60
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.62
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52

99000 - Miscellaneous Occupations	
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	30.19
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	12.91
99310 - Mortician	34.44
99410 - Pest Controller	16.49
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.55
99711 - Recycling Specialist	21.96
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.37
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.50
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	20.17
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2356 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05

01060 - Dispatcher, Motor Vehicle	25.79
01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.46
01191 - Order Clerk I	15.52
01192 - Order Clerk II	17.25
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.31
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.17
01533 - Travel Clerk III	15.10
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.21
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.61
05070 - Automotive Worker	27.61
05110 - Mobile Equipment Servicer	25.23
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.61
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	24.05
05250 - Motor Vehicle Upholstery Worker	26.42
05280 - Motor Vehicle Wrecker	27.61
05310 - Painter, Automotive	28.80
05340 - Radiator Repair Specialist	27.61
05370 - Tire Repairer	14.60
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.41
07041 - Cook I	15.41
07042 - Cook II	16.80
07070 - Dishwasher	9.86
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	19.39
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94

11090 - Gardener	18.71
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.89
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	26.51
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	36.15
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.05
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	41.76

13075 - Photographer V		45.54
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		34.57
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		35.27
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.84
15110 - Test Proctor		21.67
15120 - Tutor		21.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.82
16030 - Counter Attendant		9.82
16040 - Dry Cleaner		12.95
16070 - Finisher, Flatwork, Machine		9.82
16090 - Presser, Hand		9.82
16110 - Presser, Machine, Drycleaning		9.82
16130 - Presser, Machine, Shirts		9.82
16160 - Presser, Machine, Wearing Apparel, Laundry		9.82
16190 - Sewing Machine Operator		13.89
16220 - Tailor		14.75
16250 - Washer, Machine		10.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.45
19040 - Tool And Die Maker		25.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		14.07
21071 - Order Filler		15.41
21080 - Production Line Worker (Food Processing)		19.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.37
21150 - Stock Clerk		18.56
21210 - Tools And Parts Attendant		18.66
21410 - Warehouse Specialist		18.66
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.75
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.84
23023 - Aircraft Mechanic III		30.71
23040 - Aircraft Mechanic Helper		21.96

23050 - Aircraft, Painter	23.33
23060 - Aircraft Servicer	23.86
23080 - Aircraft Worker	24.93
23110 - Appliance Mechanic	21.33
23120 - Bicycle Repairer	14.60
23125 - Cable Splicer	31.92
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	27.05
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.39
23183 - Electronics Technician Maintenance III	26.96
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	21.80
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System Mechanic	29.02
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.57
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	22.94
23392 - Gunsmith II	25.04
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.99
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.98
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.37
23593 - Metrology Technician III	34.09
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	31.75
23810 - Plumber, Maintenance	29.96
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.04
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.32
23931 - Telecommunications Mechanic I	30.03
23932 - Telecommunications Mechanic II	31.10
23950 - Telephone Lineman	30.03
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.98
23970 - Woodcraft Worker	26.38
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	16.30

24630 - Homemaker	18.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	24.54
25210 - Water Treatment Plant Operator	25.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.91
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.69
28515 - Recreation Specialist	19.56
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.55
29020 - Hatch Tender	27.55
29030 - Line Handler	27.55
29041 - Stevedore I	26.15
29042 - Stevedore II	28.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	20.00
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	22.74
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	26.78
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30390 - Photo-Optics Technician	27.27

30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.06
31030 - Bus Driver		18.97
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		18.60
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.62
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		12.91
99310 - Mortician		34.44
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.55
99711 - Recycling Specialist		21.96
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		15.37
99830 - Survey Party Chief		23.67
99831 - Surveying Aide		15.50
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		20.17
99841 - Vending Machine Repairer		22.36
99842 - Vending Machine Repairer Helper		20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2361
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.60
01013 - Accounting Clerk III		16.33
01020 - Administrative Assistant		18.17
01040 - Court Reporter		18.61
01051 - Data Entry Operator I		11.03
01052 - Data Entry Operator II		13.44
01060 - Dispatcher, Motor Vehicle		15.56
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		13.90
01120 - Housing Referral Assistant		16.74
01141 - Messenger Courier		9.98
01191 - Order Clerk I		11.33
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		13.80
01262 - Personnel Assistant (Employment) II		15.44
01263 - Personnel Assistant (Employment) III		17.22
01270 - Production Control Clerk		21.06
01280 - Receptionist		11.02
01290 - Rental Clerk		12.25
01300 - Scheduler, Maintenance		13.42
01311 - Secretary I		13.42
01312 - Secretary II		15.01
01313 - Secretary III		16.74
01320 - Service Order Dispatcher		14.08
01410 - Supply Technician		18.60
01420 - Survey Worker		14.01
01531 - Travel Clerk I		11.82
01532 - Travel Clerk II		12.76
01533 - Travel Clerk III		13.57
01611 - Word Processor I		11.91
01612 - Word Processor II		13.37
01613 - Word Processor III		14.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.06
05010 - Automotive Electrician		18.12
05040 - Automotive Glass Installer		15.82
05070 - Automotive Worker		15.82
05110 - Mobile Equipment Servicer		13.50
05130 - Motor Equipment Metal Mechanic		17.99

05160 - Motor Equipment Metal Worker	15.82
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter, Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	9.75
07042 - Cook II	11.64
07070 - Dishwasher	7.89
07130 - Food Service Worker	9.36
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	7.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	14.65
09090 - Furniture Refinisher Helper	12.45
09110 - Furniture Repairer, Minor	13.85
09130 - Upholsterer	14.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.11
11060 - Elevator Operator	9.11
11090 - Gardener	14.29
11122 - Housekeeping Aide	9.73
11150 - Janitor	9.73
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.48
11260 - Pruner	8.88
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	18.04
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	21.02
12020 - Dental Assistant	14.93
12025 - Dental Hygienist	36.30
12030 - EKG Technician	26.19
12035 - Electroneurodiagnostic Technologist	26.19
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	13.10
12130 - Medical Laboratory Technician	18.44
12160 - Medical Record Clerk	13.62
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	14.42
12210 - Nuclear Medicine Technologist	36.03
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	14.29
12236 - Optical Technician	14.53
12250 - Pharmacy Technician	14.09
12280 - Phlebotomist	14.29

12305 - Radiologic Technologist		26.71
12311 - Registered Nurse I		25.39
12312 - Registered Nurse II		31.06
12313 - Registered Nurse II, Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III, Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		20.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.35
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.33
13041 - Illustrator I		16.10
13042 - Illustrator II		19.95
13043 - Illustrator III		23.03
13047 - Librarian		22.91
13050 - Library Aide/Clerk		9.11
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		13.73
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.98
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.39
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		25.93
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		22.41
15090 - Technical Instructor		18.61
15095 - Technical Instructor/Course Developer		25.06
15110 - Test Proctor		15.01
15120 - Tutor		15.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.80
16030 - Counter Attendant		8.80
16040 - Dry Cleaner		10.58
16070 - Finisher, Flatwork, Machine		8.80
16090 - Presser, Hand		8.80
16110 - Presser, Machine, Drycleaning		8.80

16130 - Presser, Machine, Shirts	8.80
16160 - Presser, Machine, Wearing Apparel, Laundry	8.80
16190 - Sewing Machine Operator	11.15
16220 - Tailor	11.73
16250 - Washer, Machine	9.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.95
19040 - Tool And Die Maker	24.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.21
21030 - Material Coordinator	21.06
21040 - Material Expediter	21.06
21050 - Material Handling Laborer	10.90
21071 - Order Filler	11.53
21080 - Production Line Worker (Food Processing)	14.21
21110 - Shipping Packer	13.14
21130 - Shipping/Receiving Clerk	13.14
21140 - Store Worker I	8.78
21150 - Stock Clerk	13.78
21210 - Tools And Parts Attendant	14.21
21410 - Warehouse Specialist	14.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.01
23021 - Aircraft Mechanic I	22.48
23022 - Aircraft Mechanic II	24.01
23023 - Aircraft Mechanic III	25.31
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.79
23080 - Aircraft Worker	20.11
23110 - Appliance Mechanic	14.70
23120 - Bicycle Repairer	10.94
23125 - Cable Splicer	21.67
23130 - Carpenter, Maintenance	16.70
23140 - Carpet Layer	17.16
23160 - Electrician, Maintenance	21.52
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	15.70
23290 - Fire Alarm System Mechanic	18.76
23310 - Fire Extinguisher Repairer	14.23
23311 - Fuel Distribution System Mechanic	21.10
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	15.10
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	18.79
23382 - Ground Support Equipment Worker	20.11
23391 - Gunsmith I	14.23
23392 - Gunsmith II	17.16
23393 - Gunsmith III	20.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	19.48
23440 - Heavy Equipment Operator	17.25
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	18.64
23470 - Laborer	10.90
23510 - Locksmith	18.64
23530 - Machinery Maintenance Mechanic	22.60
23550 - Machinist, Maintenance	21.25

23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	20.11
23710 - Office Appliance Repairer	19.21
23760 - Painter, Maintenance	15.94
23790 - Pipefitter, Maintenance	22.03
23810 - Plumber, Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	20.11
23870 - Scale Mechanic	17.16
23890 - Sheet-Metal Worker, Maintenance	19.22
23910 - Small Engine Mechanic	15.07
23931 - Telecommunications Mechanic I	24.06
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	21.26
23960 - Welder, Combination, Maintenance	18.39
23965 - Well Driller	19.77
23970 - Woodcraft Worker	20.11
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	13.49
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.77
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	19.77
25190 - Ventilation Equipment Tender	12.56
25210 - Water Treatment Plant Operator	17.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.86
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	15.36
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	13.16
27040 - Detention Officer	15.36
27070 - Firefighter	16.86
27101 - Guard I	11.23
27102 - Guard II	12.56
27131 - Police Officer I	18.47
27132 - Police Officer II	20.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.77
28043 - Carnival Equpment Worker	9.34
28210 - Gate Attendant/Gate Tender	13.59
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.21
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.06
28630 - Sports Official	12.11
28690 - Swimming Pool Operator	18.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.42
29020 - Hatch Tender	20.42
29030 - Line Handler	20.42
29041 - Stevedore I	19.04
29042 - Stevedore II	22.17

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.00
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		25.91
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		20.36
30210 - Laboratory Technician		22.61
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		15.40
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.34
30364 - Paralegal/Legal Assistant IV		28.24
30390 - Photo-Optics Technician		24.17
30461 - Technical Writer I		21.22
30462 - Technical Writer II		25.96
30463 - Technical Writer III		31.40
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer, Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.73
31030 - Bus Driver		17.17
31043 - Driver Courier		13.34
31260 - Parking and Lot Attendant		9.72
31290 - Shuttle Bus Driver		13.56
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		13.56
31362 - Truckdriver, Medium		16.66
31363 - Truckdriver, Heavy		18.93
31364 - Truckdriver, Tractor-Trailer		18.93
99000 - Miscellaneous Occupations		
99030 - Cashier		9.11
99050 - Desk Clerk		9.14
99095 - Embalmer		23.74
99251 - Laboratory Animal Caretaker I		11.13
99252 - Laboratory Animal Caretaker II		12.42
99310 - Mortician		23.75
99410 - Pest Controller		17.07
99510 - Photofinishing Worker		12.14
99710 - Recycling Laborer		12.03
99711 - Recycling Specialist		15.57
99730 - Refuse Collector		10.99
99810 - Sales Clerk		11.98
99820 - School Crossing Guard		10.28

99830 - Survey Party Chief	19.48
99831 - Surveying Aide	17.72
99832 - Surveying Technician	17.87
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer Helper	10.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2362 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.01
01012 - Accounting Clerk II		14.60
01013 - Accounting Clerk III		16.33
01020 - Administrative Assistant		18.17
01040 - Court Reporter		18.61
01051 - Data Entry Operator I		11.03
01052 - Data Entry Operator II		13.44
01060 - Dispatcher, Motor Vehicle		15.56
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		13.90
01120 - Housing Referral Assistant		16.74
01141 - Messenger Courier		9.98
01191 - Order Clerk I		11.33
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		13.80
01262 - Personnel Assistant (Employment) II		15.44
01263 - Personnel Assistant (Employment) III		17.22
01270 - Production Control Clerk		21.06

01280 - Receptionist	11.02
01290 - Rental Clerk	12.25
01300 - Scheduler, Maintenance	13.42
01311 - Secretary I	13.42
01312 - Secretary II	15.01
01313 - Secretary III	16.74
01320 - Service Order Dispatcher	14.08
01410 - Supply Technician	18.60
01420 - Survey Worker	14.01
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.76
01533 - Travel Clerk III	13.57
01611 - Word Processor I	11.91
01612 - Word Processor II	13.37
01613 - Word Processor III	14.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.06
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	15.82
05070 - Automotive Worker	15.82
05110 - Mobile Equipment Servicer	13.50
05130 - Motor Equipment Metal Mechanic	17.99
05160 - Motor Equipment Metal Worker	15.82
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter, Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	9.75
07042 - Cook II	11.64
07070 - Dishwasher	7.89
07130 - Food Service Worker	9.36
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	7.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	14.65
09090 - Furniture Refinisher Helper	12.45
09110 - Furniture Repairer, Minor	13.85
09130 - Upholsterer	14.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.11
11060 - Elevator Operator	9.11
11090 - Gardener	14.29
11122 - Housekeeping Aide	9.73
11150 - Janitor	9.73
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.48
11260 - Pruner	8.88
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	18.04
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	21.02

12020 - Dental Assistant		14.93
12025 - Dental Hygienist		36.30
12030 - EKG Technician		26.19
12035 - Electroneurodiagnostic Technologist		26.19
12040 - Emergency Medical Technician		15.94
12071 - Licensed Practical Nurse I		18.73
12072 - Licensed Practical Nurse II		20.92
12073 - Licensed Practical Nurse III		23.32
12100 - Medical Assistant		13.10
12130 - Medical Laboratory Technician		18.44
12160 - Medical Record Clerk		13.62
12190 - Medical Record Technician		15.65
12195 - Medical Transcriptionist		14.42
12210 - Nuclear Medicine Technologist		36.03
12221 - Nursing Assistant I		10.38
12222 - Nursing Assistant II		11.67
12223 - Nursing Assistant III		12.74
12224 - Nursing Assistant IV		14.29
12235 - Optical Dispenser		14.29
12236 - Optical Technician		14.53
12250 - Pharmacy Technician		14.09
12280 - Phlebotomist		14.29
12305 - Radiologic Technologist		26.71
12311 - Registered Nurse I		25.39
12312 - Registered Nurse II		31.06
12313 - Registered Nurse II, Specialist		31.06
12314 - Registered Nurse III		37.58
12315 - Registered Nurse III, Anesthetist		37.58
12316 - Registered Nurse IV		45.04
12317 - Scheduler (Drug and Alcohol Testing)		20.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.35
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.33
13041 - Illustrator I		16.10
13042 - Illustrator II		19.95
13043 - Illustrator III		23.03
13047 - Librarian		22.91
13050 - Library Aide/Clerk		9.11
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician		13.73
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.18
13063 - Media Specialist III		19.07
13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		24.30
13075 - Photographer V		29.39
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.98
14042 - Computer Operator II		16.76
14043 - Computer Operator III		19.12
14044 - Computer Operator IV		21.26
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	14.98
14160 - Personal Computer Support Technician	21.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.62
15020 - Aircrew Training Devices Instructor (Rated)	33.39
15030 - Air Crew Training Devices Instructor (Pilot)	40.05
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	25.93
15070 - Flight Instructor (Pilot)	40.05
15080 - Graphic Artist	22.41
15090 - Technical Instructor	18.61
15095 - Technical Instructor/Course Developer	25.06
15110 - Test Proctor	15.01
15120 - Tutor	15.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.80
16030 - Counter Attendant	8.80
16040 - Dry Cleaner	10.58
16070 - Finisher, Flatwork, Machine	8.80
16090 - Presser, Hand	8.80
16110 - Presser, Machine, Drycleaning	8.80
16130 - Presser, Machine, Shirts	8.80
16160 - Presser, Machine, Wearing Apparel, Laundry	8.80
16190 - Sewing Machine Operator	11.15
16220 - Tailor	11.73
16250 - Washer, Machine	9.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.95
19040 - Tool And Die Maker	24.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.21
21030 - Material Coordinator	21.06
21040 - Material Expediter	21.06
21050 - Material Handling Laborer	10.90
21071 - Order Filler	11.53
21080 - Production Line Worker (Food Processing)	14.21
21110 - Shipping Packer	13.14
21130 - Shipping/Receiving Clerk	13.14
21140 - Store Worker I	8.78
21150 - Stock Clerk	13.78
21210 - Tools And Parts Attendant	14.21
21410 - Warehouse Specialist	14.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.01
23021 - Aircraft Mechanic I	22.48
23022 - Aircraft Mechanic II	24.01
23023 - Aircraft Mechanic III	25.31
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.79
23080 - Aircraft Worker	20.11
23110 - Appliance Mechanic	14.70
23120 - Bicycle Repairer	10.94
23125 - Cable Splicer	21.67
23130 - Carpenter, Maintenance	16.70
23140 - Carpet Layer	17.16
23160 - Electrician, Maintenance	21.52
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	15.70
23290 - Fire Alarm System Mechanic	18.76

23310 - Fire Extinguisher Repairer	14.23
23311 - Fuel Distribution System Mechanic	21.10
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	15.10
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	18.79
23382 - Ground Support Equipment Worker	20.11
23391 - Gunsmith I	14.23
23392 - Gunsmith II	17.16
23393 - Gunsmith III	20.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	19.48
23440 - Heavy Equipment Operator	17.25
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	18.64
23470 - Laborer	10.90
23510 - Locksmith	18.64
23530 - Machinery Maintenance Mechanic	22.60
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	20.11
23710 - Office Appliance Repairer	19.21
23760 - Painter, Maintenance	15.94
23790 - Pipefitter, Maintenance	22.03
23810 - Plumber, Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	20.11
23870 - Scale Mechanic	17.16
23890 - Sheet-Metal Worker, Maintenance	19.22
23910 - Small Engine Mechanic	15.07
23931 - Telecommunications Mechanic I	24.06
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	21.26
23960 - Welder, Combination, Maintenance	18.39
23965 - Well Driller	19.77
23970 - Woodcraft Worker	20.11
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	13.49
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.77
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	19.77
25190 - Ventilation Equipment Tender	12.56
25210 - Water Treatment Plant Operator	17.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.86
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	15.36
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	13.16
27040 - Detention Officer	15.36

27070 - Firefighter		16.86
27101 - Guard I		11.23
27102 - Guard II		12.56
27131 - Police Officer I		18.47
27132 - Police Officer II		20.52
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.55
28042 - Carnival Equipment Repairer		14.77
28043 - Carnival Equpment Worker		9.34
28210 - Gate Attendant/Gate Tender		13.59
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.21
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		18.06
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		18.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.42
29020 - Hatch Tender		20.42
29030 - Line Handler		20.42
29041 - Stevedore I		19.04
29042 - Stevedore II		22.17
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.00
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		25.91
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		20.36
30210 - Laboratory Technician		22.61
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		15.40
30362 - Paralegal/Legal Assistant II		19.08
30363 - Paralegal/Legal Assistant III		23.34
30364 - Paralegal/Legal Assistant IV		28.24
30390 - Photo-Optics Technician		24.17
30461 - Technical Writer I		21.22
30462 - Technical Writer II		25.96
30463 - Technical Writer III		31.40
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.75
30621 - Weather Observer, Senior	(see 2)	24.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.73
31030 - Bus Driver		17.17

31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	9.72
31290 - Shuttle Bus Driver	13.56
31310 - Taxi Driver	10.53
31361 - Truckdriver, Light	13.56
31362 - Truckdriver, Medium	16.66
31363 - Truckdriver, Heavy	18.93
31364 - Truckdriver, Tractor-Trailer	18.93
99000 - Miscellaneous Occupations	
99030 - Cashier	9.11
99050 - Desk Clerk	9.14
99095 - Embalmer	23.74
99251 - Laboratory Animal Caretaker I	11.13
99252 - Laboratory Animal Caretaker II	12.42
99310 - Mortician	23.75
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	12.14
99710 - Recycling Laborer	12.03
99711 - Recycling Specialist	15.57
99730 - Refuse Collector	10.99
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	10.28
99830 - Survey Party Chief	19.48
99831 - Surveying Aide	17.72
99832 - Surveying Technician	17.87
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer Helper	10.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2367 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		19.63
01040 - Court Reporter		24.28
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		14.43
01060 - Dispatcher, Motor Vehicle		17.06
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		12.34
01112 - General Clerk II		13.47
01113 - General Clerk III		15.11
01120 - Housing Referral Assistant		17.42
01141 - Messenger Courier		11.76
01191 - Order Clerk I		13.32
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		14.63
01262 - Personnel Assistant (Employment) II		16.36
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		21.51
01280 - Receptionist		11.76
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		14.73
01311 - Secretary I		14.73
01312 - Secretary II		16.48
01313 - Secretary III		18.38
01320 - Service Order Dispatcher		15.81
01410 - Supply Technician		19.62
01420 - Survey Worker		15.79
01531 - Travel Clerk I		11.42
01532 - Travel Clerk II		12.32
01533 - Travel Clerk III		13.23
01611 - Word Processor I		13.26
01612 - Word Processor II		14.90
01613 - Word Processor III		16.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.34
05010 - Automotive Electrician		17.60
05040 - Automotive Glass Installer		16.87
05070 - Automotive Worker		16.87
05110 - Mobile Equipment Servicer		15.41
05130 - Motor Equipment Metal Mechanic		18.34
05160 - Motor Equipment Metal Worker		16.87
05190 - Motor Vehicle Mechanic		19.75
05220 - Motor Vehicle Mechanic Helper		14.49
05250 - Motor Vehicle Upholstery Worker		16.14
05280 - Motor Vehicle Wrecker		16.87
05310 - Painter, Automotive		18.03
05340 - Radiator Repair Specialist		16.87
05370 - Tire Repairer		14.61
05400 - Transmission Repair Specialist		18.34
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.73
07041 - Cook I		12.80
07042 - Cook II		14.06
07070 - Dishwasher		8.57
07130 - Food Service Worker		9.61
07210 - Meat Cutter		15.19
07260 - Waiter/Waitress		9.24

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	19.76
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer, Minor	18.19
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.11
11060 - Elevator Operator	11.11
11090 - Gardener	15.33
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	9.68
11260 - Pruner	11.40
11270 - Tractor Operator	14.25
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.26
12011 - Breath Alcohol Technician	17.63
12012 - Certified Occupational Therapist Assistant	18.98
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	16.16
12025 - Dental Hygienist	29.79
12030 - EKG Technician	21.84
12035 - Electroneurodiagnostic Technologist	22.67
12040 - Emergency Medical Technician	15.26
12071 - Licensed Practical Nurse I	15.76
12072 - Licensed Practical Nurse II	17.63
12073 - Licensed Practical Nurse III	19.66
12100 - Medical Assistant	13.68
12130 - Medical Laboratory Technician	17.65
12160 - Medical Record Clerk	13.68
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.19
12210 - Nuclear Medicine Technologist	33.64
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	18.79
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	13.86
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	25.48
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69
12313 - Registered Nurse II, Specialist	27.69
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III, Anesthetist	33.50
12316 - Registered Nurse IV	40.15
12317 - Scheduler (Drug and Alcohol Testing)	21.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.39
13012 - Exhibits Specialist II	25.27
13013 - Exhibits Specialist III	30.91
13041 - Illustrator I	21.59
13042 - Illustrator II	26.76
13043 - Illustrator III	33.49
13047 - Librarian	29.12
13050 - Library Aide/Clerk	12.75

13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		15.27
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.03
13071 - Photographer I		16.02
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I		19.79
14072 - Computer Programmer II		24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		26.69
15070 - Flight Instructor (Pilot)		39.22
15080 - Graphic Artist		21.56
15090 - Technical Instructor		19.93
15095 - Technical Instructor/Course Developer		24.38
15110 - Test Proctor		16.08
15120 - Tutor		16.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70
16040 - Dry Cleaner		10.09
16070 - Finisher, Flatwork, Machine		8.70
16090 - Presser, Hand		8.70
16110 - Presser, Machine, Drycleaning		8.70
16130 - Presser, Machine, Shirts		8.70
16160 - Presser, Machine, Wearing Apparel, Laundry		8.70
16190 - Sewing Machine Operator		10.69
16220 - Tailor		11.29
16250 - Washer, Machine		9.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.48
19040 - Tool And Die Maker		22.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.64
21030 - Material Coordinator		20.72
21040 - Material Expediter		20.72
21050 - Material Handling Laborer		14.63
21071 - Order Filler		13.63
21080 - Production Line Worker (Food Processing)		16.84
21110 - Shipping Packer		14.27
21130 - Shipping/Receiving Clerk		14.27

21140 - Store Worker I	11.88
21150 - Stock Clerk	16.52
21210 - Tools And Parts Attendant	16.64
21410 - Warehouse Specialist	16.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.23
23021 - Aircraft Mechanic I	26.30
23022 - Aircraft Mechanic II	27.23
23023 - Aircraft Mechanic III	28.26
23040 - Aircraft Mechanic Helper	20.47
23050 - Aircraft, Painter	25.05
23060 - Aircraft Servicer	23.28
23080 - Aircraft Worker	24.27
23110 - Appliance Mechanic	19.76
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	30.33
23130 - Carpenter, Maintenance	19.42
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	23.15
23181 - Electronics Technician Maintenance I	21.20
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	23.77
23260 - Fabric Worker	20.12
23290 - Fire Alarm System Mechanic	21.14
23310 - Fire Extinguisher Repairer	18.66
23311 - Fuel Distribution System Mechanic	27.70
23312 - Fuel Distribution System Operator	23.63
23370 - General Maintenance Worker	17.24
23380 - Ground Support Equipment Mechanic	26.30
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	18.33
23392 - Gunsmith II	21.35
23393 - Gunsmith III	23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.53
23440 - Heavy Equipment Operator	22.51
23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	22.73
23470 - Laborer	12.18
23510 - Locksmith	19.98
23530 - Machinery Maintenance Mechanic	24.92
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	15.64
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	26.51
23710 - Office Appliance Repairer	20.69
23760 - Painter, Maintenance	19.76
23790 - Pipefitter, Maintenance	25.17
23810 - Plumber, Maintenance	21.19
23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	23.94
23870 - Scale Mechanic	21.35
23890 - Sheet-Metal Worker, Maintenance	23.75
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.64
23950 - Telephone Lineman	29.59

23960 - Welder, Combination, Maintenance	20.57
23965 - Well Driller	21.16
23970 - Woodcraft Worker	23.94
23980 - Woodworker	17.31
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	10.56
24620 - Family Readiness And Support Services Coordinator	14.29
24630 - Homemaker	15.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	16.73
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.85
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	23.40
27010 - Court Security Officer	22.02
27030 - Detection Dog Handler	18.45
27040 - Detention Officer	23.40
27070 - Firefighter	21.69
27101 - Guard I	12.63
27102 - Guard II	16.99
27131 - Police Officer I	23.40
27132 - Police Officer II	26.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.82
28042 - Carnival Equipment Repairer	12.80
28043 - Carnival Equpment Worker	8.92
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	14.29
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.09
29020 - Hatch Tender	22.09
29030 - Line Handler	22.09
29041 - Stevedore I	21.85
29042 - Stevedore II	24.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.15
30021 - Archeological Technician I	15.74
30022 - Archeological Technician II	17.61
30023 - Archeological Technician III	21.81
30030 - Cartographic Technician	21.81
30040 - Civil Engineering Technician	23.09
30061 - Drafter/CAD Operator I	15.74
30062 - Drafter/CAD Operator II	17.61
30063 - Drafter/CAD Operator III	19.65
30064 - Drafter/CAD Operator IV	24.17
30081 - Engineering Technician I	15.61
30082 - Engineering Technician II	17.52
30083 - Engineering Technician III	19.60
30084 - Engineering Technician IV	24.29

30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.94
30090 - Environmental Technician		20.92
30210 - Laboratory Technician		20.77
30240 - Mathematical Technician		21.81
30361 - Paralegal/Legal Assistant I		16.72
30362 - Paralegal/Legal Assistant II		19.83
30363 - Paralegal/Legal Assistant III		23.43
30364 - Paralegal/Legal Assistant IV		29.35
30390 - Photo-Optics Technician		21.81
30461 - Technical Writer I		21.46
30462 - Technical Writer II		26.24
30463 - Technical Writer III		30.21
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.65
30621 - Weather Observer, Senior	(see 2)	21.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.56
31030 - Bus Driver		18.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.86
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.52
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		19.04
31364 - Truckdriver, Tractor-Trailer		19.04
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94
99050 - Desk Clerk		10.66
99095 - Embalmer		23.67
99251 - Laboratory Animal Caretaker I		12.00
99252 - Laboratory Animal Caretaker II		13.04
99310 - Mortician		31.14
99410 - Pest Controller		16.25
99510 - Photofinishing Worker		13.41
99710 - Recycling Laborer		16.50
99711 - Recycling Specialist		19.47
99730 - Refuse Collector		14.79
99810 - Sales Clerk		12.24
99820 - School Crossing Guard		10.89
99830 - Survey Party Chief		21.63
99831 - Surveying Aide		12.89
99832 - Surveying Technician		19.67
99840 - Vending Machine Attendant		13.40
99841 - Vending Machine Repairer		15.96
99842 - Vending Machine Repairer Helper		13.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2368
Revision No.: 15
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director
Division of
Wage Determinations

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		19.63
01040 - Court Reporter		24.28
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		14.43
01060 - Dispatcher, Motor Vehicle		17.06
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		12.34
01112 - General Clerk II		13.47
01113 - General Clerk III		15.11
01120 - Housing Referral Assistant		17.42
01141 - Messenger Courier		11.76
01191 - Order Clerk I		13.32
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		14.63
01262 - Personnel Assistant (Employment) II		16.36
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		21.51
01280 - Receptionist		11.76
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		14.73
01311 - Secretary I		14.73
01312 - Secretary II		16.48
01313 - Secretary III		18.38
01320 - Service Order Dispatcher		15.81
01410 - Supply Technician		19.62
01420 - Survey Worker		15.79
01531 - Travel Clerk I		11.42
01532 - Travel Clerk II		12.32
01533 - Travel Clerk III		13.23
01611 - Word Processor I		13.26
01612 - Word Processor II		14.90
01613 - Word Processor III		16.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.34
05010 - Automotive Electrician		17.60

05040 - Automotive Glass Installer	16.87
05070 - Automotive Worker	16.87
05110 - Mobile Equipment Servicer	15.41
05130 - Motor Equipment Metal Mechanic	18.34
05160 - Motor Equipment Metal Worker	16.87
05190 - Motor Vehicle Mechanic	19.75
05220 - Motor Vehicle Mechanic Helper	14.49
05250 - Motor Vehicle Upholstery Worker	16.14
05280 - Motor Vehicle Wrecker	16.87
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	16.87
05370 - Tire Repairer	14.61
05400 - Transmission Repair Specialist	18.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.73
07041 - Cook I	12.80
07042 - Cook II	14.06
07070 - Dishwasher	8.57
07130 - Food Service Worker	9.61
07210 - Meat Cutter	15.19
07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	19.76
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer, Minor	18.19
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.11
11060 - Elevator Operator	11.11
11090 - Gardener	15.33
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	9.68
11260 - Pruner	11.40
11270 - Tractor Operator	14.25
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.26
12011 - Breath Alcohol Technician	17.63
12012 - Certified Occupational Therapist Assistant	18.98
12015 - Certified Physical Therapist Assistant	22.24
12020 - Dental Assistant	16.16
12025 - Dental Hygienist	29.79
12030 - EKG Technician	21.84
12035 - Electroneurodiagnostic Technologist	22.67
12040 - Emergency Medical Technician	15.26
12071 - Licensed Practical Nurse I	15.76
12072 - Licensed Practical Nurse II	17.63
12073 - Licensed Practical Nurse III	19.66
12100 - Medical Assistant	13.68
12130 - Medical Laboratory Technician	17.65
12160 - Medical Record Clerk	13.68
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.19
12210 - Nuclear Medicine Technologist	33.64
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.61

12235 - Optical Dispenser		18.79
12236 - Optical Technician		17.61
12250 - Pharmacy Technician		13.86
12280 - Phlebotomist		14.61
12305 - Radiologic Technologist		25.48
12311 - Registered Nurse I		22.63
12312 - Registered Nurse II		27.69
12313 - Registered Nurse II, Specialist		27.69
12314 - Registered Nurse III		33.50
12315 - Registered Nurse III, Anesthetist		33.50
12316 - Registered Nurse IV		40.15
12317 - Scheduler (Drug and Alcohol Testing)		21.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.27
13013 - Exhibits Specialist III		30.91
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		15.27
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.03
13071 - Photographer I		16.02
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I		19.79
14072 - Computer Programmer II		24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		26.69
15070 - Flight Instructor (Pilot)		39.22
15080 - Graphic Artist		21.56
15090 - Technical Instructor		19.93
15095 - Technical Instructor/Course Developer		24.38
15110 - Test Proctor		16.08
15120 - Tutor		16.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70

16040 - Dry Cleaner	10.09
16070 - Finisher, Flatwork, Machine	8.70
16090 - Presser, Hand	8.70
16110 - Presser, Machine, Drycleaning	8.70
16130 - Presser, Machine, Shirts	8.70
16160 - Presser, Machine, Wearing Apparel, Laundry	8.70
16190 - Sewing Machine Operator	10.69
16220 - Tailor	11.29
16250 - Washer, Machine	9.12
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.48
19040 - Tool And Die Maker	22.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.64
21030 - Material Coordinator	20.72
21040 - Material Expediter	20.72
21050 - Material Handling Laborer	14.63
21071 - Order Filler	13.63
21080 - Production Line Worker (Food Processing)	16.84
21110 - Shipping Packer	14.27
21130 - Shipping/Receiving Clerk	14.27
21140 - Store Worker I	11.88
21150 - Stock Clerk	16.52
21210 - Tools And Parts Attendant	16.64
21410 - Warehouse Specialist	16.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.23
23021 - Aircraft Mechanic I	26.30
23022 - Aircraft Mechanic II	27.23
23023 - Aircraft Mechanic III	28.26
23040 - Aircraft Mechanic Helper	20.47
23050 - Aircraft, Painter	25.05
23060 - Aircraft Servicer	23.28
23080 - Aircraft Worker	24.27
23110 - Appliance Mechanic	19.76
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	30.33
23130 - Carpenter, Maintenance	19.42
23140 - Carpet Layer	21.35
23160 - Electrician, Maintenance	23.15
23181 - Electronics Technician Maintenance I	21.20
23182 - Electronics Technician Maintenance II	22.57
23183 - Electronics Technician Maintenance III	23.77
23260 - Fabric Worker	20.12
23290 - Fire Alarm System Mechanic	21.14
23310 - Fire Extinguisher Repairer	18.66
23311 - Fuel Distribution System Mechanic	27.70
23312 - Fuel Distribution System Operator	23.63
23370 - General Maintenance Worker	17.24
23380 - Ground Support Equipment Mechanic	26.30
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	18.33
23392 - Gunsmith II	21.35
23393 - Gunsmith III	23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.53
23440 - Heavy Equipment Operator	22.51
23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	22.73

23470 - Laborer	12.18
23510 - Locksmith	19.98
23530 - Machinery Maintenance Mechanic	24.92
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	15.64
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	26.51
23710 - Office Appliance Repairer	20.69
23760 - Painter, Maintenance	19.76
23790 - Pipefitter, Maintenance	25.17
23810 - Plumber, Maintenance	21.19
23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	23.94
23870 - Scale Mechanic	21.35
23890 - Sheet-Metal Worker, Maintenance	23.75
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.64
23950 - Telephone Lineman	29.59
23960 - Welder, Combination, Maintenance	20.57
23965 - Well Driller	21.16
23970 - Woodcraft Worker	23.94
23980 - Woodworker	17.31
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.09
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	10.56
24620 - Family Readiness And Support Services Coordinator	14.29
24630 - Homemaker	15.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	16.73
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.85
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	23.40
27010 - Court Security Officer	22.02
27030 - Detection Dog Handler	18.45
27040 - Detention Officer	23.40
27070 - Firefighter	21.69
27101 - Guard I	12.63
27102 - Guard II	16.99
27131 - Police Officer I	23.40
27132 - Police Officer II	26.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.82
28042 - Carnival Equipment Repairer	12.80
28043 - Carnival Equpment Worker	8.92
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	14.29
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	16.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.09

29020 - Hatch Tender		22.09
29030 - Line Handler		22.09
29041 - Stevedore I		21.85
29042 - Stevedore II		24.04
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.15
30021 - Archeological Technician I		15.74
30022 - Archeological Technician II		17.61
30023 - Archeological Technician III		21.81
30030 - Cartographic Technician		21.81
30040 - Civil Engineering Technician		23.09
30061 - Drafter/CAD Operator I		15.74
30062 - Drafter/CAD Operator II		17.61
30063 - Drafter/CAD Operator III		19.65
30064 - Drafter/CAD Operator IV		24.17
30081 - Engineering Technician I		15.61
30082 - Engineering Technician II		17.52
30083 - Engineering Technician III		19.60
30084 - Engineering Technician IV		24.29
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.94
30090 - Environmental Technician		20.92
30210 - Laboratory Technician		20.77
30240 - Mathematical Technician		21.81
30361 - Paralegal/Legal Assistant I		16.72
30362 - Paralegal/Legal Assistant II		19.83
30363 - Paralegal/Legal Assistant III		23.43
30364 - Paralegal/Legal Assistant IV		29.35
30390 - Photo-Optics Technician		21.81
30461 - Technical Writer I		21.46
30462 - Technical Writer II		26.24
30463 - Technical Writer III		30.21
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.65
30621 - Weather Observer, Senior	(see 2)	21.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.56
31030 - Bus Driver		18.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.86
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.52
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		19.04
31364 - Truckdriver, Tractor-Trailer		19.04
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94
99050 - Desk Clerk		10.66
99095 - Embalmer		23.67
99251 - Laboratory Animal Caretaker I		12.00
99252 - Laboratory Animal Caretaker II		13.04
99310 - Mortician		31.14
99410 - Pest Controller		16.25
99510 - Photofinishing Worker		13.41
99710 - Recycling Laborer		16.50

99711 - Recycling Specialist	19.47
99730 - Refuse Collector	14.79
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	10.89
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	13.40
99841 - Vending Machine Repairer	15.96
99842 - Vending Machine Repairer Helper	13.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2371 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.17
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		23.11
01040 - Court Reporter		18.95
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.61
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		12.75
01090 - Duplicating Machine Operator		12.75
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50
01113 - General Clerk III		15.23
01120 - Housing Referral Assistant		23.17
01141 - Messenger Courier		11.85

01191 - Order Clerk I	13.39
01192 - Order Clerk II	14.61
01261 - Personnel Assistant (Employment) I	15.23
01262 - Personnel Assistant (Employment) II	16.19
01263 - Personnel Assistant (Employment) III	19.97
01270 - Production Control Clerk	21.15
01280 - Receptionist	12.75
01290 - Rental Clerk	15.23
01300 - Scheduler, Maintenance	18.57
01311 - Secretary I	18.57
01312 - Secretary II	20.77
01313 - Secretary III	23.17
01320 - Service Order Dispatcher	14.59
01410 - Supply Technician	23.11
01420 - Survey Worker	15.84
01531 - Travel Clerk I	11.74
01532 - Travel Clerk II	12.41
01533 - Travel Clerk III	13.09
01611 - Word Processor I	14.97
01612 - Word Processor II	15.93
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.34
05010 - Automotive Electrician	21.67
05040 - Automotive Glass Installer	20.85
05070 - Automotive Worker	20.85
05110 - Mobile Equipment Servicer	19.45
05130 - Motor Equipment Metal Mechanic	22.34
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.34
05220 - Motor Vehicle Mechanic Helper	18.03
05250 - Motor Vehicle Upholstery Worker	20.11
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter, Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.89
07042 - Cook II	12.01
07070 - Dishwasher	8.75
07130 - Food Service Worker	9.13
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer, Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.01
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	14.30
11240 - Maid or Houseman	9.95
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30

11360 - Window Cleaner	13.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.91
12011 - Breath Alcohol Technician	16.34
12012 - Certified Occupational Therapist Assistant	20.38
12015 - Certified Physical Therapist Assistant	20.38
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	14.91
12071 - Licensed Practical Nurse I	15.18
12072 - Licensed Practical Nurse II	16.98
12073 - Licensed Practical Nurse III	18.94
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	19.46
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.04
12195 - Medical Transcriptionist	14.23
12210 - Nuclear Medicine Technologist	32.82
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	19.63
12236 - Optical Technician	14.37
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	23.53
12311 - Registered Nurse I	23.63
12312 - Registered Nurse II	28.90
12313 - Registered Nurse II, Specialist	28.90
12314 - Registered Nurse III	34.96
12315 - Registered Nurse III, Anesthetist	34.96
12316 - Registered Nurse IV	41.90
12317 - Scheduler (Drug and Alcohol Testing)	21.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.91
13012 - Exhibits Specialist II	23.40
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	19.84
13042 - Illustrator II	24.54
13043 - Illustrator III	29.93
13047 - Librarian	26.64
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	23.38
13058 - Library Technician	15.75
13061 - Media Specialist I	17.36
13062 - Media Specialist II	19.42
13063 - Media Specialist III	21.66
13071 - Photographer I	14.07
13072 - Photographer II	17.34
13073 - Photographer III	21.45
13074 - Photographer IV	26.17
13075 - Photographer V	31.74
13110 - Video Teleconference Technician	18.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.40
14042 - Computer Operator II	17.23
14043 - Computer Operator III	20.20
14044 - Computer Operator IV	23.94
14045 - Computer Operator V	26.51

14071 - Computer Programmer I		20.28
14072 - Computer Programmer II		25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.40
14160 - Personal Computer Support Technician		23.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.63
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.52
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		27.34
15070 - Flight Instructor (Pilot)		41.52
15080 - Graphic Artist		19.69
15090 - Technical Instructor		21.43
15095 - Technical Instructor/Course Developer		26.22
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.71
16030 - Counter Attendant		8.71
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.71
16090 - Presser, Hand		8.71
16110 - Presser, Machine, Drycleaning		8.71
16130 - Presser, Machine, Shirts		8.71
16160 - Presser, Machine, Wearing Apparel, Laundry		8.71
16190 - Sewing Machine Operator		10.91
16220 - Tailor		11.48
16250 - Washer, Machine		9.25
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.93
19040 - Tool And Die Maker		27.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.06
21030 - Material Coordinator		21.15
21040 - Material Expediter		21.15
21050 - Material Handling Laborer		17.74
21071 - Order Filler		15.19
21080 - Production Line Worker (Food Processing)		18.06
21110 - Shipping Packer		14.98
21130 - Shipping/Receiving Clerk		13.00
21140 - Store Worker I		15.51
21150 - Stock Clerk		19.51
21210 - Tools And Parts Attendant		18.06
21410 - Warehouse Specialist		18.06
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.70
23021 - Aircraft Mechanic I		25.80
23022 - Aircraft Mechanic II		26.70
23023 - Aircraft Mechanic III		27.47
23040 - Aircraft Mechanic Helper		21.36
23050 - Aircraft, Painter		25.00
23060 - Aircraft Servicer		23.29
23080 - Aircraft Worker		24.13
23110 - Appliance Mechanic		21.25
23120 - Bicycle Repairer		18.98
23125 - Cable Splicer		28.97
23130 - Carpenter, Maintenance		20.64
23140 - Carpet Layer		21.57

23160 - Electrician, Maintenance	25.51
23181 - Electronics Technician Maintenance I	22.23
23182 - Electronics Technician Maintenance II	23.02
23183 - Electronics Technician Maintenance III	23.84
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	22.21
23310 - Fire Extinguisher Repairer	19.91
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	23.29
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	19.91
23392 - Gunsmith II	21.57
23393 - Gunsmith III	23.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	22.36
23470 - Laborer	13.61
23510 - Locksmith	20.64
23530 - Machinery Maintenance Mechanic	24.20
23550 - Machinist, Maintenance	21.28
23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	24.93
23640 - Millwright	32.96
23710 - Office Appliance Repairer	20.64
23760 - Painter, Maintenance	21.73
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.26
23820 - Pneudraulic Systems Mechanic	23.16
23850 - Rigger	23.16
23870 - Scale Mechanic	21.59
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	19.86
23931 - Telecommunications Mechanic I	25.69
23932 - Telecommunications Mechanic II	26.60
23950 - Telephone Lineman	27.90
23960 - Welder, Combination, Maintenance	21.28
23965 - Well Driller	26.30
23970 - Woodcraft Worker	23.16
23980 - Woodworker	19.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	13.06
24630 - Homemaker	14.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	21.38
25070 - Stationary Engineer	21.43
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	21.38
27000 - Protective Service Occupations	

27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	26.94
27010 - Court Security Officer	26.74
27030 - Detection Dog Handler	15.49
27040 - Detention Officer	26.94
27070 - Firefighter	24.94
27101 - Guard I	11.54
27102 - Guard II	15.49
27131 - Police Officer I	26.94
27132 - Police Officer II	29.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.47
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	15.38
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.20
29020 - Hatch Tender	22.20
29030 - Line Handler	22.20
29041 - Stevedore I	21.39
29042 - Stevedore II	22.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.17
30021 - Archeological Technician I	18.65
30022 - Archeological Technician II	20.86
30023 - Archeological Technician III	25.84
30030 - Cartographic Technician	25.84
30040 - Civil Engineering Technician	25.55
30061 - Drafter/CAD Operator I	18.65
30062 - Drafter/CAD Operator II	20.86
30063 - Drafter/CAD Operator III	23.26
30064 - Drafter/CAD Operator IV	28.63
30081 - Engineering Technician I	19.15
30082 - Engineering Technician II	21.49
30083 - Engineering Technician III	24.04
30084 - Engineering Technician IV	29.79
30085 - Engineering Technician V	36.44
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	18.48
30210 - Laboratory Technician	19.92
30240 - Mathematical Technician	25.84
30361 - Paralegal/Legal Assistant I	17.85
30362 - Paralegal/Legal Assistant II	22.12
30363 - Paralegal/Legal Assistant III	27.06
30364 - Paralegal/Legal Assistant IV	32.73
30390 - Photo-Optics Technician	25.84
30461 - Technical Writer I	22.06
30462 - Technical Writer II	26.98
30463 - Technical Writer III	33.08
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.91
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.73
31043 - Driver Courier		16.62
31260 - Parking and Lot Attendant		10.85
31290 - Shuttle Bus Driver		17.39
31310 - Taxi Driver		12.54
31361 - Truckdriver, Light		17.39
31362 - Truckdriver, Medium		20.24
31363 - Truckdriver, Heavy		22.34
31364 - Truckdriver, Tractor-Trailer		22.34
99000 - Miscellaneous Occupations		
99030 - Cashier		10.21
99050 - Desk Clerk		10.47
99095 - Embalmer		25.38
99251 - Laboratory Animal Caretaker I		11.10
99252 - Laboratory Animal Caretaker II		11.61
99310 - Mortician		27.92
99410 - Pest Controller		18.06
99510 - Photofinishing Worker		13.18
99710 - Recycling Laborer		18.08
99711 - Recycling Specialist		20.60
99730 - Refuse Collector		16.80
99810 - Sales Clerk		12.42
99820 - School Crossing Guard		9.87
99830 - Survey Party Chief		20.38
99831 - Surveying Aide		10.53
99832 - Surveying Technician		16.55
99840 - Vending Machine Attendant		13.86
99841 - Vending Machine Repairer		17.25
99842 - Vending Machine Repairer Helper		14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2372 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.17
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		23.11
01040 - Court Reporter		18.95
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.61
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		12.75
01090 - Duplicating Machine Operator		12.75
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50
01113 - General Clerk III		15.23
01120 - Housing Referral Assistant		23.17
01141 - Messenger Courier		11.85
01191 - Order Clerk I		13.39
01192 - Order Clerk II		14.61
01261 - Personnel Assistant (Employment) I		15.23
01262 - Personnel Assistant (Employment) II		16.19
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		21.15
01280 - Receptionist		12.75
01290 - Rental Clerk		15.23
01300 - Scheduler, Maintenance		18.57
01311 - Secretary I		18.57
01312 - Secretary II		20.77
01313 - Secretary III		23.17
01320 - Service Order Dispatcher		14.59
01410 - Supply Technician		23.11
01420 - Survey Worker		15.84
01531 - Travel Clerk I		11.74
01532 - Travel Clerk II		12.41
01533 - Travel Clerk III		13.09
01611 - Word Processor I		14.97
01612 - Word Processor II		15.93
01613 - Word Processor III		17.82
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.34
05010 - Automotive Electrician		21.67
05040 - Automotive Glass Installer		20.85
05070 - Automotive Worker		20.85
05110 - Mobile Equipment Servicer		19.45
05130 - Motor Equipment Metal Mechanic		22.34
05160 - Motor Equipment Metal Worker		20.85
05190 - Motor Vehicle Mechanic		22.34
05220 - Motor Vehicle Mechanic Helper		18.03
05250 - Motor Vehicle Upholstery Worker		20.11
05280 - Motor Vehicle Wrecker		20.85
05310 - Painter, Automotive		21.67
05340 - Radiator Repair Specialist		20.85
05370 - Tire Repairer		18.78
05400 - Transmission Repair Specialist		22.34
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.15
07041 - Cook I		10.89

07042 - Cook II	12.01
07070 - Dishwasher	8.75
07130 - Food Service Worker	9.13
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer, Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.01
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	14.30
11240 - Maid or Houseman	9.95
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	13.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.91
12011 - Breath Alcohol Technician	16.34
12012 - Certified Occupational Therapist Assistant	20.38
12015 - Certified Physical Therapist Assistant	20.38
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	14.91
12071 - Licensed Practical Nurse I	15.18
12072 - Licensed Practical Nurse II	16.98
12073 - Licensed Practical Nurse III	18.94
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	19.46
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.04
12195 - Medical Transcriptionist	14.23
12210 - Nuclear Medicine Technologist	32.82
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	19.63
12236 - Optical Technician	14.37
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	23.53
12311 - Registered Nurse I	23.63
12312 - Registered Nurse II	28.90
12313 - Registered Nurse II, Specialist	28.90
12314 - Registered Nurse III	34.96
12315 - Registered Nurse III, Anesthetist	34.96
12316 - Registered Nurse IV	41.90
12317 - Scheduler (Drug and Alcohol Testing)	21.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.91
13012 - Exhibits Specialist II	23.40
13013 - Exhibits Specialist III	28.53

13041 - Illustrator I		19.84
13042 - Illustrator II		24.54
13043 - Illustrator III		29.93
13047 - Librarian		26.64
13050 - Library Aide/Clerk		13.31
13054 - Library Information Technology Systems Administrator		23.38
13058 - Library Technician		15.75
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.66
13071 - Photographer I		14.07
13072 - Photographer II		17.34
13073 - Photographer III		21.45
13074 - Photographer IV		26.17
13075 - Photographer V		31.74
13110 - Video Teleconference Technician		18.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.40
14042 - Computer Operator II		17.23
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.51
14071 - Computer Programmer I		20.28
14072 - Computer Programmer II		25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.40
14160 - Personal Computer Support Technician		23.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.63
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.52
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		27.34
15070 - Flight Instructor (Pilot)		41.52
15080 - Graphic Artist		19.69
15090 - Technical Instructor		21.43
15095 - Technical Instructor/Course Developer		26.22
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.71
16030 - Counter Attendant		8.71
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.71
16090 - Presser, Hand		8.71
16110 - Presser, Machine, Drycleaning		8.71
16130 - Presser, Machine, Shirts		8.71
16160 - Presser, Machine, Wearing Apparel, Laundry		8.71
16190 - Sewing Machine Operator		10.91
16220 - Tailor		11.48
16250 - Washer, Machine		9.25
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.93
19040 - Tool And Die Maker		27.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.06
21030 - Material Coordinator		21.15
21040 - Material Expediter		21.15

21050 - Material Handling Laborer	17.74
21071 - Order Filler	15.19
21080 - Production Line Worker (Food Processing)	18.06
21110 - Shipping Packer	14.98
21130 - Shipping/Receiving Clerk	13.00
21140 - Store Worker I	15.51
21150 - Stock Clerk	19.51
21210 - Tools And Parts Attendant	18.06
21410 - Warehouse Specialist	18.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.70
23021 - Aircraft Mechanic I	25.80
23022 - Aircraft Mechanic II	26.70
23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	21.36
23050 - Aircraft, Painter	25.00
23060 - Aircraft Servicer	23.29
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	21.25
23120 - Bicycle Repairer	18.98
23125 - Cable Splicer	28.97
23130 - Carpenter, Maintenance	20.64
23140 - Carpet Layer	21.57
23160 - Electrician, Maintenance	25.51
23181 - Electronics Technician Maintenance I	22.23
23182 - Electronics Technician Maintenance II	23.02
23183 - Electronics Technician Maintenance III	23.84
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	22.21
23310 - Fire Extinguisher Repairer	19.91
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	23.29
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	19.91
23392 - Gunsmith II	21.57
23393 - Gunsmith III	23.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	22.36
23470 - Laborer	13.61
23510 - Locksmith	20.64
23530 - Machinery Maintenance Mechanic	24.20
23550 - Machinist, Maintenance	21.28
23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	24.93
23640 - Millwright	32.96
23710 - Office Appliance Repairer	20.64
23760 - Painter, Maintenance	21.73
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.26
23820 - Pneudraulic Systems Mechanic	23.16
23850 - Rigger	23.16
23870 - Scale Mechanic	21.59

23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	19.86
23931 - Telecommunications Mechanic I	25.69
23932 - Telecommunications Mechanic II	26.60
23950 - Telephone Lineman	27.90
23960 - Welder, Combination, Maintenance	21.28
23965 - Well Driller	26.30
23970 - Woodcraft Worker	23.16
23980 - Woodworker	19.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	13.06
24630 - Homemaker	14.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	21.38
25070 - Stationary Engineer	21.43
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	21.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	26.94
27010 - Court Security Officer	26.74
27030 - Detection Dog Handler	15.49
27040 - Detention Officer	26.94
27070 - Firefighter	24.94
27101 - Guard I	11.54
27102 - Guard II	15.49
27131 - Police Officer I	26.94
27132 - Police Officer II	29.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.47
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	15.38
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.20
29020 - Hatch Tender	22.20
29030 - Line Handler	22.20
29041 - Stevedore I	21.39
29042 - Stevedore II	22.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.17
30021 - Archeological Technician I	18.65
30022 - Archeological Technician II	20.86
30023 - Archeological Technician III	25.84
30030 - Cartographic Technician	25.84
30040 - Civil Engineering Technician	25.55
30061 - Drafter/CAD Operator I	18.65
30062 - Drafter/CAD Operator II	20.86
30063 - Drafter/CAD Operator III	23.26

30064 - Drafter/CAD Operator IV		28.63
30081 - Engineering Technician I		19.15
30082 - Engineering Technician II		21.49
30083 - Engineering Technician III		24.04
30084 - Engineering Technician IV		29.79
30085 - Engineering Technician V		36.44
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		18.48
30210 - Laboratory Technician		19.92
30240 - Mathematical Technician		25.84
30361 - Paralegal/Legal Assistant I		17.85
30362 - Paralegal/Legal Assistant II		22.12
30363 - Paralegal/Legal Assistant III		27.06
30364 - Paralegal/Legal Assistant IV		32.73
30390 - Photo-Optics Technician		25.84
30461 - Technical Writer I		22.06
30462 - Technical Writer II		26.98
30463 - Technical Writer III		33.08
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.91
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.73
31043 - Driver Courier		16.62
31260 - Parking and Lot Attendant		10.85
31290 - Shuttle Bus Driver		17.39
31310 - Taxi Driver		12.54
31361 - Truckdriver, Light		17.39
31362 - Truckdriver, Medium		20.24
31363 - Truckdriver, Heavy		22.34
31364 - Truckdriver, Tractor-Trailer		22.34
99000 - Miscellaneous Occupations		
99030 - Cashier		10.21
99050 - Desk Clerk		10.47
99095 - Embalmer		25.38
99251 - Laboratory Animal Caretaker I		11.10
99252 - Laboratory Animal Caretaker II		11.61
99310 - Mortician		27.92
99410 - Pest Controller		18.06
99510 - Photofinishing Worker		13.18
99710 - Recycling Laborer		18.08
99711 - Recycling Specialist		20.60
99730 - Refuse Collector		16.80
99810 - Sales Clerk		12.42
99820 - School Crossing Guard		9.87
99830 - Survey Party Chief		20.38
99831 - Surveying Aide		10.53
99832 - Surveying Technician		16.55
99840 - Vending Machine Attendant		13.86
99841 - Vending Machine Repairer		17.25
99842 - Vending Machine Repairer Helper		14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2373 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		19.59
01192 - Order Clerk II		20.45
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64

01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	20.16
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.50
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	20.80
05130 - Motor Equipment Metal Mechanic	29.80
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.69
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer, Minor	20.37
09130 - Upholsterer	22.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.67
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66

12130 - Medical Laboratory Technician		23.34
12160 - Medical Record Clerk		18.71
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		19.43
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		13.17
12222 - Nursing Assistant II		14.72
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		15.87
12280 - Phlebotomist		23.02
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		28.35
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.62
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73

15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.31
15090 - Technical Instructor	32.16
15095 - Technical Instructor/Course Developer	39.22
15110 - Test Proctor	25.56
15120 - Tutor	25.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.62
16030 - Counter Attendant	11.62
16040 - Dry Cleaner	14.30
16070 - Finisher, Flatwork, Machine	11.62
16090 - Presser, Hand	11.62
16110 - Presser, Machine, Drycleaning	11.62
16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.62
21071 - Order Filler	16.34
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.72
23040 - Aircraft Mechanic Helper	21.90
23050 - Aircraft, Painter	25.88
23060 - Aircraft Servicer	24.23
23080 - Aircraft Worker	25.00
23110 - Appliance Mechanic	22.16
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	35.97
23130 - Carpenter, Maintenance	30.97
23140 - Carpet Layer	27.24
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.51
23260 - Fabric Worker	25.82
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.23
23382 - Ground Support Equipment Worker	25.00
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12

23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	21.10
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	21.92
23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	32.75
23640 - Millwright	29.17
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	26.70
23790 - Pipefitter, Maintenance	32.44
23810 - Plumber, Maintenance	31.23
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.81
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	33.44
23960 - Welder, Combination, Maintenance	24.11
23965 - Well Driller	22.73
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	12.79
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Equpment Worker	13.67

28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		14.63
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		22.88
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.64
29020 - Hatch Tender		27.64
29030 - Line Handler		27.64
29041 - Stevedore I		26.22
29042 - Stevedore II		32.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		22.43
30022 - Archeological Technician II		26.50
30023 - Archeological Technician III		31.09
30030 - Cartographic Technician		29.15
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		26.50
30063 - Drafter/CAD Operator III		29.42
30064 - Drafter/CAD Operator IV		31.09
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		21.10
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		31.09
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		28.11
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.84
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.42
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.37
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		

99030 - Cashier	18.74
99050 - Desk Clerk	13.34
99095 - Embalmer	27.84
99251 - Laboratory Animal Caretaker I	15.21
99252 - Laboratory Animal Caretaker II	15.97
99310 - Mortician	34.64
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.36
99730 - Refuse Collector	21.17
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.04
99830 - Survey Party Chief	26.35
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	23.41
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	21.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2374 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79

01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.92
01191 - Order Clerk I	19.59
01192 - Order Clerk II	20.45
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	20.16
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.50
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	20.80
05130 - Motor Equipment Metal Mechanic	29.80
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.69
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer, Minor	20.37
09130 - Upholsterer	22.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.67
11090 - Gardener	18.74

11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	23.34
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.72
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	23.02
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	28.35
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.62
13073 - Photographer III	32.88
13074 - Photographer IV	44.26
13075 - Photographer V	50.85

13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
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15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.31
15090 - Technical Instructor		32.16
15095 - Technical Instructor/Course Developer		39.22
15110 - Test Proctor		25.56
15120 - Tutor		25.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker		24.46
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		14.62
21071 - Order Filler		16.34
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.63
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58
23023 - Aircraft Mechanic III		30.72
23040 - Aircraft Mechanic Helper		21.90
23050 - Aircraft, Painter		25.88

23060 - Aircraft Servicer	24.23
23080 - Aircraft Worker	25.00
23110 - Appliance Mechanic	22.16
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	35.97
23130 - Carpenter, Maintenance	30.97
23140 - Carpet Layer	27.24
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.51
23260 - Fabric Worker	25.82
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.23
23382 - Ground Support Equipment Worker	25.00
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	21.10
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	21.92
23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	32.75
23640 - Millwright	29.17
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	26.70
23790 - Pipefitter, Maintenance	32.44
23810 - Plumber, Maintenance	31.23
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.81
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	33.44
23960 - Welder, Combination, Maintenance	24.11
23965 - Well Driller	22.73
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	12.79
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	16.85

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Equpment Worker	13.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	14.63
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	32.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	22.43
30022 - Archeological Technician II	26.50
30023 - Archeological Technician III	31.09
30030 - Cartographic Technician	29.15
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	26.50
30063 - Drafter/CAD Operator III	29.42
30064 - Drafter/CAD Operator IV	31.09
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	21.10
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	31.09
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30390 - Photo-Optics Technician	28.11
30461 - Technical Writer I	26.41

30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.84
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.42
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.37
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		18.74
99050 - Desk Clerk		13.34
99095 - Embalmer		27.84
99251 - Laboratory Animal Caretaker I		15.21
99252 - Laboratory Animal Caretaker II		15.97
99310 - Mortician		34.64
99410 - Pest Controller		18.15
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.36
99730 - Refuse Collector		21.17
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		15.04
99830 - Survey Party Chief		26.35
99831 - Surveying Aide		15.48
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		23.41
99841 - Vending Machine Repairer		25.44
99842 - Vending Machine Repairer Helper		21.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2375
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Weschester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		18.05
01192 - Order Clerk II		21.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.29
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	30.31
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer, Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.92
11060 - Elevator Operator	14.92
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.98
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	24.99
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37

12222 - Nursing Assistant II		14.72
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		32.31
13043 - Illustrator III		39.22
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		38.49
13075 - Photographer V		46.55
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.94
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.02
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		35.27
15090 - Technical Instructor		31.44
15095 - Technical Instructor/Course Developer		38.34
15110 - Test Proctor		25.30
15120 - Tutor		25.30

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.62
16030 - Counter Attendant	11.62
16040 - Dry Cleaner	14.30
16070 - Finisher, Flatwork, Machine	11.62
16090 - Presser, Hand	11.62
16110 - Presser, Machine, Drycleaning	11.62
16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.41
21071 - Order Filler	15.58
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	21.89
23050 - Aircraft, Painter	24.18
23060 - Aircraft Servicer	23.97
23080 - Aircraft Worker	25.01
23110 - Appliance Mechanic	21.38
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	29.17
23183 - Electronics Technician Maintenance III	31.14
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	23.97
23382 - Ground Support Equipment Worker	25.01
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10

23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	34.56
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.95
23760 - Painter, Maintenance	25.47
23790 - Pipefitter, Maintenance	32.88
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	23.02
23965 - Well Driller	24.89
23970 - Woodcraft Worker	25.89
23980 - Woodworker	19.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.87
24580 - Child Care Center Clerk	17.30
24610 - Chore Aide	12.67
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	27.01
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	27.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.13
28042 - Carnival Equipment Repairer	17.97
28043 - Carnival Equpment Worker	14.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.13
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69

28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.90
29020 - Hatch Tender		29.90
29030 - Line Handler		29.90
29041 - Stevedore I		26.22
29042 - Stevedore II		32.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.07
30090 - Environmental Technician		22.90
30210 - Laboratory Technician		21.67
30240 - Mathematical Technician		26.78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		27.81
30462 - Technical Writer II		33.91
30463 - Technical Writer III		41.04
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.97
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		15.21
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.95
99050 - Desk Clerk		16.69
99095 - Embalmer		28.51
99251 - Laboratory Animal Caretaker I		16.32
99252 - Laboratory Animal Caretaker II		17.14
99310 - Mortician		34.64

99410 - Pest Controller	18.75
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.59
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.07
99830 - Survey Party Chief	23.68
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.20
99841 - Vending Machine Repairer	23.47
99842 - Vending Machine Repairer Helper	18.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2376 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Weschester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71

01052 - Data Entry Operator II	16.05
01060 - Dispatcher, Motor Vehicle	25.79
01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.82
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.92
01191 - Order Clerk I	18.05
01192 - Order Clerk II	21.67
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01531 - Travel Clerk I	15.98
01532 - Travel Clerk II	17.31
01533 - Travel Clerk III	18.79
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.29
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	30.31
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer, Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.92

11060 - Elevator Operator	14.92
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.98
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	24.99
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	14.72
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	26.51
13042 - Illustrator II	32.31
13043 - Illustrator III	39.22
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88

13074 - Photographer IV		38.49
13075 - Photographer V		46.55
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.94
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.02
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		35.27
15090 - Technical Instructor		31.44
15095 - Technical Instructor/Course Developer		38.34
15110 - Test Proctor		25.30
15120 - Tutor		25.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62
16130 - Presser, Machine, Shirts		11.62
16160 - Presser, Machine, Wearing Apparel, Laundry		11.62
16190 - Sewing Machine Operator		15.19
16220 - Tailor		16.04
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker		24.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		16.41
21071 - Order Filler		15.58
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.28
21130 - Shipping/Receiving Clerk		15.28
21140 - Store Worker I		15.06
21150 - Stock Clerk		18.88
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23021 - Aircraft Mechanic I		27.11
23022 - Aircraft Mechanic II		29.58
23023 - Aircraft Mechanic III		30.66

23040 - Aircraft Mechanic Helper	21.89
23050 - Aircraft, Painter	24.18
23060 - Aircraft Servicer	23.97
23080 - Aircraft Worker	25.01
23110 - Appliance Mechanic	21.38
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	29.17
23183 - Electronics Technician Maintenance III	31.14
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23960 - Welder, Combination, Maintenance	23.02
23965 - Well Driller	24.89
23970 - Woodcraft Worker	25.89
23980 - Woodworker	19.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.87
24580 - Child Care Center Clerk	17.30
24610 - Chore Aide	12.67
24620 - Family Readiness And Support Services	14.89

Coordinator	
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	27.01
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	27.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.13
28042 - Carnival Equipment Repairer	17.97
28043 - Carnival Equpment Worker	14.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.13
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.90
29020 - Hatch Tender	29.90
29030 - Line Handler	29.90
29041 - Stevedore I	26.22
29042 - Stevedore II	32.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.07
30090 - Environmental Technician	22.90
30210 - Laboratory Technician	21.67
30240 - Mathematical Technician	26.78
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84

30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		27.81
30462 - Technical Writer II		33.91
30463 - Technical Writer III		41.04
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.97
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		15.21
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.95
99050 - Desk Clerk		16.69
99095 - Embalmer		28.51
99251 - Laboratory Animal Caretaker I		16.32
99252 - Laboratory Animal Caretaker II		17.14
99310 - Mortician		34.64
99410 - Pest Controller		18.75
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.59
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		15.07
99830 - Survey Party Chief		23.68
99831 - Surveying Aide		15.48
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		19.20
99841 - Vending Machine Repairer		23.47
99842 - Vending Machine Repairer Helper		18.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2377
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.75
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.96
01020 - Administrative Assistant		19.50
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		12.75
01052 - Data Entry Operator II		13.91
01060 - Dispatcher, Motor Vehicle		14.87
01070 - Document Preparation Clerk		11.24
01090 - Duplicating Machine Operator		12.04
01111 - General Clerk I		11.64
01112 - General Clerk II		12.70
01113 - General Clerk III		14.26
01120 - Housing Referral Assistant		16.85
01141 - Messenger Courier		11.05
01191 - Order Clerk I		11.66
01192 - Order Clerk II		12.72
01261 - Personnel Assistant (Employment) I		13.90
01262 - Personnel Assistant (Employment) II		15.55
01263 - Personnel Assistant (Employment) III		17.34
01270 - Production Control Clerk		18.94
01280 - Receptionist		11.64
01290 - Rental Clerk		12.33
01300 - Scheduler, Maintenance		13.51
01311 - Secretary I		13.51
01312 - Secretary II		15.11
01313 - Secretary III		16.85
01320 - Service Order Dispatcher		12.67
01410 - Supply Technician		18.73
01420 - Survey Worker		13.27
01531 - Travel Clerk I		11.42
01532 - Travel Clerk II		12.32
01533 - Travel Clerk III		13.23
01611 - Word Processor I		12.57
01612 - Word Processor II		14.11
01613 - Word Processor III		15.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.17
05010 - Automotive Electrician		18.42
05040 - Automotive Glass Installer		17.71
05070 - Automotive Worker		17.71
05110 - Mobile Equipment Servicer		16.32
05130 - Motor Equipment Metal Mechanic		19.17
05160 - Motor Equipment Metal Worker		17.71
05190 - Motor Vehicle Mechanic		19.17

05220 - Motor Vehicle Mechanic Helper	15.62
05250 - Motor Vehicle Upholstery Worker	17.02
05280 - Motor Vehicle Wrecker	17.71
05310 - Painter, Automotive	18.42
05340 - Radiator Repair Specialist	17.71
05370 - Tire Repairer	15.01
05400 - Transmission Repair Specialist	19.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	14.40
07042 - Cook II	15.88
07070 - Dishwasher	11.69
07130 - Food Service Worker	11.69
07210 - Meat Cutter	15.88
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.31
09040 - Furniture Handler	13.32
09080 - Furniture Refinisher	17.31
09090 - Furniture Refinisher Helper	14.66
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	17.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.71
11060 - Elevator Operator	13.43
11090 - Gardener	14.78
11122 - Housekeeping Aide	11.71
11150 - Janitor	11.71
11210 - Laborer, Grounds Maintenance	12.48
11240 - Maid or Houseman	11.01
11260 - Pruner	11.71
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	12.48
11360 - Window Cleaner	12.48
12000 - Health Occupations	
12010 - Ambulance Driver	13.86
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	18.21
12015 - Certified Physical Therapist Assistant	16.54
12020 - Dental Assistant	14.10
12025 - Dental Hygienist	28.28
12030 - EKG Technician	19.97
12035 - Electroneurodiagnostic Technologist	19.97
12040 - Emergency Medical Technician	13.86
12071 - Licensed Practical Nurse I	14.09
12072 - Licensed Practical Nurse II	15.76
12073 - Licensed Practical Nurse III	17.58
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	18.18
12160 - Medical Record Clerk	13.92
12190 - Medical Record Technician	15.43
12195 - Medical Transcriptionist	14.70
12210 - Nuclear Medicine Technologist	34.55
12221 - Nursing Assistant I	9.58
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.75
12224 - Nursing Assistant IV	13.19
12235 - Optical Dispenser	18.88
12236 - Optical Technician	12.92
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.19
12305 - Radiologic Technologist	23.17
12311 - Registered Nurse I	21.50

12312 - Registered Nurse II		26.25
12313 - Registered Nurse II, Specialist		26.25
12314 - Registered Nurse III		31.76
12315 - Registered Nurse III, Anesthetist		31.76
12316 - Registered Nurse IV		38.06
12317 - Scheduler (Drug and Alcohol Testing)		19.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.82
13012 - Exhibits Specialist II		23.32
13013 - Exhibits Specialist III		28.53
13041 - Illustrator I		18.82
13042 - Illustrator II		23.32
13043 - Illustrator III		28.53
13047 - Librarian		25.82
13050 - Library Aide/Clerk		11.29
13054 - Library Information Technology Systems Administrator		23.32
13058 - Library Technician		16.71
13061 - Media Specialist I		16.82
13062 - Media Specialist II		18.82
13063 - Media Specialist III		20.99
13071 - Photographer I		14.66
13072 - Photographer II		15.95
13073 - Photographer III		20.32
13074 - Photographer IV		24.86
13075 - Photographer V		30.07
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.30
14042 - Computer Operator II		15.44
14043 - Computer Operator III		17.83
14044 - Computer Operator IV		19.81
14045 - Computer Operator V		21.93
14071 - Computer Programmer I	(see 1)	19.43
14072 - Computer Programmer II	(see 1)	24.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.30
14160 - Personal Computer Support Technician		19.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.60
15030 - Air Crew Training Devices Instructor (Pilot)		42.21
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		25.67
15070 - Flight Instructor (Pilot)		42.21
15080 - Graphic Artist		20.38
15090 - Technical Instructor		19.48
15095 - Technical Instructor/Course Developer		23.83
15110 - Test Proctor		15.72
15120 - Tutor		15.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70
16040 - Dry Cleaner		10.09
16070 - Finisher, Flatwork, Machine		8.70
16090 - Presser, Hand		8.70
16110 - Presser, Machine, Drycleaning		8.70
16130 - Presser, Machine, Shirts		8.70
16160 - Presser, Machine, Wearing Apparel, Laundry		8.70

16190 - Sewing Machine Operator	10.69
16220 - Tailor	11.29
16250 - Washer, Machine	9.12
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.65
19040 - Tool And Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.40
21030 - Material Coordinator	18.94
21040 - Material Expediter	18.94
21050 - Material Handling Laborer	12.57
21071 - Order Filler	12.84
21080 - Production Line Worker (Food Processing)	14.40
21110 - Shipping Packer	12.84
21130 - Shipping/Receiving Clerk	12.84
21140 - Store Worker I	13.20
21150 - Stock Clerk	16.00
21210 - Tools And Parts Attendant	14.40
21410 - Warehouse Specialist	14.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.30
23021 - Aircraft Mechanic I	22.34
23022 - Aircraft Mechanic II	23.30
23023 - Aircraft Mechanic III	24.27
23040 - Aircraft Mechanic Helper	18.31
23050 - Aircraft, Painter	21.40
23060 - Aircraft Servicer	20.40
23080 - Aircraft Worker	20.97
23110 - Appliance Mechanic	17.38
23120 - Bicycle Repairer	14.16
23125 - Cable Splicer	31.24
23130 - Carpenter, Maintenance	18.55
23140 - Carpet Layer	20.42
23160 - Electrician, Maintenance	25.61
23181 - Electronics Technician Maintenance I	20.09
23182 - Electronics Technician Maintenance II	21.03
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.28
23290 - Fire Alarm System Mechanic	21.83
23310 - Fire Extinguisher Repairer	18.51
23311 - Fuel Distribution System Mechanic	29.96
23312 - Fuel Distribution System Operator	21.46
23370 - General Maintenance Worker	18.59
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	20.40
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	18.51
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.53
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	20.95
23440 - Heavy Equipment Operator	20.42
23460 - Instrument Mechanic	22.34
23465 - Laboratory/Shelter Mechanic	21.37
23470 - Laborer	12.57
23510 - Locksmith	21.20
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.34

23592 - Metrology Technician II	23.30
23593 - Metrology Technician III	24.27
23640 - Millwright	24.61
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.46
23790 - Pipefitter, Maintenance	26.73
23810 - Plumber, Maintenance	22.48
23820 - Pneudraulic Systems Mechanic	22.34
23850 - Rigger	22.34
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	23.60
23910 - Small Engine Mechanic	17.49
23931 - Telecommunications Mechanic I	26.66
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	31.26
23960 - Welder, Combination, Maintenance	20.34
23965 - Well Driller	20.41
23970 - Woodcraft Worker	22.34
23980 - Woodworker	16.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.54
24580 - Child Care Center Clerk	16.78
24610 - Chore Aide	11.95
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	22.35
25190 - Ventilation Equipment Tender	17.56
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.47
27007 - Baggage Inspector	12.92
27008 - Corrections Officer	25.94
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.57
27040 - Detention Officer	25.94
27070 - Firefighter	22.83
27101 - Guard I	12.92
27102 - Guard II	14.57
27131 - Police Officer I	21.11
27132 - Police Officer II	23.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.06
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Equpment Worker	12.86
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.07
28510 - Recreation Aide/Health Facility Attendant	12.47
28515 - Recreation Specialist	21.04
28630 - Sports Official	13.60
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.61
29020 - Hatch Tender	19.39
29030 - Line Handler	19.61
29041 - Stevedore I	19.63
29042 - Stevedore II	22.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77

30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.91
30022 - Archeological Technician II		17.80
30023 - Archeological Technician III		22.04
30030 - Cartographic Technician		22.04
30040 - Civil Engineering Technician		20.49
30061 - Drafter/CAD Operator I		15.91
30062 - Drafter/CAD Operator II		17.80
30063 - Drafter/CAD Operator III		19.85
30064 - Drafter/CAD Operator IV		24.42
30081 - Engineering Technician I		15.29
30082 - Engineering Technician II		17.15
30083 - Engineering Technician III		19.19
30084 - Engineering Technician IV		23.78
30085 - Engineering Technician V		29.09
30086 - Engineering Technician VI		35.19
30090 - Environmental Technician		20.49
30210 - Laboratory Technician		19.89
30240 - Mathematical Technician		22.04
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.64
30390 - Photo-Optics Technician		22.04
30461 - Technical Writer I		21.61
30462 - Technical Writer II		26.44
30463 - Technical Writer III		31.98
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.85
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.07
31030 - Bus Driver		12.53
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		13.06
31310 - Taxi Driver		12.07
31361 - Truckdriver, Light		13.06
31362 - Truckdriver, Medium		14.11
31363 - Truckdriver, Heavy		16.87
31364 - Truckdriver, Tractor-Trailer		16.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.62
99050 - Desk Clerk		11.85
99095 - Embalmer		22.80
99251 - Laboratory Animal Caretaker I		13.01
99252 - Laboratory Animal Caretaker II		13.72
99310 - Mortician		22.80
99410 - Pest Controller		18.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.94
99711 - Recycling Specialist		15.65
99730 - Refuse Collector		13.08
99810 - Sales Clerk		11.79
99820 - School Crossing Guard		11.69
99830 - Survey Party Chief		21.06
99831 - Surveying Aide		12.18

99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	15.06
99841 - Vending Machine Repairer	17.26
99842 - Vending Machine Repairer Helper	15.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2378 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.75
01012 - Accounting Clerk II		16.07
01013 - Accounting Clerk III		17.96
01020 - Administrative Assistant		19.50

01040 - Court Reporter	20.25
01051 - Data Entry Operator I	12.75
01052 - Data Entry Operator II	13.91
01060 - Dispatcher, Motor Vehicle	14.87
01070 - Document Preparation Clerk	11.24
01090 - Duplicating Machine Operator	12.04
01111 - General Clerk I	11.64
01112 - General Clerk II	12.70
01113 - General Clerk III	14.26
01120 - Housing Referral Assistant	16.85
01141 - Messenger Courier	11.05
01191 - Order Clerk I	11.66
01192 - Order Clerk II	12.72
01261 - Personnel Assistant (Employment) I	13.90
01262 - Personnel Assistant (Employment) II	15.55
01263 - Personnel Assistant (Employment) III	17.34
01270 - Production Control Clerk	18.94
01280 - Receptionist	11.64
01290 - Rental Clerk	12.33
01300 - Scheduler, Maintenance	13.51
01311 - Secretary I	13.51
01312 - Secretary II	15.11
01313 - Secretary III	16.85
01320 - Service Order Dispatcher	12.67
01410 - Supply Technician	18.73
01420 - Survey Worker	13.27
01531 - Travel Clerk I	11.42
01532 - Travel Clerk II	12.32
01533 - Travel Clerk III	13.23
01611 - Word Processor I	12.57
01612 - Word Processor II	14.11
01613 - Word Processor III	15.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.17
05010 - Automotive Electrician	18.42
05040 - Automotive Glass Installer	17.71
05070 - Automotive Worker	17.71
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal Mechanic	19.17
05160 - Motor Equipment Metal Worker	17.71
05190 - Motor Vehicle Mechanic	19.17
05220 - Motor Vehicle Mechanic Helper	15.62
05250 - Motor Vehicle Upholstery Worker	17.02
05280 - Motor Vehicle Wrecker	17.71
05310 - Painter, Automotive	18.42
05340 - Radiator Repair Specialist	17.71
05370 - Tire Repairer	15.01
05400 - Transmission Repair Specialist	19.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	14.40
07042 - Cook II	15.88
07070 - Dishwasher	11.69
07130 - Food Service Worker	11.69
07210 - Meat Cutter	15.88
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.31
09040 - Furniture Handler	13.32
09080 - Furniture Refinisher	17.31
09090 - Furniture Refinisher Helper	14.66
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	17.31

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.71
11060 - Elevator Operator	13.43
11090 - Gardener	14.78
11122 - Housekeeping Aide	11.71
11150 - Janitor	11.71
11210 - Laborer, Grounds Maintenance	12.48
11240 - Maid or Houseman	11.01
11260 - Pruner	11.71
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	12.48
11360 - Window Cleaner	12.48
12000 - Health Occupations	
12010 - Ambulance Driver	13.86
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	18.21
12015 - Certified Physical Therapist Assistant	16.54
12020 - Dental Assistant	14.10
12025 - Dental Hygienist	28.28
12030 - EKG Technician	19.97
12035 - Electroneurodiagnostic Technologist	19.97
12040 - Emergency Medical Technician	13.86
12071 - Licensed Practical Nurse I	14.09
12072 - Licensed Practical Nurse II	15.76
12073 - Licensed Practical Nurse III	17.58
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	18.18
12160 - Medical Record Clerk	13.92
12190 - Medical Record Technician	15.43
12195 - Medical Transcriptionist	14.70
12210 - Nuclear Medicine Technologist	34.55
12221 - Nursing Assistant I	9.58
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.75
12224 - Nursing Assistant IV	13.19
12235 - Optical Dispenser	18.88
12236 - Optical Technician	12.92
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.19
12305 - Radiologic Technologist	23.17
12311 - Registered Nurse I	21.50
12312 - Registered Nurse II	26.25
12313 - Registered Nurse II, Specialist	26.25
12314 - Registered Nurse III	31.76
12315 - Registered Nurse III, Anesthetist	31.76
12316 - Registered Nurse IV	38.06
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.82
13012 - Exhibits Specialist II	23.32
13013 - Exhibits Specialist III	28.53
13041 - Illustrator I	18.82
13042 - Illustrator II	23.32
13043 - Illustrator III	28.53
13047 - Librarian	25.82
13050 - Library Aide/Clerk	11.29
13054 - Library Information Technology Systems Administrator	23.32
13058 - Library Technician	16.71
13061 - Media Specialist I	16.82
13062 - Media Specialist II	18.82
13063 - Media Specialist III	20.99
13071 - Photographer I	14.66

13072 - Photographer II		15.95
13073 - Photographer III		20.32
13074 - Photographer IV		24.86
13075 - Photographer V		30.07
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.30
14042 - Computer Operator II		15.44
14043 - Computer Operator III		17.83
14044 - Computer Operator IV		19.81
14045 - Computer Operator V		21.93
14071 - Computer Programmer I	(see 1)	19.43
14072 - Computer Programmer II	(see 1)	24.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.30
14160 - Personal Computer Support Technician		19.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.60
15030 - Air Crew Training Devices Instructor (Pilot)		42.21
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		25.67
15070 - Flight Instructor (Pilot)		42.21
15080 - Graphic Artist		20.38
15090 - Technical Instructor		19.48
15095 - Technical Instructor/Course Developer		23.83
15110 - Test Proctor		15.72
15120 - Tutor		15.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.70
16030 - Counter Attendant		8.70
16040 - Dry Cleaner		10.09
16070 - Finisher, Flatwork, Machine		8.70
16090 - Presser, Hand		8.70
16110 - Presser, Machine, Drycleaning		8.70
16130 - Presser, Machine, Shirts		8.70
16160 - Presser, Machine, Wearing Apparel, Laundry		8.70
16190 - Sewing Machine Operator		10.69
16220 - Tailor		11.29
16250 - Washer, Machine		9.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.65
19040 - Tool And Die Maker		24.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.40
21030 - Material Coordinator		18.94
21040 - Material Expediter		18.94
21050 - Material Handling Laborer		12.57
21071 - Order Filler		12.84
21080 - Production Line Worker (Food Processing)		14.40
21110 - Shipping Packer		12.84
21130 - Shipping/Receiving Clerk		12.84
21140 - Store Worker I		13.20
21150 - Stock Clerk		16.00
21210 - Tools And Parts Attendant		14.40
21410 - Warehouse Specialist		14.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.30
23021 - Aircraft Mechanic I		22.34

23022 - Aircraft Mechanic II	23.30
23023 - Aircraft Mechanic III	24.27
23040 - Aircraft Mechanic Helper	18.31
23050 - Aircraft, Painter	21.40
23060 - Aircraft Servicer	20.40
23080 - Aircraft Worker	20.97
23110 - Appliance Mechanic	17.38
23120 - Bicycle Repairer	14.16
23125 - Cable Splicer	31.24
23130 - Carpenter, Maintenance	18.55
23140 - Carpet Layer	20.42
23160 - Electrician, Maintenance	25.61
23181 - Electronics Technician Maintenance I	20.09
23182 - Electronics Technician Maintenance II	21.03
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.28
23290 - Fire Alarm System Mechanic	21.83
23310 - Fire Extinguisher Repairer	18.51
23311 - Fuel Distribution System Mechanic	29.96
23312 - Fuel Distribution System Operator	21.46
23370 - General Maintenance Worker	18.59
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	20.40
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	18.51
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.53
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	20.95
23440 - Heavy Equipment Operator	20.42
23460 - Instrument Mechanic	22.34
23465 - Laboratory/Shelter Mechanic	21.37
23470 - Laborer	12.57
23510 - Locksmith	21.20
23530 - Machinery Maintenance Mechanic	21.02
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	15.42
23591 - Metrology Technician I	22.34
23592 - Metrology Technician II	23.30
23593 - Metrology Technician III	24.27
23640 - Millwright	24.61
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.46
23790 - Pipefitter, Maintenance	26.73
23810 - Plumber, Maintenance	22.48
23820 - Pneudraulic Systems Mechanic	22.34
23850 - Rigger	22.34
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	23.60
23910 - Small Engine Mechanic	17.49
23931 - Telecommunications Mechanic I	26.66
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	31.26
23960 - Welder, Combination, Maintenance	20.34
23965 - Well Driller	20.41
23970 - Woodcraft Worker	22.34
23980 - Woodworker	16.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.54
24580 - Child Care Center Clerk	16.78

24610 - Chore Aide	11.95
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	18.15
25070 - Stationary Engineer	22.35
25190 - Ventilation Equipment Tender	17.56
25210 - Water Treatment Plant Operator	18.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.47
27007 - Baggage Inspector	12.92
27008 - Corrections Officer	25.94
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.57
27040 - Detention Officer	25.94
27070 - Firefighter	22.83
27101 - Guard I	12.92
27102 - Guard II	14.57
27131 - Police Officer I	21.11
27132 - Police Officer II	23.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.06
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Equpment Worker	12.86
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.07
28510 - Recreation Aide/Health Facility Attendant	12.47
28515 - Recreation Specialist	21.04
28630 - Sports Official	13.60
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.61
29020 - Hatch Tender	19.39
29030 - Line Handler	19.61
29041 - Stevedore I	19.63
29042 - Stevedore II	22.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
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30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.85
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.07
31030 - Bus Driver		12.53
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		13.06
31310 - Taxi Driver		12.07
31361 - Truckdriver, Light		13.06
31362 - Truckdriver, Medium		14.11
31363 - Truckdriver, Heavy		16.87
31364 - Truckdriver, Tractor-Trailer		16.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.62
99050 - Desk Clerk		11.85
99095 - Embalmer		22.80
99251 - Laboratory Animal Caretaker I		13.01
99252 - Laboratory Animal Caretaker II		13.72
99310 - Mortician		22.80
99410 - Pest Controller		18.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.94
99711 - Recycling Specialist		15.65
99730 - Refuse Collector		13.08
99810 - Sales Clerk		11.79
99820 - School Crossing Guard		11.69
99830 - Survey Party Chief		21.06
99831 - Surveying Aide		12.18
99832 - Surveying Technician		16.70
99840 - Vending Machine Attendant		15.06
99841 - Vending Machine Repairer		17.26
99842 - Vending Machine Repairer Helper		15.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2379 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		28.89
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		24.39
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.80
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.07
01191 - Order Clerk I		14.82
01192 - Order Clerk II		17.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57

01311 - Secretary I	21.57
01312 - Secretary II	24.14
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.89
01420 - Survey Worker	21.64
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.36
01533 - Travel Clerk III	14.10
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.68
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal Mechanic	26.94
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94
05220 - Motor Vehicle Mechanic Helper	19.94
05250 - Motor Vehicle Upholstery Worker	21.07
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter, Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	11.23
05400 - Transmission Repair Specialist	26.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.28
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	11.24
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	11.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.23
09040 - Furniture Handler	12.01
09080 - Furniture Refinisher	17.00
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	16.02
11122 - Housekeeping Aide	14.85
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.29
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	15.70
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65

12035 - Electroneurodiagnostic Technologist		28.65
12040 - Emergency Medical Technician		20.22
12071 - Licensed Practical Nurse I		21.76
12072 - Licensed Practical Nurse II		24.34
12073 - Licensed Practical Nurse III		24.48
12100 - Medical Assistant		16.66
12130 - Medical Laboratory Technician		20.63
12160 - Medical Record Clerk		18.65
12190 - Medical Record Technician		20.55
12195 - Medical Transcriptionist		18.65
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		12.37
12222 - Nursing Assistant II		13.91
12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		24.64
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		14.58
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		34.25
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		34.25
13047 - Librarian		34.02
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		25.15
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	51.69
15050 - Computer Based Training Specialist / Instructor	39.20
15060 - Educational Technologist	32.92
15070 - Flight Instructor (Pilot)	51.69
15080 - Graphic Artist	27.68
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	31.35
15110 - Test Proctor	20.72
15120 - Tutor	20.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.79
16030 - Counter Attendant	9.79
16040 - Dry Cleaner	12.92
16070 - Finisher, Flatwork, Machine	9.79
16090 - Presser, Hand	9.79
16110 - Presser, Machine, Drycleaning	9.79
16130 - Presser, Machine, Shirts	9.79
16160 - Presser, Machine, Wearing Apparel, Laundry	9.79
16190 - Sewing Machine Operator	13.96
16220 - Tailor	14.99
16250 - Washer, Machine	10.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.99
19040 - Tool And Die Maker	24.02
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.24
21071 - Order Filler	12.98
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.51
21150 - Stock Clerk	15.77
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.81
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.81
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	19.26
23050 - Aircraft, Painter	23.26
23060 - Aircraft Servicer	21.84
23080 - Aircraft Worker	23.20
23110 - Appliance Mechanic	20.10
23120 - Bicycle Repairer	10.66
23125 - Cable Splicer	31.81
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.81
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	20.95
23310 - Fire Extinguisher Repairer	20.85
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	24.09

23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	21.84
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.85
23392 - Gunsmith II	24.03
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.04
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	32.03
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	12.82
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	29.88
23810 - Plumber, Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	24.03
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.18
23931 - Telecommunications Mechanic I	29.87
23932 - Telecommunications Mechanic II	31.25
23950 - Telephone Lineman	31.86
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.28
23970 - Woodcraft Worker	29.26
23980 - Woodworker	15.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	10.62
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.16
27102 - Guard II	20.36

27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.45
28042 - Carnival Equipment Repairer		14.22
28043 - Carnival Equpment Worker		10.96
28210 - Gate Attendant/Gate Tender		16.49
28310 - Lifeguard		13.00
28350 - Park Attendant (Aide)		18.46
28510 - Recreation Aide/Health Facility Attendant		15.76
28515 - Recreation Specialist		20.98
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		16.95
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.00
29020 - Hatch Tender		26.00
29030 - Line Handler		26.00
29041 - Stevedore I		22.10
29042 - Stevedore II		22.81
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		27.68
30081 - Engineering Technician I		19.62
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		39.40
30086 - Engineering Technician VI		43.34
30090 - Environmental Technician		20.12
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		20.15
30362 - Paralegal/Legal Assistant II		22.81
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		35.57
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		27.81
30462 - Technical Writer II		32.99
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.14
31030 - Bus Driver		19.89
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		10.12
31290 - Shuttle Bus Driver		17.80

31310 - Taxi Driver	13.51
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	19.15
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	30.19
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	13.37
99310 - Mortician	34.44
99410 - Pest Controller	16.49
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	18.13
99711 - Recycling Specialist	21.48
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	14.60
99841 - Vending Machine Repairer	19.09
99842 - Vending Machine Repairer Helper	15.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2380 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89

01020 - Administrative Assistant	28.89
01040 - Court Reporter	21.64
01051 - Data Entry Operator I	14.71
01052 - Data Entry Operator II	16.05
01060 - Dispatcher, Motor Vehicle	24.39
01070 - Document Preparation Clerk	15.56
01090 - Duplicating Machine Operator	15.56
01111 - General Clerk I	14.80
01112 - General Clerk II	17.49
01113 - General Clerk III	18.82
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.07
01191 - Order Clerk I	14.82
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01280 - Receptionist	15.67
01290 - Rental Clerk	18.04
01300 - Scheduler, Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.14
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.89
01420 - Survey Worker	21.64
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.36
01533 - Travel Clerk III	14.10
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.68
05010 - Automotive Electrician	26.09
05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.57
05130 - Motor Equipment Metal Mechanic	26.94
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	26.94
05220 - Motor Vehicle Mechanic Helper	19.94
05250 - Motor Vehicle Upholstery Worker	21.07
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter, Automotive	25.66
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	11.23
05400 - Transmission Repair Specialist	26.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.28
07042 - Cook II	16.80
07070 - Dishwasher	9.34
07130 - Food Service Worker	11.24
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	11.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.23
09040 - Furniture Handler	12.01
09080 - Furniture Refinisher	17.00
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.82

09130 - Upholsterer	16.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	16.02
11122 - Housekeeping Aide	14.85
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.29
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	15.70
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	20.22
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.65
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.65
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	30.45
13013 - Exhibits Specialist III	34.25
13041 - Illustrator I	25.89
13042 - Illustrator II	30.45
13043 - Illustrator III	34.25
13047 - Librarian	34.02
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	25.15
13058 - Library Technician	21.67
13061 - Media Specialist I	21.21
13062 - Media Specialist II	23.84
13063 - Media Specialist III	26.70

13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.69
15050 - Computer Based Training Specialist / Instructor		39.20
15060 - Educational Technologist		32.92
15070 - Flight Instructor (Pilot)		51.69
15080 - Graphic Artist		27.68
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		31.35
15110 - Test Proctor		20.72
15120 - Tutor		20.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.79
16030 - Counter Attendant		9.79
16040 - Dry Cleaner		12.92
16070 - Finisher, Flatwork, Machine		9.79
16090 - Presser, Hand		9.79
16110 - Presser, Machine, Drycleaning		9.79
16130 - Presser, Machine, Shirts		9.79
16160 - Presser, Machine, Wearing Apparel, Laundry		9.79
16190 - Sewing Machine Operator		13.96
16220 - Tailor		14.99
16250 - Washer, Machine		10.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.99
19040 - Tool And Die Maker		24.02
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		14.24
21071 - Order Filler		12.98
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		11.51
21150 - Stock Clerk		15.77
21210 - Tools And Parts Attendant		16.96
21410 - Warehouse Specialist		16.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.81

23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.81
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	19.26
23050 - Aircraft, Painter	23.26
23060 - Aircraft Servicer	21.84
23080 - Aircraft Worker	23.20
23110 - Appliance Mechanic	20.10
23120 - Bicycle Repairer	10.66
23125 - Cable Splicer	31.81
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.81
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	20.95
23310 - Fire Extinguisher Repairer	20.85
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	24.09
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	21.84
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.85
23392 - Gunsmith II	24.03
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.04
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	32.03
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	12.82
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	19.74
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	22.59
23790 - Pipefitter, Maintenance	29.88
23810 - Plumber, Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	24.03
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	19.18
23931 - Telecommunications Mechanic I	29.87
23932 - Telecommunications Mechanic II	31.25
23950 - Telephone Lineman	31.86
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	22.28
23970 - Woodcraft Worker	29.26
23980 - Woodworker	15.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05

24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	10.62
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.16
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.45
28042 - Carnival Equipment Repairer	14.22
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	20.98
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	16.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.00
29020 - Hatch Tender	26.00
29030 - Line Handler	26.00
29041 - Stevedore I	22.10
29042 - Stevedore II	22.81
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	25.21
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	27.68
30081 - Engineering Technician I	19.62
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	39.40
30086 - Engineering Technician VI	43.34
30090 - Environmental Technician	20.12
30210 - Laboratory Technician	21.37
30240 - Mathematical Technician	26.27
30361 - Paralegal/Legal Assistant I	20.15

30362 - Paralegal/Legal Assistant II		22.81
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		35.57
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		27.81
30462 - Technical Writer II		32.99
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.14
31030 - Bus Driver		19.89
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		10.12
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.51
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.15
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.37
99310 - Mortician		34.44
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		18.13
99711 - Recycling Specialist		21.48
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		13.82
99830 - Survey Party Chief		22.56
99831 - Surveying Aide		14.74
99832 - Surveying Technician		20.42
99840 - Vending Machine Attendant		14.60
99841 - Vending Machine Repairer		19.09
99842 - Vending Machine Repairer Helper		15.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski, Director, Division of Wage Determinations

Wage Determination No.: 2005-2381
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Yates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		21.45
01040 - Court Reporter		22.64
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher, Motor Vehicle		17.67
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.57
01112 - General Clerk II		13.91
01113 - General Clerk III		15.71
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		11.67
01191 - Order Clerk I		13.16
01192 - Order Clerk II		16.05
01261 - Personnel Assistant (Employment) I		15.64
01262 - Personnel Assistant (Employment) II		17.49
01263 - Personnel Assistant (Employment) III		19.51
01270 - Production Control Clerk		19.51
01280 - Receptionist		14.53
01290 - Rental Clerk		14.96
01300 - Scheduler, Maintenance		15.94
01311 - Secretary I		15.94
01312 - Secretary II		17.84
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		14.69
01410 - Supply Technician		21.45
01420 - Survey Worker		16.79
01531 - Travel Clerk I		11.57
01532 - Travel Clerk II		12.21
01533 - Travel Clerk III		12.89
01611 - Word Processor I		14.73
01612 - Word Processor II		16.53
01613 - Word Processor III		18.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.13
05010 - Automotive Electrician		19.24
05040 - Automotive Glass Installer		18.40
05070 - Automotive Worker		18.40

05110 - Mobile Equipment Servicer	16.67
05130 - Motor Equipment Metal Mechanic	20.13
05160 - Motor Equipment Metal Worker	18.40
05190 - Motor Vehicle Mechanic	20.13
05220 - Motor Vehicle Mechanic Helper	15.74
05250 - Motor Vehicle Upholstery Worker	17.52
05280 - Motor Vehicle Wrecker	18.40
05310 - Painter, Automotive	19.24
05340 - Radiator Repair Specialist	18.57
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	20.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.58
07041 - Cook I	12.45
07042 - Cook II	14.97
07070 - Dishwasher	10.55
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	11.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer, Minor	16.86
09130 - Upholsterer	19.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.26
11060 - Elevator Operator	11.62
11090 - Gardener	15.36
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.69
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	9.23
11260 - Pruner	12.03
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	14.44
12011 - Breath Alcohol Technician	14.86
12012 - Certified Occupational Therapist Assistant	19.10
12015 - Certified Physical Therapist Assistant	19.10
12020 - Dental Assistant	15.02
12025 - Dental Hygienist	27.58
12030 - EKG Technician	23.22
12035 - Electroneurodiagnostic Technologist	23.22
12040 - Emergency Medical Technician	14.44
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	13.74
12190 - Medical Record Technician	15.37
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	29.18
12221 - Nursing Assistant I	9.76
12222 - Nursing Assistant II	10.98
12223 - Nursing Assistant III	11.97
12224 - Nursing Assistant IV	13.44
12235 - Optical Dispenser	21.01
12236 - Optical Technician	15.78

12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.77
12305 - Radiologic Technologist		22.51
12311 - Registered Nurse I		25.22
12312 - Registered Nurse II		29.83
12313 - Registered Nurse II, Specialist		29.83
12314 - Registered Nurse III		36.10
12315 - Registered Nurse III, Anesthetist		36.10
12316 - Registered Nurse IV		43.25
12317 - Scheduler (Drug and Alcohol Testing)		20.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.45
13012 - Exhibits Specialist II		25.17
13013 - Exhibits Specialist III		27.49
13041 - Illustrator I		20.34
13042 - Illustrator II		25.04
13043 - Illustrator III		27.35
13047 - Librarian		25.37
13050 - Library Aide/Clerk		11.31
13054 - Library Information Technology Systems Administrator		21.84
13058 - Library Technician		15.07
13061 - Media Specialist I		15.77
13062 - Media Specialist II		17.63
13063 - Media Specialist III		19.66
13071 - Photographer I		14.77
13072 - Photographer II		17.54
13073 - Photographer III		21.73
13074 - Photographer IV		24.00
13075 - Photographer V		25.73
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.38
14042 - Computer Operator II		18.33
14043 - Computer Operator III		20.44
14044 - Computer Operator IV		23.31
14045 - Computer Operator V		25.55
14071 - Computer Programmer I		24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.38
14160 - Personal Computer Support Technician		23.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.76
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.67
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		31.16
15070 - Flight Instructor (Pilot)		41.67
15080 - Graphic Artist		21.73
15090 - Technical Instructor		22.88
15095 - Technical Instructor/Course Developer		27.97
15110 - Test Proctor		18.46
15120 - Tutor		18.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.62
16030 - Counter Attendant		8.62
16040 - Dry Cleaner		10.32
16070 - Finisher, Flatwork, Machine		8.62

16090 - Presser, Hand	8.62
16110 - Presser, Machine, Drycleaning	8.62
16130 - Presser, Machine, Shirts	8.62
16160 - Presser, Machine, Wearing Apparel, Laundry	8.62
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.48
16250 - Washer, Machine	9.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.54
19040 - Tool And Die Maker	22.77
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	20.73
21040 - Material Expediter	20.73
21050 - Material Handling Laborer	11.56
21071 - Order Filler	13.96
21080 - Production Line Worker (Food Processing)	15.53
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	12.60
21150 - Stock Clerk	15.95
21210 - Tools And Parts Attendant	15.53
21410 - Warehouse Specialist	15.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.01
23021 - Aircraft Mechanic I	24.77
23022 - Aircraft Mechanic II	25.99
23023 - Aircraft Mechanic III	27.21
23040 - Aircraft Mechanic Helper	18.82
23050 - Aircraft, Painter	22.97
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.38
23110 - Appliance Mechanic	20.53
23120 - Bicycle Repairer	16.47
23125 - Cable Splicer	31.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.69
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	22.74
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	18.51
23290 - Fire Alarm System Mechanic	21.68
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	27.31
23312 - Fuel Distribution System Operator	21.96
23370 - General Maintenance Worker	19.57
23380 - Ground Support Equipment Mechanic	24.77
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.38
23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.65
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	22.20
23465 - Laboratory/Shelter Mechanic	20.53
23470 - Laborer	13.44
23510 - Locksmith	19.88

23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	20.78
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	22.20
23592 - Metrology Technician II	23.27
23593 - Metrology Technician III	24.38
23640 - Millwright	23.78
23710 - Office Appliance Repairer	20.63
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	25.88
23810 - Plumber, Maintenance	23.36
23820 - Pneudraulic Systems Mechanic	21.68
23850 - Rigger	23.01
23870 - Scale Mechanic	20.63
23890 - Sheet-Metal Worker, Maintenance	25.33
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	28.71
23950 - Telephone Lineman	27.16
23960 - Welder, Combination, Maintenance	20.58
23965 - Well Driller	21.59
23970 - Woodcraft Worker	21.68
23980 - Woodworker	19.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.76
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	13.87
24630 - Homemaker	15.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.77
25040 - Sewage Plant Operator	20.20
25070 - Stationary Engineer	23.77
25190 - Ventilation Equipment Tender	17.67
25210 - Water Treatment Plant Operator	20.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.89
27007 - Baggage Inspector	15.59
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.40
27030 - Detection Dog Handler	18.54
27040 - Detention Officer	25.60
27070 - Firefighter	25.70
27101 - Guard I	15.59
27102 - Guard II	18.54
27131 - Police Officer I	24.89
27132 - Police Officer II	27.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.62
28042 - Carnival Equipment Repairer	12.04
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	14.17
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.85
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.51
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13

29041 - Stevedore I		24.72
29042 - Stevedore II		27.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.82
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.06
30030 - Cartographic Technician		26.06
30040 - Civil Engineering Technician		23.33
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88
30081 - Engineering Technician I		16.76
30082 - Engineering Technician II		18.85
30083 - Engineering Technician III		21.61
30084 - Engineering Technician IV		27.09
30085 - Engineering Technician V		31.56
30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		19.35
30210 - Laboratory Technician		19.73
30240 - Mathematical Technician		26.54
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		26.28
30363 - Paralegal/Legal Assistant III		32.12
30364 - Paralegal/Legal Assistant IV		38.86
30390 - Photo-Optics Technician		26.06
30461 - Technical Writer I		23.54
30462 - Technical Writer II		28.78
30463 - Technical Writer III		32.68
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.78
30621 - Weather Observer, Senior	(see 3)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.90
31030 - Bus Driver		16.49
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		11.68
31290 - Shuttle Bus Driver		13.40
31310 - Taxi Driver		11.47
31361 - Truckdriver, Light		12.84
31362 - Truckdriver, Medium		17.67
31363 - Truckdriver, Heavy		17.89
31364 - Truckdriver, Tractor-Trailer		17.89
99000 - Miscellaneous Occupations		
99030 - Cashier		10.81
99050 - Desk Clerk		11.03
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		11.88
99252 - Laboratory Animal Caretaker II		12.67
99310 - Mortician		30.13
99410 - Pest Controller		16.89
99510 - Photofinishing Worker		13.19
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		19.35
99730 - Refuse Collector		15.51

99810 - Sales Clerk	14.74
99820 - School Crossing Guard	12.08
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.45
99840 - Vending Machine Attendant	13.39
99841 - Vending Machine Repairer	16.28
99842 - Vending Machine Repairer Helper	13.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2382 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Yates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		21.45
01040 - Court Reporter		22.64
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher, Motor Vehicle		17.67
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.57
01112 - General Clerk II		13.91

01113 - General Clerk III	15.71
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	11.67
01191 - Order Clerk I	13.16
01192 - Order Clerk II	16.05
01261 - Personnel Assistant (Employment) I	15.64
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	19.51
01270 - Production Control Clerk	19.51
01280 - Receptionist	14.53
01290 - Rental Clerk	14.96
01300 - Scheduler, Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.84
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	14.69
01410 - Supply Technician	21.45
01420 - Survey Worker	16.79
01531 - Travel Clerk I	11.57
01532 - Travel Clerk II	12.21
01533 - Travel Clerk III	12.89
01611 - Word Processor I	14.73
01612 - Word Processor II	16.53
01613 - Word Processor III	18.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.13
05010 - Automotive Electrician	19.24
05040 - Automotive Glass Installer	18.40
05070 - Automotive Worker	18.40
05110 - Mobile Equipment Servicer	16.67
05130 - Motor Equipment Metal Mechanic	20.13
05160 - Motor Equipment Metal Worker	18.40
05190 - Motor Vehicle Mechanic	20.13
05220 - Motor Vehicle Mechanic Helper	15.74
05250 - Motor Vehicle Upholstery Worker	17.52
05280 - Motor Vehicle Wrecker	18.40
05310 - Painter, Automotive	19.24
05340 - Radiator Repair Specialist	18.57
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	20.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.58
07041 - Cook I	12.45
07042 - Cook II	14.97
07070 - Dishwasher	10.55
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	11.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer, Minor	16.86
09130 - Upholsterer	19.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.26
11060 - Elevator Operator	11.62
11090 - Gardener	15.36
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.69
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	9.23

11260 - Pruner	12.03
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	14.44
12011 - Breath Alcohol Technician	14.86
12012 - Certified Occupational Therapist Assistant	19.10
12015 - Certified Physical Therapist Assistant	19.10
12020 - Dental Assistant	15.02
12025 - Dental Hygienist	27.58
12030 - EKG Technician	23.22
12035 - Electroneurodiagnostic Technologist	23.22
12040 - Emergency Medical Technician	14.44
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	13.74
12190 - Medical Record Technician	15.37
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	29.18
12221 - Nursing Assistant I	9.76
12222 - Nursing Assistant II	10.98
12223 - Nursing Assistant III	11.97
12224 - Nursing Assistant IV	13.44
12235 - Optical Dispenser	21.01
12236 - Optical Technician	15.78
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	22.51
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II, Specialist	29.83
12314 - Registered Nurse III	36.10
12315 - Registered Nurse III, Anesthetist	36.10
12316 - Registered Nurse IV	43.25
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.45
13012 - Exhibits Specialist II	25.17
13013 - Exhibits Specialist III	27.49
13041 - Illustrator I	20.34
13042 - Illustrator II	25.04
13043 - Illustrator III	27.35
13047 - Librarian	25.37
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	21.84
13058 - Library Technician	15.07
13061 - Media Specialist I	15.77
13062 - Media Specialist II	17.63
13063 - Media Specialist III	19.66
13071 - Photographer I	14.77
13072 - Photographer II	17.54
13073 - Photographer III	21.73
13074 - Photographer IV	24.00
13075 - Photographer V	25.73
13110 - Video Teleconference Technician	17.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.38
14042 - Computer Operator II	18.33

14043 - Computer Operator III		20.44
14044 - Computer Operator IV		23.31
14045 - Computer Operator V		25.55
14071 - Computer Programmer I		24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.38
14160 - Personal Computer Support Technician		23.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.76
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.67
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		31.16
15070 - Flight Instructor (Pilot)		41.67
15080 - Graphic Artist		21.73
15090 - Technical Instructor		22.88
15095 - Technical Instructor/Course Developer		27.97
15110 - Test Proctor		18.46
15120 - Tutor		18.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.62
16030 - Counter Attendant		8.62
16040 - Dry Cleaner		10.32
16070 - Finisher, Flatwork, Machine		8.62
16090 - Presser, Hand		8.62
16110 - Presser, Machine, Drycleaning		8.62
16130 - Presser, Machine, Shirts		8.62
16160 - Presser, Machine, Wearing Apparel, Laundry		8.62
16190 - Sewing Machine Operator		10.91
16220 - Tailor		11.48
16250 - Washer, Machine		9.20
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.54
19040 - Tool And Die Maker		22.77
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.40
21030 - Material Coordinator		20.73
21040 - Material Expediter		20.73
21050 - Material Handling Laborer		11.56
21071 - Order Filler		13.96
21080 - Production Line Worker (Food Processing)		15.53
21110 - Shipping Packer		13.35
21130 - Shipping/Receiving Clerk		13.35
21140 - Store Worker I		12.60
21150 - Stock Clerk		15.95
21210 - Tools And Parts Attendant		15.53
21410 - Warehouse Specialist		15.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.01
23021 - Aircraft Mechanic I		24.77
23022 - Aircraft Mechanic II		25.99
23023 - Aircraft Mechanic III		27.21
23040 - Aircraft Mechanic Helper		18.82
23050 - Aircraft, Painter		22.97
23060 - Aircraft Servicer		21.20
23080 - Aircraft Worker		22.38
23110 - Appliance Mechanic		20.53
23120 - Bicycle Repairer		16.47

23125 - Cable Splicer	31.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.69
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	22.74
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	18.51
23290 - Fire Alarm System Mechanic	21.68
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	27.31
23312 - Fuel Distribution System Operator	21.96
23370 - General Maintenance Worker	19.57
23380 - Ground Support Equipment Mechanic	24.77
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.38
23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.65
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	22.20
23465 - Laboratory/Shelter Mechanic	20.53
23470 - Laborer	13.44
23510 - Locksmith	19.88
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	20.78
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	22.20
23592 - Metrology Technician II	23.27
23593 - Metrology Technician III	24.38
23640 - Millwright	23.78
23710 - Office Appliance Repairer	20.63
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	25.88
23810 - Plumber, Maintenance	23.36
23820 - Pneudraulic Systems Mechanic	21.68
23850 - Rigger	23.01
23870 - Scale Mechanic	20.63
23890 - Sheet-Metal Worker, Maintenance	25.33
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	28.71
23950 - Telephone Lineman	27.16
23960 - Welder, Combination, Maintenance	20.58
23965 - Well Driller	21.59
23970 - Woodcraft Worker	21.68
23980 - Woodworker	19.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.76
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	13.87
24630 - Homemaker	15.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.77
25040 - Sewage Plant Operator	20.20
25070 - Stationary Engineer	23.77

25190 - Ventilation Equipment Tender	17.67
25210 - Water Treatment Plant Operator	20.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.89
27007 - Baggage Inspector	15.59
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.40
27030 - Detection Dog Handler	18.54
27040 - Detention Officer	25.60
27070 - Firefighter	25.70
27101 - Guard I	15.59
27102 - Guard II	18.54
27131 - Police Officer I	24.89
27132 - Police Officer II	27.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.62
28042 - Carnival Equipment Repairer	12.04
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	14.17
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.85
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.51
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.72
29042 - Stevedore II	27.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.82
30022 - Archeological Technician II	21.05
30023 - Archeological Technician III	26.06
30030 - Cartographic Technician	26.06
30040 - Civil Engineering Technician	23.33
30061 - Drafter/CAD Operator I	18.82
30062 - Drafter/CAD Operator II	21.05
30063 - Drafter/CAD Operator III	23.47
30064 - Drafter/CAD Operator IV	28.88
30081 - Engineering Technician I	16.76
30082 - Engineering Technician II	18.85
30083 - Engineering Technician III	21.61
30084 - Engineering Technician IV	27.09
30085 - Engineering Technician V	31.56
30086 - Engineering Technician VI	32.84
30090 - Environmental Technician	19.35
30210 - Laboratory Technician	19.73
30240 - Mathematical Technician	26.54
30361 - Paralegal/Legal Assistant I	20.54
30362 - Paralegal/Legal Assistant II	26.28
30363 - Paralegal/Legal Assistant III	32.12
30364 - Paralegal/Legal Assistant IV	38.86
30390 - Photo-Optics Technician	26.06
30461 - Technical Writer I	23.54
30462 - Technical Writer II	28.78
30463 - Technical Writer III	32.68
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.78
30621 - Weather Observer, Senior	(see 3)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.90
31030 - Bus Driver		16.49
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		11.68
31290 - Shuttle Bus Driver		13.40
31310 - Taxi Driver		11.47
31361 - Truckdriver, Light		12.84
31362 - Truckdriver, Medium		17.67
31363 - Truckdriver, Heavy		17.89
31364 - Truckdriver, Tractor-Trailer		17.89
99000 - Miscellaneous Occupations		
99030 - Cashier		10.81
99050 - Desk Clerk		11.03
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		11.88
99252 - Laboratory Animal Caretaker II		12.67
99310 - Mortician		30.13
99410 - Pest Controller		16.89
99510 - Photofinishing Worker		13.19
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		19.35
99730 - Refuse Collector		15.51
99810 - Sales Clerk		14.74
99820 - School Crossing Guard		12.08
99830 - Survey Party Chief		21.46
99831 - Surveying Aide		13.44
99832 - Surveying Technician		18.45
99840 - Vending Machine Attendant		13.39
99841 - Vending Machine Repairer		16.28
99842 - Vending Machine Repairer Helper		13.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2383
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.91
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		17.66
01020 - Administrative Assistant		19.48
01040 - Court Reporter		18.96
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.77
01060 - Dispatcher, Motor Vehicle		15.33
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.14
01111 - General Clerk I		11.53
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		18.00
01141 - Messenger Courier		10.65
01191 - Order Clerk I		11.93
01192 - Order Clerk II		13.02
01261 - Personnel Assistant (Employment) I		13.96
01262 - Personnel Assistant (Employment) II		15.62
01263 - Personnel Assistant (Employment) III		17.25
01270 - Production Control Clerk		18.77
01280 - Receptionist		11.29
01290 - Rental Clerk		12.13
01300 - Scheduler, Maintenance		13.63
01311 - Secretary I		13.63
01312 - Secretary II		15.67
01313 - Secretary III		17.45
01320 - Service Order Dispatcher		12.29
01410 - Supply Technician		19.48
01420 - Survey Worker		14.47
01531 - Travel Clerk I		11.19
01532 - Travel Clerk II		12.07
01533 - Travel Clerk III		12.96
01611 - Word Processor I		12.29
01612 - Word Processor II		13.80
01613 - Word Processor III		15.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.28
05010 - Automotive Electrician		18.24
05040 - Automotive Glass Installer		17.63
05070 - Automotive Worker		17.63
05110 - Mobile Equipment Servicer		16.32
05130 - Motor Equipment Metal Mechanic		18.96

05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.25
05220 - Motor Vehicle Mechanic Helper	15.63
05250 - Motor Vehicle Upholstery Worker	16.95
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter, Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	10.78
07042 - Cook II	12.06
07070 - Dishwasher	8.91
07130 - Food Service Worker	9.34
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	15.63
09110 - Furniture Repairer, Minor	16.95
09130 - Upholsterer	20.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	10.11
11090 - Gardener	14.37
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer, Grounds Maintenance	12.34
11240 - Maid or Houseman	9.99
11260 - Pruner	17.78
11270 - Tractor Operator	14.53
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	12.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.13
12011 - Breath Alcohol Technician	14.88
12012 - Certified Occupational Therapist Assistant	17.45
12015 - Certified Physical Therapist Assistant	17.79
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	26.52
12030 - EKG Technician	24.38
12035 - Electroneurodiagnostic Technologist	24.38
12040 - Emergency Medical Technician	15.13
12071 - Licensed Practical Nurse I	13.30
12072 - Licensed Practical Nurse II	14.88
12073 - Licensed Practical Nurse III	16.60
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.85
12195 - Medical Transcriptionist	15.34
12210 - Nuclear Medicine Technologist	31.04
12221 - Nursing Assistant I	9.40
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.54
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	20.61
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	13.77
12280 - Phlebotomist	12.95

12305 - Radiologic Technologist		25.19
12311 - Registered Nurse I		21.73
12312 - Registered Nurse II		26.58
12313 - Registered Nurse II, Specialist		26.58
12314 - Registered Nurse III		32.15
12315 - Registered Nurse III, Anesthetist		32.15
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		18.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.42
13012 - Exhibits Specialist II		22.83
13013 - Exhibits Specialist III		27.93
13041 - Illustrator I		18.42
13042 - Illustrator II		22.83
13043 - Illustrator III		27.93
13047 - Librarian		25.28
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		22.83
13058 - Library Technician		12.68
13061 - Media Specialist I		16.47
13062 - Media Specialist II		18.42
13063 - Media Specialist III		20.55
13071 - Photographer I		15.46
13072 - Photographer II		17.29
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V	(see 1)	
14071 - Computer Programmer I		20.57
14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		27.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.64
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.06
15110 - Test Proctor		15.87
15120 - Tutor		15.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.54
16030 - Counter Attendant		8.54
16040 - Dry Cleaner		9.91
16070 - Finisher, Flatwork, Machine		8.63
16090 - Presser, Hand		8.63
16110 - Presser, Machine, Drycleaning		8.63

16130 - Presser, Machine, Shirts	8.63
16160 - Presser, Machine, Wearing Apparel, Laundry	8.63
16190 - Sewing Machine Operator	10.50
16220 - Tailor	11.09
16250 - Washer, Machine	8.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.84
19040 - Tool And Die Maker	21.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.75
21030 - Material Coordinator	18.77
21040 - Material Expediter	18.77
21050 - Material Handling Laborer	13.66
21071 - Order Filler	10.41
21080 - Production Line Worker (Food Processing)	14.75
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	13.30
21150 - Stock Clerk	17.62
21210 - Tools And Parts Attendant	14.75
21410 - Warehouse Specialist	14.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.82
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.82
23023 - Aircraft Mechanic III	26.88
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	22.56
23060 - Aircraft Servicer	21.64
23080 - Aircraft Worker	22.46
23110 - Appliance Mechanic	18.24
23120 - Bicycle Repairer	14.34
23125 - Cable Splicer	29.40
23130 - Carpenter, Maintenance	19.98
23140 - Carpet Layer	19.67
23160 - Electrician, Maintenance	23.73
23181 - Electronics Technician Maintenance I	21.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	24.58
23260 - Fabric Worker	18.65
23290 - Fire Alarm System Mechanic	20.85
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	28.12
23312 - Fuel Distribution System Operator	23.24
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.62
23382 - Ground Support Equipment Worker	21.69
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	24.79
23460 - Instrument Mechanic	21.23
23465 - Laboratory/Shelter Mechanic	20.57
23470 - Laborer	11.58
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	20.06
23550 - Machinist, Maintenance	17.18

23580 - Maintenance Trades Helper	15.63
23591 - Metrology Technician I	21.23
23592 - Metrology Technician II	22.08
23593 - Metrology Technician III	22.84
23640 - Millwright	20.70
23710 - Office Appliance Repairer	20.09
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	27.88
23810 - Plumber, Maintenance	21.26
23820 - Pneudraulic Systems Mechanic	21.23
23850 - Rigger	21.23
23870 - Scale Mechanic	20.82
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic I	25.96
23932 - Telecommunications Mechanic II	26.86
23950 - Telephone Lineman	25.89
23960 - Welder, Combination, Maintenance	18.96
23965 - Well Driller	21.23
23970 - Woodcraft Worker	21.23
23980 - Woodworker	16.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.84
24580 - Child Care Center Clerk	12.27
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	18.54
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	18.72
25210 - Water Treatment Plant Operator	18.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.51
27007 - Baggage Inspector	13.35
27008 - Corrections Officer	21.94
27010 - Court Security Officer	21.74
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	21.94
27070 - Firefighter	23.44
27101 - Guard I	13.35
27102 - Guard II	16.29
27131 - Police Officer I	22.40
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.05
28042 - Carnival Equipment Repairer	11.40
28043 - Carnival Equpment Worker	8.99
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	19.13
28630 - Sports Official	12.29
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.08
29020 - Hatch Tender	24.08
29030 - Line Handler	24.08
29041 - Stevedore I	21.05
29042 - Stevedore II	24.98

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.31
30022 - Archeological Technician II		17.07
30023 - Archeological Technician III		21.22
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		21.56
30061 - Drafter/CAD Operator I		16.43
30062 - Drafter/CAD Operator II		19.13
30063 - Drafter/CAD Operator III		21.29
30064 - Drafter/CAD Operator IV		25.23
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.02
30083 - Engineering Technician III		18.70
30084 - Engineering Technician IV		22.20
30085 - Engineering Technician V		27.16
30086 - Engineering Technician VI		32.86
30090 - Environmental Technician		19.67
30210 - Laboratory Technician		18.00
30240 - Mathematical Technician		23.49
30361 - Paralegal/Legal Assistant I		17.28
30362 - Paralegal/Legal Assistant II		21.92
30363 - Paralegal/Legal Assistant III		26.81
30364 - Paralegal/Legal Assistant IV		32.44
30390 - Photo-Optics Technician		23.49
30461 - Technical Writer I		21.13
30462 - Technical Writer II		25.85
30463 - Technical Writer III		31.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.29
30621 - Weather Observer, Senior	(see 2)	22.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		14.20
31043 - Driver Courier		12.21
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		13.14
31310 - Taxi Driver		10.00
31361 - Truckdriver, Light		13.14
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		17.68
31364 - Truckdriver, Tractor-Trailer		17.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.10
99050 - Desk Clerk		10.17
99095 - Embalmer		26.64
99251 - Laboratory Animal Caretaker I		10.66
99252 - Laboratory Animal Caretaker II		11.47
99310 - Mortician		27.29
99410 - Pest Controller		15.84
99510 - Photofinishing Worker		11.97
99710 - Recycling Laborer		14.91
99711 - Recycling Specialist		17.56
99730 - Refuse Collector		13.58
99810 - Sales Clerk		11.34
99820 - School Crossing Guard		9.90

99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	14.59
99841 - Vending Machine Repairer	16.15
99842 - Vending Machine Repairer Helper	14.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2384 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.91
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		17.66
01020 - Administrative Assistant		19.48
01040 - Court Reporter		18.96
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.77
01060 - Dispatcher, Motor Vehicle		15.33
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.14
01111 - General Clerk I		11.53
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		18.00
01141 - Messenger Courier		10.65
01191 - Order Clerk I		11.93
01192 - Order Clerk II		13.02
01261 - Personnel Assistant (Employment) I		13.96
01262 - Personnel Assistant (Employment) II		15.62
01263 - Personnel Assistant (Employment) III		17.25

01270 - Production Control Clerk	18.77
01280 - Receptionist	11.29
01290 - Rental Clerk	12.13
01300 - Scheduler, Maintenance	13.63
01311 - Secretary I	13.63
01312 - Secretary II	15.67
01313 - Secretary III	17.45
01320 - Service Order Dispatcher	12.29
01410 - Supply Technician	19.48
01420 - Survey Worker	14.47
01531 - Travel Clerk I	11.19
01532 - Travel Clerk II	12.07
01533 - Travel Clerk III	12.96
01611 - Word Processor I	12.29
01612 - Word Processor II	13.80
01613 - Word Processor III	15.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.25
05220 - Motor Vehicle Mechanic Helper	15.63
05250 - Motor Vehicle Upholstery Worker	16.95
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter, Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	10.78
07042 - Cook II	12.06
07070 - Dishwasher	8.91
07130 - Food Service Worker	9.34
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	15.63
09110 - Furniture Repairer, Minor	16.95
09130 - Upholsterer	20.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	10.11
11090 - Gardener	14.37
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer, Grounds Maintenance	12.34
11240 - Maid or Houseman	9.99
11260 - Pruner	17.78
11270 - Tractor Operator	14.53
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	12.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.13
12011 - Breath Alcohol Technician	14.88
12012 - Certified Occupational Therapist Assistant	17.45

12015 - Certified Physical Therapist Assistant		17.79
12020 - Dental Assistant		15.13
12025 - Dental Hygienist		26.52
12030 - EKG Technician		24.38
12035 - Electroneurodiagnostic Technologist		24.38
12040 - Emergency Medical Technician		15.13
12071 - Licensed Practical Nurse I		13.30
12072 - Licensed Practical Nurse II		14.88
12073 - Licensed Practical Nurse III		16.60
12100 - Medical Assistant		12.44
12130 - Medical Laboratory Technician		18.73
12160 - Medical Record Clerk		13.27
12190 - Medical Record Technician		14.85
12195 - Medical Transcriptionist		15.34
12210 - Nuclear Medicine Technologist		31.04
12221 - Nursing Assistant I		9.40
12222 - Nursing Assistant II		10.57
12223 - Nursing Assistant III		11.54
12224 - Nursing Assistant IV		12.95
12235 - Optical Dispenser		20.61
12236 - Optical Technician		14.38
12250 - Pharmacy Technician		13.77
12280 - Phlebotomist		12.95
12305 - Radiologic Technologist		25.19
12311 - Registered Nurse I		21.73
12312 - Registered Nurse II		26.58
12313 - Registered Nurse II, Specialist		26.58
12314 - Registered Nurse III		32.15
12315 - Registered Nurse III, Anesthetist		32.15
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		18.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.42
13012 - Exhibits Specialist II		22.83
13013 - Exhibits Specialist III		27.93
13041 - Illustrator I		18.42
13042 - Illustrator II		22.83
13043 - Illustrator III		27.93
13047 - Librarian		25.28
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		22.83
13058 - Library Technician		12.68
13061 - Media Specialist I		16.47
13062 - Media Specialist II		18.42
13063 - Media Specialist III		20.55
13071 - Photographer I		15.46
13072 - Photographer II		17.29
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V	(see 1)	
14071 - Computer Programmer I		20.57
14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		27.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.64
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.06
15110 - Test Proctor		15.87
15120 - Tutor		15.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.54
16030 - Counter Attendant		8.54
16040 - Dry Cleaner		9.91
16070 - Finisher, Flatwork, Machine		8.63
16090 - Presser, Hand		8.63
16110 - Presser, Machine, Drycleaning		8.63
16130 - Presser, Machine, Shirts		8.63
16160 - Presser, Machine, Wearing Apparel, Laundry		8.63
16190 - Sewing Machine Operator		10.50
16220 - Tailor		11.09
16250 - Washer, Machine		8.96
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker		21.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.75
21030 - Material Coordinator		18.77
21040 - Material Expediter		18.77
21050 - Material Handling Laborer		13.66
21071 - Order Filler		10.41
21080 - Production Line Worker (Food Processing)		14.75
21110 - Shipping Packer		13.30
21130 - Shipping/Receiving Clerk		13.30
21140 - Store Worker I		13.30
21150 - Stock Clerk		17.62
21210 - Tools And Parts Attendant		14.75
21410 - Warehouse Specialist		14.75
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.82
23021 - Aircraft Mechanic I		24.88
23022 - Aircraft Mechanic II		25.82
23023 - Aircraft Mechanic III		26.88
23040 - Aircraft Mechanic Helper		19.11
23050 - Aircraft, Painter		22.56
23060 - Aircraft Servicer		21.64
23080 - Aircraft Worker		22.46
23110 - Appliance Mechanic		18.24
23120 - Bicycle Repairer		14.34
23125 - Cable Splicer		29.40
23130 - Carpenter, Maintenance		19.98
23140 - Carpet Layer		19.67
23160 - Electrician, Maintenance		23.73
23181 - Electronics Technician Maintenance I		21.84
23182 - Electronics Technician Maintenance II		23.49
23183 - Electronics Technician Maintenance III		24.58
23260 - Fabric Worker		18.65

23290 - Fire Alarm System Mechanic	20.85
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	28.12
23312 - Fuel Distribution System Operator	23.24
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.62
23382 - Ground Support Equipment Worker	21.69
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	24.79
23460 - Instrument Mechanic	21.23
23465 - Laboratory/Shelter Mechanic	20.57
23470 - Laborer	11.58
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	20.06
23550 - Machinist, Maintenance	17.18
23580 - Maintenance Trades Helper	15.63
23591 - Metrology Technician I	21.23
23592 - Metrology Technician II	22.08
23593 - Metrology Technician III	22.84
23640 - Millwright	20.70
23710 - Office Appliance Repairer	20.09
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	27.88
23810 - Plumber, Maintenance	21.26
23820 - Pneudraulic Systems Mechanic	21.23
23850 - Rigger	21.23
23870 - Scale Mechanic	20.82
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic I	25.96
23932 - Telecommunications Mechanic II	26.86
23950 - Telephone Lineman	25.89
23960 - Welder, Combination, Maintenance	18.96
23965 - Well Driller	21.23
23970 - Woodcraft Worker	21.23
23980 - Woodworker	16.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.84
24580 - Child Care Center Clerk	12.27
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	18.54
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	18.72
25210 - Water Treatment Plant Operator	18.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.51
27007 - Baggage Inspector	13.35
27008 - Corrections Officer	21.94
27010 - Court Security Officer	21.74
27030 - Detection Dog Handler	16.29

27040 - Detention Officer		21.94
27070 - Firefighter		23.44
27101 - Guard I		13.35
27102 - Guard II		16.29
27131 - Police Officer I		22.40
27132 - Police Officer II		24.88
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.05
28042 - Carnival Equipment Repairer		11.40
28043 - Carnival Equpment Worker		8.99
28210 - Gate Attendant/Gate Tender		13.80
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.44
28510 - Recreation Aide/Health Facility Attendant		11.27
28515 - Recreation Specialist		19.13
28630 - Sports Official		12.29
28690 - Swimming Pool Operator		18.62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.08
29020 - Hatch Tender		24.08
29030 - Line Handler		24.08
29041 - Stevedore I		21.05
29042 - Stevedore II		24.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.31
30022 - Archeological Technician II		17.07
30023 - Archeological Technician III		21.22
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		21.56
30061 - Drafter/CAD Operator I		16.43
30062 - Drafter/CAD Operator II		19.13
30063 - Drafter/CAD Operator III		21.29
30064 - Drafter/CAD Operator IV		25.23
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.02
30083 - Engineering Technician III		18.70
30084 - Engineering Technician IV		22.20
30085 - Engineering Technician V		27.16
30086 - Engineering Technician VI		32.86
30090 - Environmental Technician		19.67
30210 - Laboratory Technician		18.00
30240 - Mathematical Technician		23.49
30361 - Paralegal/Legal Assistant I		17.28
30362 - Paralegal/Legal Assistant II		21.92
30363 - Paralegal/Legal Assistant III		26.81
30364 - Paralegal/Legal Assistant IV		32.44
30390 - Photo-Optics Technician		23.49
30461 - Technical Writer I		21.13
30462 - Technical Writer II		25.85
30463 - Technical Writer III		31.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.29
30621 - Weather Observer, Senior	(see 2)	22.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64

31030 - Bus Driver	14.20
31043 - Driver Courier	12.21
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	13.14
31310 - Taxi Driver	10.00
31361 - Truckdriver, Light	13.14
31362 - Truckdriver, Medium	17.61
31363 - Truckdriver, Heavy	17.68
31364 - Truckdriver, Tractor-Trailer	17.68
99000 - Miscellaneous Occupations	
99030 - Cashier	9.10
99050 - Desk Clerk	10.17
99095 - Embalmer	26.64
99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	11.47
99310 - Mortician	27.29
99410 - Pest Controller	15.84
99510 - Photofinishing Worker	11.97
99710 - Recycling Laborer	14.91
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	13.58
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	9.90
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	14.59
99841 - Vending Machine Repairer	16.15
99842 - Vending Machine Repairer Helper	14.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day,

Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2389 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.85
01012 - Accounting Clerk II		13.30
01013 - Accounting Clerk III		14.88
01020 - Administrative Assistant		18.61
01040 - Court Reporter		15.02
01051 - Data Entry Operator I		11.35
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		16.26
01070 - Document Preparation Clerk		12.97
01090 - Duplicating Machine Operator		12.97
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		16.88
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.87
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		15.66
01263 - Personnel Assistant (Employment) III		17.46
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.41
01290 - Rental Clerk		11.22
01300 - Scheduler, Maintenance		13.43
01311 - Secretary I		13.43
01312 - Secretary II		15.02
01313 - Secretary III		16.88
01320 - Service Order Dispatcher		14.33
01410 - Supply Technician		18.61
01420 - Survey Worker		15.02
01531 - Travel Clerk I		11.36
01532 - Travel Clerk II		12.10
01533 - Travel Clerk III		12.90
01611 - Word Processor I		11.65
01612 - Word Processor II		13.08
01613 - Word Processor III		14.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.79
05010 - Automotive Electrician		18.09
05040 - Automotive Glass Installer		17.18
05070 - Automotive Worker		17.18
05110 - Mobile Equipment Servicer		15.33
05130 - Motor Equipment Metal Mechanic		19.05
05160 - Motor Equipment Metal Worker		17.18
05190 - Motor Vehicle Mechanic		18.17
05220 - Motor Vehicle Mechanic Helper		14.43
05250 - Motor Vehicle Upholstery Worker		16.26
05280 - Motor Vehicle Wrecker		17.18
05310 - Painter, Automotive		18.09
05340 - Radiator Repair Specialist		17.18
05370 - Tire Repairer		12.54
05400 - Transmission Repair Specialist		19.05
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.78
07041 - Cook I		12.08
07042 - Cook II		12.78

07070 - Dishwasher	8.43
07130 - Food Service Worker	8.89
07210 - Meat Cutter	12.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.93
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer, Minor	15.22
09130 - Upholsterer	16.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.80
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.80
11150 - Janitor	9.80
11210 - Laborer, Grounds Maintenance	11.44
11240 - Maid or Houseman	8.80
11260 - Pruner	10.51
11270 - Tractor Operator	13.34
11330 - Trail Maintenance Worker	11.44
11360 - Window Cleaner	10.66
12000 - Health Occupations	
12010 - Ambulance Driver	15.58
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	21.68
12020 - Dental Assistant	15.59
12025 - Dental Hygienist	27.85
12030 - EKG Technician	24.90
12035 - Electroneurodiagnostic Technologist	24.90
12040 - Emergency Medical Technician	15.58
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.50
12073 - Licensed Practical Nurse III	19.52
12100 - Medical Assistant	13.08
12130 - Medical Laboratory Technician	16.33
12160 - Medical Record Clerk	12.10
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.79
12210 - Nuclear Medicine Technologist	34.53
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.25
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	12.82
12280 - Phlebotomist	13.31
12305 - Radiologic Technologist	23.37
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II, Specialist	28.15
12314 - Registered Nurse III	34.05
12315 - Registered Nurse III, Anesthetist	34.05
12316 - Registered Nurse IV	40.81
12317 - Scheduler (Drug and Alcohol Testing)	21.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.43
13012 - Exhibits Specialist II	20.37
13013 - Exhibits Specialist III	24.92
13041 - Illustrator I	16.43

13042 - Illustrator II		20.37
13043 - Illustrator III		24.92
13047 - Librarian		22.55
13050 - Library Aide/Clerk		13.09
13054 - Library Information Technology Systems Administrator		20.37
13058 - Library Technician		15.39
13061 - Media Specialist I		14.69
13062 - Media Specialist II		16.43
13063 - Media Specialist III		18.33
13071 - Photographer I		14.38
13072 - Photographer II		16.09
13073 - Photographer III		19.94
13074 - Photographer IV		24.40
13075 - Photographer V		29.51
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.41
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I		17.38
14072 - Computer Programmer II		23.68
14073 - Computer Programmer III		26.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.89
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.33
15020 - Aircrew Training Devices Instructor (Rated)		31.32
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.43
15060 - Educational Technologist		22.25
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		20.33
15090 - Technical Instructor		16.60
15095 - Technical Instructor/Course Developer		20.31
15110 - Test Proctor		14.23
15120 - Tutor		14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88
16040 - Dry Cleaner		10.93
16070 - Finisher, Flatwork, Machine		8.88
16090 - Presser, Hand		8.88
16110 - Presser, Machine, Drycleaning		8.88
16130 - Presser, Machine, Shirts		8.88
16160 - Presser, Machine, Wearing Apparel, Laundry		8.88
16190 - Sewing Machine Operator		11.60
16220 - Tailor		12.22
16250 - Washer, Machine		9.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.32
19040 - Tool And Die Maker		20.40
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.81
21030 - Material Coordinator		19.41
21040 - Material Expediter		19.41
21050 - Material Handling Laborer		11.79

21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	13.81
21110 - Shipping Packer	12.94
21130 - Shipping/Receiving Clerk	12.94
21140 - Store Worker I	11.01
21150 - Stock Clerk	14.29
21210 - Tools And Parts Attendant	13.81
21410 - Warehouse Specialist	13.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.89
23021 - Aircraft Mechanic I	18.88
23022 - Aircraft Mechanic II	19.89
23023 - Aircraft Mechanic III	20.81
23040 - Aircraft Mechanic Helper	12.98
23050 - Aircraft, Painter	17.11
23060 - Aircraft Servicer	14.65
23080 - Aircraft Worker	15.47
23110 - Appliance Mechanic	16.46
23120 - Bicycle Repairer	11.09
23125 - Cable Splicer	20.97
23130 - Carpenter, Maintenance	15.46
23140 - Carpet Layer	15.57
23160 - Electrician, Maintenance	18.04
23181 - Electronics Technician Maintenance I	20.68
23182 - Electronics Technician Maintenance II	21.85
23183 - Electronics Technician Maintenance III	23.13
23260 - Fabric Worker	14.75
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	13.86
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	13.88
23370 - General Maintenance Worker	16.11
23380 - Ground Support Equipment Mechanic	18.88
23381 - Ground Support Equipment Servicer	14.65
23382 - Ground Support Equipment Worker	15.47
23391 - Gunsmith I	13.86
23392 - Gunsmith II	15.57
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.09
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	17.65
23440 - Heavy Equipment Operator	15.34
23460 - Instrument Mechanic	17.42
23465 - Laboratory/Shelter Mechanic	16.46
23470 - Laborer	11.79
23510 - Locksmith	15.87
23530 - Machinery Maintenance Mechanic	21.05
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	12.57
23591 - Metrology Technician I	17.42
23592 - Metrology Technician II	18.35
23593 - Metrology Technician III	19.23
23640 - Millwright	19.03
23710 - Office Appliance Repairer	16.52
23760 - Painter, Maintenance	14.91
23790 - Pipefitter, Maintenance	18.51
23810 - Plumber, Maintenance	17.58
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.57
23890 - Sheet-Metal Worker, Maintenance	16.09

23910 - Small Engine Mechanic	15.14
23931 - Telecommunications Mechanic I	21.13
23932 - Telecommunications Mechanic II	22.27
23950 - Telephone Lineman	19.11
23960 - Welder, Combination, Maintenance	15.38
23965 - Well Driller	17.42
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	15.26
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.77
24630 - Homemaker	16.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.42
25040 - Sewage Plant Operator	15.96
25070 - Stationary Engineer	17.42
25190 - Ventilation Equipment Tender	12.95
25210 - Water Treatment Plant Operator	15.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	12.18
27008 - Corrections Officer	14.62
27010 - Court Security Officer	15.44
27030 - Detection Dog Handler	13.50
27040 - Detention Officer	14.69
27070 - Firefighter	14.26
27101 - Guard I	12.18
27102 - Guard II	13.50
27131 - Police Officer I	17.80
27132 - Police Officer II	19.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.15
28042 - Carnival Equipment Repairer	10.83
28043 - Carnival Equpment Worker	8.39
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	18.19
28630 - Sports Official	12.91
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.80
29020 - Hatch Tender	15.80
29030 - Line Handler	15.80
29041 - Stevedore I	14.96
29042 - Stevedore II	16.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.95
30022 - Archeological Technician II	15.60
30023 - Archeological Technician III	20.64
30030 - Cartographic Technician	20.64
30040 - Civil Engineering Technician	18.55
30061 - Drafter/CAD Operator I	14.90
30062 - Drafter/CAD Operator II	16.66
30063 - Drafter/CAD Operator III	18.82
30064 - Drafter/CAD Operator IV	22.86

30081 - Engineering Technician I		13.39
30082 - Engineering Technician II		15.75
30083 - Engineering Technician III		17.62
30084 - Engineering Technician IV		21.82
30085 - Engineering Technician V		26.70
30086 - Engineering Technician VI		32.29
30090 - Environmental Technician		18.67
30210 - Laboratory Technician		18.58
30240 - Mathematical Technician		20.46
30361 - Paralegal/Legal Assistant I		17.14
30362 - Paralegal/Legal Assistant II		21.24
30363 - Paralegal/Legal Assistant III		25.98
30364 - Paralegal/Legal Assistant IV		31.43
30390 - Photo-Optics Technician		20.64
30461 - Technical Writer I		20.46
30462 - Technical Writer II		24.99
30463 - Technical Writer III		30.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.82
30621 - Weather Observer, Senior	(see 2)	20.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.97
31030 - Bus Driver		14.48
31043 - Driver Courier		13.62
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		14.58
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		14.58
31362 - Truckdriver, Medium		16.26
31363 - Truckdriver, Heavy		17.84
31364 - Truckdriver, Tractor-Trailer		17.84
99000 - Miscellaneous Occupations		
99030 - Cashier		8.45
99050 - Desk Clerk		12.77
99095 - Embalmer		29.41
99251 - Laboratory Animal Caretaker I		11.97
99252 - Laboratory Animal Caretaker II		12.81
99310 - Mortician		29.41
99410 - Pest Controller		16.86
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.45
99711 - Recycling Specialist		14.52
99730 - Refuse Collector		11.44
99810 - Sales Clerk		11.54
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		18.29
99831 - Surveying Aide		13.03
99832 - Surveying Technician		17.33
99840 - Vending Machine Attendant		12.52
99841 - Vending Machine Repairer		14.95
99842 - Vending Machine Repairer Helper		12.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2390 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.85
01012 - Accounting Clerk II		13.30
01013 - Accounting Clerk III		14.88
01020 - Administrative Assistant		18.61
01040 - Court Reporter		15.02
01051 - Data Entry Operator I		11.35
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		16.26
01070 - Document Preparation Clerk		12.97
01090 - Duplicating Machine Operator		12.97
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36

01113 - General Clerk III	13.87
01120 - Housing Referral Assistant	16.88
01141 - Messenger Courier	11.41
01191 - Order Clerk I	12.71
01192 - Order Clerk II	13.87
01261 - Personnel Assistant (Employment) I	14.00
01262 - Personnel Assistant (Employment) II	15.66
01263 - Personnel Assistant (Employment) III	17.46
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.41
01290 - Rental Clerk	11.22
01300 - Scheduler, Maintenance	13.43
01311 - Secretary I	13.43
01312 - Secretary II	15.02
01313 - Secretary III	16.88
01320 - Service Order Dispatcher	14.33
01410 - Supply Technician	18.61
01420 - Survey Worker	15.02
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	12.90
01611 - Word Processor I	11.65
01612 - Word Processor II	13.08
01613 - Word Processor III	14.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.79
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.18
05070 - Automotive Worker	17.18
05110 - Mobile Equipment Servicer	15.33
05130 - Motor Equipment Metal Mechanic	19.05
05160 - Motor Equipment Metal Worker	17.18
05190 - Motor Vehicle Mechanic	18.17
05220 - Motor Vehicle Mechanic Helper	14.43
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.18
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.18
05370 - Tire Repairer	12.54
05400 - Transmission Repair Specialist	19.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.78
07041 - Cook I	12.08
07042 - Cook II	12.78
07070 - Dishwasher	8.43
07130 - Food Service Worker	8.89
07210 - Meat Cutter	12.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.93
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.93
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer, Minor	15.22
09130 - Upholsterer	16.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.80
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.80
11150 - Janitor	9.80
11210 - Laborer, Grounds Maintenance	11.44
11240 - Maid or Houseman	8.80

11260 - Pruner	10.51
11270 - Tractor Operator	13.34
11330 - Trail Maintenance Worker	11.44
11360 - Window Cleaner	10.66
12000 - Health Occupations	
12010 - Ambulance Driver	15.58
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	22.24
12015 - Certified Physical Therapist Assistant	21.68
12020 - Dental Assistant	15.59
12025 - Dental Hygienist	27.85
12030 - EKG Technician	24.90
12035 - Electroneurodiagnostic Technologist	24.90
12040 - Emergency Medical Technician	15.58
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.50
12073 - Licensed Practical Nurse III	19.52
12100 - Medical Assistant	13.08
12130 - Medical Laboratory Technician	16.33
12160 - Medical Record Clerk	12.10
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.79
12210 - Nuclear Medicine Technologist	34.53
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.25
12236 - Optical Technician	15.73
12250 - Pharmacy Technician	12.82
12280 - Phlebotomist	13.31
12305 - Radiologic Technologist	23.37
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II, Specialist	28.15
12314 - Registered Nurse III	34.05
12315 - Registered Nurse III, Anesthetist	34.05
12316 - Registered Nurse IV	40.81
12317 - Scheduler (Drug and Alcohol Testing)	21.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.43
13012 - Exhibits Specialist II	20.37
13013 - Exhibits Specialist III	24.92
13041 - Illustrator I	16.43
13042 - Illustrator II	20.37
13043 - Illustrator III	24.92
13047 - Librarian	22.55
13050 - Library Aide/Clerk	13.09
13054 - Library Information Technology Systems Administrator	20.37
13058 - Library Technician	15.39
13061 - Media Specialist I	14.69
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.33
13071 - Photographer I	14.38
13072 - Photographer II	16.09
13073 - Photographer III	19.94
13074 - Photographer IV	24.40
13075 - Photographer V	29.51
13110 - Video Teleconference Technician	15.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.56
14042 - Computer Operator II	17.41

14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I		17.38
14072 - Computer Programmer II		23.68
14073 - Computer Programmer III		26.36
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.89
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.33
15020 - Aircrew Training Devices Instructor (Rated)		31.32
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.43
15060 - Educational Technologist		22.25
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		20.33
15090 - Technical Instructor		16.60
15095 - Technical Instructor/Course Developer		20.31
15110 - Test Proctor		14.23
15120 - Tutor		14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88
16040 - Dry Cleaner		10.93
16070 - Finisher, Flatwork, Machine		8.88
16090 - Presser, Hand		8.88
16110 - Presser, Machine, Drycleaning		8.88
16130 - Presser, Machine, Shirts		8.88
16160 - Presser, Machine, Wearing Apparel, Laundry		8.88
16190 - Sewing Machine Operator		11.60
16220 - Tailor		12.22
16250 - Washer, Machine		9.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.32
19040 - Tool And Die Maker		20.40
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.81
21030 - Material Coordinator		19.41
21040 - Material Expediter		19.41
21050 - Material Handling Laborer		11.79
21071 - Order Filler		11.03
21080 - Production Line Worker (Food Processing)		13.81
21110 - Shipping Packer		12.94
21130 - Shipping/Receiving Clerk		12.94
21140 - Store Worker I		11.01
21150 - Stock Clerk		14.29
21210 - Tools And Parts Attendant		13.81
21410 - Warehouse Specialist		13.81
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		19.89
23021 - Aircraft Mechanic I		18.88
23022 - Aircraft Mechanic II		19.89
23023 - Aircraft Mechanic III		20.81
23040 - Aircraft Mechanic Helper		12.98
23050 - Aircraft, Painter		17.11
23060 - Aircraft Servicer		14.65
23080 - Aircraft Worker		15.47
23110 - Appliance Mechanic		16.46
23120 - Bicycle Repairer		11.09

23125 - Cable Splicer	20.97
23130 - Carpenter, Maintenance	15.46
23140 - Carpet Layer	15.57
23160 - Electrician, Maintenance	18.04
23181 - Electronics Technician Maintenance I	20.68
23182 - Electronics Technician Maintenance II	21.85
23183 - Electronics Technician Maintenance III	23.13
23260 - Fabric Worker	14.75
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	13.86
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	13.88
23370 - General Maintenance Worker	16.11
23380 - Ground Support Equipment Mechanic	18.88
23381 - Ground Support Equipment Servicer	14.65
23382 - Ground Support Equipment Worker	15.47
23391 - Gunsmith I	13.86
23392 - Gunsmith II	15.57
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.09
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.06
23430 - Heavy Equipment Mechanic	17.65
23440 - Heavy Equipment Operator	15.34
23460 - Instrument Mechanic	17.42
23465 - Laboratory/Shelter Mechanic	16.46
23470 - Laborer	11.79
23510 - Locksmith	15.87
23530 - Machinery Maintenance Mechanic	21.05
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	12.57
23591 - Metrology Technician I	17.42
23592 - Metrology Technician II	18.35
23593 - Metrology Technician III	19.23
23640 - Millwright	19.03
23710 - Office Appliance Repairer	16.52
23760 - Painter, Maintenance	14.91
23790 - Pipefitter, Maintenance	18.51
23810 - Plumber, Maintenance	17.58
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.57
23890 - Sheet-Metal Worker, Maintenance	16.09
23910 - Small Engine Mechanic	15.14
23931 - Telecommunications Mechanic I	21.13
23932 - Telecommunications Mechanic II	22.27
23950 - Telephone Lineman	19.11
23960 - Welder, Combination, Maintenance	15.38
23965 - Well Driller	17.42
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	15.26
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	14.77
24630 - Homemaker	16.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.42
25040 - Sewage Plant Operator	15.96
25070 - Stationary Engineer	17.42

25190 - Ventilation Equipment Tender	12.95
25210 - Water Treatment Plant Operator	15.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	12.18
27008 - Corrections Officer	14.62
27010 - Court Security Officer	15.44
27030 - Detection Dog Handler	13.50
27040 - Detention Officer	14.69
27070 - Firefighter	14.26
27101 - Guard I	12.18
27102 - Guard II	13.50
27131 - Police Officer I	17.80
27132 - Police Officer II	19.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.15
28042 - Carnival Equipment Repairer	10.83
28043 - Carnival Equpment Worker	8.39
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	16.21
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	18.19
28630 - Sports Official	12.91
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.80
29020 - Hatch Tender	15.80
29030 - Line Handler	15.80
29041 - Stevedore I	14.96
29042 - Stevedore II	16.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.95
30022 - Archeological Technician II	15.60
30023 - Archeological Technician III	20.64
30030 - Cartographic Technician	20.64
30040 - Civil Engineering Technician	18.55
30061 - Drafter/CAD Operator I	14.90
30062 - Drafter/CAD Operator II	16.66
30063 - Drafter/CAD Operator III	18.82
30064 - Drafter/CAD Operator IV	22.86
30081 - Engineering Technician I	13.39
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	17.62
30084 - Engineering Technician IV	21.82
30085 - Engineering Technician V	26.70
30086 - Engineering Technician VI	32.29
30090 - Environmental Technician	18.67
30210 - Laboratory Technician	18.58
30240 - Mathematical Technician	20.46
30361 - Paralegal/Legal Assistant I	17.14
30362 - Paralegal/Legal Assistant II	21.24
30363 - Paralegal/Legal Assistant III	25.98
30364 - Paralegal/Legal Assistant IV	31.43
30390 - Photo-Optics Technician	20.64
30461 - Technical Writer I	20.46
30462 - Technical Writer II	24.99
30463 - Technical Writer III	30.29
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.82
30621 - Weather Observer, Senior	(see 2)	20.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.97
31030 - Bus Driver		14.48
31043 - Driver Courier		13.62
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		14.58
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		14.58
31362 - Truckdriver, Medium		16.26
31363 - Truckdriver, Heavy		17.84
31364 - Truckdriver, Tractor-Trailer		17.84
99000 - Miscellaneous Occupations		
99030 - Cashier		8.45
99050 - Desk Clerk		12.77
99095 - Embalmer		29.41
99251 - Laboratory Animal Caretaker I		11.97
99252 - Laboratory Animal Caretaker II		12.81
99310 - Mortician		29.41
99410 - Pest Controller		16.86
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.45
99711 - Recycling Specialist		14.52
99730 - Refuse Collector		11.44
99810 - Sales Clerk		11.54
99820 - School Crossing Guard		12.11
99830 - Survey Party Chief		18.29
99831 - Surveying Aide		13.03
99832 - Surveying Technician		17.33
99840 - Vending Machine Attendant		12.52
99841 - Vending Machine Repairer		14.95
99842 - Vending Machine Repairer Helper		12.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2391 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.80
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		26.85
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		11.56
01052 - Data Entry Operator II		13.00
01060 - Dispatcher, Motor Vehicle		17.88
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		11.81
01112 - General Clerk II		12.88
01113 - General Clerk III		14.46
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		12.10
01191 - Order Clerk I		11.56
01192 - Order Clerk II		12.76
01261 - Personnel Assistant (Employment) I		15.34
01262 - Personnel Assistant (Employment) II		16.39
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		18.52
01280 - Receptionist		13.87
01290 - Rental Clerk		15.24
01300 - Scheduler, Maintenance		17.63
01311 - Secretary I		17.63
01312 - Secretary II		19.88

01313 - Secretary III	22.66
01320 - Service Order Dispatcher	14.93
01410 - Supply Technician	26.85
01420 - Survey Worker	18.35
01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.07
01533 - Travel Clerk III	12.86
01611 - Word Processor I	14.61
01612 - Word Processor II	16.59
01613 - Word Processor III	18.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.91
05010 - Automotive Electrician	20.99
05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	16.29
05250 - Motor Vehicle Upholstery Worker	18.92
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.99
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	11.47
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.33
07042 - Cook II	11.59
07070 - Dishwasher	9.24
07130 - Food Service Worker	8.77
07210 - Meat Cutter	13.45
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.37
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	13.98
09090 - Furniture Refinisher Helper	11.19
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	16.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.52
11090 - Gardener	13.20
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer, Grounds Maintenance	11.03
11240 - Maid or Houseman	9.00
11260 - Pruner	9.77
11270 - Tractor Operator	13.06
11330 - Trail Maintenance Worker	11.03
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	24.60
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	19.04
12025 - Dental Hygienist	32.03
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.58

12071 - Licensed Practical Nurse I		16.06
12072 - Licensed Practical Nurse II		17.96
12073 - Licensed Practical Nurse III		20.03
12100 - Medical Assistant		14.09
12130 - Medical Laboratory Technician		17.36
12160 - Medical Record Clerk		13.66
12190 - Medical Record Technician		15.30
12195 - Medical Transcriptionist		16.62
12210 - Nuclear Medicine Technologist		30.96
12221 - Nursing Assistant I		10.14
12222 - Nursing Assistant II		11.40
12223 - Nursing Assistant III		12.44
12224 - Nursing Assistant IV		13.96
12235 - Optical Dispenser		18.46
12236 - Optical Technician		14.32
12250 - Pharmacy Technician		13.57
12280 - Phlebotomist		13.96
12305 - Radiologic Technologist		26.39
12311 - Registered Nurse I		23.03
12312 - Registered Nurse II		28.17
12313 - Registered Nurse II, Specialist		28.17
12314 - Registered Nurse III		34.09
12315 - Registered Nurse III, Anesthetist		34.09
12316 - Registered Nurse IV		40.82
12317 - Scheduler (Drug and Alcohol Testing)		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.48
13013 - Exhibits Specialist III		27.50
13041 - Illustrator I		18.14
13042 - Illustrator II		22.48
13043 - Illustrator III		27.50
13047 - Librarian		24.89
13050 - Library Aide/Clerk		12.09
13054 - Library Information Technology Systems Administrator		22.48
13058 - Library Technician		14.48
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.23
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I		21.04
14072 - Computer Programmer II		26.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.23

15020 - Aircrew Training Devices Instructor (Rated)	32.97
15030 - Air Crew Training Devices Instructor (Pilot)	39.52
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	25.54
15070 - Flight Instructor (Pilot)	39.52
15080 - Graphic Artist	24.05
15090 - Technical Instructor	24.46
15095 - Technical Instructor/Course Developer	29.92
15110 - Test Proctor	19.74
15120 - Tutor	19.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.85
16030 - Counter Attendant	8.85
16040 - Dry Cleaner	10.96
16070 - Finisher, Flatwork, Machine	8.85
16090 - Presser, Hand	8.85
16110 - Presser, Machine, Drycleaning	8.85
16130 - Presser, Machine, Shirts	8.85
16160 - Presser, Machine, Wearing Apparel, Laundry	8.85
16190 - Sewing Machine Operator	11.64
16220 - Tailor	12.27
16250 - Washer, Machine	9.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.78
19040 - Tool And Die Maker	20.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.11
21030 - Material Coordinator	18.52
21040 - Material Expediter	18.52
21050 - Material Handling Laborer	12.13
21071 - Order Filler	11.84
21080 - Production Line Worker (Food Processing)	15.11
21110 - Shipping Packer	14.62
21130 - Shipping/Receiving Clerk	14.62
21140 - Store Worker I	10.48
21150 - Stock Clerk	14.79
21210 - Tools And Parts Attendant	15.11
21410 - Warehouse Specialist	15.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.39
23021 - Aircraft Mechanic I	23.22
23022 - Aircraft Mechanic II	24.39
23023 - Aircraft Mechanic III	25.61
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	22.57
23060 - Aircraft Servicer	19.73
23080 - Aircraft Worker	20.90
23110 - Appliance Mechanic	18.11
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	23.71
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	16.35
23160 - Electrician, Maintenance	19.24
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	21.12
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	15.76
23311 - Fuel Distribution System Mechanic	21.55
23312 - Fuel Distribution System Operator	18.53
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	23.22

23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.90
23391 - Gunsmith I	15.76
23392 - Gunsmith II	17.68
23393 - Gunsmith III	20.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.96
23430 - Heavy Equipment Mechanic	18.98
23440 - Heavy Equipment Operator	16.31
23460 - Instrument Mechanic	23.15
23465 - Laboratory/Shelter Mechanic	18.69
23470 - Laborer	12.13
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	22.08
23550 - Machinist, Maintenance	17.55
23580 - Maintenance Trades Helper	12.80
23591 - Metrology Technician I	23.15
23592 - Metrology Technician II	24.32
23593 - Metrology Technician III	25.44
23640 - Millwright	21.55
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	15.52
23790 - Pipefitter, Maintenance	20.62
23810 - Plumber, Maintenance	17.64
23820 - Pneudraulic Systems Mechanic	19.63
23850 - Rigger	21.59
23870 - Scale Mechanic	17.68
23890 - Sheet-Metal Worker, Maintenance	15.74
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.65
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	17.10
23965 - Well Driller	17.57
23970 - Woodcraft Worker	19.63
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.87
24580 - Child Care Center Clerk	12.31
24610 - Chore Aide	9.24
24620 - Family Readiness And Support Services Coordinator	13.30
24630 - Homemaker	13.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.33
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.33
25190 - Ventilation Equipment Tender	14.83
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.98
27007 - Baggage Inspector	11.70
27008 - Corrections Officer	15.96
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	15.13
27040 - Detention Officer	15.96
27070 - Firefighter	18.54
27101 - Guard I	11.70
27102 - Guard II	15.13
27131 - Police Officer I	19.63
27132 - Police Officer II	21.81

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.02
28042 - Carnival Equipment Repairer		11.71
28043 - Carnival Equpment Worker		8.68
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		12.69
28515 - Recreation Specialist		18.26
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		17.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.68
29020 - Hatch Tender		18.68
29030 - Line Handler		18.68
29041 - Stevedore I		17.72
29042 - Stevedore II		19.77
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.15
30022 - Archeological Technician II		18.89
30023 - Archeological Technician III		23.01
30030 - Cartographic Technician		23.07
30040 - Civil Engineering Technician		21.85
30061 - Drafter/CAD Operator I		15.15
30062 - Drafter/CAD Operator II		18.89
30063 - Drafter/CAD Operator III		20.96
30064 - Drafter/CAD Operator IV		23.25
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.92
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		19.68
30210 - Laboratory Technician		19.99
30240 - Mathematical Technician		23.04
30361 - Paralegal/Legal Assistant I		17.08
30362 - Paralegal/Legal Assistant II		21.17
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		31.33
30390 - Photo-Optics Technician		23.07
30461 - Technical Writer I		20.21
30462 - Technical Writer II		24.73
30463 - Technical Writer III		29.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.96
30621 - Weather Observer, Senior	(see 2)	21.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.10
31030 - Bus Driver		17.62
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.34
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		16.78

31362 - Truckdriver, Medium	18.59
31363 - Truckdriver, Heavy	19.15
31364 - Truckdriver, Tractor-Trailer	19.15
99000 - Miscellaneous Occupations	
99030 - Cashier	9.50
99050 - Desk Clerk	10.24
99095 - Embalmer	24.90
99251 - Laboratory Animal Caretaker I	10.57
99252 - Laboratory Animal Caretaker II	11.33
99310 - Mortician	30.68
99410 - Pest Controller	14.71
99510 - Photofinishing Worker	11.92
99710 - Recycling Laborer	14.34
99711 - Recycling Specialist	16.99
99730 - Refuse Collector	12.71
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.42
99830 - Survey Party Chief	18.25
99831 - Surveying Aide	12.31
99832 - Surveying Technician	16.86
99840 - Vending Machine Attendant	11.92
99841 - Vending Machine Repairer	14.16
99842 - Vending Machine Repairer Helper	11.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2392 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.80

01013 - Accounting Clerk III	17.67
01020 - Administrative Assistant	26.85
01040 - Court Reporter	19.88
01051 - Data Entry Operator I	11.56
01052 - Data Entry Operator II	13.00
01060 - Dispatcher, Motor Vehicle	17.88
01070 - Document Preparation Clerk	12.71
01090 - Duplicating Machine Operator	12.71
01111 - General Clerk I	11.81
01112 - General Clerk II	12.88
01113 - General Clerk III	14.46
01120 - Housing Referral Assistant	22.66
01141 - Messenger Courier	12.10
01191 - Order Clerk I	11.56
01192 - Order Clerk II	12.76
01261 - Personnel Assistant (Employment) I	15.34
01262 - Personnel Assistant (Employment) II	16.39
01263 - Personnel Assistant (Employment) III	18.25
01270 - Production Control Clerk	18.52
01280 - Receptionist	13.87
01290 - Rental Clerk	15.24
01300 - Scheduler, Maintenance	17.63
01311 - Secretary I	17.63
01312 - Secretary II	19.88
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	14.93
01410 - Supply Technician	26.85
01420 - Survey Worker	18.35
01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.07
01533 - Travel Clerk III	12.86
01611 - Word Processor I	14.61
01612 - Word Processor II	16.59
01613 - Word Processor III	18.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.91
05010 - Automotive Electrician	20.99
05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	16.29
05250 - Motor Vehicle Upholstery Worker	18.92
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.99
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	11.47
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.33
07042 - Cook II	11.59
07070 - Dishwasher	9.24
07130 - Food Service Worker	8.77
07210 - Meat Cutter	13.45
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.37
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	13.98
09090 - Furniture Refinisher Helper	11.19

09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	16.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.52
11090 - Gardener	13.20
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer, Grounds Maintenance	11.03
11240 - Maid or Houseman	9.00
11260 - Pruner	9.77
11270 - Tractor Operator	13.06
11330 - Trail Maintenance Worker	11.03
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	24.60
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	19.04
12025 - Dental Hygienist	32.03
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	16.06
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.03
12100 - Medical Assistant	14.09
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	15.30
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	30.96
12221 - Nursing Assistant I	10.14
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.96
12235 - Optical Dispenser	18.46
12236 - Optical Technician	14.32
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	13.96
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.17
12313 - Registered Nurse II, Specialist	28.17
12314 - Registered Nurse III	34.09
12315 - Registered Nurse III, Anesthetist	34.09
12316 - Registered Nurse IV	40.82
12317 - Scheduler (Drug and Alcohol Testing)	20.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.14
13012 - Exhibits Specialist II	22.48
13013 - Exhibits Specialist III	27.50
13041 - Illustrator I	18.14
13042 - Illustrator II	22.48
13043 - Illustrator III	27.50
13047 - Librarian	24.89
13050 - Library Aide/Clerk	12.09
13054 - Library Information Technology Systems Administrator	22.48
13058 - Library Technician	14.48
13061 - Media Specialist I	16.22
13062 - Media Specialist II	18.14

13063 - Media Specialist III		20.23
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I		21.04
14072 - Computer Programmer II		26.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.93
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.23
15020 - Aircrew Training Devices Instructor (Rated)		32.97
15030 - Air Crew Training Devices Instructor (Pilot)		39.52
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15060 - Educational Technologist		25.54
15070 - Flight Instructor (Pilot)		39.52
15080 - Graphic Artist		24.05
15090 - Technical Instructor		24.46
15095 - Technical Instructor/Course Developer		29.92
15110 - Test Proctor		19.74
15120 - Tutor		19.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		10.96
16070 - Finisher, Flatwork, Machine		8.85
16090 - Presser, Hand		8.85
16110 - Presser, Machine, Drycleaning		8.85
16130 - Presser, Machine, Shirts		8.85
16160 - Presser, Machine, Wearing Apparel, Laundry		8.85
16190 - Sewing Machine Operator		11.64
16220 - Tailor		12.27
16250 - Washer, Machine		9.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.78
19040 - Tool And Die Maker		20.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.11
21030 - Material Coordinator		18.52
21040 - Material Expediter		18.52
21050 - Material Handling Laborer		12.13
21071 - Order Filler		11.84
21080 - Production Line Worker (Food Processing)		15.11
21110 - Shipping Packer		14.62
21130 - Shipping/Receiving Clerk		14.62
21140 - Store Worker I		10.48
21150 - Stock Clerk		14.79
21210 - Tools And Parts Attendant		15.11
21410 - Warehouse Specialist		15.11
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	24.39
23021 - Aircraft Mechanic I	23.22
23022 - Aircraft Mechanic II	24.39
23023 - Aircraft Mechanic III	25.61
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	22.57
23060 - Aircraft Servicer	19.73
23080 - Aircraft Worker	20.90
23110 - Appliance Mechanic	18.11
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	23.71
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	16.35
23160 - Electrician, Maintenance	19.24
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	21.12
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	15.76
23311 - Fuel Distribution System Mechanic	21.55
23312 - Fuel Distribution System Operator	18.53
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	23.22
23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.90
23391 - Gunsmith I	15.76
23392 - Gunsmith II	17.68
23393 - Gunsmith III	20.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.96
23430 - Heavy Equipment Mechanic	18.98
23440 - Heavy Equipment Operator	16.31
23460 - Instrument Mechanic	23.15
23465 - Laboratory/Shelter Mechanic	18.69
23470 - Laborer	12.13
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	22.08
23550 - Machinist, Maintenance	17.55
23580 - Maintenance Trades Helper	12.80
23591 - Metrology Technician I	23.15
23592 - Metrology Technician II	24.32
23593 - Metrology Technician III	25.44
23640 - Millwright	21.55
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	15.52
23790 - Pipefitter, Maintenance	20.62
23810 - Plumber, Maintenance	17.64
23820 - Pneudraulic Systems Mechanic	19.63
23850 - Rigger	21.59
23870 - Scale Mechanic	17.68
23890 - Sheet-Metal Worker, Maintenance	15.74
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.65
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	17.10
23965 - Well Driller	17.57
23970 - Woodcraft Worker	19.63
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	9.87
24580 - Child Care Center Clerk	12.31
24610 - Chore Aide	9.24
24620 - Family Readiness And Support Services Coordinator	13.30
24630 - Homemaker	13.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.33
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.33
25190 - Ventilation Equipment Tender	14.83
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.98
27007 - Baggage Inspector	11.70
27008 - Corrections Officer	15.96
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	15.13
27040 - Detention Officer	15.96
27070 - Firefighter	18.54
27101 - Guard I	11.70
27102 - Guard II	15.13
27131 - Police Officer I	19.63
27132 - Police Officer II	21.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.02
28042 - Carnival Equipment Repairer	11.71
28043 - Carnival Equpment Worker	8.68
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	18.26
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.68
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	17.72
29042 - Stevedore II	19.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.15
30022 - Archeological Technician II	18.89
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	23.07
30040 - Civil Engineering Technician	21.85
30061 - Drafter/CAD Operator I	15.15
30062 - Drafter/CAD Operator II	18.89
30063 - Drafter/CAD Operator III	20.96
30064 - Drafter/CAD Operator IV	23.25
30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	16.92
30083 - Engineering Technician III	18.92
30084 - Engineering Technician IV	23.44
30085 - Engineering Technician V	28.68
30086 - Engineering Technician VI	34.70
30090 - Environmental Technician	19.68
30210 - Laboratory Technician	19.99
30240 - Mathematical Technician	23.04

30361 - Paralegal/Legal Assistant I		17.08
30362 - Paralegal/Legal Assistant II		21.17
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		31.33
30390 - Photo-Optics Technician		23.07
30461 - Technical Writer I		20.21
30462 - Technical Writer II		24.73
30463 - Technical Writer III		29.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.96
30621 - Weather Observer, Senior	(see 2)	21.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.10
31030 - Bus Driver		17.62
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.34
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		16.78
31362 - Truckdriver, Medium		18.59
31363 - Truckdriver, Heavy		19.15
31364 - Truckdriver, Tractor-Trailer		19.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.50
99050 - Desk Clerk		10.24
99095 - Embalmer		24.90
99251 - Laboratory Animal Caretaker I		10.57
99252 - Laboratory Animal Caretaker II		11.33
99310 - Mortician		30.68
99410 - Pest Controller		14.71
99510 - Photofinishing Worker		11.92
99710 - Recycling Laborer		14.34
99711 - Recycling Specialist		16.99
99730 - Refuse Collector		12.71
99810 - Sales Clerk		11.51
99820 - School Crossing Guard		11.42
99830 - Survey Party Chief		18.25
99831 - Surveying Aide		12.31
99832 - Surveying Technician		16.86
99840 - Vending Machine Attendant		11.92
99841 - Vending Machine Repairer		14.16
99842 - Vending Machine Repairer Helper		11.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2393
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.40
01012 - Accounting Clerk II		14.00
01013 - Accounting Clerk III		15.65
01020 - Administrative Assistant		19.33
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		11.58
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		16.32
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.48
01112 - General Clerk II		12.53
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		17.94
01141 - Messenger Courier		10.81
01191 - Order Clerk I		11.60
01192 - Order Clerk II		12.66
01261 - Personnel Assistant (Employment) I		13.15
01262 - Personnel Assistant (Employment) II		14.71
01263 - Personnel Assistant (Employment) III		18.35
01270 - Production Control Clerk		17.84
01280 - Receptionist		10.77
01290 - Rental Clerk		11.75
01300 - Scheduler, Maintenance		12.79
01311 - Secretary I		12.79
01312 - Secretary II		14.47
01313 - Secretary III		17.94
01320 - Service Order Dispatcher		11.54
01410 - Supply Technician		19.33
01420 - Survey Worker		13.16
01531 - Travel Clerk I		11.20
01532 - Travel Clerk II		11.93
01533 - Travel Clerk III		12.67
01611 - Word Processor I		12.41
01612 - Word Processor II		13.92
01613 - Word Processor III		15.58

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.17
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	11.58
07042 - Cook II	13.08
07070 - Dishwasher	8.48
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.62
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	13.69
11122 - Housekeeping Aide	9.40
11150 - Janitor	9.40
11210 - Laborer, Grounds Maintenance	10.22
11240 - Maid or Houseman	8.05
11260 - Pruner	9.16
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	10.22
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.47
12011 - Breath Alcohol Technician	15.98
12012 - Certified Occupational Therapist Assistant	23.49
12015 - Certified Physical Therapist Assistant	23.49
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	29.84
12030 - EKG Technician	24.17
12035 - Electroneurodiagnostic Technologist	24.17
12040 - Emergency Medical Technician	14.47
12071 - Licensed Practical Nurse I	14.29
12072 - Licensed Practical Nurse II	15.98
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	12.14
12130 - Medical Laboratory Technician	17.08
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.33
12195 - Medical Transcriptionist	15.43
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	9.44

12222 - Nursing Assistant II		10.61
12223 - Nursing Assistant III		11.58
12224 - Nursing Assistant IV		12.99
12235 - Optical Dispenser		15.99
12236 - Optical Technician		14.25
12250 - Pharmacy Technician		17.03
12280 - Phlebotomist		12.99
12305 - Radiologic Technologist		23.06
12311 - Registered Nurse I		22.96
12312 - Registered Nurse II		28.09
12313 - Registered Nurse II, Specialist		28.09
12314 - Registered Nurse III		33.98
12315 - Registered Nurse III, Anesthetist		33.98
12316 - Registered Nurse IV		40.72
12317 - Scheduler (Drug and Alcohol Testing)		20.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.27
13012 - Exhibits Specialist II		20.17
13013 - Exhibits Specialist III		24.67
13041 - Illustrator I		16.27
13042 - Illustrator II		20.17
13043 - Illustrator III		24.67
13047 - Librarian		22.33
13050 - Library Aide/Clerk		11.32
13054 - Library Information Technology Systems Administrator		20.17
13058 - Library Technician		15.22
13061 - Media Specialist I		14.61
13062 - Media Specialist II		16.27
13063 - Media Specialist III		18.15
13071 - Photographer I		14.21
13072 - Photographer II		15.85
13073 - Photographer III		19.62
13074 - Photographer IV		23.41
13075 - Photographer V		28.34
13110 - Video Teleconference Technician		16.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.20
14160 - Personal Computer Support Technician		19.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		30.11
15060 - Educational Technologist		25.36
15070 - Flight Instructor (Pilot)		41.77
15080 - Graphic Artist		21.52
15090 - Technical Instructor		18.45
15095 - Technical Instructor/Course Developer		22.57
15110 - Test Proctor		14.89
15120 - Tutor		14.89

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.27
16030 - Counter Attendant	8.27
16040 - Dry Cleaner	10.20
16070 - Finisher, Flatwork, Machine	8.27
16090 - Presser, Hand	8.27
16110 - Presser, Machine, Drycleaning	8.27
16130 - Presser, Machine, Shirts	8.27
16160 - Presser, Machine, Wearing Apparel, Laundry	8.27
16190 - Sewing Machine Operator	10.85
16220 - Tailor	11.49
16250 - Washer, Machine	8.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.45
21030 - Material Coordinator	17.84
21040 - Material Expediter	17.84
21050 - Material Handling Laborer	10.32
21071 - Order Filler	10.09
21080 - Production Line Worker (Food Processing)	12.45
21110 - Shipping Packer	13.41
21130 - Shipping/Receiving Clerk	13.41
21140 - Store Worker I	11.35
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	12.45
21410 - Warehouse Specialist	12.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.35
23021 - Aircraft Mechanic I	20.34
23022 - Aircraft Mechanic II	21.35
23023 - Aircraft Mechanic III	22.92
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft, Painter	19.31
23060 - Aircraft Servicer	17.20
23080 - Aircraft Worker	18.24
23110 - Appliance Mechanic	17.05
23120 - Bicycle Repairer	13.11
23125 - Cable Splicer	23.00
23130 - Carpenter, Maintenance	17.05
23140 - Carpet Layer	16.29
23160 - Electrician, Maintenance	20.76
23181 - Electronics Technician Maintenance I	20.99
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	24.22
23260 - Fabric Worker	15.24
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	14.25
23311 - Fuel Distribution System Mechanic	18.40
23312 - Fuel Distribution System Operator	14.31
23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	20.34
23381 - Ground Support Equipment Servicer	17.20
23382 - Ground Support Equipment Worker	18.24
23391 - Gunsmith I	14.13
23392 - Gunsmith II	16.30
23393 - Gunsmith III	18.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.42
23430 - Heavy Equipment Mechanic	18.81

23440 - Heavy Equipment Operator	17.31
23460 - Instrument Mechanic	18.40
23465 - Laboratory/Shelter Mechanic	17.41
23470 - Laborer	10.32
23510 - Locksmith	17.05
23530 - Machinery Maintenance Mechanic	20.47
23550 - Machinist, Maintenance	18.40
23580 - Maintenance Trades Helper	13.34
23591 - Metrology Technician I	18.40
23592 - Metrology Technician II	19.42
23593 - Metrology Technician III	20.40
23640 - Millwright	20.34
23710 - Office Appliance Repairer	17.05
23760 - Painter, Maintenance	17.05
23790 - Pipefitter, Maintenance	18.17
23810 - Plumber, Maintenance	17.26
23820 - Pneudraulic Systems Mechanic	18.40
23850 - Rigger	18.40
23870 - Scale Mechanic	16.30
23890 - Sheet-Metal Worker, Maintenance	18.40
23910 - Small Engine Mechanic	16.11
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.76
23950 - Telephone Lineman	21.84
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.40
23970 - Woodcraft Worker	18.40
23980 - Woodworker	14.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	9.33
24620 - Family Readiness And Support Services Coordinator	13.63
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.87
25040 - Sewage Plant Operator	19.00
25070 - Stationary Engineer	20.69
25190 - Ventilation Equipment Tender	14.40
25210 - Water Treatment Plant Operator	19.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.25
27007 - Baggage Inspector	12.21
27008 - Corrections Officer	15.39
27010 - Court Security Officer	16.56
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	15.39
27070 - Firefighter	15.64
27101 - Guard I	12.21
27102 - Guard II	14.10
27131 - Police Officer I	17.27
27132 - Police Officer II	19.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.38
28042 - Carnival Equipment Repairer	12.16
28043 - Carnival Equpment Worker	8.90
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.99
28630 - Sports Official	11.34

28690 - Swimming Pool Operator		18.94
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.04
29020 - Hatch Tender		16.04
29030 - Line Handler		16.04
29041 - Stevedore I		15.00
29042 - Stevedore II		17.13
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.11
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		22.25
30030 - Cartographic Technician		22.36
30040 - Civil Engineering Technician		19.11
30061 - Drafter/CAD Operator I		15.11
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.98
30064 - Drafter/CAD Operator IV		22.83
30081 - Engineering Technician I		14.39
30082 - Engineering Technician II		16.14
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.38
30086 - Engineering Technician VI		33.12
30090 - Environmental Technician		19.53
30210 - Laboratory Technician		22.43
30240 - Mathematical Technician		22.25
30361 - Paralegal/Legal Assistant I		15.95
30362 - Paralegal/Legal Assistant II		19.77
30363 - Paralegal/Legal Assistant III		24.18
30364 - Paralegal/Legal Assistant IV		29.25
30390 - Photo-Optics Technician		21.48
30461 - Technical Writer I		21.77
30462 - Technical Writer II		26.63
30463 - Technical Writer III		32.22
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.98
30621 - Weather Observer, Senior	(see 2)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		14.98
31043 - Driver Courier		11.73
31260 - Parking and Lot Attendant		8.42
31290 - Shuttle Bus Driver		12.85
31310 - Taxi Driver		9.29
31361 - Truckdriver, Light		12.85
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		8.14
99050 - Desk Clerk		9.83
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.07
99252 - Laboratory Animal Caretaker II		11.07
99310 - Mortician		22.74

99410 - Pest Controller	13.60
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.53
99711 - Recycling Specialist	15.25
99730 - Refuse Collector	11.23
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	12.86
99830 - Survey Party Chief	18.64
99831 - Surveying Aide	11.03
99832 - Surveying Technician	15.12
99840 - Vending Machine Attendant	13.63
99841 - Vending Machine Repairer	16.43
99842 - Vending Machine Repairer Helper	13.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2394 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.40
01012 - Accounting Clerk II		14.00
01013 - Accounting Clerk III		15.65
01020 - Administrative Assistant		19.33
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		11.58
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		16.32
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.48

01112 - General Clerk II	12.53
01113 - General Clerk III	14.06
01120 - Housing Referral Assistant	17.94
01141 - Messenger Courier	10.81
01191 - Order Clerk I	11.60
01192 - Order Clerk II	12.66
01261 - Personnel Assistant (Employment) I	13.15
01262 - Personnel Assistant (Employment) II	14.71
01263 - Personnel Assistant (Employment) III	18.35
01270 - Production Control Clerk	17.84
01280 - Receptionist	10.77
01290 - Rental Clerk	11.75
01300 - Scheduler, Maintenance	12.79
01311 - Secretary I	12.79
01312 - Secretary II	14.47
01313 - Secretary III	17.94
01320 - Service Order Dispatcher	11.54
01410 - Supply Technician	19.33
01420 - Survey Worker	13.16
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.93
01533 - Travel Clerk III	12.67
01611 - Word Processor I	12.41
01612 - Word Processor II	13.92
01613 - Word Processor III	15.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.17
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	11.58
07042 - Cook II	13.08
07070 - Dishwasher	8.48
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.62
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	13.69
11122 - Housekeeping Aide	9.40
11150 - Janitor	9.40
11210 - Laborer, Grounds Maintenance	10.22

11240 - Maid or Houseman	8.05
11260 - Pruner	9.16
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	10.22
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.47
12011 - Breath Alcohol Technician	15.98
12012 - Certified Occupational Therapist Assistant	23.49
12015 - Certified Physical Therapist Assistant	23.49
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	29.84
12030 - EKG Technician	24.17
12035 - Electroneurodiagnostic Technologist	24.17
12040 - Emergency Medical Technician	14.47
12071 - Licensed Practical Nurse I	14.29
12072 - Licensed Practical Nurse II	15.98
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	12.14
12130 - Medical Laboratory Technician	17.08
12160 - Medical Record Clerk	12.81
12190 - Medical Record Technician	14.33
12195 - Medical Transcriptionist	15.43
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	9.44
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.58
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	15.99
12236 - Optical Technician	14.25
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.06
12311 - Registered Nurse I	22.96
12312 - Registered Nurse II	28.09
12313 - Registered Nurse II, Specialist	28.09
12314 - Registered Nurse III	33.98
12315 - Registered Nurse III, Anesthetist	33.98
12316 - Registered Nurse IV	40.72
12317 - Scheduler (Drug and Alcohol Testing)	20.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.27
13012 - Exhibits Specialist II	20.17
13013 - Exhibits Specialist III	24.67
13041 - Illustrator I	16.27
13042 - Illustrator II	20.17
13043 - Illustrator III	24.67
13047 - Librarian	22.33
13050 - Library Aide/Clerk	11.32
13054 - Library Information Technology Systems Administrator	20.17
13058 - Library Technician	15.22
13061 - Media Specialist I	14.61
13062 - Media Specialist II	16.27
13063 - Media Specialist III	18.15
13071 - Photographer I	14.21
13072 - Photographer II	15.85
13073 - Photographer III	19.62
13074 - Photographer IV	23.41
13075 - Photographer V	28.34
13110 - Video Teleconference Technician	16.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.20

14042 - Computer Operator II	15.88
14043 - Computer Operator III	18.75
14044 - Computer Operator IV	19.68
14045 - Computer Operator V	21.79
14071 - Computer Programmer I	22.75
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	14.20
14160 - Personal Computer Support Technician	19.68
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.58
15020 - Aircrew Training Devices Instructor (Rated)	36.99
15030 - Air Crew Training Devices Instructor (Pilot)	41.77
15050 - Computer Based Training Specialist / Instructor	30.11
15060 - Educational Technologist	25.36
15070 - Flight Instructor (Pilot)	41.77
15080 - Graphic Artist	21.52
15090 - Technical Instructor	18.45
15095 - Technical Instructor/Course Developer	22.57
15110 - Test Proctor	14.89
15120 - Tutor	14.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.27
16030 - Counter Attendant	8.27
16040 - Dry Cleaner	10.20
16070 - Finisher, Flatwork, Machine	8.27
16090 - Presser, Hand	8.27
16110 - Presser, Machine, Drycleaning	8.27
16130 - Presser, Machine, Shirts	8.27
16160 - Presser, Machine, Wearing Apparel, Laundry	8.27
16190 - Sewing Machine Operator	10.85
16220 - Tailor	11.49
16250 - Washer, Machine	8.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.45
21030 - Material Coordinator	17.84
21040 - Material Expediter	17.84
21050 - Material Handling Laborer	10.32
21071 - Order Filler	10.09
21080 - Production Line Worker (Food Processing)	12.45
21110 - Shipping Packer	13.41
21130 - Shipping/Receiving Clerk	13.41
21140 - Store Worker I	11.35
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	12.45
21410 - Warehouse Specialist	12.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.35
23021 - Aircraft Mechanic I	20.34
23022 - Aircraft Mechanic II	21.35
23023 - Aircraft Mechanic III	22.92
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft, Painter	19.31
23060 - Aircraft Servicer	17.20
23080 - Aircraft Worker	18.24
23110 - Appliance Mechanic	17.05

23120 - Bicycle Repairer	13.11
23125 - Cable Splicer	23.00
23130 - Carpenter, Maintenance	17.05
23140 - Carpet Layer	16.29
23160 - Electrician, Maintenance	20.76
23181 - Electronics Technician Maintenance I	20.99
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	24.22
23260 - Fabric Worker	15.24
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	14.25
23311 - Fuel Distribution System Mechanic	18.40
23312 - Fuel Distribution System Operator	14.31
23370 - General Maintenance Worker	16.30
23380 - Ground Support Equipment Mechanic	20.34
23381 - Ground Support Equipment Servicer	17.20
23382 - Ground Support Equipment Worker	18.24
23391 - Gunsmith I	14.13
23392 - Gunsmith II	16.30
23393 - Gunsmith III	18.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.42
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23810 - Plumber, Maintenance	17.26
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25070 - Stationary Engineer	20.69
25190 - Ventilation Equipment Tender	14.40
25210 - Water Treatment Plant Operator	19.00
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27004 - Alarm Monitor	14.25
27007 - Baggage Inspector	12.21
27008 - Corrections Officer	15.39
27010 - Court Security Officer	16.56
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	15.39
27070 - Firefighter	15.64
27101 - Guard I	12.21
27102 - Guard II	14.10
27131 - Police Officer I	17.27
27132 - Police Officer II	19.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.38
28042 - Carnival Equipment Repairer	12.16
28043 - Carnival Equpment Worker	8.90
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.99
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.04
29020 - Hatch Tender	16.04
29030 - Line Handler	16.04
29041 - Stevedore I	15.00
29042 - Stevedore II	17.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1)	27.16
30021 - Archeological Technician I	15.11
30022 - Archeological Technician II	18.98
30023 - Archeological Technician III	22.25
30030 - Cartographic Technician	22.36
30040 - Civil Engineering Technician	19.11
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.96
30063 - Drafter/CAD Operator III	18.98
30064 - Drafter/CAD Operator IV	22.83
30081 - Engineering Technician I	14.39
30082 - Engineering Technician II	16.14
30083 - Engineering Technician III	18.06
30084 - Engineering Technician IV	22.38
30085 - Engineering Technician V	27.38
30086 - Engineering Technician VI	33.12
30090 - Environmental Technician	19.53
30210 - Laboratory Technician	22.43
30240 - Mathematical Technician	22.25
30361 - Paralegal/Legal Assistant I	15.95
30362 - Paralegal/Legal Assistant II	19.77
30363 - Paralegal/Legal Assistant III	24.18
30364 - Paralegal/Legal Assistant IV	29.25
30390 - Photo-Optics Technician	21.48
30461 - Technical Writer I	21.77
30462 - Technical Writer II	26.63
30463 - Technical Writer III	32.22
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	18.98
30621 - Weather Observer, Senior	(see 1)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		14.98
31043 - Driver Courier		11.73
31260 - Parking and Lot Attendant		8.42
31290 - Shuttle Bus Driver		12.85
31310 - Taxi Driver		9.29
31361 - Truckdriver, Light		12.85
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		8.14
99050 - Desk Clerk		9.83
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.07
99252 - Laboratory Animal Caretaker II		11.07
99310 - Mortician		22.74
99410 - Pest Controller		13.60
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.53
99711 - Recycling Specialist		15.25
99730 - Refuse Collector		11.23
99810 - Sales Clerk		11.08
99820 - School Crossing Guard		12.86
99830 - Survey Party Chief		18.64
99831 - Surveying Aide		11.03
99832 - Surveying Technician		15.12
99840 - Vending Machine Attendant		13.63
99841 - Vending Machine Repairer		16.43
99842 - Vending Machine Repairer Helper		13.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2397
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.35
01012 - Accounting Clerk II		15.25
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		22.16
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		12.68
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		18.88
01070 - Document Preparation Clerk		12.80
01090 - Duplicating Machine Operator		12.80
01111 - General Clerk I		12.61
01112 - General Clerk II		13.76
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		12.00
01191 - Order Clerk I		12.63
01192 - Order Clerk II		14.40
01261 - Personnel Assistant (Employment) I		15.28
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.72
01270 - Production Control Clerk		18.60
01280 - Receptionist		12.73
01290 - Rental Clerk		15.12
01300 - Scheduler, Maintenance		15.62
01311 - Secretary I		15.62
01312 - Secretary II		17.55
01313 - Secretary III		21.82
01320 - Service Order Dispatcher		16.39
01410 - Supply Technician		22.16
01420 - Survey Worker		17.55
01531 - Travel Clerk I		11.10
01532 - Travel Clerk II		11.82
01533 - Travel Clerk III		12.60

01611 - Word Processor I	13.35
01612 - Word Processor II	15.12
01613 - Word Processor III	18.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.56
05010 - Automotive Electrician	20.10
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	20.11
05110 - Mobile Equipment Servicer	16.93
05130 - Motor Equipment Metal Mechanic	22.36
05160 - Motor Equipment Metal Worker	20.11
05190 - Motor Vehicle Mechanic	20.56
05220 - Motor Vehicle Mechanic Helper	15.86
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter, Automotive	20.57
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	12.73
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.98
07041 - Cook I	10.23
07042 - Cook II	11.62
07070 - Dishwasher	8.03
07130 - Food Service Worker	8.78
07210 - Meat Cutter	13.99
07260 - Waiter/Waitress	7.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	11.13
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.94
09110 - Furniture Repairer, Minor	14.71
09130 - Upholsterer	15.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	9.41
11090 - Gardener	12.23
11122 - Housekeeping Aide	9.90
11150 - Janitor	10.05
11210 - Laborer, Grounds Maintenance	10.90
11240 - Maid or Houseman	8.67
11260 - Pruner	10.00
11270 - Tractor Operator	12.07
11330 - Trail Maintenance Worker	10.90
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.41
12012 - Certified Occupational Therapist Assistant	24.22
12015 - Certified Physical Therapist Assistant	24.65
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	30.41
12030 - EKG Technician	27.16
12035 - Electroneurodiagnostic Technologist	27.16
12040 - Emergency Medical Technician	15.67
12071 - Licensed Practical Nurse I	14.96
12072 - Licensed Practical Nurse II	16.74
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	15.20

12195 - Medical Transcriptionist		17.20
12210 - Nuclear Medicine Technologist		30.58
12221 - Nursing Assistant I		9.92
12222 - Nursing Assistant II		11.16
12223 - Nursing Assistant III		12.18
12224 - Nursing Assistant IV		13.67
12235 - Optical Dispenser		18.04
12236 - Optical Technician		14.69
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.67
12305 - Radiologic Technologist		25.83
12311 - Registered Nurse I		23.46
12312 - Registered Nurse II		28.72
12313 - Registered Nurse II, Specialist		28.72
12314 - Registered Nurse III		34.75
12315 - Registered Nurse III, Anesthetist		34.75
12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		20.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.84
13012 - Exhibits Specialist II		20.87
13013 - Exhibits Specialist III		25.53
13041 - Illustrator I		17.07
13042 - Illustrator II		21.15
13043 - Illustrator III		25.88
13047 - Librarian		23.42
13050 - Library Aide/Clerk		10.55
13054 - Library Information Technology Systems Administrator		21.15
13058 - Library Technician		14.26
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.07
13063 - Media Specialist III		19.04
13071 - Photographer I		15.93
13072 - Photographer II		18.06
13073 - Photographer III		21.43
13074 - Photographer IV		28.09
13075 - Photographer V		33.10
13110 - Video Teleconference Technician		16.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.18
14042 - Computer Operator II		16.98
14043 - Computer Operator III		18.94
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I		24.60
14072 - Computer Programmer II		25.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.18
14160 - Personal Computer Support Technician		21.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.88
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		28.88
15060 - Educational Technologist		24.76
15070 - Flight Instructor (Pilot)		41.88
15080 - Graphic Artist		21.18
15090 - Technical Instructor		20.67

15095 - Technical Instructor/Course Developer	24.61
15110 - Test Proctor	16.23
15120 - Tutor	16.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.69
16030 - Counter Attendant	8.69
16040 - Dry Cleaner	10.74
16070 - Finisher, Flatwork, Machine	8.69
16090 - Presser, Hand	8.69
16110 - Presser, Machine, Drycleaning	8.69
16130 - Presser, Machine, Shirts	8.69
16160 - Presser, Machine, Wearing Apparel, Laundry	8.69
16190 - Sewing Machine Operator	11.40
16220 - Tailor	12.02
16250 - Washer, Machine	9.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.54
19040 - Tool And Die Maker	21.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.33
21030 - Material Coordinator	19.04
21040 - Material Expediter	19.04
21050 - Material Handling Laborer	11.32
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	15.33
21110 - Shipping Packer	13.92
21130 - Shipping/Receiving Clerk	13.92
21140 - Store Worker I	10.99
21150 - Stock Clerk	14.47
21210 - Tools And Parts Attendant	15.33
21410 - Warehouse Specialist	15.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.27
23021 - Aircraft Mechanic I	20.26
23022 - Aircraft Mechanic II	21.27
23023 - Aircraft Mechanic III	22.34
23040 - Aircraft Mechanic Helper	15.38
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	17.50
23080 - Aircraft Worker	18.56
23110 - Appliance Mechanic	17.24
23120 - Bicycle Repairer	12.14
23125 - Cable Splicer	24.16
23130 - Carpenter, Maintenance	16.01
23140 - Carpet Layer	17.08
23160 - Electrician, Maintenance	17.54
23181 - Electronics Technician Maintenance I	21.60
23182 - Electronics Technician Maintenance II	22.81
23183 - Electronics Technician Maintenance III	24.10
23260 - Fabric Worker	16.53
23290 - Fire Alarm System Mechanic	18.48
23310 - Fire Extinguisher Repairer	15.03
23311 - Fuel Distribution System Mechanic	19.31
23312 - Fuel Distribution System Operator	15.37
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	20.26
23381 - Ground Support Equipment Servicer	17.50
23382 - Ground Support Equipment Worker	18.56
23391 - Gunsmith I	15.03
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.03

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.00
23430 - Heavy Equipment Mechanic	18.26
23440 - Heavy Equipment Operator	19.07
23460 - Instrument Mechanic	19.06
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	11.40
23510 - Locksmith	17.16
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	19.46
23580 - Maintenance Trades Helper	13.10
23591 - Metrology Technician I	19.06
23592 - Metrology Technician II	20.09
23593 - Metrology Technician III	20.98
23640 - Millwright	19.13
23710 - Office Appliance Repairer	20.40
23760 - Painter, Maintenance	16.01
23790 - Pipefitter, Maintenance	18.80
23810 - Plumber, Maintenance	17.86
23820 - Pneudraulic Systems Mechanic	19.06
23850 - Rigger	19.06
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	18.15
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	24.91
23932 - Telecommunications Mechanic II	26.27
23950 - Telephone Lineman	22.34
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	23.51
23970 - Woodcraft Worker	16.87
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	9.11
24620 - Family Readiness And Support Services Coordinator	13.25
24630 - Homemaker	14.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	16.41
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	13.76
25210 - Water Treatment Plant Operator	16.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.32
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	18.07
27010 - Court Security Officer	16.42
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	18.07
27070 - Firefighter	15.62
27101 - Guard I	11.56
27102 - Guard II	13.41
27131 - Police Officer I	18.41
27132 - Police Officer II	20.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.00
28042 - Carnival Equipment Repairer	10.69
28043 - Carnival Equpment Worker	7.98
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.01

28510 - Recreation Aide/Health Facility Attendant		11.69
28515 - Recreation Specialist		14.60
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		16.23
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.98
29020 - Hatch Tender		17.98
29030 - Line Handler		17.98
29041 - Stevedore I		16.95
29042 - Stevedore II		19.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.65
30022 - Archeological Technician II		16.96
30023 - Archeological Technician III		20.99
30030 - Cartographic Technician		21.03
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30061 - Drafter/CAD Operator I		15.65
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30063 - Drafter/CAD Operator III		18.46
30064 - Drafter/CAD Operator IV		22.71
30081 - Engineering Technician I		15.89
30082 - Engineering Technician II		17.83
30083 - Engineering Technician III		19.95
30084 - Engineering Technician IV		27.17
30085 - Engineering Technician V		31.79
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		21.29
30210 - Laboratory Technician		19.63
30240 - Mathematical Technician		21.87
30361 - Paralegal/Legal Assistant I		19.37
30362 - Paralegal/Legal Assistant II		24.00
30363 - Paralegal/Legal Assistant III		29.36
30364 - Paralegal/Legal Assistant IV		35.52
30390 - Photo-Optics Technician		21.87
30461 - Technical Writer I		22.87
30462 - Technical Writer II		27.98
30463 - Technical Writer III		33.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.46
30621 - Weather Observer, Senior	(see 2)	21.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.47
31030 - Bus Driver		13.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.38
31290 - Shuttle Bus Driver		14.94
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.94
31362 - Truckdriver, Medium		17.32
31363 - Truckdriver, Heavy		18.62
31364 - Truckdriver, Tractor-Trailer		18.62
99000 - Miscellaneous Occupations		
99030 - Cashier		10.07
99050 - Desk Clerk		9.15
99095 - Embalmer		26.11

99251 - Laboratory Animal Caretaker I	11.16
99252 - Laboratory Animal Caretaker II	12.02
99310 - Mortician	29.07
99410 - Pest Controller	13.40
99510 - Photofinishing Worker	11.35
99710 - Recycling Laborer	13.82
99711 - Recycling Specialist	16.17
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	10.44
99830 - Survey Party Chief	18.09
99831 - Surveying Aide	13.39
99832 - Surveying Technician	16.44
99840 - Vending Machine Attendant	12.73
99841 - Vending Machine Repairer	15.27
99842 - Vending Machine Repairer Helper	12.73

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2398 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.35
01012 - Accounting Clerk II		15.25
01013 - Accounting Clerk III		18.44
01020 - Administrative Assistant		22.16
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		12.68
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		18.88
01070 - Document Preparation Clerk		12.80
01090 - Duplicating Machine Operator		12.80
01111 - General Clerk I		12.61
01112 - General Clerk II		13.76
01113 - General Clerk III		15.45

01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	12.00
01191 - Order Clerk I	12.63
01192 - Order Clerk II	14.40
01261 - Personnel Assistant (Employment) I	15.28
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.72
01270 - Production Control Clerk	18.60
01280 - Receptionist	12.73
01290 - Rental Clerk	15.12
01300 - Scheduler, Maintenance	15.62
01311 - Secretary I	15.62
01312 - Secretary II	17.55
01313 - Secretary III	21.82
01320 - Service Order Dispatcher	16.39
01410 - Supply Technician	22.16
01420 - Survey Worker	17.55
01531 - Travel Clerk I	11.10
01532 - Travel Clerk II	11.82
01533 - Travel Clerk III	12.60
01611 - Word Processor I	13.35
01612 - Word Processor II	15.12
01613 - Word Processor III	18.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.56
05010 - Automotive Electrician	20.10
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	20.11
05110 - Mobile Equipment Servicer	16.93
05130 - Motor Equipment Metal Mechanic	22.36
05160 - Motor Equipment Metal Worker	20.11
05190 - Motor Vehicle Mechanic	20.56
05220 - Motor Vehicle Mechanic Helper	15.86
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter, Automotive	20.57
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	12.73
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.98
07041 - Cook I	10.23
07042 - Cook II	11.62
07070 - Dishwasher	8.03
07130 - Food Service Worker	8.78
07210 - Meat Cutter	13.99
07260 - Waiter/Waitress	7.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	11.13
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.94
09110 - Furniture Repairer, Minor	14.71
09130 - Upholsterer	15.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	9.41
11090 - Gardener	12.23
11122 - Housekeeping Aide	9.90
11150 - Janitor	10.05
11210 - Laborer, Grounds Maintenance	10.90
11240 - Maid or Houseman	8.67
11260 - Pruner	10.00

11270 - Tractor Operator	12.07
11330 - Trail Maintenance Worker	10.90
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.67
12011 - Breath Alcohol Technician	16.41
12012 - Certified Occupational Therapist Assistant	24.22
12015 - Certified Physical Therapist Assistant	24.65
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	30.41
12030 - EKG Technician	27.16
12035 - Electroneurodiagnostic Technologist	27.16
12040 - Emergency Medical Technician	15.67
12071 - Licensed Practical Nurse I	14.96
12072 - Licensed Practical Nurse II	16.74
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	15.20
12195 - Medical Transcriptionist	17.20
12210 - Nuclear Medicine Technologist	30.58
12221 - Nursing Assistant I	9.92
12222 - Nursing Assistant II	11.16
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.67
12235 - Optical Dispenser	18.04
12236 - Optical Technician	14.69
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.67
12305 - Radiologic Technologist	25.83
12311 - Registered Nurse I	23.46
12312 - Registered Nurse II	28.72
12313 - Registered Nurse II, Specialist	28.72
12314 - Registered Nurse III	34.75
12315 - Registered Nurse III, Anesthetist	34.75
12316 - Registered Nurse IV	41.64
12317 - Scheduler (Drug and Alcohol Testing)	20.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.84
13012 - Exhibits Specialist II	20.87
13013 - Exhibits Specialist III	25.53
13041 - Illustrator I	17.07
13042 - Illustrator II	21.15
13043 - Illustrator III	25.88
13047 - Librarian	23.42
13050 - Library Aide/Clerk	10.55
13054 - Library Information Technology Systems Administrator	21.15
13058 - Library Technician	14.26
13061 - Media Specialist I	15.26
13062 - Media Specialist II	17.07
13063 - Media Specialist III	19.04
13071 - Photographer I	15.93
13072 - Photographer II	18.06
13073 - Photographer III	21.43
13074 - Photographer IV	28.09
13075 - Photographer V	33.10
13110 - Video Teleconference Technician	16.54
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.18
14042 - Computer Operator II	16.98
14043 - Computer Operator III	18.94

14044 - Computer Operator IV		21.10
14045 - Computer Operator V		23.31
14071 - Computer Programmer I	(see 1)	24.60
14072 - Computer Programmer II	(see 1)	25.89
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.18
14160 - Personal Computer Support Technician		21.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.88
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		41.88
15050 - Computer Based Training Specialist / Instructor		28.88
15060 - Educational Technologist		24.76
15070 - Flight Instructor (Pilot)		41.88
15080 - Graphic Artist		21.18
15090 - Technical Instructor		20.67
15095 - Technical Instructor/Course Developer		24.61
15110 - Test Proctor		16.23
15120 - Tutor		16.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.69
16030 - Counter Attendant		8.69
16040 - Dry Cleaner		10.74
16070 - Finisher, Flatwork, Machine		8.69
16090 - Presser, Hand		8.69
16110 - Presser, Machine, Drycleaning		8.69
16130 - Presser, Machine, Shirts		8.69
16160 - Presser, Machine, Wearing Apparel, Laundry		8.69
16190 - Sewing Machine Operator		11.40
16220 - Tailor		12.02
16250 - Washer, Machine		9.33
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.54
19040 - Tool And Die Maker		21.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.33
21030 - Material Coordinator		19.04
21040 - Material Expediter		19.04
21050 - Material Handling Laborer		11.32
21071 - Order Filler		12.55
21080 - Production Line Worker (Food Processing)		15.33
21110 - Shipping Packer		13.92
21130 - Shipping/Receiving Clerk		13.92
21140 - Store Worker I		10.99
21150 - Stock Clerk		14.47
21210 - Tools And Parts Attendant		15.33
21410 - Warehouse Specialist		15.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.27
23021 - Aircraft Mechanic I		20.26
23022 - Aircraft Mechanic II		21.27
23023 - Aircraft Mechanic III		22.34
23040 - Aircraft Mechanic Helper		15.38
23050 - Aircraft, Painter		20.19
23060 - Aircraft Servicer		17.50
23080 - Aircraft Worker		18.56
23110 - Appliance Mechanic		17.24
23120 - Bicycle Repairer		12.14
23125 - Cable Splicer		24.16

23130 - Carpenter, Maintenance	16.01
23140 - Carpet Layer	17.08
23160 - Electrician, Maintenance	17.54
23181 - Electronics Technician Maintenance I	21.60
23182 - Electronics Technician Maintenance II	22.81
23183 - Electronics Technician Maintenance III	24.10
23260 - Fabric Worker	16.53
23290 - Fire Alarm System Mechanic	18.48
23310 - Fire Extinguisher Repairer	15.03
23311 - Fuel Distribution System Mechanic	19.31
23312 - Fuel Distribution System Operator	15.37
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	20.26
23381 - Ground Support Equipment Servicer	17.50
23382 - Ground Support Equipment Worker	18.56
23391 - Gunsmith I	15.03
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.03
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.00
23430 - Heavy Equipment Mechanic	18.26
23440 - Heavy Equipment Operator	19.07
23460 - Instrument Mechanic	19.06
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	11.40
23510 - Locksmith	17.16
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	19.46
23580 - Maintenance Trades Helper	13.10
23591 - Metrology Technician I	19.06
23592 - Metrology Technician II	20.09
23593 - Metrology Technician III	20.98
23640 - Millwright	19.13
23710 - Office Appliance Repairer	20.40
23760 - Painter, Maintenance	16.01
23790 - Pipefitter, Maintenance	18.80
23810 - Plumber, Maintenance	17.86
23820 - Pneudraulic Systems Mechanic	19.06
23850 - Rigger	19.06
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	18.15
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	24.91
23932 - Telecommunications Mechanic II	26.27
23950 - Telephone Lineman	22.34
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	23.51
23970 - Woodcraft Worker	16.87
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	9.11
24620 - Family Readiness And Support Services Coordinator	13.25
24630 - Homemaker	14.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	16.41
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	13.76

25210 - Water Treatment Plant Operator	16.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.32
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	18.07
27010 - Court Security Officer	16.42
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	18.07
27070 - Firefighter	15.62
27101 - Guard I	11.56
27102 - Guard II	13.41
27131 - Police Officer I	18.41
27132 - Police Officer II	20.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.00
28042 - Carnival Equipment Repairer	10.69
28043 - Carnival Equpment Worker	7.98
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	14.60
28630 - Sports Official	12.76
28690 - Swimming Pool Operator	16.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.98
29020 - Hatch Tender	17.98
29030 - Line Handler	17.98
29041 - Stevedore I	16.95
29042 - Stevedore II	19.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.65
30022 - Archeological Technician II	16.96
30023 - Archeological Technician III	20.99
30030 - Cartographic Technician	21.03
30040 - Civil Engineering Technician	21.03
30061 - Drafter/CAD Operator I	15.65
30062 - Drafter/CAD Operator II	16.96
30063 - Drafter/CAD Operator III	18.46
30064 - Drafter/CAD Operator IV	22.71
30081 - Engineering Technician I	15.89
30082 - Engineering Technician II	17.83
30083 - Engineering Technician III	19.95
30084 - Engineering Technician IV	27.17
30085 - Engineering Technician V	31.79
30086 - Engineering Technician VI	38.47
30090 - Environmental Technician	21.29
30210 - Laboratory Technician	19.63
30240 - Mathematical Technician	21.87
30361 - Paralegal/Legal Assistant I	19.37
30362 - Paralegal/Legal Assistant II	24.00
30363 - Paralegal/Legal Assistant III	29.36
30364 - Paralegal/Legal Assistant IV	35.52
30390 - Photo-Optics Technician	21.87
30461 - Technical Writer I	22.87
30462 - Technical Writer II	27.98
30463 - Technical Writer III	33.85
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.46
30621 - Weather Observer, Senior	(see 2)	21.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.47
31030 - Bus Driver		13.39
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		10.38
31290 - Shuttle Bus Driver		14.94
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.94
31362 - Truckdriver, Medium		17.32
31363 - Truckdriver, Heavy		18.62
31364 - Truckdriver, Tractor-Trailer		18.62
99000 - Miscellaneous Occupations		
99030 - Cashier		10.07
99050 - Desk Clerk		9.15
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		11.16
99252 - Laboratory Animal Caretaker II		12.02
99310 - Mortician		29.07
99410 - Pest Controller		13.40
99510 - Photofinishing Worker		11.35
99710 - Recycling Laborer		13.82
99711 - Recycling Specialist		16.17
99730 - Refuse Collector		12.73
99810 - Sales Clerk		11.91
99820 - School Crossing Guard		10.44
99830 - Survey Party Chief		18.09
99831 - Surveying Aide		13.39
99832 - Surveying Technician		16.44
99840 - Vending Machine Attendant		12.73
99841 - Vending Machine Repairer		15.27
99842 - Vending Machine Repairer Helper		12.73

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2401 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		21.44
01040 - Court Reporter		17.12
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher, Motor Vehicle		17.90
01070 - Document Preparation Clerk		13.78
01090 - Duplicating Machine Operator		13.78
01111 - General Clerk I		12.29
01112 - General Clerk II		13.41
01113 - General Clerk III		15.06
01120 - Housing Referral Assistant		18.82
01141 - Messenger Courier		12.67
01191 - Order Clerk I		13.17
01192 - Order Clerk II		14.37
01261 - Personnel Assistant (Employment) I		16.52
01262 - Personnel Assistant (Employment) II		18.48
01263 - Personnel Assistant (Employment) III		20.43
01270 - Production Control Clerk		19.52
01280 - Receptionist		12.34
01290 - Rental Clerk		14.98
01300 - Scheduler, Maintenance		15.56
01311 - Secretary I		15.56
01312 - Secretary II		17.12
01313 - Secretary III		18.82
01320 - Service Order Dispatcher		16.49
01410 - Supply Technician		20.87
01420 - Survey Worker		15.07
01531 - Travel Clerk I		11.60
01532 - Travel Clerk II		12.35
01533 - Travel Clerk III		13.17
01611 - Word Processor I		12.75
01612 - Word Processor II		15.49
01613 - Word Processor III		18.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.57
05010 - Automotive Electrician		16.13
05040 - Automotive Glass Installer		18.02
05070 - Automotive Worker		18.23
05110 - Mobile Equipment Servicer		16.60
05130 - Motor Equipment Metal Mechanic		19.89
05160 - Motor Equipment Metal Worker		18.23
05190 - Motor Vehicle Mechanic		20.65
05220 - Motor Vehicle Mechanic Helper		15.03
05250 - Motor Vehicle Upholstery Worker		17.24
05280 - Motor Vehicle Wrecker		18.23
05310 - Painter, Automotive		18.91
05340 - Radiator Repair Specialist		18.23
05370 - Tire Repairer		12.85
05400 - Transmission Repair Specialist		20.24

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.76
07042 - Cook II	13.24
07070 - Dishwasher	8.71
07130 - Food Service Worker	8.86
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.62
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.62
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.18
11150 - Janitor	10.18
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	9.23
11260 - Pruner	9.99
11270 - Tractor Operator	12.70
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.83
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.22
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.13
12025 - Dental Hygienist	30.86
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	14.83
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.24
12073 - Licensed Practical Nurse III	19.22
12100 - Medical Assistant	14.29
12130 - Medical Laboratory Technician	17.59
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	16.21
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	16.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	25.44
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II, Specialist	28.16
12314 - Registered Nurse III	34.08
12315 - Registered Nurse III, Anesthetist	34.08
12316 - Registered Nurse IV	40.85
12317 - Scheduler (Drug and Alcohol Testing)	19.40
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		21.44
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.52
13041 - Illustrator I		19.49
13042 - Illustrator II		24.14
13043 - Illustrator III		29.54
13047 - Librarian		25.56
13050 - Library Aide/Clerk		12.41
13054 - Library Information Technology Systems Administrator		22.23
13058 - Library Technician		18.13
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		27.92
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		23.80
15090 - Technical Instructor		22.97
15095 - Technical Instructor/Course Developer		28.10
15110 - Test Proctor		18.54
15120 - Tutor		18.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.12
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		11.80
16220 - Tailor		12.45
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.53
19040 - Tool And Die Maker		20.38
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	13.24
21030 - Material Coordinator	19.52
21040 - Material Expediter	19.52
21050 - Material Handling Laborer	11.80
21071 - Order Filler	11.78
21080 - Production Line Worker (Food Processing)	13.24
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	11.19
21150 - Stock Clerk	14.73
21210 - Tools And Parts Attendant	13.24
21410 - Warehouse Specialist	13.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.61
23021 - Aircraft Mechanic I	23.41
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.76
23040 - Aircraft Mechanic Helper	16.89
23050 - Aircraft, Painter	22.53
23060 - Aircraft Servicer	19.80
23080 - Aircraft Worker	20.97
23110 - Appliance Mechanic	17.60
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	23.49
23130 - Carpenter, Maintenance	17.41
23140 - Carpet Layer	18.01
23160 - Electrician, Maintenance	18.58
23181 - Electronics Technician Maintenance I	22.63
23182 - Electronics Technician Maintenance II	23.90
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	16.91
23290 - Fire Alarm System Mechanic	19.65
23310 - Fire Extinguisher Repairer	15.80
23311 - Fuel Distribution System Mechanic	20.14
23312 - Fuel Distribution System Operator	18.51
23370 - General Maintenance Worker	17.49
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.80
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	15.80
23392 - Gunsmith II	18.01
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.70
23430 - Heavy Equipment Mechanic	18.37
23440 - Heavy Equipment Operator	18.58
23460 - Instrument Mechanic	23.85
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	10.88
23510 - Locksmith	18.08
23530 - Machinery Maintenance Mechanic	20.72
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	23.85
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	25.31
23640 - Millwright	18.94
23710 - Office Appliance Repairer	20.93
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	19.25
23810 - Plumber, Maintenance	18.42

23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	20.14
23870 - Scale Mechanic	18.01
23890 - Sheet-Metal Worker, Maintenance	18.94
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	24.71
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	20.55
23960 - Welder, Combination, Maintenance	18.26
23965 - Well Driller	20.22
23970 - Woodcraft Worker	20.14
23980 - Woodworker	14.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	16.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.44
25040 - Sewage Plant Operator	18.01
25070 - Stationary Engineer	21.44
25190 - Ventilation Equipment Tender	15.62
25210 - Water Treatment Plant Operator	18.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.61
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.01
27070 - Firefighter	18.32
27101 - Guard I	12.36
27102 - Guard II	13.87
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equpment Worker	8.61
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	15.41
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.87
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.99
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.97
30023 - Archeological Technician III	25.82
30030 - Cartographic Technician	26.02
30040 - Civil Engineering Technician	22.21

30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		20.84
30063 - Drafter/CAD Operator III		23.22
30064 - Drafter/CAD Operator IV		28.59
30081 - Engineering Technician I		16.81
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		20.03
30084 - Engineering Technician IV		25.94
30085 - Engineering Technician V		30.68
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		20.50
30210 - Laboratory Technician		18.35
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		19.85
30362 - Paralegal/Legal Assistant II		25.13
30363 - Paralegal/Legal Assistant III		30.71
30364 - Paralegal/Legal Assistant IV		37.15
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		36.40
30491 - Unexploded Ordnance (UXO) Technician I		23.43
30492 - Unexploded Ordnance (UXO) Technician II		28.35
30493 - Unexploded Ordnance (UXO) Technician III		33.98
30494 - Unexploded (UXO) Safety Escort		23.43
30495 - Unexploded (UXO) Sweep Personnel		23.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.22
30621 - Weather Observer, Senior	(see 3)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.33
31030 - Bus Driver		15.28
31043 - Driver Courier		13.26
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		14.28
31310 - Taxi Driver		11.40
31361 - Truckdriver, Light		14.28
31362 - Truckdriver, Medium		17.89
31363 - Truckdriver, Heavy		18.39
31364 - Truckdriver, Tractor-Trailer		18.39
99000 - Miscellaneous Occupations		
99030 - Cashier		8.65
99050 - Desk Clerk		10.24
99095 - Embalmer		36.45
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.67
99310 - Mortician		36.45
99410 - Pest Controller		15.82
99510 - Photofinishing Worker		10.59
99710 - Recycling Laborer		14.19
99711 - Recycling Specialist		16.60
99730 - Refuse Collector		13.06
99810 - Sales Clerk		12.18
99820 - School Crossing Guard		12.78
99830 - Survey Party Chief		17.47
99831 - Surveying Aide		8.69
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.93
99841 - Vending Machine Repairer		18.24
99842 - Vending Machine Repairer Helper		14.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2402 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.04
01012 - Accounting Clerk II	15.77
01013 - Accounting Clerk III	17.93
01020 - Administrative Assistant	21.44
01040 - Court Reporter	17.12
01051 - Data Entry Operator I	12.97
01052 - Data Entry Operator II	14.15
01060 - Dispatcher, Motor Vehicle	17.90
01070 - Document Preparation Clerk	13.78
01090 - Duplicating Machine Operator	13.78
01111 - General Clerk I	12.29
01112 - General Clerk II	13.41
01113 - General Clerk III	15.06
01120 - Housing Referral Assistant	18.82
01141 - Messenger Courier	12.67
01191 - Order Clerk I	13.17
01192 - Order Clerk II	14.37
01261 - Personnel Assistant (Employment) I	16.52
01262 - Personnel Assistant (Employment) II	18.48
01263 - Personnel Assistant (Employment) III	20.43
01270 - Production Control Clerk	19.52
01280 - Receptionist	12.34
01290 - Rental Clerk	14.98
01300 - Scheduler, Maintenance	15.56
01311 - Secretary I	15.56
01312 - Secretary II	17.12
01313 - Secretary III	18.82
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	20.87
01420 - Survey Worker	15.07
01531 - Travel Clerk I	11.60
01532 - Travel Clerk II	12.35
01533 - Travel Clerk III	13.17
01611 - Word Processor I	12.75
01612 - Word Processor II	15.49
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.57
05010 - Automotive Electrician	16.13
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.23
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	19.89
05160 - Motor Equipment Metal Worker	18.23
05190 - Motor Vehicle Mechanic	20.65
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	17.24
05280 - Motor Vehicle Wrecker	18.23
05310 - Painter, Automotive	18.91
05340 - Radiator Repair Specialist	18.23
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.76
07042 - Cook II	13.24
07070 - Dishwasher	8.71
07130 - Food Service Worker	8.86
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.62

09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.62
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.18
11150 - Janitor	10.18
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	9.23
11260 - Pruner	9.99
11270 - Tractor Operator	12.70
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.83
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.22
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.13
12025 - Dental Hygienist	30.86
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	14.83
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.24
12073 - Licensed Practical Nurse III	19.22
12100 - Medical Assistant	14.29
12130 - Medical Laboratory Technician	17.59
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	16.21
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	16.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	25.44
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II, Specialist	28.16
12314 - Registered Nurse III	34.08
12315 - Registered Nurse III, Anesthetist	34.08
12316 - Registered Nurse IV	40.85
12317 - Scheduler (Drug and Alcohol Testing)	19.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.44
13012 - Exhibits Specialist II	26.54
13013 - Exhibits Specialist III	32.52
13041 - Illustrator I	19.49
13042 - Illustrator II	24.14
13043 - Illustrator III	29.54
13047 - Librarian	25.56
13050 - Library Aide/Clerk	12.41
13054 - Library Information Technology Systems Administrator	22.23

13058 - Library Technician		18.13
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.63
13063 - Media Specialist III		20.78
13071 - Photographer I		16.04
13072 - Photographer II		17.95
13073 - Photographer III		22.23
13074 - Photographer IV		27.19
13075 - Photographer V		32.91
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.52
14042 - Computer Operator II		19.85
14043 - Computer Operator III		21.86
14044 - Computer Operator IV		24.28
14045 - Computer Operator V		26.89
14071 - Computer Programmer I	(see 1)	21.98
14072 - Computer Programmer II	(see 1)	25.63
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.52
14160 - Personal Computer Support Technician		27.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		27.92
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		23.80
15090 - Technical Instructor		22.97
15095 - Technical Instructor/Course Developer		28.10
15110 - Test Proctor		18.54
15120 - Tutor		18.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.12
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		11.80
16220 - Tailor		12.45
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.53
19040 - Tool And Die Maker		20.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.24
21030 - Material Coordinator		19.52
21040 - Material Expediter		19.52
21050 - Material Handling Laborer		11.80
21071 - Order Filler		11.78
21080 - Production Line Worker (Food Processing)		13.24
21110 - Shipping Packer		13.08
21130 - Shipping/Receiving Clerk		13.08
21140 - Store Worker I		11.19
21150 - Stock Clerk		14.73

21210 - Tools And Parts Attendant	13.24
21410 - Warehouse Specialist	13.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.61
23021 - Aircraft Mechanic I	23.41
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.76
23040 - Aircraft Mechanic Helper	16.89
23050 - Aircraft, Painter	22.53
23060 - Aircraft Servicer	19.80
23080 - Aircraft Worker	20.97
23110 - Appliance Mechanic	17.60
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	23.49
23130 - Carpenter, Maintenance	17.41
23140 - Carpet Layer	18.01
23160 - Electrician, Maintenance	18.58
23181 - Electronics Technician Maintenance I	22.63
23182 - Electronics Technician Maintenance II	23.90
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	16.91
23290 - Fire Alarm System Mechanic	19.65
23310 - Fire Extinguisher Repairer	15.80
23311 - Fuel Distribution System Mechanic	20.14
23312 - Fuel Distribution System Operator	18.51
23370 - General Maintenance Worker	17.49
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.80
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	15.80
23392 - Gunsmith II	18.01
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.69
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.70
23430 - Heavy Equipment Mechanic	18.37
23440 - Heavy Equipment Operator	18.58
23460 - Instrument Mechanic	23.85
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	10.88
23510 - Locksmith	18.08
23530 - Machinery Maintenance Mechanic	20.72
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	23.85
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	25.31
23640 - Millwright	18.94
23710 - Office Appliance Repairer	20.93
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	19.25
23810 - Plumber, Maintenance	18.42
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	20.14
23870 - Scale Mechanic	18.01
23890 - Sheet-Metal Worker, Maintenance	18.94
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	24.71
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	20.55
23960 - Welder, Combination, Maintenance	18.26
23965 - Well Driller	20.22

23970 - Woodcraft Worker	20.14
23980 - Woodworker	14.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	16.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.44
25040 - Sewage Plant Operator	18.01
25070 - Stationary Engineer	21.44
25190 - Ventilation Equipment Tender	15.62
25210 - Water Treatment Plant Operator	18.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.61
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.01
27070 - Firefighter	18.32
27101 - Guard I	12.36
27102 - Guard II	13.87
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equpment Worker	8.61
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	15.41
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.87
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.99
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.97
30023 - Archeological Technician III	25.82
30030 - Cartographic Technician	26.02
30040 - Civil Engineering Technician	22.21
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	20.84
30063 - Drafter/CAD Operator III	23.22
30064 - Drafter/CAD Operator IV	28.59
30081 - Engineering Technician I	16.81
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	25.94
30085 - Engineering Technician V	30.68
30086 - Engineering Technician VI	37.11

30090 - Environmental Technician		20.50
30210 - Laboratory Technician		18.35
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		19.85
30362 - Paralegal/Legal Assistant II		25.13
30363 - Paralegal/Legal Assistant III		30.71
30364 - Paralegal/Legal Assistant IV		37.15
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		36.40
30491 - Unexploded Ordnance (UXO) Technician I		23.43
30492 - Unexploded Ordnance (UXO) Technician II		28.35
30493 - Unexploded Ordnance (UXO) Technician III		33.98
30494 - Unexploded (UXO) Safety Escort		23.43
30495 - Unexploded (UXO) Sweep Personnel		23.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.22
30621 - Weather Observer, Senior	(see 3)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.33
31030 - Bus Driver		15.28
31043 - Driver Courier		13.26
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		14.28
31310 - Taxi Driver		11.40
31361 - Truckdriver, Light		14.28
31362 - Truckdriver, Medium		17.89
31363 - Truckdriver, Heavy		18.39
31364 - Truckdriver, Tractor-Trailer		18.39
99000 - Miscellaneous Occupations		
99030 - Cashier		8.65
99050 - Desk Clerk		10.24
99095 - Embalmer		36.45
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.67
99310 - Mortician		36.45
99410 - Pest Controller		15.82
99510 - Photofinishing Worker		10.59
99710 - Recycling Laborer		14.19
99711 - Recycling Specialist		16.60
99730 - Refuse Collector		13.06
99810 - Sales Clerk		12.18
99820 - School Crossing Guard		12.78
99830 - Survey Party Chief		17.47
99831 - Surveying Aide		8.69
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.93
99841 - Vending Machine Repairer		18.24
99842 - Vending Machine Repairer Helper		14.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2407
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		18.37
01040 - Court Reporter		18.26
01051 - Data Entry Operator I		11.34
01052 - Data Entry Operator II		12.37
01060 - Dispatcher, Motor Vehicle		16.93
01070 - Document Preparation Clerk		13.29
01090 - Duplicating Machine Operator		13.29
01111 - General Clerk I		10.60

01112 - General Clerk II	11.57
01113 - General Clerk III	12.98
01120 - Housing Referral Assistant	17.54
01141 - Messenger Courier	9.92
01191 - Order Clerk I	12.53
01192 - Order Clerk II	13.67
01261 - Personnel Assistant (Employment) I	13.58
01262 - Personnel Assistant (Employment) II	15.19
01263 - Personnel Assistant (Employment) III	17.73
01270 - Production Control Clerk	19.50
01280 - Receptionist	10.94
01290 - Rental Clerk	9.35
01300 - Scheduler, Maintenance	14.06
01311 - Secretary I	14.06
01312 - Secretary II	15.73
01313 - Secretary III	17.54
01320 - Service Order Dispatcher	15.13
01410 - Supply Technician	18.37
01420 - Survey Worker	11.28
01531 - Travel Clerk I	11.35
01532 - Travel Clerk II	12.01
01533 - Travel Clerk III	12.69
01611 - Word Processor I	11.65
01612 - Word Processor II	13.08
01613 - Word Processor III	14.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.32
05010 - Automotive Electrician	16.27
05040 - Automotive Glass Installer	15.57
05070 - Automotive Worker	15.57
05110 - Mobile Equipment Servicer	14.21
05130 - Motor Equipment Metal Mechanic	16.90
05160 - Motor Equipment Metal Worker	15.57
05190 - Motor Vehicle Mechanic	16.90
05220 - Motor Vehicle Mechanic Helper	13.36
05250 - Motor Vehicle Upholstery Worker	14.93
05280 - Motor Vehicle Wrecker	15.57
05310 - Painter, Automotive	16.27
05340 - Radiator Repair Specialist	15.57
05370 - Tire Repairer	13.50
05400 - Transmission Repair Specialist	16.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.49
07041 - Cook I	10.51
07042 - Cook II	11.83
07070 - Dishwasher	7.62
07130 - Food Service Worker	10.33
07210 - Meat Cutter	11.33
07260 - Waiter/Waitress	8.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.16
09040 - Furniture Handler	12.30
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	16.14
09130 - Upholsterer	17.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.70
11060 - Elevator Operator	10.06
11090 - Gardener	13.00
11122 - Housekeeping Aide	10.08
11150 - Janitor	10.88
11210 - Laborer, Grounds Maintenance	11.82

11240 - Maid or Houseman	8.71
11260 - Pruner	10.50
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	13.29
12011 - Breath Alcohol Technician	16.48
12012 - Certified Occupational Therapist Assistant	16.52
12015 - Certified Physical Therapist Assistant	16.25
12020 - Dental Assistant	15.12
12025 - Dental Hygienist	26.36
12030 - EKG Technician	19.18
12035 - Electroneurodiagnostic Technologist	19.18
12040 - Emergency Medical Technician	13.29
12071 - Licensed Practical Nurse I	14.73
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	15.25
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	14.87
12195 - Medical Transcriptionist	13.25
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	9.80
12222 - Nursing Assistant II	11.01
12223 - Nursing Assistant III	12.10
12224 - Nursing Assistant IV	13.58
12235 - Optical Dispenser	12.67
12236 - Optical Technician	14.21
12250 - Pharmacy Technician	14.02
12280 - Phlebotomist	13.58
12305 - Radiologic Technologist	21.40
12311 - Registered Nurse I	21.72
12312 - Registered Nurse II	26.57
12313 - Registered Nurse II, Specialist	26.57
12314 - Registered Nurse III	32.14
12315 - Registered Nurse III, Anesthetist	32.14
12316 - Registered Nurse IV	38.52
12317 - Scheduler (Drug and Alcohol Testing)	19.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.19
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	23.23
13041 - Illustrator I	17.19
13042 - Illustrator II	20.55
13043 - Illustrator III	23.23
13047 - Librarian	19.53
13050 - Library Aide/Clerk	9.03
13054 - Library Information Technology Systems Administrator	17.24
13058 - Library Technician	13.91
13061 - Media Specialist I	12.61
13062 - Media Specialist II	14.10
13063 - Media Specialist III	15.73
13071 - Photographer I	14.47
13072 - Photographer II	16.18
13073 - Photographer III	20.05
13074 - Photographer IV	24.54
13075 - Photographer V	29.68
13110 - Video Teleconference Technician	15.87
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.59

14042 - Computer Operator II		15.21
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		18.85
14045 - Computer Operator V		20.86
14071 - Computer Programmer I		18.90
14072 - Computer Programmer II		22.00
14073 - Computer Programmer III		26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.37
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.59
14160 - Personal Computer Support Technician		21.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.34
15020 - Aircrew Training Devices Instructor (Rated)		29.45
15030 - Air Crew Training Devices Instructor (Pilot)		35.30
15050 - Computer Based Training Specialist / Instructor		25.60
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		35.30
15080 - Graphic Artist		18.47
15090 - Technical Instructor		17.94
15095 - Technical Instructor/Course Developer		21.95
15110 - Test Proctor		14.48
15120 - Tutor		14.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.73
16030 - Counter Attendant		8.73
16040 - Dry Cleaner		10.18
16070 - Finisher, Flatwork, Machine		8.73
16090 - Presser, Hand		8.73
16110 - Presser, Machine, Drycleaning		8.73
16130 - Presser, Machine, Shirts		8.73
16160 - Presser, Machine, Wearing Apparel, Laundry		8.73
16190 - Sewing Machine Operator		10.65
16220 - Tailor		11.14
16250 - Washer, Machine		9.15
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.90
19040 - Tool And Die Maker		21.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.94
21030 - Material Coordinator		19.50
21040 - Material Expediter		19.50
21050 - Material Handling Laborer		11.70
21071 - Order Filler		10.91
21080 - Production Line Worker (Food Processing)		14.94
21110 - Shipping Packer		14.15
21130 - Shipping/Receiving Clerk		14.15
21140 - Store Worker I		10.82
21150 - Stock Clerk		14.74
21210 - Tools And Parts Attendant		14.94
21410 - Warehouse Specialist		14.94
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.53
23021 - Aircraft Mechanic I		21.57
23022 - Aircraft Mechanic II		22.53
23023 - Aircraft Mechanic III		23.33
23040 - Aircraft Mechanic Helper		17.06
23050 - Aircraft, Painter		20.19
23060 - Aircraft Servicer		19.06
23080 - Aircraft Worker		19.86
23110 - Appliance Mechanic		16.96

23120 - Bicycle Repairer	13.50
23125 - Cable Splicer	27.10
23130 - Carpenter, Maintenance	17.59
23140 - Carpet Layer	16.83
23160 - Electrician, Maintenance	21.31
23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.79
23260 - Fabric Worker	17.11
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	15.79
23311 - Fuel Distribution System Mechanic	24.95
23312 - Fuel Distribution System Operator	20.99
23370 - General Maintenance Worker	17.03
23380 - Ground Support Equipment Mechanic	21.57
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	15.76
23392 - Gunsmith II	18.44
23393 - Gunsmith III	20.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.57
23430 - Heavy Equipment Mechanic	21.33
23440 - Heavy Equipment Operator	19.58
23460 - Instrument Mechanic	22.09
23465 - Laboratory/Shelter Mechanic	19.90
23470 - Laborer	11.70
23510 - Locksmith	19.90
23530 - Machinery Maintenance Mechanic	23.46
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.09
23592 - Metrology Technician II	23.07
23593 - Metrology Technician III	23.95
23640 - Millwright	22.90
23710 - Office Appliance Repairer	18.94
23760 - Painter, Maintenance	17.59
23790 - Pipefitter, Maintenance	21.86
23810 - Plumber, Maintenance	20.66
23820 - Pneudraulic Systems Mechanic	20.97
23850 - Rigger	20.97
23870 - Scale Mechanic	18.44
23890 - Sheet-Metal Worker, Maintenance	18.01
23910 - Small Engine Mechanic	16.83
23931 - Telecommunications Mechanic I	25.27
23932 - Telecommunications Mechanic II	26.40
23950 - Telephone Lineman	18.74
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	19.98
23970 - Woodcraft Worker	20.97
23980 - Woodworker	15.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.80
24610 - Chore Aide	9.55
24620 - Family Readiness And Support Services Coordinator	12.64
24630 - Homemaker	17.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.78
25040 - Sewage Plant Operator	17.97

25070 - Stationary Engineer	21.78
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	17.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.57
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	17.50
27010 - Court Security Officer	17.93
27030 - Detection Dog Handler	13.89
27040 - Detention Officer	17.50
27070 - Firefighter	19.46
27101 - Guard I	12.42
27102 - Guard II	13.89
27131 - Police Officer I	19.61
27132 - Police Officer II	21.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.22
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equpment Worker	8.60
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.29
28515 - Recreation Specialist	17.16
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.85
29020 - Hatch Tender	19.85
29030 - Line Handler	19.85
29041 - Stevedore I	19.31
29042 - Stevedore II	21.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.85
30022 - Archeological Technician II	17.12
30023 - Archeological Technician III	22.16
30030 - Cartographic Technician	23.25
30040 - Civil Engineering Technician	19.01
30061 - Drafter/CAD Operator I	15.99
30062 - Drafter/CAD Operator II	17.95
30063 - Drafter/CAD Operator III	19.95
30064 - Drafter/CAD Operator IV	24.55
30081 - Engineering Technician I	16.65
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
30085 - Engineering Technician V	32.90
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	23.25
30210 - Laboratory Technician	17.42
30240 - Mathematical Technician	23.63
30361 - Paralegal/Legal Assistant I	15.46
30362 - Paralegal/Legal Assistant II	19.15
30363 - Paralegal/Legal Assistant III	24.53
30364 - Paralegal/Legal Assistant IV	28.34
30390 - Photo-Optics Technician	23.75
30461 - Technical Writer I	19.43
30462 - Technical Writer II	23.77
30463 - Technical Writer III	28.76
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.95
30621 - Weather Observer, Senior	(see 2)	22.16
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.34
31030 - Bus Driver		12.29
31043 - Driver Courier		13.37
31260 - Parking and Lot Attendant		9.02
31290 - Shuttle Bus Driver		14.65
31310 - Taxi Driver		10.72
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		15.64
31363 - Truckdriver, Heavy		17.56
31364 - Truckdriver, Tractor-Trailer		17.56
99000 - Miscellaneous Occupations		
99030 - Cashier		8.03
99050 - Desk Clerk		9.31
99095 - Embalmer		24.90
99251 - Laboratory Animal Caretaker I		10.24
99252 - Laboratory Animal Caretaker II		11.19
99310 - Mortician		30.07
99410 - Pest Controller		19.92
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.39
99711 - Recycling Specialist		17.84
99730 - Refuse Collector		12.79
99810 - Sales Clerk		11.90
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		21.05
99831 - Surveying Aide		14.14
99832 - Surveying Technician		18.49
99840 - Vending Machine Attendant		13.93
99841 - Vending Machine Repairer		16.37
99842 - Vending Machine Repairer Helper		13.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of

similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2408 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

Fringe Benefits Required Follow the Occupational Listing

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01070 - Document Preparation Clerk		13.29
01090 - Duplicating Machine Operator		13.29
01111 - General Clerk I		10.60
01112 - General Clerk II		11.57
01113 - General Clerk III		12.98
01120 - Housing Referral Assistant		17.54
01141 - Messenger Courier		9.92
01191 - Order Clerk I		12.53
01192 - Order Clerk II		13.67
01261 - Personnel Assistant (Employment) I		13.58
01262 - Personnel Assistant (Employment) II		15.19
01263 - Personnel Assistant (Employment) III		17.73
01270 - Production Control Clerk		19.50
01280 - Receptionist		10.94
01290 - Rental Clerk		9.35
01300 - Scheduler, Maintenance		14.06
01311 - Secretary I		14.06
01312 - Secretary II		15.73
01313 - Secretary III		17.54
01320 - Service Order Dispatcher		15.13
01410 - Supply Technician		18.37
01420 - Survey Worker		11.28
01531 - Travel Clerk I		11.35
01532 - Travel Clerk II		12.01
01533 - Travel Clerk III		12.69
01611 - Word Processor I		11.65
01612 - Word Processor II		13.08
01613 - Word Processor III		14.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.32
05010 - Automotive Electrician		16.27
05040 - Automotive Glass Installer		15.57
05070 - Automotive Worker		15.57
05110 - Mobile Equipment Servicer		14.21
05130 - Motor Equipment Metal Mechanic		16.90
05160 - Motor Equipment Metal Worker		15.57
05190 - Motor Vehicle Mechanic		16.90
05220 - Motor Vehicle Mechanic Helper		13.36
05250 - Motor Vehicle Upholstery Worker		14.93
05280 - Motor Vehicle Wrecker		15.57
05310 - Painter, Automotive		16.27
05340 - Radiator Repair Specialist		15.57
05370 - Tire Repairer		13.50
05400 - Transmission Repair Specialist		16.90
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.49
07041 - Cook I		10.51
07042 - Cook II		11.83

07070 - Dishwasher	7.62
07130 - Food Service Worker	10.33
07210 - Meat Cutter	11.33
07260 - Waiter/Waitress	8.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.16
09040 - Furniture Handler	12.30
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	16.14
09130 - Upholsterer	17.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.70
11060 - Elevator Operator	10.06
11090 - Gardener	13.00
11122 - Housekeeping Aide	10.08
11150 - Janitor	10.88
11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	8.71
11260 - Pruner	10.50
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	13.29
12011 - Breath Alcohol Technician	16.48
12012 - Certified Occupational Therapist Assistant	16.52
12015 - Certified Physical Therapist Assistant	16.25
12020 - Dental Assistant	15.12
12025 - Dental Hygienist	26.36
12030 - EKG Technician	19.18
12035 - Electroneurodiagnostic Technologist	19.18
12040 - Emergency Medical Technician	13.29
12071 - Licensed Practical Nurse I	14.73
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	15.25
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	14.87
12195 - Medical Transcriptionist	13.25
12210 - Nuclear Medicine Technologist	32.84
12221 - Nursing Assistant I	9.80
12222 - Nursing Assistant II	11.01
12223 - Nursing Assistant III	12.10
12224 - Nursing Assistant IV	13.58
12235 - Optical Dispenser	12.67
12236 - Optical Technician	14.21
12250 - Pharmacy Technician	14.02
12280 - Phlebotomist	13.58
12305 - Radiologic Technologist	21.40
12311 - Registered Nurse I	21.72
12312 - Registered Nurse II	26.57
12313 - Registered Nurse II, Specialist	26.57
12314 - Registered Nurse III	32.14
12315 - Registered Nurse III, Anesthetist	32.14
12316 - Registered Nurse IV	38.52
12317 - Scheduler (Drug and Alcohol Testing)	19.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.19
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	23.23
13041 - Illustrator I	17.19

13042 - Illustrator II		20.55
13043 - Illustrator III		23.23
13047 - Librarian		19.53
13050 - Library Aide/Clerk		9.03
13054 - Library Information Technology Systems Administrator		17.24
13058 - Library Technician		13.91
13061 - Media Specialist I		12.61
13062 - Media Specialist II		14.10
13063 - Media Specialist III		15.73
13071 - Photographer I		14.47
13072 - Photographer II		16.18
13073 - Photographer III		20.05
13074 - Photographer IV		24.54
13075 - Photographer V		29.68
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.59
14042 - Computer Operator II		15.21
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		18.85
14045 - Computer Operator V		20.86
14071 - Computer Programmer I		18.90
14072 - Computer Programmer II		22.00
14073 - Computer Programmer III		26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.37
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.59
14160 - Personal Computer Support Technician		21.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.34
15020 - Aircrew Training Devices Instructor (Rated)		29.45
15030 - Air Crew Training Devices Instructor (Pilot)		35.30
15050 - Computer Based Training Specialist / Instructor		25.60
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		35.30
15080 - Graphic Artist		18.47
15090 - Technical Instructor		17.94
15095 - Technical Instructor/Course Developer		21.95
15110 - Test Proctor		14.48
15120 - Tutor		14.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.73
16030 - Counter Attendant		8.73
16040 - Dry Cleaner		10.18
16070 - Finisher, Flatwork, Machine		8.73
16090 - Presser, Hand		8.73
16110 - Presser, Machine, Drycleaning		8.73
16130 - Presser, Machine, Shirts		8.73
16160 - Presser, Machine, Wearing Apparel, Laundry		8.73
16190 - Sewing Machine Operator		10.65
16220 - Tailor		11.14
16250 - Washer, Machine		9.15
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.90
19040 - Tool And Die Maker		21.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.94
21030 - Material Coordinator		19.50
21040 - Material Expediter		19.50
21050 - Material Handling Laborer		11.70

21071 - Order Filler	10.91
21080 - Production Line Worker (Food Processing)	14.94
21110 - Shipping Packer	14.15
21130 - Shipping/Receiving Clerk	14.15
21140 - Store Worker I	10.82
21150 - Stock Clerk	14.74
21210 - Tools And Parts Attendant	14.94
21410 - Warehouse Specialist	14.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.53
23021 - Aircraft Mechanic I	21.57
23022 - Aircraft Mechanic II	22.53
23023 - Aircraft Mechanic III	23.33
23040 - Aircraft Mechanic Helper	17.06
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	19.86
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	13.50
23125 - Cable Splicer	27.10
23130 - Carpenter, Maintenance	17.59
23140 - Carpet Layer	16.83
23160 - Electrician, Maintenance	21.31
23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.79
23260 - Fabric Worker	17.11
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	15.79
23311 - Fuel Distribution System Mechanic	24.95
23312 - Fuel Distribution System Operator	20.99
23370 - General Maintenance Worker	17.03
23380 - Ground Support Equipment Mechanic	21.57
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	15.76
23392 - Gunsmith II	18.44
23393 - Gunsmith III	20.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.57
23430 - Heavy Equipment Mechanic	21.33
23440 - Heavy Equipment Operator	19.58
23460 - Instrument Mechanic	22.09
23465 - Laboratory/Shelter Mechanic	19.90
23470 - Laborer	11.70
23510 - Locksmith	19.90
23530 - Machinery Maintenance Mechanic	23.46
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.09
23592 - Metrology Technician II	23.07
23593 - Metrology Technician III	23.95
23640 - Millwright	22.90
23710 - Office Appliance Repairer	18.94
23760 - Painter, Maintenance	17.59
23790 - Pipefitter, Maintenance	21.86
23810 - Plumber, Maintenance	20.66
23820 - Pneudraulic Systems Mechanic	20.97
23850 - Rigger	20.97
23870 - Scale Mechanic	18.44
23890 - Sheet-Metal Worker, Maintenance	18.01

23910 - Small Engine Mechanic	16.83
23931 - Telecommunications Mechanic I	25.27
23932 - Telecommunications Mechanic II	26.40
23950 - Telephone Lineman	18.74
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	19.98
23970 - Woodcraft Worker	20.97
23980 - Woodworker	15.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.80
24610 - Chore Aide	9.55
24620 - Family Readiness And Support Services Coordinator	12.64
24630 - Homemaker	17.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.78
25040 - Sewage Plant Operator	17.97
25070 - Stationary Engineer	21.78
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	17.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.57
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	17.50
27010 - Court Security Officer	17.93
27030 - Detection Dog Handler	13.89
27040 - Detention Officer	17.50
27070 - Firefighter	19.46
27101 - Guard I	12.42
27102 - Guard II	13.89
27131 - Police Officer I	19.61
27132 - Police Officer II	21.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.22
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equpment Worker	8.60
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.29
28515 - Recreation Specialist	17.16
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.85
29020 - Hatch Tender	19.85
29030 - Line Handler	19.85
29041 - Stevedore I	19.31
29042 - Stevedore II	21.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.85
30022 - Archeological Technician II	17.12
30023 - Archeological Technician III	22.16
30030 - Cartographic Technician	23.25
30040 - Civil Engineering Technician	19.01
30061 - Drafter/CAD Operator I	15.99
30062 - Drafter/CAD Operator II	17.95
30063 - Drafter/CAD Operator III	19.95
30064 - Drafter/CAD Operator IV	24.55

30081 - Engineering Technician I	16.65
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
30085 - Engineering Technician V	32.90
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	23.25
30210 - Laboratory Technician	17.42
30240 - Mathematical Technician	23.63
30361 - Paralegal/Legal Assistant I	15.46
30362 - Paralegal/Legal Assistant II	19.15
30363 - Paralegal/Legal Assistant III	24.53
30364 - Paralegal/Legal Assistant IV	28.34
30390 - Photo-Optics Technician	23.75
30461 - Technical Writer I	19.43
30462 - Technical Writer II	23.77
30463 - Technical Writer III	28.76
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	19.95
30621 - Weather Observer, Senior	22.16
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.34
31030 - Bus Driver	12.29
31043 - Driver Courier	13.37
31260 - Parking and Lot Attendant	9.02
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	10.72
31361 - Truckdriver, Light	14.65
31362 - Truckdriver, Medium	15.64
31363 - Truckdriver, Heavy	17.56
31364 - Truckdriver, Tractor-Trailer	17.56
99000 - Miscellaneous Occupations	
99030 - Cashier	8.03
99050 - Desk Clerk	9.31
99095 - Embalmer	24.90
99251 - Laboratory Animal Caretaker I	10.24
99252 - Laboratory Animal Caretaker II	11.19
99310 - Mortician	30.07
99410 - Pest Controller	19.92
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.39
99711 - Recycling Specialist	17.84
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	13.93
99841 - Vending Machine Repairer	16.37
99842 - Vending Machine Repairer Helper	13.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2413 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17
01020 - Administrative Assistant		21.54
01040 - Court Reporter		17.63
01051 - Data Entry Operator I		12.40
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		17.80
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		11.98
01112 - General Clerk II		13.97
01113 - General Clerk III		15.41
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.08
01191 - Order Clerk I		13.59
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		20.55
01280 - Receptionist		14.31
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84
01312 - Secretary II		17.79
01313 - Secretary III		19.84
01320 - Service Order Dispatcher		14.76

01410 - Supply Technician	21.54
01420 - Survey Worker	17.63
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	17.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.14
05010 - Automotive Electrician	23.12
05040 - Automotive Glass Installer	21.61
05070 - Automotive Worker	22.26
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.26
05190 - Motor Vehicle Mechanic	23.03
05220 - Motor Vehicle Mechanic Helper	20.30
05250 - Motor Vehicle Upholstery Worker	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter, Automotive	23.12
05340 - Radiator Repair Specialist	22.26
05370 - Tire Repairer	15.45
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.32
07041 - Cook I	12.59
07042 - Cook II	13.52
07070 - Dishwasher	9.17
07130 - Food Service Worker	9.43
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.59
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.03
11060 - Elevator Operator	11.03
11090 - Gardener	17.15
11122 - Housekeeping Aide	12.52
11150 - Janitor	12.52
11210 - Laborer, Grounds Maintenance	14.99
11240 - Maid or Houseman	9.78
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	17.92
12012 - Certified Occupational Therapist Assistant	22.59
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	31.13
12030 - EKG Technician	21.92
12035 - Electroneurodiagnostic Technologist	21.92
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	16.02
12072 - Licensed Practical Nurse II	17.92

12073 - Licensed Practical Nurse III	(see 1)	19.98
12100 - Medical Assistant		13.63
12130 - Medical Laboratory Technician		16.79
12160 - Medical Record Clerk		15.33
12190 - Medical Record Technician		15.75
12195 - Medical Transcriptionist		16.28
12210 - Nuclear Medicine Technologist		30.54
12221 - Nursing Assistant I		10.27
12222 - Nursing Assistant II		11.56
12223 - Nursing Assistant III		12.61
12224 - Nursing Assistant IV		14.16
12235 - Optical Dispenser		16.72
12236 - Optical Technician		15.02
12250 - Pharmacy Technician		15.22
12280 - Phlebotomist		15.39
12305 - Radiologic Technologist		22.35
12311 - Registered Nurse I		24.51
12312 - Registered Nurse II		29.20
12313 - Registered Nurse II, Specialist		29.20
12314 - Registered Nurse III		35.32
12315 - Registered Nurse III, Anesthetist		35.32
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		22.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.76
13012 - Exhibits Specialist II		24.48
13013 - Exhibits Specialist III		29.93
13041 - Illustrator I		20.17
13042 - Illustrator II		24.99
13043 - Illustrator III		30.56
13047 - Librarian		27.38
13050 - Library Aide/Clerk		12.27
13054 - Library Information Technology Systems Administrator		24.96
13058 - Library Technician		15.33
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.38
13071 - Photographer I		13.98
13072 - Photographer II		17.85
13073 - Photographer III		21.52
13074 - Photographer IV		26.56
13075 - Photographer V		32.12
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.83
14044 - Computer Operator IV		22.04
14045 - Computer Operator V		24.40
14071 - Computer Programmer I	(see 1)	19.86
14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71

15050 - Computer Based Training Specialist / Instructor	31.98
15060 - Educational Technologist	29.32
15070 - Flight Instructor (Pilot)	42.71
15080 - Graphic Artist	23.35
15090 - Technical Instructor	20.97
15095 - Technical Instructor/Course Developer	25.67
15110 - Test Proctor	16.94
15120 - Tutor	16.94
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.18
19040 - Tool And Die Maker	27.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.13
21030 - Material Coordinator	19.61
21040 - Material Expediter	19.61
21050 - Material Handling Laborer	16.74
21071 - Order Filler	12.00
21080 - Production Line Worker (Food Processing)	17.33
21110 - Shipping Packer	14.79
21130 - Shipping/Receiving Clerk	14.79
21140 - Store Worker I	12.38
21150 - Stock Clerk	17.07
21210 - Tools And Parts Attendant	17.33
21410 - Warehouse Specialist	17.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.12
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	26.12
23023 - Aircraft Mechanic III	27.43
23040 - Aircraft Mechanic Helper	18.67
23050 - Aircraft, Painter	21.67
23060 - Aircraft Servicer	20.22
23080 - Aircraft Worker	21.02
23110 - Appliance Mechanic	20.12
23120 - Bicycle Repairer	17.00
23125 - Cable Splicer	27.41
23130 - Carpenter, Maintenance	19.28
23140 - Carpet Layer	22.59
23160 - Electrician, Maintenance	21.81
23181 - Electronics Technician Maintenance I	22.26
23182 - Electronics Technician Maintenance II	24.10
23183 - Electronics Technician Maintenance III	26.90
23260 - Fabric Worker	19.02
23290 - Fire Alarm System Mechanic	18.56
23310 - Fire Extinguisher Repairer	17.95
23311 - Fuel Distribution System Mechanic	24.93
23312 - Fuel Distribution System Operator	20.52
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.22
23382 - Ground Support Equipment Worker	21.02

23391 - Gunsmith I		17.95
23392 - Gunsmith II		20.15
23393 - Gunsmith III		23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		20.88
23430 - Heavy Equipment Mechanic		21.17
23440 - Heavy Equipment Operator		20.90
23460 - Instrument Mechanic		22.82
23465 - Laboratory/Shelter Mechanic		20.98
23470 - Laborer		13.44
23510 - Locksmith		19.49
23530 - Machinery Maintenance Mechanic		23.90
23550 - Machinist, Maintenance		22.22
23580 - Maintenance Trades Helper		15.35
23591 - Metrology Technician I		22.82
23592 - Metrology Technician II		23.62
23593 - Metrology Technician III	(see 1)	24.40
23640 - Millwright	(see 1)	27.90
23710 - Office Appliance Repairer	(see 1)	18.88
23760 - Painter, Maintenance	(see 1)	19.70
23790 - Pipefitter, Maintenance	(see 1)	25.62
23810 - Plumber, Maintenance	(see 1)	21.87
23820 - Pneudraulic Systems Mechanic	(see 1)	23.94
23850 - Rigger		22.75
23870 - Scale Mechanic		20.15
23890 - Sheet-Metal Worker, Maintenance		20.73
23910 - Small Engine Mechanic		18.96
23931 - Telecommunications Mechanic I		24.41
23932 - Telecommunications Mechanic II		26.44
23950 - Telephone Lineman		23.52
23960 - Welder, Combination, Maintenance		20.42
23965 - Well Driller		21.76
23970 - Woodcraft Worker		23.94
23980 - Woodworker		17.59
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		11.04
24580 - Child Care Center Clerk		15.48
24610 - Chore Aide		10.38
24620 - Family Readiness And Support Services Coordinator		13.81
24630 - Homemaker		17.36
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.38
25040 - Sewage Plant Operator		19.24
25070 - Stationary Engineer		23.38
25190 - Ventilation Equipment Tender		17.78
25210 - Water Treatment Plant Operator		19.24
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.18
27007 - Baggage Inspector		12.02
27008 - Corrections Officer		24.65
27010 - Court Security Officer		24.65
27030 - Detection Dog Handler		18.00
27040 - Detention Officer		24.65
27070 - Firefighter		24.58
27101 - Guard I		12.02
27102 - Guard II		18.00
27131 - Police Officer I		24.89
27132 - Police Officer II		27.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.78

28042 - Carnival Equipment Repairer		9.79
28043 - Carnival Equpment Worker		8.08
28210 - Gate Attendant/Gate Tender		13.25
28310 - Lifeguard		11.25
28350 - Park Attendant (Aide)		14.82
28510 - Recreation Aide/Health Facility Attendant		10.82
28515 - Recreation Specialist		17.31
28630 - Sports Official		11.80
28690 - Swimming Pool Operator		17.89
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.15
29020 - Hatch Tender		18.15
29030 - Line Handler		18.15
29041 - Stevedore I		17.06
29042 - Stevedore II		18.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.62
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.21
30021 - Archeological Technician I		18.75
30022 - Archeological Technician II		18.73
30023 - Archeological Technician III		22.73
30030 - Cartographic Technician		22.73
30040 - Civil Engineering Technician		21.67
30061 - Drafter/CAD Operator I		16.39
30062 - Drafter/CAD Operator II		18.35
30063 - Drafter/CAD Operator III		20.46
30064 - Drafter/CAD Operator IV		25.17
30081 - Engineering Technician I		15.69
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		20.43
30084 - Engineering Technician IV		25.30
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		35.32
30090 - Environmental Technician		20.71
30210 - Laboratory Technician		19.49
30240 - Mathematical Technician		22.73
30361 - Paralegal/Legal Assistant I		16.56
30362 - Paralegal/Legal Assistant II		20.52
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		30.76
30390 - Photo-Optics Technician		22.73
30461 - Technical Writer I		21.73
30462 - Technical Writer II		26.60
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		23.61
30492 - Unexploded Ordnance (UXO) Technician II		28.56
30493 - Unexploded Ordnance (UXO) Technician III		34.24
30494 - Unexploded (UXO) Safety Escort		23.61
30495 - Unexploded (UXO) Sweep Personnel		23.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.32
30621 - Weather Observer, Senior	(see 2)	22.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		19.04
31043 - Driver Courier		17.51
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		18.95
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		18.95
31362 - Truckdriver, Medium		20.07
31363 - Truckdriver, Heavy		22.08

31364 - Truckdriver, Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99030 - Cashier	10.02
99050 - Desk Clerk	11.49
99095 - Embalmer	22.39
99251 - Laboratory Animal Caretaker I	10.52
99252 - Laboratory Animal Caretaker II	11.38
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	11.98
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.18
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	10.20
99830 - Survey Party Chief	19.69
99831 - Surveying Aide	11.88
99832 - Surveying Technician	17.59
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2414 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17

01020 - Administrative Assistant	21.54
01040 - Court Reporter	17.63
01051 - Data Entry Operator I	12.40
01052 - Data Entry Operator II	13.83
01060 - Dispatcher, Motor Vehicle	17.80
01070 - Document Preparation Clerk	14.16
01090 - Duplicating Machine Operator	14.16
01111 - General Clerk I	11.98
01112 - General Clerk II	13.97
01113 - General Clerk III	15.41
01120 - Housing Referral Assistant	19.84
01141 - Messenger Courier	12.08
01191 - Order Clerk I	13.59
01192 - Order Clerk II	17.02
01261 - Personnel Assistant (Employment) I	15.67
01262 - Personnel Assistant (Employment) II	17.53
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	20.55
01280 - Receptionist	14.31
01290 - Rental Clerk	14.57
01300 - Scheduler, Maintenance	15.84
01311 - Secretary I	15.84
01312 - Secretary II	17.79
01313 - Secretary III	19.84
01320 - Service Order Dispatcher	14.76
01410 - Supply Technician	21.54
01420 - Survey Worker	17.63
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	17.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.14
05010 - Automotive Electrician	23.12
05040 - Automotive Glass Installer	21.61
05070 - Automotive Worker	22.26
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.26
05190 - Motor Vehicle Mechanic	23.03
05220 - Motor Vehicle Mechanic Helper	20.30
05250 - Motor Vehicle Upholstery Worker	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter, Automotive	23.12
05340 - Radiator Repair Specialist	22.26
05370 - Tire Repairer	15.45
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.32
07041 - Cook I	12.59
07042 - Cook II	13.52
07070 - Dishwasher	9.17
07130 - Food Service Worker	9.43
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.59

09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.03
11060 - Elevator Operator	11.03
11090 - Gardener	17.15
11122 - Housekeeping Aide	12.52
11150 - Janitor	12.52
11210 - Laborer, Grounds Maintenance	14.99
11240 - Maid or Houseman	9.78
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	17.92
12012 - Certified Occupational Therapist Assistant	22.59
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	31.13
12030 - EKG Technician	21.92
12035 - Electroneurodiagnostic Technologist	21.92
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	16.02
12072 - Licensed Practical Nurse II	17.92
12073 - Licensed Practical Nurse III	19.98
12100 - Medical Assistant	13.63
12130 - Medical Laboratory Technician	16.79
12160 - Medical Record Clerk	15.33
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.28
12210 - Nuclear Medicine Technologist	30.54
12221 - Nursing Assistant I	10.27
12222 - Nursing Assistant II	11.56
12223 - Nursing Assistant III	12.61
12224 - Nursing Assistant IV	14.16
12235 - Optical Dispenser	16.72
12236 - Optical Technician	15.02
12250 - Pharmacy Technician	15.22
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	22.35
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	29.20
12313 - Registered Nurse II, Specialist	29.20
12314 - Registered Nurse III	35.32
12315 - Registered Nurse III, Anesthetist	35.32
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	22.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.76
13012 - Exhibits Specialist II	24.48
13013 - Exhibits Specialist III	29.93
13041 - Illustrator I	20.17
13042 - Illustrator II	24.99
13043 - Illustrator III	30.56
13047 - Librarian	27.38
13050 - Library Aide/Clerk	12.27
13054 - Library Information Technology Systems Administrator	24.96
13058 - Library Technician	15.33
13061 - Media Specialist I	17.68
13062 - Media Specialist II	19.76
13063 - Media Specialist III	22.38

13071 - Photographer I		13.98
13072 - Photographer II		17.85
13073 - Photographer III		21.52
13074 - Photographer IV		26.56
13075 - Photographer V		32.12
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.80
14043 - Computer Operator III		19.83
14044 - Computer Operator IV		22.04
14045 - Computer Operator V		24.40
14071 - Computer Programmer I		19.86
14072 - Computer Programmer II		24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		29.32
15070 - Flight Instructor (Pilot)		42.71
15080 - Graphic Artist		23.35
15090 - Technical Instructor		20.97
15095 - Technical Instructor/Course Developer		25.67
15110 - Test Proctor		16.94
15120 - Tutor		16.94
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.18
19040 - Tool And Die Maker		27.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.13
21030 - Material Coordinator		19.61
21040 - Material Expediter		19.61
21050 - Material Handling Laborer		16.74
21071 - Order Filler		12.00
21080 - Production Line Worker (Food Processing)		17.33
21110 - Shipping Packer		14.79
21130 - Shipping/Receiving Clerk		14.79
21140 - Store Worker I		12.38
21150 - Stock Clerk		17.07
21210 - Tools And Parts Attendant		17.33
21410 - Warehouse Specialist		17.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.12

23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	26.12
23023 - Aircraft Mechanic III	27.43
23040 - Aircraft Mechanic Helper	18.67
23050 - Aircraft, Painter	21.67
23060 - Aircraft Servicer	20.22
23080 - Aircraft Worker	21.02
23110 - Appliance Mechanic	20.12
23120 - Bicycle Repairer	17.00
23125 - Cable Splicer	27.41
23130 - Carpenter, Maintenance	19.28
23140 - Carpet Layer	22.59
23160 - Electrician, Maintenance	21.81
23181 - Electronics Technician Maintenance I	22.26
23182 - Electronics Technician Maintenance II	24.10
23183 - Electronics Technician Maintenance III	26.90
23260 - Fabric Worker	19.02
23290 - Fire Alarm System Mechanic	18.56
23310 - Fire Extinguisher Repairer	17.95
23311 - Fuel Distribution System Mechanic	24.93
23312 - Fuel Distribution System Operator	20.52
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.22
23382 - Ground Support Equipment Worker	21.02
23391 - Gunsmith I	17.95
23392 - Gunsmith II	20.15
23393 - Gunsmith III	23.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.88
23430 - Heavy Equipment Mechanic	21.17
23440 - Heavy Equipment Operator	20.90
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	20.98
23470 - Laborer	13.44
23510 - Locksmith	19.49
23530 - Machinery Maintenance Mechanic	23.90
23550 - Machinist, Maintenance	22.22
23580 - Maintenance Trades Helper	15.35
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.40
23640 - Millwright	27.90
23710 - Office Appliance Repairer	18.88
23760 - Painter, Maintenance	19.70
23790 - Pipefitter, Maintenance	25.62
23810 - Plumber, Maintenance	21.87
23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	22.75
23870 - Scale Mechanic	20.15
23890 - Sheet-Metal Worker, Maintenance	20.73
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	24.41
23932 - Telecommunications Mechanic II	26.44
23950 - Telephone Lineman	23.52
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	21.76
23970 - Woodcraft Worker	23.94
23980 - Woodworker	17.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.04

24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	10.38
24620 - Family Readiness And Support Services Coordinator	13.81
24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.38
25040 - Sewage Plant Operator	19.24
25070 - Stationary Engineer	23.38
25190 - Ventilation Equipment Tender	17.78
25210 - Water Treatment Plant Operator	19.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.18
27007 - Baggage Inspector	12.02
27008 - Corrections Officer	24.65
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	18.00
27040 - Detention Officer	24.65
27070 - Firefighter	24.58
27101 - Guard I	12.02
27102 - Guard II	18.00
27131 - Police Officer I	24.89
27132 - Police Officer II	27.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.78
28042 - Carnival Equipment Repairer	9.79
28043 - Carnival Equpment Worker	8.08
28210 - Gate Attendant/Gate Tender	13.25
28310 - Lifeguard	11.25
28350 - Park Attendant (Aide)	14.82
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	17.31
28630 - Sports Official	11.80
28690 - Swimming Pool Operator	17.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.15
29020 - Hatch Tender	18.15
29030 - Line Handler	18.15
29041 - Stevedore I	17.06
29042 - Stevedore II	18.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.21
30021 - Archeological Technician I	18.75
30022 - Archeological Technician II	18.73
30023 - Archeological Technician III	22.73
30030 - Cartographic Technician	22.73
30040 - Civil Engineering Technician	21.67
30061 - Drafter/CAD Operator I	16.39
30062 - Drafter/CAD Operator II	18.35
30063 - Drafter/CAD Operator III	20.46
30064 - Drafter/CAD Operator IV	25.17
30081 - Engineering Technician I	15.69
30082 - Engineering Technician II	17.62
30083 - Engineering Technician III	20.43
30084 - Engineering Technician IV	25.30
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	35.32
30090 - Environmental Technician	20.71
30210 - Laboratory Technician	19.49
30240 - Mathematical Technician	22.73
30361 - Paralegal/Legal Assistant I	16.56

30362 - Paralegal/Legal Assistant II		20.52
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		30.76
30390 - Photo-Optics Technician		22.73
30461 - Technical Writer I		21.73
30462 - Technical Writer II		26.60
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		23.61
30492 - Unexploded Ordnance (UXO) Technician II		28.56
30493 - Unexploded Ordnance (UXO) Technician III		34.24
30494 - Unexploded (UXO) Safety Escort		23.61
30495 - Unexploded (UXO) Sweep Personnel		23.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.32
30621 - Weather Observer, Senior	(see 2)	22.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		19.04
31043 - Driver Courier		17.51
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		18.95
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		18.95
31362 - Truckdriver, Medium		20.07
31363 - Truckdriver, Heavy		22.08
31364 - Truckdriver, Tractor-Trailer		22.08
99000 - Miscellaneous Occupations		
99030 - Cashier		10.02
99050 - Desk Clerk		11.49
99095 - Embalmer		22.39
99251 - Laboratory Animal Caretaker I		10.52
99252 - Laboratory Animal Caretaker II		11.38
99310 - Mortician		29.07
99410 - Pest Controller		15.64
99510 - Photofinishing Worker		11.98
99710 - Recycling Laborer		18.01
99711 - Recycling Specialist		21.63
99730 - Refuse Collector		16.18
99810 - Sales Clerk		11.34
99820 - School Crossing Guard		10.20
99830 - Survey Party Chief		19.69
99831 - Surveying Aide		11.88
99832 - Surveying Technician		17.59
99840 - Vending Machine Attendant		16.07
99841 - Vending Machine Repairer		18.03
99842 - Vending Machine Repairer Helper		16.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director
Division of
Wage Determinations
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2415
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		21.22
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.13
01191 - Order Clerk I		13.18
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		18.96
01280 - Receptionist		13.97
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		14.72
01311 - Secretary I		14.72
01312 - Secretary II		17.05
01313 - Secretary III		18.69
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		21.22
01420 - Survey Worker		15.10
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.52
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27

05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	10.72
07042 - Cook II	12.08
07070 - Dishwasher	9.28
07130 - Food Service Worker	9.28
07210 - Meat Cutter	14.34
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.78
11060 - Elevator Operator	11.78
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.56
11260 - Pruner	11.52
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	16.87
12012 - Certified Occupational Therapist Assistant	23.89
12015 - Certified Physical Therapist Assistant	23.10
12020 - Dental Assistant	15.34
12025 - Dental Hygienist	33.67
12030 - EKG Technician	22.15
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	18.30
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.13
12195 - Medical Transcriptionist	14.86
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	9.81
12222 - Nursing Assistant II	10.88
12223 - Nursing Assistant III	12.04
12224 - Nursing Assistant IV	13.51
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	14.65

12280 - Phlebotomist		13.71
12305 - Radiologic Technologist		25.11
12311 - Registered Nurse I		22.85
12312 - Registered Nurse II		27.71
12313 - Registered Nurse II, Specialist		27.71
12314 - Registered Nurse III		33.52
12315 - Registered Nurse III, Anesthetist		33.52
12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		22.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.12
14042 - Computer Operator II		16.92
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I		22.13
14072 - Computer Programmer II		27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.12
14160 - Personal Computer Support Technician		22.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		22.54
15090 - Technical Instructor		19.91
15095 - Technical Instructor/Course Developer		24.36
15110 - Test Proctor		16.98
15120 - Tutor		16.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.28
16030 - Counter Attendant		9.28
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.28
16090 - Presser, Hand		9.28

16110 - Presser, Machine, Drycleaning	9.28
16130 - Presser, Machine, Shirts	9.28
16160 - Presser, Machine, Wearing Apparel, Laundry	9.28
16190 - Sewing Machine Operator	12.33
16220 - Tailor	13.09
16250 - Washer, Machine	10.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.02
19040 - Tool And Die Maker	26.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.71
21030 - Material Coordinator	18.96
21040 - Material Expediter	18.96
21050 - Material Handling Laborer	13.50
21071 - Order Filler	13.69
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	16.72
21130 - Shipping/Receiving Clerk	16.72
21140 - Store Worker I	14.39
21150 - Stock Clerk	18.87
21210 - Tools And Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.00
23021 - Aircraft Mechanic I	22.86
23022 - Aircraft Mechanic II	24.00
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.55
23050 - Aircraft, Painter	22.10
23060 - Aircraft Servicer	20.32
23080 - Aircraft Worker	21.27
23110 - Appliance Mechanic	20.40
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	24.13
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	21.36
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.21
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	18.97
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	17.84
23311 - Fuel Distribution System Mechanic	27.55
23312 - Fuel Distribution System Operator	22.57
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	22.86
23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.50
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73

23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	28.82
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	23.09
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	12.91
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	22.60
27101 - Guard I	11.28
27102 - Guard II	16.31
27131 - Police Officer I	25.03
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Equpment Worker	9.17
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	16.98
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85

29042 - Stevedore II		21.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.19
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.64
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.25
30021 - Archeological Technician I		15.04
30022 - Archeological Technician II		15.03
30023 - Archeological Technician III		20.85
30030 - Cartographic Technician		25.34
30040 - Civil Engineering Technician		21.36
30061 - Drafter/CAD Operator I		18.14
30062 - Drafter/CAD Operator II		20.46
30063 - Drafter/CAD Operator III		22.81
30064 - Drafter/CAD Operator IV		28.07
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.75
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.99
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		23.34
30210 - Laboratory Technician		22.81
30240 - Mathematical Technician		25.32
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		30.33
30364 - Paralegal/Legal Assistant IV		36.70
30390 - Photo-Optics Technician		25.34
30461 - Technical Writer I		25.12
30462 - Technical Writer II		29.25
30463 - Technical Writer III		30.20
30491 - Unexploded Ordnance (UXO) Technician I		23.64
30492 - Unexploded Ordnance (UXO) Technician II		28.60
30493 - Unexploded Ordnance (UXO) Technician III		34.28
30494 - Unexploded (UXO) Safety Escort		23.64
30495 - Unexploded (UXO) Sweep Personnel		23.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer, Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.42
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		8.74
31290 - Shuttle Bus Driver		16.42
31310 - Taxi Driver		10.32
31361 - Truckdriver, Light		16.42
31362 - Truckdriver, Medium		19.05
31363 - Truckdriver, Heavy		23.70
31364 - Truckdriver, Tractor-Trailer		23.70
99000 - Miscellaneous Occupations		
99030 - Cashier		10.67
99050 - Desk Clerk		11.14
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		11.54
99252 - Laboratory Animal Caretaker II		12.33
99310 - Mortician		33.31
99410 - Pest Controller		14.95
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		16.63
99711 - Recycling Specialist		18.60
99730 - Refuse Collector		15.22
99810 - Sales Clerk		12.24

99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	11.56
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	13.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2416 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		21.22
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.13
01191 - Order Clerk I		13.18
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		18.96
01280 - Receptionist		13.97
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		14.72
01311 - Secretary I		14.72
01312 - Secretary II		17.05
01313 - Secretary III		18.69
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		21.22
01420 - Survey Worker		15.10
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.52
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50
05250 - Motor Vehicle Upholstery Worker		18.07
05280 - Motor Vehicle Wrecker		18.92
05310 - Painter, Automotive		19.67
05340 - Radiator Repair Specialist		18.92
05370 - Tire Repairer		15.89
05400 - Transmission Repair Specialist		20.33
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.08
07041 - Cook I		10.72
07042 - Cook II		12.08

07070 - Dishwasher	9.28
07130 - Food Service Worker	9.28
07210 - Meat Cutter	14.34
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.78
11060 - Elevator Operator	11.78
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.56
11260 - Pruner	11.52
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	16.87
12012 - Certified Occupational Therapist Assistant	23.89
12015 - Certified Physical Therapist Assistant	23.10
12020 - Dental Assistant	15.34
12025 - Dental Hygienist	33.67
12030 - EKG Technician	22.15
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	18.30
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.13
12195 - Medical Transcriptionist	14.86
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	9.81
12222 - Nursing Assistant II	10.88
12223 - Nursing Assistant III	12.04
12224 - Nursing Assistant IV	13.51
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	25.11
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.71
12313 - Registered Nurse II, Specialist	27.71
12314 - Registered Nurse III	33.52
12315 - Registered Nurse III, Anesthetist	33.52
12316 - Registered Nurse IV	40.18
12317 - Scheduler (Drug and Alcohol Testing)	22.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	28.55
13041 - Illustrator I	20.35

13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems Administrator		22.30
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.12
14042 - Computer Operator II		16.92
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I		22.13
14072 - Computer Programmer II		27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.12
14160 - Personal Computer Support Technician		22.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		30.23
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		22.54
15090 - Technical Instructor		19.91
15095 - Technical Instructor/Course Developer		24.36
15110 - Test Proctor		16.98
15120 - Tutor		16.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.28
16030 - Counter Attendant		9.28
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.28
16090 - Presser, Hand		9.28
16110 - Presser, Machine, Drycleaning		9.28
16130 - Presser, Machine, Shirts		9.28
16160 - Presser, Machine, Wearing Apparel, Laundry		9.28
16190 - Sewing Machine Operator		12.33
16220 - Tailor		13.09
16250 - Washer, Machine		10.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.02
19040 - Tool And Die Maker		26.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.71
21030 - Material Coordinator		18.96
21040 - Material Expediter		18.96
21050 - Material Handling Laborer		13.50

21071 - Order Filler	13.69
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	16.72
21130 - Shipping/Receiving Clerk	16.72
21140 - Store Worker I	14.39
21150 - Stock Clerk	18.87
21210 - Tools And Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.00
23021 - Aircraft Mechanic I	22.86
23022 - Aircraft Mechanic II	24.00
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.55
23050 - Aircraft, Painter	22.10
23060 - Aircraft Servicer	20.32
23080 - Aircraft Worker	21.27
23110 - Appliance Mechanic	20.40
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	24.13
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	21.36
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.21
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	18.97
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	17.84
23311 - Fuel Distribution System Mechanic	27.55
23312 - Fuel Distribution System Operator	22.57
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	22.86
23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.50
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73
23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	28.82
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	23.09

23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	12.91
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	22.60
27101 - Guard I	11.28
27102 - Guard II	16.31
27131 - Police Officer I	25.03
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Equpment Worker	9.17
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	16.98
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85
29042 - Stevedore II	21.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.64
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.25
30021 - Archeological Technician I	15.04
30022 - Archeological Technician II	15.03
30023 - Archeological Technician III	20.85
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	21.36
30061 - Drafter/CAD Operator I	18.14
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.07

30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.75
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.99
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		23.34
30210 - Laboratory Technician		22.81
30240 - Mathematical Technician		25.32
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		30.33
30364 - Paralegal/Legal Assistant IV		36.70
30390 - Photo-Optics Technician		25.34
30461 - Technical Writer I		25.12
30462 - Technical Writer II		29.25
30463 - Technical Writer III		30.20
30491 - Unexploded Ordnance (UXO) Technician I		23.64
30492 - Unexploded Ordnance (UXO) Technician II		28.60
30493 - Unexploded Ordnance (UXO) Technician III		34.28
30494 - Unexploded (UXO) Safety Escort		23.64
30495 - Unexploded (UXO) Sweep Personnel		23.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer, Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.42
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		8.74
31290 - Shuttle Bus Driver		16.42
31310 - Taxi Driver		10.32
31361 - Truckdriver, Light		16.42
31362 - Truckdriver, Medium		19.05
31363 - Truckdriver, Heavy		23.70
31364 - Truckdriver, Tractor-Trailer		23.70
99000 - Miscellaneous Occupations		
99030 - Cashier		10.67
99050 - Desk Clerk		11.14
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		11.54
99252 - Laboratory Animal Caretaker II		12.33
99310 - Mortician		33.31
99410 - Pest Controller		14.95
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		16.63
99711 - Recycling Specialist		18.60
99730 - Refuse Collector		15.22
99810 - Sales Clerk		12.24
99820 - School Crossing Guard		10.99
99830 - Survey Party Chief		20.27
99831 - Surveying Aide		11.56
99832 - Surveying Technician		17.36
99840 - Vending Machine Attendant		13.42
99841 - Vending Machine Repairer		15.39
99842 - Vending Machine Repairer Helper		13.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2417 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.20
01040 - Court Reporter		17.96
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		17.96
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		13.95
01192 - Order Clerk II		15.22
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		17.57
01263 - Personnel Assistant (Employment) III		19.60
01270 - Production Control Clerk		19.28
01280 - Receptionist		12.90

01290 - Rental Clerk	15.20
01300 - Scheduler, Maintenance	17.20
01311 - Secretary I	17.20
01312 - Secretary II	19.24
01313 - Secretary III	21.46
01320 - Service Order Dispatcher	14.36
01410 - Supply Technician	23.84
01420 - Survey Worker	16.70
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	13.01
01612 - Word Processor II	15.20
01613 - Word Processor III	17.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.84
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.71
05070 - Automotive Worker	19.26
05110 - Mobile Equipment Servicer	17.02
05130 - Motor Equipment Metal Mechanic	22.25
05160 - Motor Equipment Metal Worker	18.89
05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.26
05370 - Tire Repairer	13.75
05400 - Transmission Repair Specialist	20.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.50
07041 - Cook I	12.06
07042 - Cook II	13.35
07070 - Dishwasher	8.90
07130 - Food Service Worker	9.69
07210 - Meat Cutter	15.45
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer, Minor	14.89
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.21
11060 - Elevator Operator	11.21
11090 - Gardener	14.80
11122 - Housekeeping Aide	12.54
11150 - Janitor	12.54
11210 - Laborer, Grounds Maintenance	12.01
11240 - Maid or Houseman	10.19
11260 - Pruner	10.89
11270 - Tractor Operator	13.69
11330 - Trail Maintenance Worker	12.01
11360 - Window Cleaner	13.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	22.68
12015 - Certified Physical Therapist Assistant	23.02
12020 - Dental Assistant	16.94

12025 - Dental Hygienist		33.29
12030 - EKG Technician		22.77
12035 - Electroneurodiagnostic Technologist		22.77
12040 - Emergency Medical Technician		16.59
12071 - Licensed Practical Nurse I		16.94
12072 - Licensed Practical Nurse II		18.95
12073 - Licensed Practical Nurse III		21.13
12100 - Medical Assistant		13.74
12130 - Medical Laboratory Technician		18.19
12160 - Medical Record Clerk		13.29
12190 - Medical Record Technician		14.87
12195 - Medical Transcriptionist		15.11
12210 - Nuclear Medicine Technologist		30.60
12221 - Nursing Assistant I		10.43
12222 - Nursing Assistant II		11.73
12223 - Nursing Assistant III		12.80
12224 - Nursing Assistant IV		14.37
12235 - Optical Dispenser		16.41
12236 - Optical Technician		15.11
12250 - Pharmacy Technician		16.49
12280 - Phlebotomist		14.37
12305 - Radiologic Technologist		25.02
12311 - Registered Nurse I		23.00
12312 - Registered Nurse II		28.14
12313 - Registered Nurse II, Specialist		28.14
12314 - Registered Nurse III		34.04
12315 - Registered Nurse III, Anesthetist		34.04
12316 - Registered Nurse IV		40.80
12317 - Scheduler (Drug and Alcohol Testing)		22.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.33
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.78
13042 - Illustrator II		24.52
13043 - Illustrator III		29.99
13047 - Librarian		29.19
13050 - Library Aide/Clerk		11.59
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician		18.05
13061 - Media Specialist I		17.91
13062 - Media Specialist II		20.02
13063 - Media Specialist III		22.33
13071 - Photographer I		15.60
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	17.11
14160 - Personal Computer Support Technician	23.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.20
15020 - Aircrew Training Devices Instructor (Rated)	37.74
15030 - Air Crew Training Devices Instructor (Pilot)	45.23
15050 - Computer Based Training Specialist / Instructor	31.20
15060 - Educational Technologist	31.19
15070 - Flight Instructor (Pilot)	45.23
15080 - Graphic Artist	25.33
15090 - Technical Instructor	21.28
15095 - Technical Instructor/Course Developer	26.03
15110 - Test Proctor	17.17
15120 - Tutor	17.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.91
16030 - Counter Attendant	8.91
16040 - Dry Cleaner	11.30
16070 - Finisher, Flatwork, Machine	8.91
16090 - Presser, Hand	8.91
16110 - Presser, Machine, Drycleaning	8.91
16130 - Presser, Machine, Shirts	8.91
16160 - Presser, Machine, Wearing Apparel, Laundry	8.91
16190 - Sewing Machine Operator	12.11
16220 - Tailor	12.90
16250 - Washer, Machine	9.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.45
19040 - Tool And Die Maker	22.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.71
21030 - Material Coordinator	19.28
21040 - Material Expediter	19.28
21050 - Material Handling Laborer	12.19
21071 - Order Filler	14.06
21080 - Production Line Worker (Food Processing)	15.71
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	11.84
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	15.71
21410 - Warehouse Specialist	15.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23021 - Aircraft Mechanic I	23.13
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.10
23040 - Aircraft Mechanic Helper	18.34
23050 - Aircraft, Painter	20.90
23060 - Aircraft Servicer	20.26
23080 - Aircraft Worker	20.76
23110 - Appliance Mechanic	22.31
23120 - Bicycle Repairer	13.72
23125 - Cable Splicer	25.23
23130 - Carpenter, Maintenance	19.87
23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	21.76
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	18.27
23290 - Fire Alarm System Mechanic	17.76
23310 - Fire Extinguisher Repairer	17.04

23311 - Fuel Distribution System Mechanic	22.22
23312 - Fuel Distribution System Operator	17.15
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	23.13
23381 - Ground Support Equipment Servicer	20.26
23382 - Ground Support Equipment Worker	20.76
23391 - Gunsmith I	17.04
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.17
23430 - Heavy Equipment Mechanic	22.96
23440 - Heavy Equipment Operator	21.40
23460 - Instrument Mechanic	23.78
23465 - Laboratory/Shelter Mechanic	20.81
23470 - Laborer	11.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	23.30
23550 - Machinist, Maintenance	18.71
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	23.78
23592 - Metrology Technician II	24.77
23593 - Metrology Technician III	25.80
23640 - Millwright	28.80
23710 - Office Appliance Repairer	19.23
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	25.32
23810 - Plumber, Maintenance	22.18
23820 - Pneudraulic Systems Mechanic	21.79
23850 - Rigger	21.79
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	22.33
23910 - Small Engine Mechanic	15.61
23931 - Telecommunications Mechanic I	25.16
23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	20.94
23960 - Welder, Combination, Maintenance	17.01
23965 - Well Driller	21.49
23970 - Woodcraft Worker	21.79
23980 - Woodworker	15.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.99
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	22.99
25190 - Ventilation Equipment Tender	16.63
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.32
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	20.79
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	20.79
27070 - Firefighter	22.50

27101 - Guard I		13.40
27102 - Guard II		16.94
27131 - Police Officer I		24.41
27132 - Police Officer II		27.12
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.05
28042 - Carnival Equipment Repairer		11.64
28043 - Carnival Equpment Worker		9.01
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.36
28515 - Recreation Specialist		15.71
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		17.08
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.31
29020 - Hatch Tender		20.31
29030 - Line Handler		20.31
29041 - Stevedore I		18.49
29042 - Stevedore II		21.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.70
30022 - Archeological Technician II		18.68
30023 - Archeological Technician III		23.15
30030 - Cartographic Technician		23.15
30040 - Civil Engineering Technician		22.61
30061 - Drafter/CAD Operator I		16.70
30062 - Drafter/CAD Operator II		18.68
30063 - Drafter/CAD Operator III		20.83
30064 - Drafter/CAD Operator IV		25.62
30081 - Engineering Technician I		15.81
30082 - Engineering Technician II		17.74
30083 - Engineering Technician III		19.84
30084 - Engineering Technician IV		24.59
30085 - Engineering Technician V		30.08
30086 - Engineering Technician VI		36.39
30090 - Environmental Technician		19.81
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		17.34
30362 - Paralegal/Legal Assistant II		21.48
30363 - Paralegal/Legal Assistant III		26.28
30364 - Paralegal/Legal Assistant IV		31.80
30390 - Photo-Optics Technician		23.15
30461 - Technical Writer I		22.74
30462 - Technical Writer II		27.82
30463 - Technical Writer III		33.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.83
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		19.70
31043 - Driver Courier		17.01

31260 - Parking and Lot Attendant	10.91
31290 - Shuttle Bus Driver	19.36
31310 - Taxi Driver	10.02
31361 - Truckdriver, Light	19.36
31362 - Truckdriver, Medium	19.70
31363 - Truckdriver, Heavy	21.84
31364 - Truckdriver, Tractor-Trailer	21.84
99000 - Miscellaneous Occupations	
99030 - Cashier	9.78
99050 - Desk Clerk	10.30
99095 - Embalmer	24.51
99251 - Laboratory Animal Caretaker I	10.74
99252 - Laboratory Animal Caretaker II	11.61
99310 - Mortician	24.27
99410 - Pest Controller	16.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	17.75
99711 - Recycling Specialist	21.19
99730 - Refuse Collector	16.03
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	12.65
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	12.45
99841 - Vending Machine Repairer	14.42
99842 - Vending Machine Repairer Helper	12.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2418 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14

01012 - Accounting Clerk II	15.87
01013 - Accounting Clerk III	17.87
01020 - Administrative Assistant	22.20
01040 - Court Reporter	17.96
01051 - Data Entry Operator I	12.44
01052 - Data Entry Operator II	13.63
01060 - Dispatcher, Motor Vehicle	17.96
01070 - Document Preparation Clerk	13.01
01090 - Duplicating Machine Operator	13.01
01111 - General Clerk I	13.02
01112 - General Clerk II	14.22
01113 - General Clerk III	16.77
01120 - Housing Referral Assistant	21.46
01141 - Messenger Courier	12.68
01191 - Order Clerk I	13.95
01192 - Order Clerk II	15.22
01261 - Personnel Assistant (Employment) I	16.56
01262 - Personnel Assistant (Employment) II	17.57
01263 - Personnel Assistant (Employment) III	19.60
01270 - Production Control Clerk	19.28
01280 - Receptionist	12.90
01290 - Rental Clerk	15.20
01300 - Scheduler, Maintenance	17.20
01311 - Secretary I	17.20
01312 - Secretary II	19.24
01313 - Secretary III	21.46
01320 - Service Order Dispatcher	14.36
01410 - Supply Technician	23.84
01420 - Survey Worker	16.70
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	13.01
01612 - Word Processor II	15.20
01613 - Word Processor III	17.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.84
05010 - Automotive Electrician	19.56
05040 - Automotive Glass Installer	18.71
05070 - Automotive Worker	19.26
05110 - Mobile Equipment Servicer	17.02
05130 - Motor Equipment Metal Mechanic	22.25
05160 - Motor Equipment Metal Worker	18.89
05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.26
05370 - Tire Repairer	13.75
05400 - Transmission Repair Specialist	20.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.50
07041 - Cook I	12.06
07042 - Cook II	13.35
07070 - Dishwasher	8.90
07130 - Food Service Worker	9.69
07210 - Meat Cutter	15.45
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	16.32

09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer, Minor	14.89
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.21
11060 - Elevator Operator	11.21
11090 - Gardener	14.80
11122 - Housekeeping Aide	12.54
11150 - Janitor	12.54
11210 - Laborer, Grounds Maintenance	12.01
11240 - Maid or Houseman	10.19
11260 - Pruner	10.89
11270 - Tractor Operator	13.69
11330 - Trail Maintenance Worker	12.01
11360 - Window Cleaner	13.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	22.68
12015 - Certified Physical Therapist Assistant	23.02
12020 - Dental Assistant	16.94
12025 - Dental Hygienist	33.29
12030 - EKG Technician	22.77
12035 - Electroneurodiagnostic Technologist	22.77
12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	16.94
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.13
12100 - Medical Assistant	13.74
12130 - Medical Laboratory Technician	18.19
12160 - Medical Record Clerk	13.29
12190 - Medical Record Technician	14.87
12195 - Medical Transcriptionist	15.11
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.73
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.37
12235 - Optical Dispenser	16.41
12236 - Optical Technician	15.11
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	14.37
12305 - Radiologic Technologist	25.02
12311 - Registered Nurse I	23.00
12312 - Registered Nurse II	28.14
12313 - Registered Nurse II, Specialist	28.14
12314 - Registered Nurse III	34.04
12315 - Registered Nurse III, Anesthetist	34.04
12316 - Registered Nurse IV	40.80
12317 - Scheduler (Drug and Alcohol Testing)	22.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.60
13012 - Exhibits Specialist II	24.33
13013 - Exhibits Specialist III	29.76
13041 - Illustrator I	19.78
13042 - Illustrator II	24.52
13043 - Illustrator III	29.99
13047 - Librarian	29.19
13050 - Library Aide/Clerk	11.59
13054 - Library Information Technology Systems Administrator	24.84
13058 - Library Technician	18.05
13061 - Media Specialist I	17.91

13062 - Media Specialist II		20.02
13063 - Media Specialist III		22.33
13071 - Photographer I		15.60
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13110 - Video Teleconference Technician		19.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.11
14160 - Personal Computer Support Technician		23.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		31.19
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		17.17
15120 - Tutor		17.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.91
16030 - Counter Attendant		8.91
16040 - Dry Cleaner		11.30
16070 - Finisher, Flatwork, Machine		8.91
16090 - Presser, Hand		8.91
16110 - Presser, Machine, Drycleaning		8.91
16130 - Presser, Machine, Shirts		8.91
16160 - Presser, Machine, Wearing Apparel, Laundry		8.91
16190 - Sewing Machine Operator		12.11
16220 - Tailor		12.90
16250 - Washer, Machine		9.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.45
19040 - Tool And Die Maker		22.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.71
21030 - Material Coordinator		19.28
21040 - Material Expediter		19.28
21050 - Material Handling Laborer		12.19
21071 - Order Filler		14.06
21080 - Production Line Worker (Food Processing)		15.71
21110 - Shipping Packer		14.48
21130 - Shipping/Receiving Clerk		14.48
21140 - Store Worker I		11.84
21150 - Stock Clerk		16.02
21210 - Tools And Parts Attendant		15.71
21410 - Warehouse Specialist		15.71

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23021 - Aircraft Mechanic I	23.13
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.10
23040 - Aircraft Mechanic Helper	18.34
23050 - Aircraft, Painter	20.90
23060 - Aircraft Servicer	20.26
23080 - Aircraft Worker	20.76
23110 - Appliance Mechanic	22.31
23120 - Bicycle Repairer	13.72
23125 - Cable Splicer	25.23
23130 - Carpenter, Maintenance	19.87
23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	21.76
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	22.33
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	18.27
23290 - Fire Alarm System Mechanic	17.76
23310 - Fire Extinguisher Repairer	17.04
23311 - Fuel Distribution System Mechanic	22.22
23312 - Fuel Distribution System Operator	17.15
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	23.13
23381 - Ground Support Equipment Servicer	20.26
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23593 - Metrology Technician III	25.80
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23710 - Office Appliance Repairer	19.23
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	25.32
23810 - Plumber, Maintenance	22.18
23820 - Pneudraulic Systems Mechanic	21.79
23850 - Rigger	21.79
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	22.33
23910 - Small Engine Mechanic	15.61
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23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	20.94
23960 - Welder, Combination, Maintenance	17.01
23965 - Well Driller	21.49
23970 - Woodcraft Worker	21.79
23980 - Woodworker	15.84

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	14.43
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.99
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	22.99
25190 - Ventilation Equipment Tender	16.63
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.32
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	20.79
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	20.79
27070 - Firefighter	22.50
27101 - Guard I	13.40
27102 - Guard II	16.94
27131 - Police Officer I	24.41
27132 - Police Officer II	27.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.05
28042 - Carnival Equipment Repairer	11.64
28043 - Carnival Equpment Worker	9.01
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	15.71
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.31
29020 - Hatch Tender	20.31
29030 - Line Handler	20.31
29041 - Stevedore I	18.49
29042 - Stevedore II	21.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.70
30022 - Archeological Technician II	18.68
30023 - Archeological Technician III	23.15
30030 - Cartographic Technician	23.15
30040 - Civil Engineering Technician	22.61
30061 - Drafter/CAD Operator I	16.70
30062 - Drafter/CAD Operator II	18.68
30063 - Drafter/CAD Operator III	20.83
30064 - Drafter/CAD Operator IV	25.62
30081 - Engineering Technician I	15.81
30082 - Engineering Technician II	17.74
30083 - Engineering Technician III	19.84
30084 - Engineering Technician IV	24.59
30085 - Engineering Technician V	30.08
30086 - Engineering Technician VI	36.39
30090 - Environmental Technician	19.81
30210 - Laboratory Technician	20.26

30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		17.34
30362 - Paralegal/Legal Assistant II		21.48
30363 - Paralegal/Legal Assistant III		26.28
30364 - Paralegal/Legal Assistant IV		31.80
30390 - Photo-Optics Technician		23.15
30461 - Technical Writer I		22.74
30462 - Technical Writer II		27.82
30463 - Technical Writer III		33.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.83
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		19.70
31043 - Driver Courier		17.01
31260 - Parking and Lot Attendant		10.91
31290 - Shuttle Bus Driver		19.36
31310 - Taxi Driver		10.02
31361 - Truckdriver, Light		19.36
31362 - Truckdriver, Medium		19.70
31363 - Truckdriver, Heavy		21.84
31364 - Truckdriver, Tractor-Trailer		21.84
99000 - Miscellaneous Occupations		
99030 - Cashier		9.78
99050 - Desk Clerk		10.30
99095 - Embalmer		24.51
99251 - Laboratory Animal Caretaker I		10.74
99252 - Laboratory Animal Caretaker II		11.61
99310 - Mortician		24.27
99410 - Pest Controller		16.09
99510 - Photofinishing Worker		14.34
99710 - Recycling Laborer		17.75
99711 - Recycling Specialist		21.19
99730 - Refuse Collector		16.03
99810 - Sales Clerk		11.38
99820 - School Crossing Guard		12.88
99830 - Survey Party Chief		21.30
99831 - Surveying Aide		12.65
99832 - Surveying Technician		19.36
99840 - Vending Machine Attendant		12.45
99841 - Vending Machine Repairer		14.42
99842 - Vending Machine Repairer Helper		12.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

By direction of the Secretary of Labor

Diane C. Koplewski
Director

Division of
Wage Determinations

WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2419
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		21.19
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		11.01
01052 - Data Entry Operator II		11.73
01060 - Dispatcher, Motor Vehicle		17.40
01070 - Document Preparation Clerk		12.79
01090 - Duplicating Machine Operator		12.79
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.34
01192 - Order Clerk II		15.05
01261 - Personnel Assistant (Employment) I		15.68
01262 - Personnel Assistant (Employment) II		17.54
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		18.81
01280 - Receptionist		12.06
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		16.58
01410 - Supply Technician		21.21
01420 - Survey Worker		17.54
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.96
01612 - Word Processor II		15.68
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.82
05010 - Automotive Electrician		18.81

05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	18.33
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	11.61
07042 - Cook II	12.54
07070 - Dishwasher	8.83
07130 - Food Service Worker	9.71
07210 - Meat Cutter	13.96
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	14.20
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	16.28
09110 - Furniture Repairer, Minor	18.11
09130 - Upholsterer	20.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.36
11060 - Elevator Operator	12.18
11090 - Gardener	16.30
11122 - Housekeeping Aide	13.55
11150 - Janitor	14.76
11210 - Laborer, Grounds Maintenance	14.25
11240 - Maid or Houseman	9.29
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	15.02
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.02
12015 - Certified Physical Therapist Assistant	21.80
12020 - Dental Assistant	15.29
12025 - Dental Hygienist	30.22
12030 - EKG Technician	21.46
12035 - Electroneurodiagnostic Technologist	21.46
12040 - Emergency Medical Technician	15.02
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	15.98
12160 - Medical Record Clerk	13.42
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	15.28
12210 - Nuclear Medicine Technologist	30.14
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.32

12235 - Optical Dispenser		15.82
12236 - Optical Technician		14.78
12250 - Pharmacy Technician		13.51
12280 - Phlebotomist		13.32
12305 - Radiologic Technologist		23.32
12311 - Registered Nurse I		22.64
12312 - Registered Nurse II		27.68
12313 - Registered Nurse II, Specialist		27.68
12314 - Registered Nurse III		33.49
12315 - Registered Nurse III, Anesthetist		33.49
12316 - Registered Nurse IV		40.14
12317 - Scheduler (Drug and Alcohol Testing)		22.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		22.55
13042 - Illustrator II		27.93
13043 - Illustrator III		34.16
13047 - Librarian		28.17
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		16.02
13061 - Media Specialist I		17.55
13062 - Media Specialist II		19.62
13063 - Media Specialist III		21.89
13071 - Photographer I		15.95
13072 - Photographer II		17.84
13073 - Photographer III		22.11
13074 - Photographer IV		27.04
13075 - Photographer V		32.71
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.79
14042 - Computer Operator II		18.79
14043 - Computer Operator III		20.95
14044 - Computer Operator IV		23.28
14045 - Computer Operator V		25.78
14071 - Computer Programmer I		25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		27.59
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		22.43
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.10
15110 - Test Proctor		16.95
15120 - Tutor		16.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13

16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.45
19040 - Tool And Die Maker	23.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.46
21030 - Material Coordinator	21.29
21040 - Material Expediter	21.29
21050 - Material Handling Laborer	17.65
21071 - Order Filler	13.18
21080 - Production Line Worker (Food Processing)	16.46
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	14.85
21150 - Stock Clerk	18.71
21210 - Tools And Parts Attendant	16.46
21410 - Warehouse Specialist	16.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.07
23021 - Aircraft Mechanic I	23.23
23022 - Aircraft Mechanic II	24.07
23023 - Aircraft Mechanic III	25.27
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft, Painter	23.47
23060 - Aircraft Servicer	20.70
23080 - Aircraft Worker	21.55
23110 - Appliance Mechanic	18.83
23120 - Bicycle Repairer	15.24
23125 - Cable Splicer	25.32
23130 - Carpenter, Maintenance	20.58
23140 - Carpet Layer	20.60
23160 - Electrician, Maintenance	25.95
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	24.82
23260 - Fabric Worker	19.14
23290 - Fire Alarm System Mechanic	20.63
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System Mechanic	24.28
23312 - Fuel Distribution System Operator	20.06
23370 - General Maintenance Worker	17.14
23380 - Ground Support Equipment Mechanic	23.23
23381 - Ground Support Equipment Servicer	20.70
23382 - Ground Support Equipment Worker	21.55
23391 - Gunsmith I	18.05
23392 - Gunsmith II	20.13
23393 - Gunsmith III	21.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.72
23430 - Heavy Equipment Mechanic	20.69
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	22.70
23465 - Laboratory/Shelter Mechanic	21.07

23470 - Laborer	15.39
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	24.82
23550 - Machinist, Maintenance	19.00
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	22.70
23592 - Metrology Technician II	23.52
23593 - Metrology Technician III	24.37
23640 - Millwright	28.07
23710 - Office Appliance Repairer	20.23
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	23.71
23810 - Plumber, Maintenance	21.57
23820 - Pneudraulic Systems Mechanic	21.84
23850 - Rigger	21.84
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker, Maintenance	21.38
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	24.99
23960 - Welder, Combination, Maintenance	18.58
23965 - Well Driller	22.74
23970 - Woodcraft Worker	17.33
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.06
24620 - Family Readiness And Support Services Coordinator	13.67
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	18.39
25210 - Water Treatment Plant Operator	22.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	22.55
27101 - Guard I	13.11
27102 - Guard II	17.82
27131 - Police Officer I	25.19
27132 - Police Officer II	27.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.98
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Equpment Worker	11.15
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	19.14
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.30

29020 - Hatch Tender		23.30
29030 - Line Handler		23.30
29041 - Stevedore I		22.18
29042 - Stevedore II		24.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	36.43
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.12
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.66
30021 - Archeological Technician I		18.39
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30063 - Drafter/CAD Operator III		22.94
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.13
30083 - Engineering Technician III		20.55
30084 - Engineering Technician IV		23.74
30085 - Engineering Technician V		29.04
30086 - Engineering Technician VI		35.13
30090 - Environmental Technician		20.32
30210 - Laboratory Technician		19.48
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		19.22
30362 - Paralegal/Legal Assistant II		23.81
30363 - Paralegal/Legal Assistant III		31.43
30364 - Paralegal/Legal Assistant IV		37.70
30390 - Photo-Optics Technician		25.49
30461 - Technical Writer I		24.05
30462 - Technical Writer II		29.40
30463 - Technical Writer III		35.57
30491 - Unexploded Ordnance (UXO) Technician I		23.15
30492 - Unexploded Ordnance (UXO) Technician II		28.01
30493 - Unexploded Ordnance (UXO) Technician III		33.57
30494 - Unexploded (UXO) Safety Escort		23.15
30495 - Unexploded (UXO) Sweep Personnel		23.15
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.94
30621 - Weather Observer, Senior	(see 2)	23.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.33
31030 - Bus Driver		17.79
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		18.11
31310 - Taxi Driver		11.56
31361 - Truckdriver, Light		18.11
31362 - Truckdriver, Medium		18.43
31363 - Truckdriver, Heavy		19.35
31364 - Truckdriver, Tractor-Trailer		19.35
99000 - Miscellaneous Occupations		
99030 - Cashier		9.87
99050 - Desk Clerk		10.05
99095 - Embalmer		28.53
99251 - Laboratory Animal Caretaker I		10.77
99252 - Laboratory Animal Caretaker II		11.46
99310 - Mortician		34.47
99410 - Pest Controller		16.18
99510 - Photofinishing Worker		13.48
99710 - Recycling Laborer		17.59

99711 - Recycling Specialist	20.18
99730 - Refuse Collector	16.30
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.64
99842 - Vending Machine Repairer Helper	14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2420 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		21.19
01040 - Court Reporter		19.34
01051 - Data Entry Operator I		11.01
01052 - Data Entry Operator II		11.73
01060 - Dispatcher, Motor Vehicle		17.40
01070 - Document Preparation Clerk		12.79
01090 - Duplicating Machine Operator		12.79
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.12

01191 - Order Clerk I	13.34
01192 - Order Clerk II	15.05
01261 - Personnel Assistant (Employment) I	15.68
01262 - Personnel Assistant (Employment) II	17.54
01263 - Personnel Assistant (Employment) III	19.56
01270 - Production Control Clerk	18.81
01280 - Receptionist	12.06
01290 - Rental Clerk	14.69
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	16.58
01410 - Supply Technician	21.21
01420 - Survey Worker	17.54
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	13.96
01612 - Word Processor II	15.68
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.82
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	18.33
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	11.61
07042 - Cook II	12.54
07070 - Dishwasher	8.83
07130 - Food Service Worker	9.71
07210 - Meat Cutter	13.96
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	14.20
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	16.28
09110 - Furniture Repairer, Minor	18.11
09130 - Upholsterer	20.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.36
11060 - Elevator Operator	12.18
11090 - Gardener	16.30
11122 - Housekeeping Aide	13.55
11150 - Janitor	14.76
11210 - Laborer, Grounds Maintenance	14.25
11240 - Maid or Houseman	9.29
11260 - Pruner	13.74
11270 - Tractor Operator	15.71
11330 - Trail Maintenance Worker	14.25

11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	15.02
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.02
12015 - Certified Physical Therapist Assistant	21.80
12020 - Dental Assistant	15.29
12025 - Dental Hygienist	30.22
12030 - EKG Technician	21.46
12035 - Electroneurodiagnostic Technologist	21.46
12040 - Emergency Medical Technician	15.02
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	15.98
12160 - Medical Record Clerk	13.42
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	15.28
12210 - Nuclear Medicine Technologist	30.14
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.32
12235 - Optical Dispenser	15.82
12236 - Optical Technician	14.78
12250 - Pharmacy Technician	13.51
12280 - Phlebotomist	13.32
12305 - Radiologic Technologist	23.32
12311 - Registered Nurse I	22.64
12312 - Registered Nurse II	27.68
12313 - Registered Nurse II, Specialist	27.68
12314 - Registered Nurse III	33.49
12315 - Registered Nurse III, Anesthetist	33.49
12316 - Registered Nurse IV	40.14
12317 - Scheduler (Drug and Alcohol Testing)	22.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.15
13012 - Exhibits Specialist II	24.96
13013 - Exhibits Specialist III	30.53
13041 - Illustrator I	22.55
13042 - Illustrator II	27.93
13043 - Illustrator III	34.16
13047 - Librarian	28.17
13050 - Library Aide/Clerk	12.35
13054 - Library Information Technology Systems Administrator	24.18
13058 - Library Technician	16.02
13061 - Media Specialist I	17.55
13062 - Media Specialist II	19.62
13063 - Media Specialist III	21.89
13071 - Photographer I	15.95
13072 - Photographer II	17.84
13073 - Photographer III	22.11
13074 - Photographer IV	27.04
13075 - Photographer V	32.71
13110 - Video Teleconference Technician	18.20
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.79
14042 - Computer Operator II	18.79
14043 - Computer Operator III	20.95
14044 - Computer Operator IV	23.28
14045 - Computer Operator V	25.78

14071 - Computer Programmer I		25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.79
14160 - Personal Computer Support Technician		23.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		42.16
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		27.59
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		22.43
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.10
15110 - Test Proctor		16.95
15120 - Tutor		16.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.45
19040 - Tool And Die Maker		23.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.46
21030 - Material Coordinator		21.29
21040 - Material Expediter		21.29
21050 - Material Handling Laborer		17.65
21071 - Order Filler		13.18
21080 - Production Line Worker (Food Processing)		16.46
21110 - Shipping Packer		14.51
21130 - Shipping/Receiving Clerk		14.51
21140 - Store Worker I		14.85
21150 - Stock Clerk		18.71
21210 - Tools And Parts Attendant		16.46
21410 - Warehouse Specialist		16.46
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.07
23021 - Aircraft Mechanic I		23.23
23022 - Aircraft Mechanic II		24.07
23023 - Aircraft Mechanic III		25.27
23040 - Aircraft Mechanic Helper		18.62
23050 - Aircraft, Painter		23.47
23060 - Aircraft Servicer		20.70
23080 - Aircraft Worker		21.55
23110 - Appliance Mechanic		18.83
23120 - Bicycle Repairer		15.24
23125 - Cable Splicer		25.32
23130 - Carpenter, Maintenance		20.58
23140 - Carpet Layer		20.60

23160 - Electrician, Maintenance	25.95
23181 - Electronics Technician Maintenance I	22.87
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	24.82
23260 - Fabric Worker	19.14
23290 - Fire Alarm System Mechanic	20.63
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System Mechanic	24.28
23312 - Fuel Distribution System Operator	20.06
23370 - General Maintenance Worker	17.14
23380 - Ground Support Equipment Mechanic	23.23
23381 - Ground Support Equipment Servicer	20.70
23382 - Ground Support Equipment Worker	21.55
23391 - Gunsmith I	18.05
23392 - Gunsmith II	20.13
23393 - Gunsmith III	21.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.72
23430 - Heavy Equipment Mechanic	20.69
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	22.70
23465 - Laboratory/Shelter Mechanic	21.07
23470 - Laborer	15.39
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	24.82
23550 - Machinist, Maintenance	19.00
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	22.70
23592 - Metrology Technician II	23.52
23593 - Metrology Technician III	24.37
23640 - Millwright	28.07
23710 - Office Appliance Repairer	20.23
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	23.71
23810 - Plumber, Maintenance	21.57
23820 - Pneudraulic Systems Mechanic	21.84
23850 - Rigger	21.84
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker, Maintenance	21.38
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	25.05
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	24.99
23960 - Welder, Combination, Maintenance	18.58
23965 - Well Driller	22.74
23970 - Woodcraft Worker	17.33
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.06
24620 - Family Readiness And Support Services Coordinator	13.67
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	18.39
25210 - Water Treatment Plant Operator	22.32
27000 - Protective Service Occupations	

27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	22.55
27101 - Guard I	13.11
27102 - Guard II	17.82
27131 - Police Officer I	25.19
27132 - Police Officer II	27.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.98
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Equpment Worker	11.15
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	19.14
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.30
29020 - Hatch Tender	23.30
29030 - Line Handler	23.30
29041 - Stevedore I	22.18
29042 - Stevedore II	24.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.12
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.66
30021 - Archeological Technician I	18.39
30022 - Archeological Technician II	20.58
30023 - Archeological Technician III	25.49
30030 - Cartographic Technician	25.49
30040 - Civil Engineering Technician	22.23
30061 - Drafter/CAD Operator I	18.39
30062 - Drafter/CAD Operator II	20.58
30063 - Drafter/CAD Operator III	22.94
30064 - Drafter/CAD Operator IV	29.65
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30493 - Unexploded Ordnance (UXO) Technician III	33.57
30494 - Unexploded (UXO) Safety Escort	23.15
30495 - Unexploded (UXO) Sweep Personnel	23.15

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.94
30621 - Weather Observer, Senior	(see 2)	23.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.33
31030 - Bus Driver		17.79
31043 - Driver Courier		17.02
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		18.11
31310 - Taxi Driver		11.56
31361 - Truckdriver, Light		18.11
31362 - Truckdriver, Medium		18.43
31363 - Truckdriver, Heavy		19.35
31364 - Truckdriver, Tractor-Trailer		19.35
99000 - Miscellaneous Occupations		
99030 - Cashier		9.87
99050 - Desk Clerk		10.05
99095 - Embalmer		28.53
99251 - Laboratory Animal Caretaker I		10.77
99252 - Laboratory Animal Caretaker II		11.46
99310 - Mortician		34.47
99410 - Pest Controller		16.18
99510 - Photofinishing Worker		13.48
99710 - Recycling Laborer		17.59
99711 - Recycling Specialist		20.18
99730 - Refuse Collector		16.30
99810 - Sales Clerk		12.05
99820 - School Crossing Guard		12.93
99830 - Survey Party Chief		26.04
99831 - Surveying Aide		13.38
99832 - Surveying Technician		20.48
99840 - Vending Machine Attendant		14.77
99841 - Vending Machine Repairer		16.64
99842 - Vending Machine Repairer Helper		14.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2421 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.18
01012 - Accounting Clerk II		13.68
01013 - Accounting Clerk III		15.30
01020 - Administrative Assistant		17.12
01040 - Court Reporter		15.24
01051 - Data Entry Operator I		11.09
01052 - Data Entry Operator II		12.11
01060 - Dispatcher, Motor Vehicle		16.86
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.15
01111 - General Clerk I		11.30
01112 - General Clerk II		12.34
01113 - General Clerk III		13.85
01120 - Housing Referral Assistant		18.35
01141 - Messenger Courier		10.78
01191 - Order Clerk I		11.00
01192 - Order Clerk II		12.22
01261 - Personnel Assistant (Employment) I		13.10
01262 - Personnel Assistant (Employment) II		14.65
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		21.22
01280 - Receptionist		11.32
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		13.63
01311 - Secretary I		13.63
01312 - Secretary II		15.24
01313 - Secretary III		18.35
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		17.12
01420 - Survey Worker		15.24
01531 - Travel Clerk I		12.60
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.25
01611 - Word Processor I		12.57
01612 - Word Processor II		13.95
01613 - Word Processor III		15.52
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.85
05010 - Automotive Electrician		20.78
05040 - Automotive Glass Installer		20.09
05070 - Automotive Worker		20.09
05110 - Mobile Equipment Servicer		18.71
05130 - Motor Equipment Metal Mechanic		21.44
05160 - Motor Equipment Metal Worker		19.99
05190 - Motor Vehicle Mechanic		21.85
05220 - Motor Vehicle Mechanic Helper		17.98
05250 - Motor Vehicle Upholstery Worker		19.36
05280 - Motor Vehicle Wrecker		20.09
05310 - Painter, Automotive		20.78
05340 - Radiator Repair Specialist		20.09
05370 - Tire Repairer		16.74
05400 - Transmission Repair Specialist		21.44
07000 - Food Preparation And Service Occupations		

07010 - Baker	13.21
07041 - Cook I	11.69
07042 - Cook II	13.21
07070 - Dishwasher	9.16
07130 - Food Service Worker	9.16
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.18
11060 - Elevator Operator	11.58
11090 - Gardener	13.72
11122 - Housekeeping Aide	11.53
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	9.26
11260 - Pruner	9.68
11270 - Tractor Operator	13.72
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	12.98
12000 - Health Occupations	
12010 - Ambulance Driver	16.45
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	21.35
12020 - Dental Assistant	13.35
12025 - Dental Hygienist	26.03
12030 - EKG Technician	24.26
12035 - Electroneurodiagnostic Technologist	24.26
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.05
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.77
12100 - Medical Assistant	13.75
12130 - Medical Laboratory Technician	16.45
12160 - Medical Record Clerk	12.76
12190 - Medical Record Technician	14.33
12195 - Medical Transcriptionist	13.79
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.47
12223 - Nursing Assistant III	11.42
12224 - Nursing Assistant IV	12.82
12235 - Optical Dispenser	15.22
12236 - Optical Technician	15.05
12250 - Pharmacy Technician	14.19
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	21.78
12312 - Registered Nurse II	26.65
12313 - Registered Nurse II, Specialist	26.65
12314 - Registered Nurse III	32.24
12315 - Registered Nurse III, Anesthetist	32.24
12316 - Registered Nurse IV	38.63
12317 - Scheduler (Drug and Alcohol Testing)	19.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.23

13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.55
13071 - Photographer I		13.24
13072 - Photographer II		16.58
13073 - Photographer III		20.55
13074 - Photographer IV		22.54
13075 - Photographer V		27.36
13110 - Video Teleconference Technician		16.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.87
14071 - Computer Programmer I		22.07
14072 - Computer Programmer II		27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		24.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.04
15020 - Aircrew Training Devices Instructor (Rated)		33.34
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		30.44
15070 - Flight Instructor (Pilot)		37.76
15080 - Graphic Artist		25.74
15090 - Technical Instructor		21.55
15095 - Technical Instructor/Course Developer		26.36
15110 - Test Proctor		17.39
15120 - Tutor		17.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.87
16030 - Counter Attendant		8.87
16040 - Dry Cleaner		11.25
16070 - Finisher, Flatwork, Machine		8.87
16090 - Presser, Hand		8.87
16110 - Presser, Machine, Drycleaning		8.87
16130 - Presser, Machine, Shirts		8.87
16160 - Presser, Machine, Wearing Apparel, Laundry		8.87
16190 - Sewing Machine Operator		12.05
16220 - Tailor		12.83
16250 - Washer, Machine		9.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.57
19040 - Tool And Die Maker		24.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96

21030 - Material Coordinator	21.22
21040 - Material Expediter	21.22
21050 - Material Handling Laborer	12.20
21071 - Order Filler	11.49
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	13.07
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.76
23021 - Aircraft Mechanic I	22.00
23022 - Aircraft Mechanic II	22.76
23023 - Aircraft Mechanic III	23.60
23040 - Aircraft Mechanic Helper	17.89
23050 - Aircraft, Painter	21.32
23060 - Aircraft Servicer	19.26
23080 - Aircraft Worker	20.25
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	16.74
23125 - Cable Splicer	22.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.25
23160 - Electrician, Maintenance	23.93
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.32
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.20
23290 - Fire Alarm System Mechanic	22.00
23310 - Fire Extinguisher Repairer	17.92
23311 - Fuel Distribution System Mechanic	22.09
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	18.53
23380 - Ground Support Equipment Mechanic	22.00
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.25
23391 - Gunsmith I	17.92
23392 - Gunsmith II	20.25
23393 - Gunsmith III	22.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	22.00
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	22.00
23465 - Laboratory/Shelter Mechanic	21.32
23470 - Laborer	13.59
23510 - Locksmith	20.67
23530 - Machinery Maintenance Mechanic	28.00
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	16.94
23591 - Metrology Technician I	22.00
23592 - Metrology Technician II	22.76
23593 - Metrology Technician III	23.60
23640 - Millwright	22.54
23710 - Office Appliance Repairer	21.18
23760 - Painter, Maintenance	21.18
23790 - Pipefitter, Maintenance	23.91
23810 - Plumber, Maintenance	23.17
23820 - Pneudraulic Systems Mechanic	22.00

23850 - Rigger	22.00
23870 - Scale Mechanic	18.61
23890 - Sheet-Metal Worker, Maintenance	24.04
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic I	22.00
23932 - Telecommunications Mechanic II	22.76
23950 - Telephone Lineman	20.14
23960 - Welder, Combination, Maintenance	19.86
23965 - Well Driller	22.00
23970 - Woodcraft Worker	22.00
23980 - Woodworker	17.92
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	9.23
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	14.58
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	20.53
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	17.16
25210 - Water Treatment Plant Operator	20.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.58
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.10
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	20.62
27070 - Firefighter	18.69
27101 - Guard I	12.56
27102 - Guard II	15.58
27131 - Police Officer I	19.71
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.16
28210 - Gate Attendant/Gate Tender	13.51
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	16.01
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.25
29020 - Hatch Tender	20.25
29030 - Line Handler	20.25
29041 - Stevedore I	19.20
29042 - Stevedore II	22.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.16
30022 - Archeological Technician II	18.20
30023 - Archeological Technician III	22.48
30030 - Cartographic Technician	21.39
30040 - Civil Engineering Technician	22.33
30061 - Drafter/CAD Operator I	15.16

30062 - Drafter/CAD Operator II		17.80
30063 - Drafter/CAD Operator III		19.84
30064 - Drafter/CAD Operator IV		22.48
30081 - Engineering Technician I		13.81
30082 - Engineering Technician II		15.50
30083 - Engineering Technician III		18.47
30084 - Engineering Technician IV		23.08
30085 - Engineering Technician V		26.28
30086 - Engineering Technician VI		31.80
30090 - Environmental Technician		21.98
30210 - Laboratory Technician		22.89
30240 - Mathematical Technician		22.61
30361 - Paralegal/Legal Assistant I		16.14
30362 - Paralegal/Legal Assistant II		19.99
30363 - Paralegal/Legal Assistant III		24.46
30364 - Paralegal/Legal Assistant IV		29.59
30390 - Photo-Optics Technician		21.39
30461 - Technical Writer I		21.01
30462 - Technical Writer II		25.70
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.84
30621 - Weather Observer, Senior	(see 2)	20.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.77
31030 - Bus Driver		14.70
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		9.42
31290 - Shuttle Bus Driver		13.19
31310 - Taxi Driver		12.62
31361 - Truckdriver, Light		13.19
31362 - Truckdriver, Medium		13.64
31363 - Truckdriver, Heavy		18.32
31364 - Truckdriver, Tractor-Trailer		18.32
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94
99050 - Desk Clerk		9.56
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		17.58
99252 - Laboratory Animal Caretaker II		18.92
99310 - Mortician		22.74
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.65
99711 - Recycling Specialist		18.88
99730 - Refuse Collector		14.53
99810 - Sales Clerk		11.22
99820 - School Crossing Guard		14.53
99830 - Survey Party Chief		21.02
99831 - Surveying Aide		11.08
99832 - Surveying Technician		15.19
99840 - Vending Machine Attendant		14.49
99841 - Vending Machine Repairer		19.44
99842 - Vending Machine Repairer Helper		14.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2422 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.18
01012 - Accounting Clerk II		13.68
01013 - Accounting Clerk III		15.30
01020 - Administrative Assistant		17.12
01040 - Court Reporter		15.24
01051 - Data Entry Operator I		11.09
01052 - Data Entry Operator II		12.11
01060 - Dispatcher, Motor Vehicle		16.86
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.15
01111 - General Clerk I		11.30
01112 - General Clerk II		12.34
01113 - General Clerk III		13.85
01120 - Housing Referral Assistant		18.35
01141 - Messenger Courier		10.78
01191 - Order Clerk I		11.00
01192 - Order Clerk II		12.22
01261 - Personnel Assistant (Employment) I		13.10
01262 - Personnel Assistant (Employment) II		14.65
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		21.22
01280 - Receptionist		11.32
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		13.63
01311 - Secretary I		13.63
01312 - Secretary II		15.24
01313 - Secretary III		18.35
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		17.12
01420 - Survey Worker		15.24
01531 - Travel Clerk I		12.60

01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.25
01611 - Word Processor I	12.57
01612 - Word Processor II	13.95
01613 - Word Processor III	15.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.85
05010 - Automotive Electrician	20.78
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.71
05130 - Motor Equipment Metal Mechanic	21.44
05160 - Motor Equipment Metal Worker	19.99
05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	20.78
05340 - Radiator Repair Specialist	20.09
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	21.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	11.69
07042 - Cook II	13.21
07070 - Dishwasher	9.16
07130 - Food Service Worker	9.16
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.18
11060 - Elevator Operator	11.58
11090 - Gardener	13.72
11122 - Housekeeping Aide	11.53
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	9.26
11260 - Pruner	9.68
11270 - Tractor Operator	13.72
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	12.98
12000 - Health Occupations	
12010 - Ambulance Driver	16.45
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	22.56
12015 - Certified Physical Therapist Assistant	21.35
12020 - Dental Assistant	13.35
12025 - Dental Hygienist	26.03
12030 - EKG Technician	24.26
12035 - Electroneurodiagnostic Technologist	24.26
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.05
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.77
12100 - Medical Assistant	13.75
12130 - Medical Laboratory Technician	16.45

12160 - Medical Record Clerk		12.76
12190 - Medical Record Technician		14.33
12195 - Medical Transcriptionist		13.79
12210 - Nuclear Medicine Technologist		34.34
12221 - Nursing Assistant I		9.31
12222 - Nursing Assistant II		10.47
12223 - Nursing Assistant III		11.42
12224 - Nursing Assistant IV		12.82
12235 - Optical Dispenser		15.22
12236 - Optical Technician		15.05
12250 - Pharmacy Technician		14.19
12280 - Phlebotomist		13.71
12305 - Radiologic Technologist		24.54
12311 - Registered Nurse I		21.78
12312 - Registered Nurse II		26.65
12313 - Registered Nurse II, Specialist		26.65
12314 - Registered Nurse III		32.24
12315 - Registered Nurse III, Anesthetist		32.24
12316 - Registered Nurse IV		38.63
12317 - Scheduler (Drug and Alcohol Testing)		19.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.23
13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.55
13071 - Photographer I		13.24
13072 - Photographer II		16.58
13073 - Photographer III		20.55
13074 - Photographer IV		22.54
13075 - Photographer V		27.36
13110 - Video Teleconference Technician		16.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.87
14071 - Computer Programmer I		22.07
14072 - Computer Programmer II		27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70
14160 - Personal Computer Support Technician		24.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.04
15020 - Aircrew Training Devices Instructor (Rated)		33.34
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		30.44
15070 - Flight Instructor (Pilot)		37.76

15080 - Graphic Artist	25.74
15090 - Technical Instructor	21.55
15095 - Technical Instructor/Course Developer	26.36
15110 - Test Proctor	17.39
15120 - Tutor	17.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.87
16030 - Counter Attendant	8.87
16040 - Dry Cleaner	11.25
16070 - Finisher, Flatwork, Machine	8.87
16090 - Presser, Hand	8.87
16110 - Presser, Machine, Drycleaning	8.87
16130 - Presser, Machine, Shirts	8.87
16160 - Presser, Machine, Wearing Apparel, Laundry	8.87
16190 - Sewing Machine Operator	12.05
16220 - Tailor	12.83
16250 - Washer, Machine	9.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	24.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	21.22
21040 - Material Expediter	21.22
21050 - Material Handling Laborer	12.20
21071 - Order Filler	11.49
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	13.07
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.76
23021 - Aircraft Mechanic I	22.00
23022 - Aircraft Mechanic II	22.76
23023 - Aircraft Mechanic III	23.60
23040 - Aircraft Mechanic Helper	17.89
23050 - Aircraft, Painter	21.32
23060 - Aircraft Servicer	19.26
23080 - Aircraft Worker	20.25
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	16.74
23125 - Cable Splicer	22.00
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.25
23160 - Electrician, Maintenance	23.93
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.32
23183 - Electronics Technician Maintenance III	22.00
23260 - Fabric Worker	19.20
23290 - Fire Alarm System Mechanic	22.00
23310 - Fire Extinguisher Repairer	17.92
23311 - Fuel Distribution System Mechanic	22.09
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	18.53
23380 - Ground Support Equipment Mechanic	22.00
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.25
23391 - Gunsmith I	17.92
23392 - Gunsmith II	20.25
23393 - Gunsmith III	22.00

23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	22.00
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	22.00
23465 - Laboratory/Shelter Mechanic	21.32
23470 - Laborer	13.59
23510 - Locksmith	20.67
23530 - Machinery Maintenance Mechanic	28.00
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	16.94
23591 - Metrology Technician I	22.00
23592 - Metrology Technician II	22.76
23593 - Metrology Technician III	23.60
23640 - Millwright	22.54
23710 - Office Appliance Repairer	21.18
23760 - Painter, Maintenance	21.18
23790 - Pipefitter, Maintenance	23.91
23810 - Plumber, Maintenance	23.17
23820 - Pneudraulic Systems Mechanic	22.00
23850 - Rigger	22.00
23870 - Scale Mechanic	18.61
23890 - Sheet-Metal Worker, Maintenance	24.04
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic I	22.00
23932 - Telecommunications Mechanic II	22.76
23950 - Telephone Lineman	20.14
23960 - Welder, Combination, Maintenance	19.86
23965 - Well Driller	22.00
23970 - Woodcraft Worker	22.00
23980 - Woodworker	17.92
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	9.23
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	14.58
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	20.53
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	17.16
25210 - Water Treatment Plant Operator	20.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.58
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.10
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	20.62
27070 - Firefighter	18.69
27101 - Guard I	12.56
27102 - Guard II	15.58
27131 - Police Officer I	19.71
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.44
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.16
28210 - Gate Attendant/Gate Tender	13.51

28310 - Lifeguard		12.03
28350 - Park Attendant (Aide)		15.11
28510 - Recreation Aide/Health Facility Attendant		11.03
28515 - Recreation Specialist		16.01
28630 - Sports Official		12.03
28690 - Swimming Pool Operator		15.75
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.25
29020 - Hatch Tender		20.25
29030 - Line Handler		20.25
29041 - Stevedore I		19.20
29042 - Stevedore II		22.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.16
30022 - Archeological Technician II		18.20
30023 - Archeological Technician III		22.48
30030 - Cartographic Technician		21.39
30040 - Civil Engineering Technician		22.33
30061 - Drafter/CAD Operator I		15.16
30062 - Drafter/CAD Operator II		17.80
30063 - Drafter/CAD Operator III		19.84
30064 - Drafter/CAD Operator IV		22.48
30081 - Engineering Technician I		13.81
30082 - Engineering Technician II		15.50
30083 - Engineering Technician III		18.47
30084 - Engineering Technician IV		23.08
30085 - Engineering Technician V		26.28
30086 - Engineering Technician VI		31.80
30090 - Environmental Technician		21.98
30210 - Laboratory Technician		22.89
30240 - Mathematical Technician		22.61
30361 - Paralegal/Legal Assistant I		16.14
30362 - Paralegal/Legal Assistant II		19.99
30363 - Paralegal/Legal Assistant III		24.46
30364 - Paralegal/Legal Assistant IV		29.59
30390 - Photo-Optics Technician		21.39
30461 - Technical Writer I		21.01
30462 - Technical Writer II		25.70
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.84
30621 - Weather Observer, Senior	(see 2)	20.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.77
31030 - Bus Driver		14.70
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		9.42
31290 - Shuttle Bus Driver		13.19
31310 - Taxi Driver		12.62
31361 - Truckdriver, Light		13.19
31362 - Truckdriver, Medium		13.64
31363 - Truckdriver, Heavy		18.32
31364 - Truckdriver, Tractor-Trailer		18.32
99000 - Miscellaneous Occupations		
99030 - Cashier		8.94

99050 - Desk Clerk	9.56
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.92
99310 - Mortician	22.74
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.65
99711 - Recycling Specialist	18.88
99730 - Refuse Collector	14.53
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	21.02
99831 - Surveying Aide	11.08
99832 - Surveying Technician	15.19
99840 - Vending Machine Attendant	14.49
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	14.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2423 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.91
01012 - Accounting Clerk II		12.56
01013 - Accounting Clerk III		14.03
01020 - Administrative Assistant		17.70
01040 - Court Reporter		18.49
01051 - Data Entry Operator I		11.47
01052 - Data Entry Operator II		12.52
01060 - Dispatcher, Motor Vehicle		17.05
01070 - Document Preparation Clerk		12.16
01090 - Duplicating Machine Operator		12.16
01111 - General Clerk I		10.42
01112 - General Clerk II		11.37
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		15.79
01141 - Messenger Courier		11.26
01191 - Order Clerk I		10.45
01192 - Order Clerk II		11.80
01261 - Personnel Assistant (Employment) I		12.96
01262 - Personnel Assistant (Employment) II		14.51
01263 - Personnel Assistant (Employment) III		16.17
01270 - Production Control Clerk		18.77
01280 - Receptionist		10.27
01290 - Rental Clerk		9.84
01300 - Scheduler, Maintenance		12.66
01311 - Secretary I		12.66
01312 - Secretary II		14.16
01313 - Secretary III		15.79
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		17.70
01420 - Survey Worker		11.21
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		11.21
01612 - Word Processor II		12.58
01613 - Word Processor III		14.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.26
05010 - Automotive Electrician		16.60
05040 - Automotive Glass Installer		15.87
05070 - Automotive Worker		15.87
05110 - Mobile Equipment Servicer		14.42
05130 - Motor Equipment Metal Mechanic		17.26
05160 - Motor Equipment Metal Worker		15.87
05190 - Motor Vehicle Mechanic		16.77
05220 - Motor Vehicle Mechanic Helper		14.33
05250 - Motor Vehicle Upholstery Worker		15.13
05280 - Motor Vehicle Wrecker		15.87
05310 - Painter, Automotive		16.60
05340 - Radiator Repair Specialist		15.87

05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.06
07041 - Cook I	14.66
07042 - Cook II	16.06
07070 - Dishwasher	11.31
07130 - Food Service Worker	11.31
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	12.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.18
09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	18.18
09090 - Furniture Refinisher Helper	14.06
09110 - Furniture Repairer, Minor	16.30
09130 - Upholsterer	18.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.17
11060 - Elevator Operator	11.17
11090 - Gardener	14.66
11122 - Housekeeping Aide	11.22
11150 - Janitor	11.22
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	10.04
11260 - Pruner	11.22
11270 - Tractor Operator	13.88
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.40
12000 - Health Occupations	
12010 - Ambulance Driver	13.53
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	21.21
12015 - Certified Physical Therapist Assistant	20.47
12020 - Dental Assistant	13.21
12025 - Dental Hygienist	27.52
12030 - EKG Technician	21.54
12035 - Electroneurodiagnostic Technologist	21.54
12040 - Emergency Medical Technician	13.53
12071 - Licensed Practical Nurse I	14.04
12072 - Licensed Practical Nurse II	15.71
12073 - Licensed Practical Nurse III	17.52
12100 - Medical Assistant	11.71
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	12.69
12190 - Medical Record Technician	14.19
12195 - Medical Transcriptionist	12.82
12210 - Nuclear Medicine Technologist	28.77
12221 - Nursing Assistant I	9.38
12222 - Nursing Assistant II	10.55
12223 - Nursing Assistant III	11.51
12224 - Nursing Assistant IV	12.92
12235 - Optical Dispenser	15.47
12236 - Optical Technician	14.04
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	12.92
12305 - Radiologic Technologist	22.87
12311 - Registered Nurse I	21.89
12312 - Registered Nurse II	26.78
12313 - Registered Nurse II, Specialist	26.78
12314 - Registered Nurse III	32.40
12315 - Registered Nurse III, Anesthetist	32.40
12316 - Registered Nurse IV	38.83

12317 - Scheduler (Drug and Alcohol Testing)		19.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.15
13012 - Exhibits Specialist II		21.25
13013 - Exhibits Specialist III		26.00
13041 - Illustrator I		17.15
13042 - Illustrator II		21.25
13043 - Illustrator III		26.00
13047 - Librarian		23.53
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		21.25
13058 - Library Technician		14.80
13061 - Media Specialist I		15.33
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.13
13071 - Photographer I		13.81
13072 - Photographer II		15.45
13073 - Photographer III		19.14
13074 - Photographer IV		22.69
13075 - Photographer V		26.46
13110 - Video Teleconference Technician		16.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		18.72
14043 - Computer Operator III		21.15
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.09
14071 - Computer Programmer I		21.74
14072 - Computer Programmer II		24.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.57
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		22.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.57
15020 - Aircrew Training Devices Instructor (Rated)		30.94
15030 - Air Crew Training Devices Instructor (Pilot)		36.53
15050 - Computer Based Training Specialist / Instructor		25.57
15060 - Educational Technologist		27.48
15070 - Flight Instructor (Pilot)		36.53
15080 - Graphic Artist		19.34
15090 - Technical Instructor		19.32
15095 - Technical Instructor/Course Developer		23.64
15110 - Test Proctor		15.60
15120 - Tutor		15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13
16130 - Presser, Machine, Shirts		9.13
16160 - Presser, Machine, Wearing Apparel, Laundry		9.13
16190 - Sewing Machine Operator		12.37
16220 - Tailor		13.18
16250 - Washer, Machine		9.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.98

19040 - Tool And Die Maker	21.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.69
21030 - Material Coordinator	18.77
21040 - Material Expediter	18.77
21050 - Material Handling Laborer	12.13
21071 - Order Filler	12.45
21080 - Production Line Worker (Food Processing)	13.69
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	13.86
21140 - Store Worker I	12.08
21150 - Stock Clerk	16.41
21210 - Tools And Parts Attendant	13.69
21410 - Warehouse Specialist	13.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.63
23021 - Aircraft Mechanic I	19.80
23022 - Aircraft Mechanic II	20.63
23023 - Aircraft Mechanic III	21.49
23040 - Aircraft Mechanic Helper	15.72
23050 - Aircraft, Painter	18.91
23060 - Aircraft Servicer	17.36
23080 - Aircraft Worker	18.20
23110 - Appliance Mechanic	18.69
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	26.73
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	18.58
23160 - Electrician, Maintenance	23.78
23181 - Electronics Technician Maintenance I	21.12
23182 - Electronics Technician Maintenance II	23.33
23183 - Electronics Technician Maintenance III	24.78
23260 - Fabric Worker	16.61
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.64
23312 - Fuel Distribution System Operator	15.77
23370 - General Maintenance Worker	14.33
23380 - Ground Support Equipment Mechanic	19.80
23381 - Ground Support Equipment Servicer	17.36
23382 - Ground Support Equipment Worker	18.20
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.78
23393 - Gunsmith III	19.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.18
23430 - Heavy Equipment Mechanic	17.77
23440 - Heavy Equipment Operator	21.57
23460 - Instrument Mechanic	22.10
23465 - Laboratory/Shelter Mechanic	18.92
23470 - Laborer	12.23
23510 - Locksmith	18.18
23530 - Machinery Maintenance Mechanic	20.36
23550 - Machinist, Maintenance	19.47
23580 - Maintenance Trades Helper	14.77
23591 - Metrology Technician I	22.10
23592 - Metrology Technician II	22.94
23593 - Metrology Technician III	23.78
23640 - Millwright	22.14
23710 - Office Appliance Repairer	18.54
23760 - Painter, Maintenance	18.56

23790 - Pipefitter, Maintenance	21.00
23810 - Plumber, Maintenance	20.25
23820 - Pneudraulic Systems Mechanic	19.80
23850 - Rigger	19.80
23870 - Scale Mechanic	17.78
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	17.38
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.36
23950 - Telephone Lineman	23.30
23960 - Welder, Combination, Maintenance	17.64
23965 - Well Driller	19.58
23970 - Woodcraft Worker	19.80
23980 - Woodworker	15.48
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.66
24610 - Chore Aide	10.29
24620 - Family Readiness And Support Services Coordinator	11.03
24630 - Homemaker	12.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.95
25040 - Sewage Plant Operator	18.18
25070 - Stationary Engineer	24.95
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	18.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.22
27007 - Baggage Inspector	10.64
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.63
27030 - Detection Dog Handler	11.92
27040 - Detention Officer	18.93
27070 - Firefighter	17.41
27101 - Guard I	10.64
27102 - Guard II	11.92
27131 - Police Officer I	18.22
27132 - Police Officer II	20.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.75
28042 - Carnival Equipment Repairer	15.58
28043 - Carnival Equpment Worker	12.01
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.11
29020 - Hatch Tender	17.11
29030 - Line Handler	17.11
29041 - Stevedore I	16.36
29042 - Stevedore II	18.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.51
30022 - Archeological Technician II	18.47
30023 - Archeological Technician III	22.89

30030 - Cartographic Technician		22.89
30040 - Civil Engineering Technician		20.48
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.47
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		15.58
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.23
30084 - Engineering Technician IV		25.29
30085 - Engineering Technician V		30.93
30086 - Engineering Technician VI		37.42
30090 - Environmental Technician		19.29
30210 - Laboratory Technician		19.26
30240 - Mathematical Technician		22.71
30361 - Paralegal/Legal Assistant I		17.74
30362 - Paralegal/Legal Assistant II		21.96
30363 - Paralegal/Legal Assistant III		26.89
30364 - Paralegal/Legal Assistant IV		32.54
30390 - Photo-Optics Technician		22.89
30461 - Technical Writer I		22.89
30462 - Technical Writer II		28.00
30463 - Technical Writer III		33.03
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.60
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.50
31030 - Bus Driver		13.37
31043 - Driver Courier		11.80
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		12.76
31310 - Taxi Driver		9.17
31361 - Truckdriver, Light		12.76
31362 - Truckdriver, Medium		15.11
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		7.99
99050 - Desk Clerk		10.14
99095 - Embalmer		22.41
99251 - Laboratory Animal Caretaker I		13.20
99252 - Laboratory Animal Caretaker II		13.86
99310 - Mortician		27.93
99410 - Pest Controller		15.46
99510 - Photofinishing Worker		10.96
99710 - Recycling Laborer		13.94
99711 - Recycling Specialist		16.92
99730 - Refuse Collector		12.73
99810 - Sales Clerk		10.31
99820 - School Crossing Guard		11.31
99830 - Survey Party Chief		17.79
99831 - Surveying Aide		11.78
99832 - Surveying Technician		16.17
99840 - Vending Machine Attendant		13.88
99841 - Vending Machine Repairer		16.06
99842 - Vending Machine Repairer Helper		13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2424 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.91
01012 - Accounting Clerk II		12.56
01013 - Accounting Clerk III		14.03
01020 - Administrative Assistant		17.70
01040 - Court Reporter		18.49
01051 - Data Entry Operator I		11.47
01052 - Data Entry Operator II		12.52
01060 - Dispatcher, Motor Vehicle		17.05
01070 - Document Preparation Clerk		12.16
01090 - Duplicating Machine Operator		12.16
01111 - General Clerk I		10.42
01112 - General Clerk II		11.37
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		15.79
01141 - Messenger Courier		11.26
01191 - Order Clerk I		10.45
01192 - Order Clerk II		11.80
01261 - Personnel Assistant (Employment) I		12.96
01262 - Personnel Assistant (Employment) II		14.51
01263 - Personnel Assistant (Employment) III		16.17
01270 - Production Control Clerk		18.77
01280 - Receptionist		10.27
01290 - Rental Clerk		9.84
01300 - Scheduler, Maintenance		12.66
01311 - Secretary I		12.66
01312 - Secretary II		14.16
01313 - Secretary III		15.79

01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	17.70
01420 - Survey Worker	11.21
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	11.21
01612 - Word Processor II	12.58
01613 - Word Processor III	14.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.26
05010 - Automotive Electrician	16.60
05040 - Automotive Glass Installer	15.87
05070 - Automotive Worker	15.87
05110 - Mobile Equipment Servicer	14.42
05130 - Motor Equipment Metal Mechanic	17.26
05160 - Motor Equipment Metal Worker	15.87
05190 - Motor Vehicle Mechanic	16.77
05220 - Motor Vehicle Mechanic Helper	14.33
05250 - Motor Vehicle Upholstery Worker	15.13
05280 - Motor Vehicle Wrecker	15.87
05310 - Painter, Automotive	16.60
05340 - Radiator Repair Specialist	15.87
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.06
07041 - Cook I	14.66
07042 - Cook II	16.06
07070 - Dishwasher	11.31
07130 - Food Service Worker	11.31
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	12.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.18
09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	18.18
09090 - Furniture Refinisher Helper	14.06
09110 - Furniture Repairer, Minor	16.30
09130 - Upholsterer	18.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.17
11060 - Elevator Operator	11.17
11090 - Gardener	14.66
11122 - Housekeeping Aide	11.22
11150 - Janitor	11.22
11210 - Laborer, Grounds Maintenance	12.28
11240 - Maid or Houseman	10.04
11260 - Pruner	11.22
11270 - Tractor Operator	13.88
11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.40
12000 - Health Occupations	
12010 - Ambulance Driver	13.53
12011 - Breath Alcohol Technician	15.71
12012 - Certified Occupational Therapist Assistant	21.21
12015 - Certified Physical Therapist Assistant	20.47
12020 - Dental Assistant	13.21
12025 - Dental Hygienist	27.52
12030 - EKG Technician	21.54
12035 - Electroneurodiagnostic Technologist	21.54
12040 - Emergency Medical Technician	13.53
12071 - Licensed Practical Nurse I	14.04

12072 - Licensed Practical Nurse II		15.71
12073 - Licensed Practical Nurse III		17.52
12100 - Medical Assistant		11.71
12130 - Medical Laboratory Technician		16.13
12160 - Medical Record Clerk		12.69
12190 - Medical Record Technician		14.19
12195 - Medical Transcriptionist		12.82
12210 - Nuclear Medicine Technologist		28.77
12221 - Nursing Assistant I		9.38
12222 - Nursing Assistant II		10.55
12223 - Nursing Assistant III		11.51
12224 - Nursing Assistant IV		12.92
12235 - Optical Dispenser		15.47
12236 - Optical Technician		14.04
12250 - Pharmacy Technician		13.63
12280 - Phlebotomist		12.92
12305 - Radiologic Technologist		22.87
12311 - Registered Nurse I		21.89
12312 - Registered Nurse II		26.78
12313 - Registered Nurse II, Specialist		26.78
12314 - Registered Nurse III		32.40
12315 - Registered Nurse III, Anesthetist		32.40
12316 - Registered Nurse IV		38.83
12317 - Scheduler (Drug and Alcohol Testing)		19.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.15
13012 - Exhibits Specialist II		21.25
13013 - Exhibits Specialist III		26.00
13041 - Illustrator I		17.15
13042 - Illustrator II		21.25
13043 - Illustrator III		26.00
13047 - Librarian		23.53
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		21.25
13058 - Library Technician		14.80
13061 - Media Specialist I		15.33
13062 - Media Specialist II		17.15
13063 - Media Specialist III		19.13
13071 - Photographer I		13.81
13072 - Photographer II		15.45
13073 - Photographer III		19.14
13074 - Photographer IV		22.69
13075 - Photographer V		26.46
13110 - Video Teleconference Technician		16.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		18.72
14043 - Computer Operator III		21.15
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.09
14071 - Computer Programmer I		21.74
14072 - Computer Programmer II		24.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.57
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		22.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.57
15020 - Aircrew Training Devices Instructor (Rated)		30.94

15030 - Air Crew Training Devices Instructor (Pilot)	36.53
15050 - Computer Based Training Specialist / Instructor	25.57
15060 - Educational Technologist	27.48
15070 - Flight Instructor (Pilot)	36.53
15080 - Graphic Artist	19.34
15090 - Technical Instructor	19.32
15095 - Technical Instructor/Course Developer	23.64
15110 - Test Proctor	15.60
15120 - Tutor	15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.98
19040 - Tool And Die Maker	21.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.69
21030 - Material Coordinator	18.77
21040 - Material Expediter	18.77
21050 - Material Handling Laborer	12.13
21071 - Order Filler	12.45
21080 - Production Line Worker (Food Processing)	13.69
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	13.86
21140 - Store Worker I	12.08
21150 - Stock Clerk	16.41
21210 - Tools And Parts Attendant	13.69
21410 - Warehouse Specialist	13.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.63
23021 - Aircraft Mechanic I	19.80
23022 - Aircraft Mechanic II	20.63
23023 - Aircraft Mechanic III	21.49
23040 - Aircraft Mechanic Helper	15.72
23050 - Aircraft, Painter	18.91
23060 - Aircraft Servicer	17.36
23080 - Aircraft Worker	18.20
23110 - Appliance Mechanic	18.69
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	26.73
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	18.58
23160 - Electrician, Maintenance	23.78
23181 - Electronics Technician Maintenance I	21.12
23182 - Electronics Technician Maintenance II	23.33
23183 - Electronics Technician Maintenance III	24.78
23260 - Fabric Worker	16.61
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.64
23312 - Fuel Distribution System Operator	15.77
23370 - General Maintenance Worker	14.33
23380 - Ground Support Equipment Mechanic	19.80
23381 - Ground Support Equipment Servicer	17.36

23382 - Ground Support Equipment Worker	18.20
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.78
23393 - Gunsmith III	19.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.18
23430 - Heavy Equipment Mechanic	17.77
23440 - Heavy Equipment Operator	21.57
23460 - Instrument Mechanic	22.10
23465 - Laboratory/Shelter Mechanic	18.92
23470 - Laborer	12.23
23510 - Locksmith	18.18
23530 - Machinery Maintenance Mechanic	20.36
23550 - Machinist, Maintenance	19.47
23580 - Maintenance Trades Helper	14.77
23591 - Metrology Technician I	22.10
23592 - Metrology Technician II	22.94
23593 - Metrology Technician III	23.78
23640 - Millwright	22.14
23710 - Office Appliance Repairer	18.54
23760 - Painter, Maintenance	18.56
23790 - Pipefitter, Maintenance	21.00
23810 - Plumber, Maintenance	20.25
23820 - Pneudraulic Systems Mechanic	19.80
23850 - Rigger	19.80
23870 - Scale Mechanic	17.78
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	17.38
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.36
23950 - Telephone Lineman	23.30
23960 - Welder, Combination, Maintenance	17.64
23965 - Well Driller	19.58
23970 - Woodcraft Worker	19.80
23980 - Woodworker	15.48
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.66
24610 - Chore Aide	10.29
24620 - Family Readiness And Support Services Coordinator	11.03
24630 - Homemaker	12.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.95
25040 - Sewage Plant Operator	18.18
25070 - Stationary Engineer	24.95
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	18.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.22
27007 - Baggage Inspector	10.64
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.63
27030 - Detection Dog Handler	11.92
27040 - Detention Officer	18.93
27070 - Firefighter	17.41
27101 - Guard I	10.64
27102 - Guard II	11.92
27131 - Police Officer I	18.22
27132 - Police Officer II	20.24
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		14.75
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Equpment Worker		12.01
28210 - Gate Attendant/Gate Tender		13.36
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		14.94
28510 - Recreation Aide/Health Facility Attendant		10.91
28515 - Recreation Specialist		17.03
28630 - Sports Official		11.91
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.11
29020 - Hatch Tender		17.11
29030 - Line Handler		17.11
29041 - Stevedore I		16.36
29042 - Stevedore II		18.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.51
30022 - Archeological Technician II		18.47
30023 - Archeological Technician III		22.89
30030 - Cartographic Technician		22.89
30040 - Civil Engineering Technician		20.48
30061 - Drafter/CAD Operator I		16.51
30062 - Drafter/CAD Operator II		18.47
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		15.58
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.23
30084 - Engineering Technician IV		25.29
30085 - Engineering Technician V		30.93
30086 - Engineering Technician VI		37.42
30090 - Environmental Technician		19.29
30210 - Laboratory Technician		19.26
30240 - Mathematical Technician		22.71
30361 - Paralegal/Legal Assistant I		17.74
30362 - Paralegal/Legal Assistant II		21.96
30363 - Paralegal/Legal Assistant III		26.89
30364 - Paralegal/Legal Assistant IV		32.54
30390 - Photo-Optics Technician		22.89
30461 - Technical Writer I		22.89
30462 - Technical Writer II		28.00
30463 - Technical Writer III		33.03
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.60
30621 - Weather Observer, Senior	(see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.50
31030 - Bus Driver		13.37
31043 - Driver Courier		11.80
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		12.76
31310 - Taxi Driver		9.17
31361 - Truckdriver, Light		12.76
31362 - Truckdriver, Medium		15.11

31363 - Truckdriver, Heavy	16.27
31364 - Truckdriver, Tractor-Trailer	16.27
99000 - Miscellaneous Occupations	
99030 - Cashier	7.99
99050 - Desk Clerk	10.14
99095 - Embalmer	22.41
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	13.86
99310 - Mortician	27.93
99410 - Pest Controller	15.46
99510 - Photofinishing Worker	10.96
99710 - Recycling Laborer	13.94
99711 - Recycling Specialist	16.92
99730 - Refuse Collector	12.73
99810 - Sales Clerk	10.31
99820 - School Crossing Guard	11.31
99830 - Survey Party Chief	17.79
99831 - Surveying Aide	11.78
99832 - Surveying Technician	16.17
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	16.06
99842 - Vending Machine Repairer Helper	13.88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

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links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2425 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.73

01013 - Accounting Clerk III	16.35
01020 - Administrative Assistant	20.15
01040 - Court Reporter	22.78
01051 - Data Entry Operator I	11.95
01052 - Data Entry Operator II	13.04
01060 - Dispatcher, Motor Vehicle	17.55
01070 - Document Preparation Clerk	14.34
01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	11.70
01112 - General Clerk II	12.77
01113 - General Clerk III	14.33
01120 - Housing Referral Assistant	19.41
01141 - Messenger Courier	12.61
01191 - Order Clerk I	12.53
01192 - Order Clerk II	13.67
01261 - Personnel Assistant (Employment) I	15.16
01262 - Personnel Assistant (Employment) II	16.96
01263 - Personnel Assistant (Employment) III	18.92
01270 - Production Control Clerk	19.72
01280 - Receptionist	12.17
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	14.56
01311 - Secretary I	14.56
01312 - Secretary II	16.28
01313 - Secretary III	19.41
01320 - Service Order Dispatcher	15.68
01410 - Supply Technician	20.15
01420 - Survey Worker	14.69
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	13.17
01612 - Word Processor II	14.79
01613 - Word Processor III	16.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.15
05010 - Automotive Electrician	18.56
05040 - Automotive Glass Installer	17.96
05070 - Automotive Worker	17.96
05110 - Mobile Equipment Servicer	16.78
05130 - Motor Equipment Metal Mechanic	21.00
05160 - Motor Equipment Metal Worker	19.75
05190 - Motor Vehicle Mechanic	18.61
05220 - Motor Vehicle Mechanic Helper	16.19
05250 - Motor Vehicle Upholstery Worker	19.09
05280 - Motor Vehicle Wrecker	20.36
05310 - Painter, Automotive	18.56
05340 - Radiator Repair Specialist	19.75
05370 - Tire Repairer	15.44
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.70
07041 - Cook I	10.66
07042 - Cook II	12.17
07070 - Dishwasher	8.45
07130 - Food Service Worker	9.32
07210 - Meat Cutter	15.70
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.45
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	19.45
09090 - Furniture Refinisher Helper	16.96

09110 - Furniture Repairer, Minor	18.18
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	11.21
11090 - Gardener	13.69
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer, Grounds Maintenance	11.05
11240 - Maid or Houseman	9.20
11260 - Pruner	12.00
11270 - Tractor Operator	12.96
11330 - Trail Maintenance Worker	11.05
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	12.35
12011 - Breath Alcohol Technician	17.01
12012 - Certified Occupational Therapist Assistant	24.70
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	15.26
12025 - Dental Hygienist	27.11
12030 - EKG Technician	24.04
12035 - Electroneurodiagnostic Technologist	24.04
12040 - Emergency Medical Technician	12.35
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.01
12073 - Licensed Practical Nurse III	18.97
12100 - Medical Assistant	13.67
12130 - Medical Laboratory Technician	18.21
12160 - Medical Record Clerk	14.36
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	15.46
12210 - Nuclear Medicine Technologist	30.07
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.80
12223 - Nursing Assistant III	12.88
12224 - Nursing Assistant IV	14.45
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.44
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	14.45
12305 - Radiologic Technologist	23.83
12311 - Registered Nurse I	21.83
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	32.30
12315 - Registered Nurse III, Anesthetist	32.30
12316 - Registered Nurse IV	38.71
12317 - Scheduler (Drug and Alcohol Testing)	21.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.52
13012 - Exhibits Specialist II	24.20
13013 - Exhibits Specialist III	29.60
13041 - Illustrator I	19.52
13042 - Illustrator II	24.20
13043 - Illustrator III	29.60
13047 - Librarian	26.79
13050 - Library Aide/Clerk	10.69
13054 - Library Information Technology Systems Administrator	24.20
13058 - Library Technician	16.32
13061 - Media Specialist I	17.46
13062 - Media Specialist II	19.52

13063 - Media Specialist III		21.78
13071 - Photographer I		13.95
13072 - Photographer II		17.39
13073 - Photographer III		22.08
13074 - Photographer IV		23.71
13075 - Photographer V		28.67
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.52
14043 - Computer Operator III		19.70
14044 - Computer Operator IV		21.88
14045 - Computer Operator V		24.21
14071 - Computer Programmer I		19.94
14072 - Computer Programmer II		26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		27.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.97
15020 - Aircrew Training Devices Instructor (Rated)		32.04
15030 - Air Crew Training Devices Instructor (Pilot)		38.40
15050 - Computer Based Training Specialist / Instructor		26.57
15060 - Educational Technologist		26.78
15070 - Flight Instructor (Pilot)		38.40
15080 - Graphic Artist		21.19
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		25.62
15110 - Test Proctor		16.91
15120 - Tutor		16.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.85
19040 - Tool And Die Maker		25.12
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.45
21030 - Material Coordinator		19.72
21040 - Material Expediter		19.72
21050 - Material Handling Laborer		17.63
21071 - Order Filler		12.60
21080 - Production Line Worker (Food Processing)		17.45
21110 - Shipping Packer		15.18
21130 - Shipping/Receiving Clerk		15.18
21140 - Store Worker I		13.62
21150 - Stock Clerk		17.86
21210 - Tools And Parts Attendant		17.45
21410 - Warehouse Specialist		17.45
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	26.33
23021 - Aircraft Mechanic I	25.28
23022 - Aircraft Mechanic II	26.33
23023 - Aircraft Mechanic III	27.42
23040 - Aircraft Mechanic Helper	20.78
23050 - Aircraft, Painter	23.74
23060 - Aircraft Servicer	22.24
23080 - Aircraft Worker	23.02
23110 - Appliance Mechanic	18.68
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	24.57
23130 - Carpenter, Maintenance	21.82
23140 - Carpet Layer	22.14
23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.83
23183 - Electronics Technician Maintenance III	27.04
23260 - Fabric Worker	20.63
23290 - Fire Alarm System Mechanic	23.61
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	24.57
23312 - Fuel Distribution System Operator	21.38
23370 - General Maintenance Worker	18.11
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	22.24
23382 - Ground Support Equipment Worker	23.02
23391 - Gunsmith I	19.90
23392 - Gunsmith II	22.42
23393 - Gunsmith III	24.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.61
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	25.96
23460 - Instrument Mechanic	23.61
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	18.30
23510 - Locksmith	22.83
23530 - Machinery Maintenance Mechanic	24.12
23550 - Machinist, Maintenance	20.55
23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	23.61
23592 - Metrology Technician II	24.47
23593 - Metrology Technician III	25.28
23640 - Millwright	30.10
23710 - Office Appliance Repairer	21.65
23760 - Painter, Maintenance	22.17
23790 - Pipefitter, Maintenance	28.90
23810 - Plumber, Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	23.61
23850 - Rigger	23.61
23870 - Scale Mechanic	21.85
23890 - Sheet-Metal Worker, Maintenance	26.68
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	23.78
23932 - Telecommunications Mechanic II	24.65
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.49
23965 - Well Driller	23.11
23970 - Woodcraft Worker	23.61
23980 - Woodworker	18.42
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	10.22
24620 - Family Readiness And Support Services Coordinator	14.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	22.16
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.97
27007 - Baggage Inspector	11.26
27008 - Corrections Officer	17.58
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.58
27070 - Firefighter	17.89
27101 - Guard I	11.26
27102 - Guard II	15.52
27131 - Police Officer I	21.66
27132 - Police Officer II	23.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.59
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equpment Worker	10.08
28210 - Gate Attendant/Gate Tender	13.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.15
28510 - Recreation Aide/Health Facility Attendant	11.06
28515 - Recreation Specialist	18.21
28630 - Sports Official	12.07
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	19.73
29042 - Stevedore II	23.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.84
30022 - Archeological Technician II	18.93
30023 - Archeological Technician III	23.77
30030 - Cartographic Technician	23.77
30040 - Civil Engineering Technician	21.97
30061 - Drafter/CAD Operator I	15.91
30062 - Drafter/CAD Operator II	17.88
30063 - Drafter/CAD Operator III	21.40
30064 - Drafter/CAD Operator IV	26.33
30081 - Engineering Technician I	16.55
30082 - Engineering Technician II	18.58
30083 - Engineering Technician III	20.79
30084 - Engineering Technician IV	25.75
30085 - Engineering Technician V	31.50
30086 - Engineering Technician VI	38.12
30090 - Environmental Technician	16.39
30210 - Laboratory Technician	20.58
30240 - Mathematical Technician	23.77

30361 - Paralegal/Legal Assistant I		16.25
30362 - Paralegal/Legal Assistant II		20.14
30363 - Paralegal/Legal Assistant III		24.64
30364 - Paralegal/Legal Assistant IV		29.75
30390 - Photo-Optics Technician		23.77
30461 - Technical Writer I		22.52
30462 - Technical Writer II		27.53
30463 - Technical Writer III		33.32
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.40
30621 - Weather Observer, Senior	(see 2)	23.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.26
31030 - Bus Driver		17.49
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		14.73
31310 - Taxi Driver		9.56
31361 - Truckdriver, Light		14.73
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		19.35
31364 - Truckdriver, Tractor-Trailer		19.35
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		9.87
99095 - Embalmer		28.49
99251 - Laboratory Animal Caretaker I		9.41
99252 - Laboratory Animal Caretaker II		10.17
99310 - Mortician		28.49
99410 - Pest Controller		16.02
99510 - Photofinishing Worker		13.77
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		19.10
99730 - Refuse Collector		14.40
99810 - Sales Clerk		12.75
99820 - School Crossing Guard		10.21
99830 - Survey Party Chief		20.06
99831 - Surveying Aide		13.62
99832 - Surveying Technician		19.59
99840 - Vending Machine Attendant		14.99
99841 - Vending Machine Repairer		16.62
99842 - Vending Machine Repairer Helper		14.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Diane C. Koplewski
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: 2005-2426
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.61
01012 - Accounting Clerk II		14.73
01013 - Accounting Clerk III		16.35
01020 - Administrative Assistant		20.15
01040 - Court Reporter		22.78
01051 - Data Entry Operator I		11.95
01052 - Data Entry Operator II		13.04
01060 - Dispatcher, Motor Vehicle		17.55
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		11.70
01112 - General Clerk II		12.77
01113 - General Clerk III		14.33
01120 - Housing Referral Assistant		19.41
01141 - Messenger Courier		12.61
01191 - Order Clerk I		12.53
01192 - Order Clerk II		13.67
01261 - Personnel Assistant (Employment) I		15.16
01262 - Personnel Assistant (Employment) II		16.96
01263 - Personnel Assistant (Employment) III		18.92
01270 - Production Control Clerk		19.72
01280 - Receptionist		12.17
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		14.56
01311 - Secretary I		14.56
01312 - Secretary II		16.28
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		15.68
01410 - Supply Technician		20.15
01420 - Survey Worker		14.69
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		14.14
01533 - Travel Clerk III		15.31
01611 - Word Processor I		13.17
01612 - Word Processor II		14.79
01613 - Word Processor III		16.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.15
05010 - Automotive Electrician		18.56
05040 - Automotive Glass Installer		17.96
05070 - Automotive Worker		17.96
05110 - Mobile Equipment Servicer		16.78
05130 - Motor Equipment Metal Mechanic		21.00

05160 - Motor Equipment Metal Worker	19.75
05190 - Motor Vehicle Mechanic	18.61
05220 - Motor Vehicle Mechanic Helper	16.19
05250 - Motor Vehicle Upholstery Worker	19.09
05280 - Motor Vehicle Wrecker	20.36
05310 - Painter, Automotive	18.56
05340 - Radiator Repair Specialist	19.75
05370 - Tire Repairer	15.44
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.70
07041 - Cook I	10.66
07042 - Cook II	12.17
07070 - Dishwasher	8.45
07130 - Food Service Worker	9.32
07210 - Meat Cutter	15.70
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.45
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	19.45
09090 - Furniture Refinisher Helper	16.96
09110 - Furniture Repairer, Minor	18.18
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	11.21
11090 - Gardener	13.69
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer, Grounds Maintenance	11.05
11240 - Maid or Houseman	9.20
11260 - Pruner	12.00
11270 - Tractor Operator	12.96
11330 - Trail Maintenance Worker	11.05
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	12.35
12011 - Breath Alcohol Technician	17.01
12012 - Certified Occupational Therapist Assistant	24.70
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	15.26
12025 - Dental Hygienist	27.11
12030 - EKG Technician	24.04
12035 - Electroneurodiagnostic Technologist	24.04
12040 - Emergency Medical Technician	12.35
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.01
12073 - Licensed Practical Nurse III	18.97
12100 - Medical Assistant	13.67
12130 - Medical Laboratory Technician	18.21
12160 - Medical Record Clerk	14.36
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	15.46
12210 - Nuclear Medicine Technologist	30.07
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.80
12223 - Nursing Assistant III	12.88
12224 - Nursing Assistant IV	14.45
12235 - Optical Dispenser	16.98
12236 - Optical Technician	15.44
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	14.45

12305 - Radiologic Technologist		23.83
12311 - Registered Nurse I		21.83
12312 - Registered Nurse II		26.70
12313 - Registered Nurse II, Specialist		26.70
12314 - Registered Nurse III		32.30
12315 - Registered Nurse III, Anesthetist		32.30
12316 - Registered Nurse IV		38.71
12317 - Scheduler (Drug and Alcohol Testing)		21.08
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.52
13012 - Exhibits Specialist II		24.20
13013 - Exhibits Specialist III		29.60
13041 - Illustrator I		19.52
13042 - Illustrator II		24.20
13043 - Illustrator III		29.60
13047 - Librarian		26.79
13050 - Library Aide/Clerk		10.69
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		16.32
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.52
13063 - Media Specialist III		21.78
13071 - Photographer I		13.95
13072 - Photographer II		17.39
13073 - Photographer III		22.08
13074 - Photographer IV		23.71
13075 - Photographer V		28.67
13110 - Video Teleconference Technician		19.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.52
14043 - Computer Operator III		19.70
14044 - Computer Operator IV		21.88
14045 - Computer Operator V		24.21
14071 - Computer Programmer I		19.94
14072 - Computer Programmer II		26.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.66
14160 - Personal Computer Support Technician		27.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.97
15020 - Aircrew Training Devices Instructor (Rated)		32.04
15030 - Air Crew Training Devices Instructor (Pilot)		38.40
15050 - Computer Based Training Specialist / Instructor		26.57
15060 - Educational Technologist		26.78
15070 - Flight Instructor (Pilot)		38.40
15080 - Graphic Artist		21.19
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		25.62
15110 - Test Proctor		16.91
15120 - Tutor		16.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07

16130 - Presser, Machine, Shirts	10.07
16160 - Presser, Machine, Wearing Apparel, Laundry	10.07
16190 - Sewing Machine Operator	14.81
16220 - Tailor	15.96
16250 - Washer, Machine	11.23
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.85
19040 - Tool And Die Maker	25.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.45
21030 - Material Coordinator	19.72
21040 - Material Expediter	19.72
21050 - Material Handling Laborer	17.63
21071 - Order Filler	12.60
21080 - Production Line Worker (Food Processing)	17.45
21110 - Shipping Packer	15.18
21130 - Shipping/Receiving Clerk	15.18
21140 - Store Worker I	13.62
21150 - Stock Clerk	17.86
21210 - Tools And Parts Attendant	17.45
21410 - Warehouse Specialist	17.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.33
23021 - Aircraft Mechanic I	25.28
23022 - Aircraft Mechanic II	26.33
23023 - Aircraft Mechanic III	27.42
23040 - Aircraft Mechanic Helper	20.78
23050 - Aircraft, Painter	23.74
23060 - Aircraft Servicer	22.24
23080 - Aircraft Worker	23.02
23110 - Appliance Mechanic	18.68
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	24.57
23130 - Carpenter, Maintenance	21.82
23140 - Carpet Layer	22.14
23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.83
23183 - Electronics Technician Maintenance III	27.04
23260 - Fabric Worker	20.63
23290 - Fire Alarm System Mechanic	23.61
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	24.57
23312 - Fuel Distribution System Operator	21.38
23370 - General Maintenance Worker	18.11
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	22.24
23382 - Ground Support Equipment Worker	23.02
23391 - Gunsmith I	19.90
23392 - Gunsmith II	22.42
23393 - Gunsmith III	24.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.61
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	25.96
23460 - Instrument Mechanic	23.61
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	18.30
23510 - Locksmith	22.83
23530 - Machinery Maintenance Mechanic	24.12
23550 - Machinist, Maintenance	20.55

23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	23.61
23592 - Metrology Technician II	24.47
23593 - Metrology Technician III	25.28
23640 - Millwright	30.10
23710 - Office Appliance Repairer	21.65
23760 - Painter, Maintenance	22.17
23790 - Pipefitter, Maintenance	28.90
23810 - Plumber, Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	23.61
23850 - Rigger	23.61
23870 - Scale Mechanic	21.85
23890 - Sheet-Metal Worker, Maintenance	26.68
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	23.78
23932 - Telecommunications Mechanic II	24.65
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.49
23965 - Well Driller	23.11
23970 - Woodcraft Worker	23.61
23980 - Woodworker	18.42
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	10.22
24620 - Family Readiness And Support Services Coordinator	14.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	22.16
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	22.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.97
27007 - Baggage Inspector	11.26
27008 - Corrections Officer	17.58
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.58
27070 - Firefighter	17.89
27101 - Guard I	11.26
27102 - Guard II	15.52
27131 - Police Officer I	21.66
27132 - Police Officer II	23.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.59
28042 - Carnival Equipment Repairer	10.98
28043 - Carnival Equpment Worker	10.08
28210 - Gate Attendant/Gate Tender	13.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.15
28510 - Recreation Aide/Health Facility Attendant	11.06
28515 - Recreation Specialist	18.21
28630 - Sports Official	12.07
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	19.73
29042 - Stevedore II	23.33

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.84
30022 - Archeological Technician II		18.93
30023 - Archeological Technician III		23.77
30030 - Cartographic Technician		23.77
30040 - Civil Engineering Technician		21.97
30061 - Drafter/CAD Operator I		15.91
30062 - Drafter/CAD Operator II		17.88
30063 - Drafter/CAD Operator III		21.40
30064 - Drafter/CAD Operator IV		26.33
30081 - Engineering Technician I		16.55
30082 - Engineering Technician II		18.58
30083 - Engineering Technician III		20.79
30084 - Engineering Technician IV		25.75
30085 - Engineering Technician V		31.50
30086 - Engineering Technician VI		38.12
30090 - Environmental Technician		16.39
30210 - Laboratory Technician		20.58
30240 - Mathematical Technician		23.77
30361 - Paralegal/Legal Assistant I		16.25
30362 - Paralegal/Legal Assistant II		20.14
30363 - Paralegal/Legal Assistant III		24.64
30364 - Paralegal/Legal Assistant IV		29.75
30390 - Photo-Optics Technician		23.77
30461 - Technical Writer I		22.52
30462 - Technical Writer II		27.53
30463 - Technical Writer III		33.32
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.40
30621 - Weather Observer, Senior	(see 2)	23.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.26
31030 - Bus Driver		17.49
31043 - Driver Courier		13.63
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		14.73
31310 - Taxi Driver		9.56
31361 - Truckdriver, Light		14.73
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		19.35
31364 - Truckdriver, Tractor-Trailer		19.35
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		9.87
99095 - Embalmer		28.49
99251 - Laboratory Animal Caretaker I		9.41
99252 - Laboratory Animal Caretaker II		10.17
99310 - Mortician		28.49
99410 - Pest Controller		16.02
99510 - Photofinishing Worker		13.77
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		19.10
99730 - Refuse Collector		14.40
99810 - Sales Clerk		12.75
99820 - School Crossing Guard		10.21

99830 - Survey Party Chief	20.06
99831 - Surveying Aide	13.62
99832 - Surveying Technician	19.59
99840 - Vending Machine Attendant	14.99
99841 - Vending Machine Repairer	16.62
99842 - Vending Machine Repairer Helper	14.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2431 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

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01533 - Travel Clerk III	13.77
01611 - Word Processor I	12.54
01612 - Word Processor II	14.07
01613 - Word Processor III	15.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.14
05010 - Automotive Electrician	17.24
05040 - Automotive Glass Installer	16.31
05070 - Automotive Worker	14.84
05110 - Mobile Equipment Servicer	13.22
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	14.84
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.63
05250 - Motor Vehicle Upholstery Worker	14.03
05280 - Motor Vehicle Wrecker	14.84
05310 - Painter, Automotive	15.67
05340 - Radiator Repair Specialist	14.84
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	8.70
07042 - Cook II	10.01
07070 - Dishwasher	8.18
07130 - Food Service Worker	8.20
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.57
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.06
11060 - Elevator Operator	10.81
11090 - Gardener	12.86
11122 - Housekeeping Aide	10.47
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.42
11260 - Pruner	10.20
11270 - Tractor Operator	12.10

11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.42
12000 - Health Occupations	
12010 - Ambulance Driver	13.70
12011 - Breath Alcohol Technician	17.35
12012 - Certified Occupational Therapist Assistant	25.26
12015 - Certified Physical Therapist Assistant	22.10
12020 - Dental Assistant	14.41
12025 - Dental Hygienist	29.89
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.70
12071 - Licensed Practical Nurse I	15.51
12072 - Licensed Practical Nurse II	17.35
12073 - Licensed Practical Nurse III	19.35
12100 - Medical Assistant	12.33
12130 - Medical Laboratory Technician	16.14
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	12.04
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	10.91
12223 - Nursing Assistant III	11.91
12224 - Nursing Assistant IV	13.36
12235 - Optical Dispenser	14.41
12236 - Optical Technician	11.84
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.36
12305 - Radiologic Technologist	22.09
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II, Specialist	30.22
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III, Anesthetist	36.56
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	21.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	20.67
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	20.86
13042 - Illustrator II	25.12
13043 - Illustrator III	30.74
13047 - Librarian	20.37
13050 - Library Aide/Clerk	10.85
13054 - Library Information Technology Systems Administrator	18.40
13058 - Library Technician	12.31
13061 - Media Specialist I	13.27
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.56
13071 - Photographer I	13.27
13072 - Photographer II	15.16
13073 - Photographer III	18.78
13074 - Photographer IV	22.98
13075 - Photographer V	27.80
13110 - Video Teleconference Technician	14.89
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.91
14042 - Computer Operator II	16.74
14043 - Computer Operator III	18.70
14044 - Computer Operator IV	20.75

14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		20.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		39.82
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		22.71
15070 - Flight Instructor (Pilot)		39.82
15080 - Graphic Artist		20.81
15090 - Technical Instructor		17.74
15095 - Technical Instructor/Course Developer		21.70
15110 - Test Proctor		15.76
15120 - Tutor		15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.47
16030 - Counter Attendant		8.47
16040 - Dry Cleaner		10.79
16070 - Finisher, Flatwork, Machine		8.47
16090 - Presser, Hand		8.47
16110 - Presser, Machine, Drycleaning		8.47
16130 - Presser, Machine, Shirts		8.47
16160 - Presser, Machine, Wearing Apparel, Laundry		8.47
16190 - Sewing Machine Operator		11.56
16220 - Tailor		12.34
16250 - Washer, Machine		9.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.79
19040 - Tool And Die Maker		24.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.25
21030 - Material Coordinator		22.82
21040 - Material Expediter		22.82
21050 - Material Handling Laborer		11.10
21071 - Order Filler		12.77
21080 - Production Line Worker (Food Processing)		15.25
21110 - Shipping Packer		13.76
21130 - Shipping/Receiving Clerk		13.76
21140 - Store Worker I		13.94
21150 - Stock Clerk		16.90
21210 - Tools And Parts Attendant		15.25
21410 - Warehouse Specialist		15.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.37
23021 - Aircraft Mechanic I		23.35
23022 - Aircraft Mechanic II		24.37
23023 - Aircraft Mechanic III		25.40
23040 - Aircraft Mechanic Helper		16.96
23050 - Aircraft, Painter		20.19
23060 - Aircraft Servicer		19.19
23080 - Aircraft Worker		20.33
23110 - Appliance Mechanic		16.59
23120 - Bicycle Repairer		12.12
23125 - Cable Splicer		24.43
23130 - Carpenter, Maintenance		18.10

23140 - Carpet Layer	17.15
23160 - Electrician, Maintenance	18.93
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	24.54
23183 - Electronics Technician Maintenance III	25.71
23260 - Fabric Worker	17.12
23290 - Fire Alarm System Mechanic	18.63
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	22.99
23381 - Ground Support Equipment Servicer	18.78
23382 - Ground Support Equipment Worker	19.89
23391 - Gunsmith I	16.13
23392 - Gunsmith II	17.98
23393 - Gunsmith III	19.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.92
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.98
23430 - Heavy Equipment Mechanic	18.92
23440 - Heavy Equipment Operator	18.50
23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	18.93
23470 - Laborer	11.10
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	18.92
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	20.03
23710 - Office Appliance Repairer	19.09
23760 - Painter, Maintenance	17.94
23790 - Pipefitter, Maintenance	19.97
23810 - Plumber, Maintenance	19.20
23820 - Pneudraulic Systems Mechanic	19.84
23850 - Rigger	19.84
23870 - Scale Mechanic	17.98
23890 - Sheet-Metal Worker, Maintenance	22.11
23910 - Small Engine Mechanic	17.04
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	22.90
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	19.71
23970 - Woodcraft Worker	19.84
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.73
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.73
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	16.35

27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	12.57
27008 - Corrections Officer	15.39
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	15.39
27070 - Firefighter	24.14
27101 - Guard I	12.57
27102 - Guard II	15.03
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.57
28042 - Carnival Equipment Repairer	11.39
28043 - Carnival Equpment Worker	8.28
28210 - Gate Attendant/Gate Tender	13.14
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.51
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	17.93
28630 - Sports Official	11.71
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.94
29020 - Hatch Tender	20.94
29030 - Line Handler	20.94
29041 - Stevedore I	19.94
29042 - Stevedore II	22.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	20.36
30023 - Archeological Technician III	25.22
30030 - Cartographic Technician	25.22
30040 - Civil Engineering Technician	24.03
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	20.36
30063 - Drafter/CAD Operator III	22.71
30064 - Drafter/CAD Operator IV	26.48
30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	36.26
30086 - Engineering Technician VI	43.86
30090 - Environmental Technician	21.77
30210 - Laboratory Technician	19.34
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	18.67
30362 - Paralegal/Legal Assistant II	23.12
30363 - Paralegal/Legal Assistant III	28.28
30364 - Paralegal/Legal Assistant IV	34.22
30390 - Photo-Optics Technician	25.22
30461 - Technical Writer I	18.40
30462 - Technical Writer II	22.51
30463 - Technical Writer III	27.24
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer, Senior	(see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		14.66
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		9.68
31290 - Shuttle Bus Driver		14.03
31310 - Taxi Driver		10.60
31361 - Truckdriver, Light		14.03
31362 - Truckdriver, Medium		15.85
31363 - Truckdriver, Heavy		19.47
31364 - Truckdriver, Tractor-Trailer		19.47
99000 - Miscellaneous Occupations		
99030 - Cashier		8.66
99050 - Desk Clerk		8.70
99095 - Embalmer		25.43
99251 - Laboratory Animal Caretaker I		10.69
99252 - Laboratory Animal Caretaker II		11.36
99310 - Mortician		25.43
99410 - Pest Controller		13.65
99510 - Photofinishing Worker		12.45
99710 - Recycling Laborer		15.53
99711 - Recycling Specialist		17.42
99730 - Refuse Collector		14.64
99810 - Sales Clerk		11.59
99820 - School Crossing Guard		10.88
99830 - Survey Party Chief		23.62
99831 - Surveying Aide		13.28
99832 - Surveying Technician		20.91
99840 - Vending Machine Attendant		12.16
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		11.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2432 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin,

Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.04
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01040 - Court Reporter		18.46
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		12.76
01060 - Dispatcher, Motor Vehicle		17.05
01070 - Document Preparation Clerk		13.46
01090 - Duplicating Machine Operator		13.46
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		18.77
01141 - Messenger Courier		10.67
01191 - Order Clerk I		12.71
01192 - Order Clerk II		14.08
01261 - Personnel Assistant (Employment) I		14.35
01262 - Personnel Assistant (Employment) II		16.05
01263 - Personnel Assistant (Employment) III		17.90
01270 - Production Control Clerk		20.96
01280 - Receptionist		12.74
01290 - Rental Clerk		14.04
01300 - Scheduler, Maintenance		14.04
01311 - Secretary I		14.04
01312 - Secretary II		16.20
01313 - Secretary III		18.77
01320 - Service Order Dispatcher		15.05
01410 - Supply Technician		22.58
01420 - Survey Worker		17.05
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		13.14
01533 - Travel Clerk III		13.77
01611 - Word Processor I		12.54
01612 - Word Processor II		14.07
01613 - Word Processor III		15.80
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.14
05010 - Automotive Electrician		17.24
05040 - Automotive Glass Installer		16.31
05070 - Automotive Worker		14.84
05110 - Mobile Equipment Servicer		13.22
05130 - Motor Equipment Metal Mechanic		16.49
05160 - Motor Equipment Metal Worker		14.84
05190 - Motor Vehicle Mechanic		16.49
05220 - Motor Vehicle Mechanic Helper		12.63
05250 - Motor Vehicle Upholstery Worker		14.03
05280 - Motor Vehicle Wrecker		14.84
05310 - Painter, Automotive		15.67
05340 - Radiator Repair Specialist		14.84
05370 - Tire Repairer		12.12
05400 - Transmission Repair Specialist		16.49
07000 - Food Preparation And Service Occupations		

07010 - Baker	11.05
07041 - Cook I	8.70
07042 - Cook II	10.01
07070 - Dishwasher	8.18
07130 - Food Service Worker	8.20
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.57
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.06
11060 - Elevator Operator	10.81
11090 - Gardener	12.86
11122 - Housekeeping Aide	10.47
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.42
11260 - Pruner	10.20
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.42
12000 - Health Occupations	
12010 - Ambulance Driver	13.70
12011 - Breath Alcohol Technician	17.35
12012 - Certified Occupational Therapist Assistant	25.26
12015 - Certified Physical Therapist Assistant	22.10
12020 - Dental Assistant	14.41
12025 - Dental Hygienist	29.89
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.70
12071 - Licensed Practical Nurse I	15.51
12072 - Licensed Practical Nurse II	17.35
12073 - Licensed Practical Nurse III	19.35
12100 - Medical Assistant	12.33
12130 - Medical Laboratory Technician	16.14
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	12.04
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	10.91
12223 - Nursing Assistant III	11.91
12224 - Nursing Assistant IV	13.36
12235 - Optical Dispenser	14.41
12236 - Optical Technician	11.84
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.36
12305 - Radiologic Technologist	22.09
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II, Specialist	30.22
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III, Anesthetist	36.56
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	21.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53

13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		20.37
13050 - Library Aide/Clerk		10.85
13054 - Library Information Technology Systems Administrator		18.40
13058 - Library Technician		12.31
13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.56
13071 - Photographer I		13.27
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.91
14160 - Personal Computer Support Technician		20.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		39.82
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		22.71
15070 - Flight Instructor (Pilot)		39.82
15080 - Graphic Artist		20.81
15090 - Technical Instructor		17.74
15095 - Technical Instructor/Course Developer		21.70
15110 - Test Proctor		15.76
15120 - Tutor		15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.47
16030 - Counter Attendant		8.47
16040 - Dry Cleaner		10.79
16070 - Finisher, Flatwork, Machine		8.47
16090 - Presser, Hand		8.47
16110 - Presser, Machine, Drycleaning		8.47
16130 - Presser, Machine, Shirts		8.47
16160 - Presser, Machine, Wearing Apparel, Laundry		8.47
16190 - Sewing Machine Operator		11.56
16220 - Tailor		12.34
16250 - Washer, Machine		9.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.79
19040 - Tool And Die Maker		24.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.25

21030 - Material Coordinator	22.82
21040 - Material Expediter	22.82
21050 - Material Handling Laborer	11.10
21071 - Order Filler	12.77
21080 - Production Line Worker (Food Processing)	15.25
21110 - Shipping Packer	13.76
21130 - Shipping/Receiving Clerk	13.76
21140 - Store Worker I	13.94
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	15.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.37
23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.37
23023 - Aircraft Mechanic III	25.40
23040 - Aircraft Mechanic Helper	16.96
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	19.19
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	16.59
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	24.43
23130 - Carpenter, Maintenance	18.10
23140 - Carpet Layer	17.15
23160 - Electrician, Maintenance	18.93
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	24.54
23183 - Electronics Technician Maintenance III	25.71
23260 - Fabric Worker	17.12
23290 - Fire Alarm System Mechanic	18.63
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	22.99
23381 - Ground Support Equipment Servicer	18.78
23382 - Ground Support Equipment Worker	19.89
23391 - Gunsmith I	16.13
23392 - Gunsmith II	17.98
23393 - Gunsmith III	19.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.92
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.98
23430 - Heavy Equipment Mechanic	18.92
23440 - Heavy Equipment Operator	18.50
23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	18.93
23470 - Laborer	11.10
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	18.92
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	20.03
23710 - Office Appliance Repairer	19.09
23760 - Painter, Maintenance	17.94
23790 - Pipefitter, Maintenance	19.97
23810 - Plumber, Maintenance	19.20
23820 - Pneudraulic Systems Mechanic	19.84

23850 - Rigger	19.84
23870 - Scale Mechanic	17.98
23890 - Sheet-Metal Worker, Maintenance	22.11
23910 - Small Engine Mechanic	17.04
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	22.90
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	19.71
23970 - Woodcraft Worker	19.84
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.73
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.73
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	16.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	12.57
27008 - Corrections Officer	15.39
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	15.39
27070 - Firefighter	24.14
27101 - Guard I	12.57
27102 - Guard II	15.03
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.57
28042 - Carnival Equipment Repairer	11.39
28043 - Carnival Equpment Worker	8.28
28210 - Gate Attendant/Gate Tender	13.14
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.51
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	17.93
28630 - Sports Official	11.71
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.94
29020 - Hatch Tender	20.94
29030 - Line Handler	20.94
29041 - Stevedore I	19.94
29042 - Stevedore II	22.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	20.36
30023 - Archeological Technician III	25.22
30030 - Cartographic Technician	25.22
30040 - Civil Engineering Technician	24.03
30061 - Drafter/CAD Operator I	17.25

30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		21.77
30210 - Laboratory Technician		19.34
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30390 - Photo-Optics Technician		25.22
30461 - Technical Writer I		18.40
30462 - Technical Writer II		22.51
30463 - Technical Writer III		27.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer, Senior	(see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		14.66
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		9.68
31290 - Shuttle Bus Driver		14.03
31310 - Taxi Driver		10.60
31361 - Truckdriver, Light		14.03
31362 - Truckdriver, Medium		15.85
31363 - Truckdriver, Heavy		19.47
31364 - Truckdriver, Tractor-Trailer		19.47
99000 - Miscellaneous Occupations		
99030 - Cashier		8.66
99050 - Desk Clerk		8.70
99095 - Embalmer		25.43
99251 - Laboratory Animal Caretaker I		10.69
99252 - Laboratory Animal Caretaker II		11.36
99310 - Mortician		25.43
99410 - Pest Controller		13.65
99510 - Photofinishing Worker		12.45
99710 - Recycling Laborer		15.53
99711 - Recycling Specialist		17.42
99730 - Refuse Collector		14.64
99810 - Sales Clerk		11.59
99820 - School Crossing Guard		10.88
99830 - Survey Party Chief		23.62
99831 - Surveying Aide		13.28
99832 - Surveying Technician		20.91
99840 - Vending Machine Attendant		12.16
99841 - Vending Machine Repairer		14.63
99842 - Vending Machine Repairer Helper		11.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2433 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.04
01040 - Court Reporter		19.66
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.86
01060 - Dispatcher, Motor Vehicle		17.99
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		11.08
01112 - General Clerk II		12.83
01113 - General Clerk III		16.83
01120 - Housing Referral Assistant		15.78
01141 - Messenger Courier		11.72
01191 - Order Clerk I		11.83
01192 - Order Clerk II		13.79
01261 - Personnel Assistant (Employment) I		13.16
01262 - Personnel Assistant (Employment) II		14.43
01263 - Personnel Assistant (Employment) III		17.57
01270 - Production Control Clerk		18.65
01280 - Receptionist		11.23
01290 - Rental Clerk		13.33
01300 - Scheduler, Maintenance		12.39
01311 - Secretary I		12.39
01312 - Secretary II		13.86
01313 - Secretary III		15.78

01320 - Service Order Dispatcher	14.95
01410 - Supply Technician	19.04
01420 - Survey Worker	13.71
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.14
01533 - Travel Clerk III	13.77
01611 - Word Processor I	11.77
01612 - Word Processor II	13.35
01613 - Word Processor III	14.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.15
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	16.08
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter, Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.11
07041 - Cook I	9.79
07042 - Cook II	11.11
07070 - Dishwasher	8.05
07130 - Food Service Worker	7.83
07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	8.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.50
11060 - Elevator Operator	9.38
11090 - Gardener	12.57
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.48
11260 - Pruner	10.07
11270 - Tractor Operator	12.41
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	10.05
12000 - Health Occupations	
12010 - Ambulance Driver	13.51
12011 - Breath Alcohol Technician	15.83
12012 - Certified Occupational Therapist Assistant	19.42
12015 - Certified Physical Therapist Assistant	21.72
12020 - Dental Assistant	13.38
12025 - Dental Hygienist	31.40
12030 - EKG Technician	18.82
12035 - Electroneurodiagnostic Technologist	18.82
12040 - Emergency Medical Technician	13.51
12071 - Licensed Practical Nurse I	14.15

12072 - Licensed Practical Nurse II		15.83
12073 - Licensed Practical Nurse III		17.66
12100 - Medical Assistant		13.05
12130 - Medical Laboratory Technician		14.15
12160 - Medical Record Clerk		12.54
12190 - Medical Record Technician		14.03
12195 - Medical Transcriptionist		14.83
12210 - Nuclear Medicine Technologist		29.46
12221 - Nursing Assistant I		10.26
12222 - Nursing Assistant II		11.53
12223 - Nursing Assistant III		12.59
12224 - Nursing Assistant IV		14.12
12235 - Optical Dispenser		14.54
12236 - Optical Technician		13.51
12250 - Pharmacy Technician		13.40
12280 - Phlebotomist		13.60
12305 - Radiologic Technologist		21.91
12311 - Registered Nurse I		20.03
12312 - Registered Nurse II		24.51
12313 - Registered Nurse II, Specialist		24.51
12314 - Registered Nurse III		29.66
12315 - Registered Nurse III, Anesthetist		29.66
12316 - Registered Nurse IV		35.55
12317 - Scheduler (Drug and Alcohol Testing)		19.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.95
13012 - Exhibits Specialist II		22.25
13013 - Exhibits Specialist III		27.23
13041 - Illustrator I		18.95
13042 - Illustrator II		22.25
13043 - Illustrator III		27.23
13047 - Librarian		20.68
13050 - Library Aide/Clerk		8.51
13054 - Library Information Technology Systems Administrator		19.12
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13110 - Video Teleconference Technician		15.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.71
14042 - Computer Operator II		16.45
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		25.11
14045 - Computer Operator V		27.62
14071 - Computer Programmer I		22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		28.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04

15030 - Air Crew Training Devices Instructor (Pilot)	40.79
15050 - Computer Based Training Specialist / Instructor	28.14
15060 - Educational Technologist	23.62
15070 - Flight Instructor (Pilot)	40.79
15080 - Graphic Artist	19.06
15090 - Technical Instructor	18.16
15095 - Technical Instructor/Course Developer	22.74
15110 - Test Proctor	14.65
15120 - Tutor	14.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.47
16030 - Counter Attendant	8.47
16040 - Dry Cleaner	10.79
16070 - Finisher, Flatwork, Machine	8.47
16090 - Presser, Hand	8.47
16110 - Presser, Machine, Drycleaning	8.47
16130 - Presser, Machine, Shirts	8.47
16160 - Presser, Machine, Wearing Apparel, Laundry	8.47
16190 - Sewing Machine Operator	11.56
16220 - Tailor	12.34
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.19
19040 - Tool And Die Maker	22.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.47
21030 - Material Coordinator	18.65
21040 - Material Expediter	18.65
21050 - Material Handling Laborer	10.84
21071 - Order Filler	11.20
21080 - Production Line Worker (Food Processing)	13.47
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.19
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	13.47
21410 - Warehouse Specialist	13.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.96
23021 - Aircraft Mechanic I	19.95
23022 - Aircraft Mechanic II	20.96
23023 - Aircraft Mechanic III	22.00
23040 - Aircraft Mechanic Helper	14.56
23050 - Aircraft, Painter	18.74
23060 - Aircraft Servicer	16.75
23080 - Aircraft Worker	17.96
23110 - Appliance Mechanic	17.65
23120 - Bicycle Repairer	13.29
23125 - Cable Splicer	19.25
23130 - Carpenter, Maintenance	16.54
23140 - Carpet Layer	17.23
23160 - Electrician, Maintenance	21.97
23181 - Electronics Technician Maintenance I	20.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	15.13
23311 - Fuel Distribution System Mechanic	19.30
23312 - Fuel Distribution System Operator	15.69
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment Mechanic	19.95
23381 - Ground Support Equipment Servicer	16.75

23382 - Ground Support Equipment Worker	17.96
23391 - Gunsmith I	15.36
23392 - Gunsmith II	17.13
23393 - Gunsmith III	18.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.95
23430 - Heavy Equipment Mechanic	19.75
23440 - Heavy Equipment Operator	17.41
23460 - Instrument Mechanic	18.90
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	10.84
23510 - Locksmith	18.02
23530 - Machinery Maintenance Mechanic	18.52
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.06
23591 - Metrology Technician I	18.90
23592 - Metrology Technician II	19.72
23593 - Metrology Technician III	20.72
23640 - Millwright	24.46
23710 - Office Appliance Repairer	19.68
23760 - Painter, Maintenance	16.48
23790 - Pipefitter, Maintenance	18.93
23810 - Plumber, Maintenance	18.07
23820 - Pneudraulic Systems Mechanic	18.90
23850 - Rigger	20.95
23870 - Scale Mechanic	17.13
23890 - Sheet-Metal Worker, Maintenance	17.41
23910 - Small Engine Mechanic	15.67
23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	17.41
23965 - Well Driller	17.41
23970 - Woodcraft Worker	18.90
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	8.34
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.84
25040 - Sewage Plant Operator	16.54
25070 - Stationary Engineer	20.84
25190 - Ventilation Equipment Tender	14.77
25210 - Water Treatment Plant Operator	16.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	11.40
27008 - Corrections Officer	12.86
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	12.86
27070 - Firefighter	19.43
27101 - Guard I	11.40
27102 - Guard II	13.80
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		11.88
28042 - Carnival Equipment Repairer		12.87
28043 - Carnival Equpment Worker		8.97
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.48
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.44
28515 - Recreation Specialist		17.14
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		15.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.55
29020 - Hatch Tender		17.55
29030 - Line Handler		17.55
29041 - Stevedore I		16.72
29042 - Stevedore II		18.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		23.31
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.59
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		19.54
30210 - Laboratory Technician		23.28
30240 - Mathematical Technician		25.85
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		21.08
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		31.22
30390 - Photo-Optics Technician		25.85
30461 - Technical Writer I		21.14
30462 - Technical Writer II		25.86
30463 - Technical Writer III		31.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.70
31030 - Bus Driver		13.09
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.14
31290 - Shuttle Bus Driver		12.58
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.58
31362 - Truckdriver, Medium		13.35

31363 - Truckdriver, Heavy	18.54
31364 - Truckdriver, Tractor-Trailer	18.54
99000 - Miscellaneous Occupations	
99030 - Cashier	8.02
99050 - Desk Clerk	10.22
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.55
99252 - Laboratory Animal Caretaker II	10.15
99310 - Mortician	22.74
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	10.02
99710 - Recycling Laborer	12.34
99711 - Recycling Specialist	14.05
99730 - Refuse Collector	11.84
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	9.01
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer Helper	12.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2434 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.33
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.04
01040 - Court Reporter		19.66
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.86
01060 - Dispatcher, Motor Vehicle		17.99
01070 - Document Preparation Clerk		12.66
01090 - Duplicating Machine Operator		12.66
01111 - General Clerk I		11.08
01112 - General Clerk II		12.83
01113 - General Clerk III		16.83
01120 - Housing Referral Assistant		15.78
01141 - Messenger Courier		11.72

01191 - Order Clerk I	11.83
01192 - Order Clerk II	13.79
01261 - Personnel Assistant (Employment) I	13.16
01262 - Personnel Assistant (Employment) II	14.43
01263 - Personnel Assistant (Employment) III	17.57
01270 - Production Control Clerk	18.65
01280 - Receptionist	11.23
01290 - Rental Clerk	13.33
01300 - Scheduler, Maintenance	12.39
01311 - Secretary I	12.39
01312 - Secretary II	13.86
01313 - Secretary III	15.78
01320 - Service Order Dispatcher	14.95
01410 - Supply Technician	19.04
01420 - Survey Worker	13.71
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.14
01533 - Travel Clerk III	13.77
01611 - Word Processor I	11.77
01612 - Word Processor II	13.35
01613 - Word Processor III	14.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.15
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	16.08
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter, Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.11
07041 - Cook I	9.79
07042 - Cook II	11.11
07070 - Dishwasher	8.05
07130 - Food Service Worker	7.83
07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	8.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.50
11060 - Elevator Operator	9.38
11090 - Gardener	12.57
11122 - Housekeeping Aide	9.38
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.48
11260 - Pruner	10.07
11270 - Tractor Operator	12.41
11330 - Trail Maintenance Worker	10.68

11360 - Window Cleaner	10.05
12000 - Health Occupations	
12010 - Ambulance Driver	13.51
12011 - Breath Alcohol Technician	15.83
12012 - Certified Occupational Therapist Assistant	19.42
12015 - Certified Physical Therapist Assistant	21.72
12020 - Dental Assistant	13.38
12025 - Dental Hygienist	31.40
12030 - EKG Technician	18.82
12035 - Electroneurodiagnostic Technologist	18.82
12040 - Emergency Medical Technician	13.51
12071 - Licensed Practical Nurse I	14.15
12072 - Licensed Practical Nurse II	15.83
12073 - Licensed Practical Nurse III	17.66
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	14.15
12160 - Medical Record Clerk	12.54
12190 - Medical Record Technician	14.03
12195 - Medical Transcriptionist	14.83
12210 - Nuclear Medicine Technologist	29.46
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.53
12223 - Nursing Assistant III	12.59
12224 - Nursing Assistant IV	14.12
12235 - Optical Dispenser	14.54
12236 - Optical Technician	13.51
12250 - Pharmacy Technician	13.40
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	21.91
12311 - Registered Nurse I	20.03
12312 - Registered Nurse II	24.51
12313 - Registered Nurse II, Specialist	24.51
12314 - Registered Nurse III	29.66
12315 - Registered Nurse III, Anesthetist	29.66
12316 - Registered Nurse IV	35.55
12317 - Scheduler (Drug and Alcohol Testing)	19.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.95
13012 - Exhibits Specialist II	22.25
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	18.95
13042 - Illustrator II	22.25
13043 - Illustrator III	27.23
13047 - Librarian	20.68
13050 - Library Aide/Clerk	8.51
13054 - Library Information Technology Systems Administrator	19.12
13058 - Library Technician	13.71
13061 - Media Specialist I	13.50
13062 - Media Specialist II	15.11
13063 - Media Specialist III	16.84
13071 - Photographer I	15.06
13072 - Photographer II	17.50
13073 - Photographer III	20.54
13074 - Photographer IV	25.14
13075 - Photographer V	30.42
13110 - Video Teleconference Technician	15.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.71
14042 - Computer Operator II	16.45
14043 - Computer Operator III	21.59
14044 - Computer Operator IV	25.11
14045 - Computer Operator V	27.62

14071 - Computer Programmer I		22.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		28.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.14
15020 - Aircrew Training Devices Instructor (Rated)		34.04
15030 - Air Crew Training Devices Instructor (Pilot)		40.79
15050 - Computer Based Training Specialist / Instructor		28.14
15060 - Educational Technologist		23.62
15070 - Flight Instructor (Pilot)		40.79
15080 - Graphic Artist		19.06
15090 - Technical Instructor		18.16
15095 - Technical Instructor/Course Developer		22.74
15110 - Test Proctor		14.65
15120 - Tutor		14.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.47
16030 - Counter Attendant		8.47
16040 - Dry Cleaner		10.79
16070 - Finisher, Flatwork, Machine		8.47
16090 - Presser, Hand		8.47
16110 - Presser, Machine, Drycleaning		8.47
16130 - Presser, Machine, Shirts		8.47
16160 - Presser, Machine, Wearing Apparel, Laundry		8.47
16190 - Sewing Machine Operator		11.56
16220 - Tailor		12.34
16250 - Washer, Machine		9.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.19
19040 - Tool And Die Maker		22.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.47
21030 - Material Coordinator		18.65
21040 - Material Expediter		18.65
21050 - Material Handling Laborer		10.84
21071 - Order Filler		11.20
21080 - Production Line Worker (Food Processing)		13.47
21110 - Shipping Packer		13.44
21130 - Shipping/Receiving Clerk		13.44
21140 - Store Worker I		12.19
21150 - Stock Clerk		16.90
21210 - Tools And Parts Attendant		13.47
21410 - Warehouse Specialist		13.47
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.96
23021 - Aircraft Mechanic I		19.95
23022 - Aircraft Mechanic II		20.96
23023 - Aircraft Mechanic III		22.00
23040 - Aircraft Mechanic Helper		14.56
23050 - Aircraft, Painter		18.74
23060 - Aircraft Servicer		16.75
23080 - Aircraft Worker		17.96
23110 - Appliance Mechanic		17.65
23120 - Bicycle Repairer		13.29
23125 - Cable Splicer		19.25
23130 - Carpenter, Maintenance		16.54
23140 - Carpet Layer		17.23

23160 - Electrician, Maintenance	21.97
23181 - Electronics Technician Maintenance I	20.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	27.74
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	15.13
23311 - Fuel Distribution System Mechanic	19.30
23312 - Fuel Distribution System Operator	15.69
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment Mechanic	19.95
23381 - Ground Support Equipment Servicer	16.75
23382 - Ground Support Equipment Worker	17.96
23391 - Gunsmith I	15.36
23392 - Gunsmith II	17.13
23393 - Gunsmith III	18.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.95
23430 - Heavy Equipment Mechanic	19.75
23440 - Heavy Equipment Operator	17.41
23460 - Instrument Mechanic	18.90
23465 - Laboratory/Shelter Mechanic	18.04
23470 - Laborer	10.84
23510 - Locksmith	18.02
23530 - Machinery Maintenance Mechanic	18.52
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	13.06
23591 - Metrology Technician I	18.90
23592 - Metrology Technician II	19.72
23593 - Metrology Technician III	20.72
23640 - Millwright	24.46
23710 - Office Appliance Repairer	19.68
23760 - Painter, Maintenance	16.48
23790 - Pipefitter, Maintenance	18.93
23810 - Plumber, Maintenance	18.07
23820 - Pneudraulic Systems Mechanic	18.90
23850 - Rigger	20.95
23870 - Scale Mechanic	17.13
23890 - Sheet-Metal Worker, Maintenance	17.41
23910 - Small Engine Mechanic	15.67
23931 - Telecommunications Mechanic I	25.74
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	17.41
23965 - Well Driller	17.41
23970 - Woodcraft Worker	18.90
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	8.34
24620 - Family Readiness And Support Services Coordinator	14.48
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.84
25040 - Sewage Plant Operator	16.54
25070 - Stationary Engineer	20.84
25190 - Ventilation Equipment Tender	14.77
25210 - Water Treatment Plant Operator	16.54
27000 - Protective Service Occupations	

27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	11.40
27008 - Corrections Officer	12.86
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	12.86
27070 - Firefighter	19.43
27101 - Guard I	11.40
27102 - Guard II	13.80
27131 - Police Officer I	18.67
27132 - Police Officer II	20.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.88
28042 - Carnival Equipment Repairer	12.87
28043 - Carnival Equpment Worker	8.97
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.48
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.44
28515 - Recreation Specialist	17.14
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.55
29020 - Hatch Tender	17.55
29030 - Line Handler	17.55
29041 - Stevedore I	16.72
29042 - Stevedore II	18.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.97
30022 - Archeological Technician II	20.87
30023 - Archeological Technician III	25.85
30030 - Cartographic Technician	25.85
30040 - Civil Engineering Technician	23.31
30061 - Drafter/CAD Operator I	17.97
30062 - Drafter/CAD Operator II	20.87
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.64
30081 - Engineering Technician I	17.13
30082 - Engineering Technician II	19.23
30083 - Engineering Technician III	21.51
30084 - Engineering Technician IV	26.65
30085 - Engineering Technician V	32.59
30086 - Engineering Technician VI	39.44
30090 - Environmental Technician	19.54
30210 - Laboratory Technician	23.28
30240 - Mathematical Technician	25.85
30361 - Paralegal/Legal Assistant I	18.26
30362 - Paralegal/Legal Assistant II	21.08
30363 - Paralegal/Legal Assistant III	24.49
30364 - Paralegal/Legal Assistant IV	31.22
30390 - Photo-Optics Technician	25.85
30461 - Technical Writer I	21.14
30462 - Technical Writer II	25.86
30463 - Technical Writer III	31.27
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.70
31030 - Bus Driver		13.09
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.14
31290 - Shuttle Bus Driver		12.58
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.58
31362 - Truckdriver, Medium		13.35
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.02
99050 - Desk Clerk		10.22
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.55
99252 - Laboratory Animal Caretaker II		10.15
99310 - Mortician		22.74
99410 - Pest Controller		14.80
99510 - Photofinishing Worker		10.02
99710 - Recycling Laborer		12.34
99711 - Recycling Specialist		14.05
99730 - Refuse Collector		11.84
99810 - Sales Clerk		12.10
99820 - School Crossing Guard		9.01
99830 - Survey Party Chief		22.23
99831 - Surveying Aide		13.20
99832 - Surveying Technician		20.88
99840 - Vending Machine Attendant		12.74
99841 - Vending Machine Repairer		15.68
99842 - Vending Machine Repairer Helper		12.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2439 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.08
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.76
01270 - Production Control Clerk		18.40
01280 - Receptionist		12.12
01290 - Rental Clerk		12.87
01300 - Scheduler, Maintenance		14.03
01311 - Secretary I		14.03
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		19.08
01420 - Survey Worker		14.05
01531 - Travel Clerk I		13.58
01532 - Travel Clerk II		14.74
01533 - Travel Clerk III		15.86
01611 - Word Processor I		12.90
01612 - Word Processor II		14.48
01613 - Word Processor III		16.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.79
05010 - Automotive Electrician		17.35
05040 - Automotive Glass Installer		16.16
05070 - Automotive Worker		16.54
05110 - Mobile Equipment Servicer		14.57
05130 - Motor Equipment Metal Mechanic		18.14
05160 - Motor Equipment Metal Worker		16.54
05190 - Motor Vehicle Mechanic		18.14
05220 - Motor Vehicle Mechanic Helper		13.73
05250 - Motor Vehicle Upholstery Worker		15.72
05280 - Motor Vehicle Wrecker		16.54
05310 - Painter, Automotive		18.65
05340 - Radiator Repair Specialist		16.54
05370 - Tire Repairer		12.48
05400 - Transmission Repair Specialist		18.14
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.89
07041 - Cook I		11.30

07042 - Cook II	12.78
07070 - Dishwasher	9.03
07130 - Food Service Worker	9.63
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.14
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.27
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	9.64
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	17.13
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.40
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	15.32
12072 - Licensed Practical Nurse II	17.13
12073 - Licensed Practical Nurse III	19.11
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	16.86
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	37.66
12221 - Nursing Assistant I	9.88
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.12
12224 - Nursing Assistant IV	13.60
12235 - Optical Dispenser	15.26
12236 - Optical Technician	15.32
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	21.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49

13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		16.92
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I		19.56
14072 - Computer Programmer II		24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.85
14160 - Personal Computer Support Technician		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.54
15095 - Technical Instructor/Course Developer		24.26
15110 - Test Proctor		15.60
15120 - Tutor		15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.78
16030 - Counter Attendant		9.78
16040 - Dry Cleaner		12.53
16070 - Finisher, Flatwork, Machine		9.78
16090 - Presser, Hand		9.78
16110 - Presser, Machine, Drycleaning		9.78
16130 - Presser, Machine, Shirts		9.78
16160 - Presser, Machine, Wearing Apparel, Laundry		9.78
16190 - Sewing Machine Operator		13.46
16220 - Tailor		14.40
16250 - Washer, Machine		10.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.85
19040 - Tool And Die Maker		22.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.04
21030 - Material Coordinator		18.40
21040 - Material Expediter		18.40

21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.26
21080 - Production Line Worker (Food Processing)	15.04
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.60
21150 - Stock Clerk	16.34
21210 - Tools And Parts Attendant	15.04
21410 - Warehouse Specialist	15.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.90
23021 - Aircraft Mechanic I	21.81
23022 - Aircraft Mechanic II	22.90
23023 - Aircraft Mechanic III	24.05
23040 - Aircraft Mechanic Helper	15.62
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.91
23080 - Aircraft Worker	19.54
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	23.14
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	18.14
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	17.02
23311 - Fuel Distribution System Mechanic	21.04
23312 - Fuel Distribution System Operator	16.66
23370 - General Maintenance Worker	16.48
23380 - Ground Support Equipment Mechanic	21.81
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.54
23391 - Gunsmith I	17.02
23392 - Gunsmith II	19.26
23393 - Gunsmith III	21.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.77
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.79
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	21.50
23465 - Laboratory/Shelter Mechanic	20.37
23470 - Laborer	11.52
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	18.10
23580 - Maintenance Trades Helper	12.48
23591 - Metrology Technician I	21.50
23592 - Metrology Technician II	22.60
23593 - Metrology Technician III	23.73
23640 - Millwright	21.50
23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	15.28
23790 - Pipefitter, Maintenance	27.76
23810 - Plumber, Maintenance	25.86
23820 - Pneudraulic Systems Mechanic	21.50
23850 - Rigger	21.50
23870 - Scale Mechanic	19.26

23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	18.85
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	21.50
23960 - Welder, Combination, Maintenance	15.19
23965 - Well Driller	19.84
23970 - Woodcraft Worker	21.50
23980 - Woodworker	17.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.18
24620 - Family Readiness And Support Services Coordinator	13.92
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	23.42
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	23.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	11.19
27008 - Corrections Officer	21.67
27010 - Court Security Officer	21.67
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	21.67
27070 - Firefighter	22.48
27101 - Guard I	11.19
27102 - Guard II	15.86
27131 - Police Officer I	24.72
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Equpment Worker	11.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.87
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.11
29020 - Hatch Tender	21.11
29030 - Line Handler	21.11
29041 - Stevedore I	19.99
29042 - Stevedore II	22.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	23.84
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32

30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		19.99
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.65
30090 - Environmental Technician		22.57
30210 - Laboratory Technician		20.32
30240 - Mathematical Technician		22.57
30361 - Paralegal/Legal Assistant I		19.17
30362 - Paralegal/Legal Assistant II		23.75
30363 - Paralegal/Legal Assistant III		29.05
30364 - Paralegal/Legal Assistant IV		35.16
30390 - Photo-Optics Technician		22.57
30461 - Technical Writer I		18.44
30462 - Technical Writer II		22.56
30463 - Technical Writer III		27.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer, Senior	(see 2)	22.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.12
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.14
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.67
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		16.83
31363 - Truckdriver, Heavy		16.74
31364 - Truckdriver, Tractor-Trailer		16.74
99000 - Miscellaneous Occupations		
99030 - Cashier		10.25
99050 - Desk Clerk		11.24
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.32
99252 - Laboratory Animal Caretaker II		12.11
99310 - Mortician		22.74
99410 - Pest Controller		19.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.61
99711 - Recycling Specialist		17.02
99730 - Refuse Collector		15.73
99810 - Sales Clerk		13.05
99820 - School Crossing Guard		12.41
99830 - Survey Party Chief		23.75
99831 - Surveying Aide		14.92
99832 - Surveying Technician		20.31
99840 - Vending Machine Attendant		17.57
99841 - Vending Machine Repairer		21.27
99842 - Vending Machine Repairer Helper		17.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2440 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.08
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.76
01270 - Production Control Clerk		18.40
01280 - Receptionist		12.12
01290 - Rental Clerk		12.87
01300 - Scheduler, Maintenance		14.03
01311 - Secretary I		14.03
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		19.08
01420 - Survey Worker		14.05
01531 - Travel Clerk I		13.58
01532 - Travel Clerk II		14.74
01533 - Travel Clerk III		15.86
01611 - Word Processor I		12.90
01612 - Word Processor II		14.48

01613 - Word Processor III	16.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	12.48
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.30
07042 - Cook II	12.78
07070 - Dishwasher	9.03
07130 - Food Service Worker	9.63
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.14
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.27
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	9.64
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	17.13
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.40
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	15.32
12072 - Licensed Practical Nurse II	17.13
12073 - Licensed Practical Nurse III	19.11
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	16.86
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	37.66

12221 - Nursing Assistant I		9.88
12222 - Nursing Assistant II		11.11
12223 - Nursing Assistant III		12.12
12224 - Nursing Assistant IV		13.60
12235 - Optical Dispenser		15.26
12236 - Optical Technician		15.32
12250 - Pharmacy Technician		16.80
12280 - Phlebotomist		13.60
12305 - Radiologic Technologist		28.82
12311 - Registered Nurse I		22.98
12312 - Registered Nurse II		28.11
12313 - Registered Nurse II, Specialist		28.11
12314 - Registered Nurse III		34.01
12315 - Registered Nurse III, Anesthetist		34.01
12316 - Registered Nurse IV		40.76
12317 - Scheduler (Drug and Alcohol Testing)		21.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		16.92
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I		19.56
14072 - Computer Programmer II		24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.85
14160 - Personal Computer Support Technician		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		22.64
15090 - Technical Instructor		18.54
15095 - Technical Instructor/Course Developer		24.26
15110 - Test Proctor		15.60

15120 - Tutor	15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.78
16030 - Counter Attendant	9.78
16040 - Dry Cleaner	12.53
16070 - Finisher, Flatwork, Machine	9.78
16090 - Presser, Hand	9.78
16110 - Presser, Machine, Drycleaning	9.78
16130 - Presser, Machine, Shirts	9.78
16160 - Presser, Machine, Wearing Apparel, Laundry	9.78
16190 - Sewing Machine Operator	13.46
16220 - Tailor	14.40
16250 - Washer, Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.85
19040 - Tool And Die Maker	22.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.04
21030 - Material Coordinator	18.40
21040 - Material Expediter	18.40
21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.26
21080 - Production Line Worker (Food Processing)	15.04
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.60
21150 - Stock Clerk	16.34
21210 - Tools And Parts Attendant	15.04
21410 - Warehouse Specialist	15.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.90
23021 - Aircraft Mechanic I	21.81
23022 - Aircraft Mechanic II	22.90
23023 - Aircraft Mechanic III	24.05
23040 - Aircraft Mechanic Helper	15.62
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.91
23080 - Aircraft Worker	19.54
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	23.14
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	18.14
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	17.02
23311 - Fuel Distribution System Mechanic	21.04
23312 - Fuel Distribution System Operator	16.66
23370 - General Maintenance Worker	16.48
23380 - Ground Support Equipment Mechanic	21.81
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.54
23391 - Gunsmith I	17.02
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25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	23.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	11.19
27008 - Corrections Officer	21.67
27010 - Court Security Officer	21.67
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	21.67
27070 - Firefighter	22.48
27101 - Guard I	11.19
27102 - Guard II	15.86
27131 - Police Officer I	24.72
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Equpment Worker	11.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.87

28630 - Sports Official		12.47
28690 - Swimming Pool Operator		18.73
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.11
29020 - Hatch Tender		21.11
29030 - Line Handler		21.11
29041 - Stevedore I		19.99
29042 - Stevedore II		22.84
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.62
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.29
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.57
30030 - Cartographic Technician		22.57
30040 - Civil Engineering Technician		23.84
30061 - Drafter/CAD Operator I		16.29
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.32
30064 - Drafter/CAD Operator IV		25.00
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		19.99
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.65
30090 - Environmental Technician		22.57
30210 - Laboratory Technician		20.32
30240 - Mathematical Technician		22.57
30361 - Paralegal/Legal Assistant I		19.17
30362 - Paralegal/Legal Assistant II		23.75
30363 - Paralegal/Legal Assistant III		29.05
30364 - Paralegal/Legal Assistant IV		35.16
30390 - Photo-Optics Technician		22.57
30461 - Technical Writer I		18.44
30462 - Technical Writer II		22.56
30463 - Technical Writer III		27.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.32
30621 - Weather Observer, Senior	(see 2)	22.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.14
31030 - Bus Driver		16.12
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.14
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.67
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		16.83
31363 - Truckdriver, Heavy		16.74
31364 - Truckdriver, Tractor-Trailer		16.74
99000 - Miscellaneous Occupations		
99030 - Cashier		10.25
99050 - Desk Clerk		11.24
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.32
99252 - Laboratory Animal Caretaker II		12.11

99310 - Mortician	22.74
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	21.27
99842 - Vending Machine Repairer Helper	17.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2441 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		21.67
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75

01111 - General Clerk I	12.67
01112 - General Clerk II	13.82
01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	14.12
01191 - Order Clerk I	13.02
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	15.71
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	20.55
01280 - Receptionist	14.41
01290 - Rental Clerk	15.98
01300 - Scheduler, Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	22.62
01420 - Survey Worker	19.88
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	15.76
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter, Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	12.86
07042 - Cook II	14.31
07070 - Dishwasher	9.16
07130 - Food Service Worker	10.57
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	11.77
11090 - Gardener	15.07
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06

11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	11.47
11260 - Pruner	10.96
11270 - Tractor Operator	14.58
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	22.53
12015 - Certified Physical Therapist Assistant	21.98
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	36.69
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.38
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	14.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	9.41
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.53
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	17.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	12.95
12305 - Radiologic Technologist	30.05
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	24.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	26.14
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	23.60
13058 - Library Technician	15.52
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24
13071 - Photographer I	15.13
13072 - Photographer II	16.92
13073 - Photographer III	20.96
13074 - Photographer IV	25.64
13075 - Photographer V	31.02
13110 - Video Teleconference Technician	17.33
14000 - Information Technology Occupations	

14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		20.77
15090 - Technical Instructor		20.39
15095 - Technical Instructor/Course Developer		24.95
15110 - Test Proctor		17.79
15120 - Tutor		17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		12.40
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		13.20
16220 - Tailor		13.99
16250 - Washer, Machine		10.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.45
19040 - Tool And Die Maker		24.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.89
21030 - Material Coordinator		19.68
21040 - Material Expediter		19.68
21050 - Material Handling Laborer		13.22
21071 - Order Filler		13.60
21080 - Production Line Worker (Food Processing)		14.89
21110 - Shipping Packer		14.37
21130 - Shipping/Receiving Clerk		14.37
21140 - Store Worker I		12.70
21150 - Stock Clerk		16.70
21210 - Tools And Parts Attendant		14.89
21410 - Warehouse Specialist		14.89
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.81
23021 - Aircraft Mechanic I		24.48
23022 - Aircraft Mechanic II		25.81
23023 - Aircraft Mechanic III		27.13
23040 - Aircraft Mechanic Helper		19.37
23050 - Aircraft, Painter		22.61
23060 - Aircraft Servicer		22.12
23080 - Aircraft Worker		23.27

23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	20.28
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	21.48
23182 - Electronics Technician Maintenance II	24.43
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System Mechanic	24.72
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.27
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.45
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	23.70
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	30.95
23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	24.74
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	25.97
23932 - Telecommunications Mechanic II	27.38
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	23.01
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.09

25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	26.09
25190 - Ventilation Equipment Tender	19.07
25210 - Water Treatment Plant Operator	22.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	23.68
27010 - Court Security Officer	25.47
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	23.68
27070 - Firefighter	26.29
27101 - Guard I	12.19
27102 - Guard II	16.79
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.83
28042 - Carnival Equipment Repairer	12.56
28043 - Carnival Equpment Worker	9.64
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	19.28
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.47
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30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	22.18
30210 - Laboratory Technician	19.18
30240 - Mathematical Technician	22.35
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30390 - Photo-Optics Technician	23.18
30461 - Technical Writer I	21.89
30462 - Technical Writer II	27.71
30463 - Technical Writer III	32.40

30491 - Unexploded Ordnance (UXO) Technician I		23.97
30492 - Unexploded Ordnance (UXO) Technician II		29.00
30493 - Unexploded Ordnance (UXO) Technician III		34.76
30494 - Unexploded (UXO) Safety Escort		23.97
30495 - Unexploded (UXO) Sweep Personnel		23.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.68
31030 - Bus Driver		17.89
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.48
31290 - Shuttle Bus Driver		15.36
31310 - Taxi Driver		11.15
31361 - Truckdriver, Light		15.29
31362 - Truckdriver, Medium		18.77
31363 - Truckdriver, Heavy		20.76
31364 - Truckdriver, Tractor-Trailer		20.76
99000 - Miscellaneous Occupations		
99030 - Cashier		12.12
99050 - Desk Clerk		11.50
99095 - Embalmer		27.05
99251 - Laboratory Animal Caretaker I		11.19
99252 - Laboratory Animal Caretaker II		12.01
99310 - Mortician		27.05
99410 - Pest Controller		15.69
99510 - Photofinishing Worker		14.81
99710 - Recycling Laborer		19.39
99711 - Recycling Specialist		22.73
99730 - Refuse Collector		17.66
99810 - Sales Clerk		13.43
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		26.05
99831 - Surveying Aide		15.36
99832 - Surveying Technician		21.04
99840 - Vending Machine Attendant		16.64
99841 - Vending Machine Repairer		19.64
99842 - Vending Machine Repairer Helper		16.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2442 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		21.67
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		12.67
01112 - General Clerk II		13.82
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		14.12
01191 - Order Clerk I		13.02
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		15.71
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		20.55
01280 - Receptionist		14.41
01290 - Rental Clerk		15.98
01300 - Scheduler, Maintenance		16.38
01311 - Secretary I		16.38
01312 - Secretary II		18.32
01313 - Secretary III		20.42
01320 - Service Order Dispatcher		17.40
01410 - Supply Technician		22.62
01420 - Survey Worker		19.88
01531 - Travel Clerk I		13.44
01532 - Travel Clerk II		16.64
01533 - Travel Clerk III		15.76
01611 - Word Processor I		14.12
01612 - Word Processor II		15.86
01613 - Word Processor III		19.59
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.95
05010 - Automotive Electrician		19.85
05040 - Automotive Glass Installer		18.97
05070 - Automotive Worker		18.97
05110 - Mobile Equipment Servicer		17.05
05130 - Motor Equipment Metal Mechanic		19.95
05160 - Motor Equipment Metal Worker		18.97
05190 - Motor Vehicle Mechanic		19.95
05220 - Motor Vehicle Mechanic Helper		16.04
05250 - Motor Vehicle Upholstery Worker		18.04
05280 - Motor Vehicle Wrecker		18.97
05310 - Painter, Automotive		19.85
05340 - Radiator Repair Specialist		18.97
05370 - Tire Repairer		13.76

05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.61
07041 - Cook I	12.86
07042 - Cook II	14.31
07070 - Dishwasher	9.16
07130 - Food Service Worker	10.57
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	11.77
11090 - Gardener	15.07
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.96
11240 - Maid or Houseman	11.47
11260 - Pruner	10.96
11270 - Tractor Operator	14.58
11330 - Trail Maintenance Worker	11.96
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	22.53
12015 - Certified Physical Therapist Assistant	21.98
12020 - Dental Assistant	17.72
12025 - Dental Hygienist	36.69
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.38
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	14.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	9.41
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.53
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	17.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	15.54
12280 - Phlebotomist	12.95
12305 - Radiologic Technologist	30.05
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	24.30

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.35
13042 - Illustrator II		22.74
13043 - Illustrator III		27.81
13047 - Librarian		26.14
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		23.60
13058 - Library Technician		15.52
13061 - Media Specialist I		17.04
13062 - Media Specialist II		19.06
13063 - Media Specialist III		21.24
13071 - Photographer I		15.13
13072 - Photographer II		16.92
13073 - Photographer III		20.96
13074 - Photographer IV		25.64
13075 - Photographer V		31.02
13110 - Video Teleconference Technician		17.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		20.77
15090 - Technical Instructor		20.39
15095 - Technical Instructor/Course Developer		24.95
15110 - Test Proctor		17.79
15120 - Tutor		17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		12.40
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		13.20
16220 - Tailor		13.99
16250 - Washer, Machine		10.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.45
19040 - Tool And Die Maker		24.38

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.89
21030 - Material Coordinator	19.68
21040 - Material Expediter	19.68
21050 - Material Handling Laborer	13.22
21071 - Order Filler	13.60
21080 - Production Line Worker (Food Processing)	14.89
21110 - Shipping Packer	14.37
21130 - Shipping/Receiving Clerk	14.37
21140 - Store Worker I	12.70
21150 - Stock Clerk	16.70
21210 - Tools And Parts Attendant	14.89
21410 - Warehouse Specialist	14.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.81
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.81
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	19.37
23050 - Aircraft, Painter	22.61
23060 - Aircraft Servicer	22.12
23080 - Aircraft Worker	23.27
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	31.58
23130 - Carpenter, Maintenance	20.28
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	21.48
23182 - Electronics Technician Maintenance II	24.43
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System Mechanic	24.72
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	24.48
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.27
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.34
23393 - Gunsmith III	25.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.45
23430 - Heavy Equipment Mechanic	21.84
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	23.70
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	30.95

23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	24.74
23870 - Scale Mechanic	22.34
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	25.97
23932 - Telecommunications Mechanic II	27.38
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	23.01
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.83
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.09
25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	26.09
25190 - Ventilation Equipment Tender	19.07
25210 - Water Treatment Plant Operator	22.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	23.68
27010 - Court Security Officer	25.47
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	23.68
27070 - Firefighter	26.29
27101 - Guard I	12.19
27102 - Guard II	16.79
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.83
28042 - Carnival Equipment Repairer	12.56
28043 - Carnival Equpment Worker	9.64
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	19.28
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.47
29020 - Hatch Tender	23.47
29030 - Line Handler	23.47
29041 - Stevedore I	22.04
29042 - Stevedore II	24.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.63
30021 - Archeological Technician I	16.73
30022 - Archeological Technician II	18.72
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.18

30040 - Civil Engineering Technician		25.26
30061 - Drafter/CAD Operator I		16.73
30062 - Drafter/CAD Operator II		18.72
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.68
30081 - Engineering Technician I		16.14
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.29
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.76
30086 - Engineering Technician VI		37.19
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31030 - Bus Driver		17.89
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.48
31290 - Shuttle Bus Driver		15.36
31310 - Taxi Driver		11.15
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31362 - Truckdriver, Medium		18.77
31363 - Truckdriver, Heavy		20.76
31364 - Truckdriver, Tractor-Trailer		20.76
99000 - Miscellaneous Occupations		
99030 - Cashier		12.12
99050 - Desk Clerk		11.50
99095 - Embalmer		27.05
99251 - Laboratory Animal Caretaker I		11.19
99252 - Laboratory Animal Caretaker II		12.01
99310 - Mortician		27.05
99410 - Pest Controller		15.69
99510 - Photofinishing Worker		14.81
99710 - Recycling Laborer		19.39
99711 - Recycling Specialist		22.73
99730 - Refuse Collector		17.66
99810 - Sales Clerk		13.43
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		26.05
99831 - Surveying Aide		15.36
99832 - Surveying Technician		21.04
99840 - Vending Machine Attendant		16.64
99841 - Vending Machine Repairer		19.64
99842 - Vending Machine Repairer Helper		16.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2447 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		21.90
01040 - Court Reporter		22.23
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		13.24
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		13.74

01090 - Duplicating Machine Operator	13.91
01111 - General Clerk I	11.55
01112 - General Clerk II	12.62
01113 - General Clerk III	14.16
01120 - Housing Referral Assistant	19.71
01141 - Messenger Courier	11.60
01191 - Order Clerk I	12.19
01192 - Order Clerk II	14.87
01261 - Personnel Assistant (Employment) I	16.27
01262 - Personnel Assistant (Employment) II	18.20
01263 - Personnel Assistant (Employment) III	20.29
01270 - Production Control Clerk	19.92
01280 - Receptionist	12.17
01290 - Rental Clerk	12.94
01300 - Scheduler, Maintenance	15.61
01311 - Secretary I	15.61
01312 - Secretary II	17.68
01313 - Secretary III	19.71
01320 - Service Order Dispatcher	16.83
01410 - Supply Technician	21.90
01420 - Survey Worker	14.90
01531 - Travel Clerk I	12.01
01532 - Travel Clerk II	12.88
01533 - Travel Clerk III	13.80
01611 - Word Processor I	14.25
01612 - Word Processor II	15.84
01613 - Word Processor III	17.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	17.37
05070 - Automotive Worker	17.37
05110 - Mobile Equipment Servicer	15.88
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	17.37
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	16.62
05280 - Motor Vehicle Wrecker	17.37
05310 - Painter, Automotive	18.12
05340 - Radiator Repair Specialist	17.37
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	11.49
07042 - Cook II	12.85
07070 - Dishwasher	8.54
07130 - Food Service Worker	9.61
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.88
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.88
09090 - Furniture Refinisher Helper	15.75
09110 - Furniture Repairer, Minor	17.31
09130 - Upholsterer	19.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.05
11060 - Elevator Operator	11.05
11090 - Gardener	14.73
11122 - Housekeeping Aide	12.29

11150 - Janitor	12.29
11210 - Laborer, Grounds Maintenance	12.18
11240 - Maid or Houseman	9.52
11260 - Pruner	11.32
11270 - Tractor Operator	13.89
11330 - Trail Maintenance Worker	12.18
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	13.73
12011 - Breath Alcohol Technician	17.37
12012 - Certified Occupational Therapist Assistant	21.31
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	15.04
12025 - Dental Hygienist	27.49
12030 - EKG Technician	22.45
12035 - Electroneurodiagnostic Technologist	22.45
12040 - Emergency Medical Technician	13.73
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.37
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	13.30
12130 - Medical Laboratory Technician	15.26
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	14.00
12195 - Medical Transcriptionist	14.74
12210 - Nuclear Medicine Technologist	29.16
12221 - Nursing Assistant I	10.02
12222 - Nursing Assistant II	11.26
12223 - Nursing Assistant III	12.29
12224 - Nursing Assistant IV	13.79
12235 - Optical Dispenser	18.11
12236 - Optical Technician	15.63
12250 - Pharmacy Technician	13.18
12280 - Phlebotomist	13.79
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	22.75
12312 - Registered Nurse II	27.84
12313 - Registered Nurse II, Specialist	27.84
12314 - Registered Nurse III	33.68
12315 - Registered Nurse III, Anesthetist	33.68
12316 - Registered Nurse IV	40.36
12317 - Scheduler (Drug and Alcohol Testing)	20.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.05
13012 - Exhibits Specialist II	23.61
13013 - Exhibits Specialist III	28.89
13041 - Illustrator I	18.66
13042 - Illustrator II	23.13
13043 - Illustrator III	28.30
13047 - Librarian	25.61
13050 - Library Aide/Clerk	10.60
13054 - Library Information Technology Systems Administrator	23.13
13058 - Library Technician	14.66
13061 - Media Specialist I	16.68
13062 - Media Specialist II	18.66
13063 - Media Specialist III	20.82
13071 - Photographer I	17.17
13072 - Photographer II	19.67
13073 - Photographer III	23.69
13074 - Photographer IV	28.98
13075 - Photographer V	35.06
13110 - Video Teleconference Technician	19.28

14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I		21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.57
15020 - Aircrew Training Devices Instructor (Rated)		34.57
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.57
15060 - Educational Technologist		27.95
15070 - Flight Instructor (Pilot)		41.43
15080 - Graphic Artist		20.05
15090 - Technical Instructor		23.54
15095 - Technical Instructor/Course Developer		28.80
15110 - Test Proctor		19.00
15120 - Tutor		19.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.39
16030 - Counter Attendant		9.39
16040 - Dry Cleaner		12.07
16070 - Finisher, Flatwork, Machine		9.39
16090 - Presser, Hand		9.39
16110 - Presser, Machine, Drycleaning		9.39
16130 - Presser, Machine, Shirts		9.39
16160 - Presser, Machine, Wearing Apparel, Laundry		9.39
16190 - Sewing Machine Operator		12.84
16220 - Tailor		13.56
16250 - Washer, Machine		10.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.47
19040 - Tool And Die Maker		21.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.01
21030 - Material Coordinator		20.74
21040 - Material Expediter		20.74
21050 - Material Handling Laborer		15.53
21071 - Order Filler		11.42
21080 - Production Line Worker (Food Processing)		15.01
21110 - Shipping Packer		13.40
21130 - Shipping/Receiving Clerk		13.40
21140 - Store Worker I		12.78
21150 - Stock Clerk		15.99
21210 - Tools And Parts Attendant		15.01
21410 - Warehouse Specialist		15.01
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.48
23021 - Aircraft Mechanic I		22.26
23022 - Aircraft Mechanic II		23.48
23023 - Aircraft Mechanic III		24.38
23040 - Aircraft Mechanic Helper		18.02
23050 - Aircraft, Painter		21.21
23060 - Aircraft Servicer		19.81

23080 - Aircraft Worker	20.71
23110 - Appliance Mechanic	21.05
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	28.34
23130 - Carpenter, Maintenance	19.67
23140 - Carpet Layer	17.11
23160 - Electrician, Maintenance	23.72
23181 - Electronics Technician Maintenance I	20.65
23182 - Electronics Technician Maintenance II	22.01
23183 - Electronics Technician Maintenance III	26.64
23260 - Fabric Worker	18.94
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	17.88
23311 - Fuel Distribution System Mechanic	23.48
23312 - Fuel Distribution System Operator	19.02
23370 - General Maintenance Worker	17.30
23380 - Ground Support Equipment Mechanic	22.26
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.71
23391 - Gunsmith I	17.88
23392 - Gunsmith II	19.99
23393 - Gunsmith III	22.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.24
23430 - Heavy Equipment Mechanic	22.88
23440 - Heavy Equipment Operator	21.41
23460 - Instrument Mechanic	21.92
23465 - Laboratory/Shelter Mechanic	21.05
23470 - Laborer	14.89
23510 - Locksmith	18.32
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	20.59
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	21.92
23592 - Metrology Technician II	22.95
23593 - Metrology Technician III	24.00
23640 - Millwright	24.50
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	20.88
23790 - Pipefitter, Maintenance	23.41
23810 - Plumber, Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	22.07
23850 - Rigger	22.07
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	18.10
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	27.98
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	19.46
23965 - Well Driller	22.07
23970 - Woodcraft Worker	22.07
23980 - Woodworker	16.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	17.23
24630 - Homemaker	16.73
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	19.78
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	19.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.47
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	22.18
27010 - Court Security Officer	22.18
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	22.18
27070 - Firefighter	20.45
27101 - Guard I	12.52
27102 - Guard II	16.29
27131 - Police Officer I	26.75
27132 - Police Officer II	29.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.50
28042 - Carnival Equipment Repairer	11.56
28043 - Carnival Equpment Worker	8.96
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.03
28350 - Park Attendant (Aide)	15.57
28510 - Recreation Aide/Health Facility Attendant	11.37
28515 - Recreation Specialist	13.83
28630 - Sports Official	11.65
28690 - Swimming Pool Operator	18.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.86
29020 - Hatch Tender	18.86
29030 - Line Handler	18.86
29041 - Stevedore I	17.87
29042 - Stevedore II	19.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.75
30022 - Archeological Technician II	19.39
30023 - Archeological Technician III	23.05
30030 - Cartographic Technician	23.05
30040 - Civil Engineering Technician	22.90
30061 - Drafter/CAD Operator I	16.63
30062 - Drafter/CAD Operator II	18.82
30063 - Drafter/CAD Operator III	20.75
30064 - Drafter/CAD Operator IV	25.52
30081 - Engineering Technician I	14.87
30082 - Engineering Technician II	16.68
30083 - Engineering Technician III	18.66
30084 - Engineering Technician IV	23.17
30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	24.75
30210 - Laboratory Technician	21.22
30240 - Mathematical Technician	23.05
30361 - Paralegal/Legal Assistant I	17.56
30362 - Paralegal/Legal Assistant II	23.32
30363 - Paralegal/Legal Assistant III	28.53
30364 - Paralegal/Legal Assistant IV	34.52
30390 - Photo-Optics Technician	23.05
30461 - Technical Writer I	19.51
30462 - Technical Writer II	23.85

30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	23.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.83
31030 - Bus Driver		15.21
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		9.56
31290 - Shuttle Bus Driver		15.49
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		15.49
31362 - Truckdriver, Medium		18.05
31363 - Truckdriver, Heavy		20.41
31364 - Truckdriver, Tractor-Trailer		20.41
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		10.46
99095 - Embalmer		27.90
99251 - Laboratory Animal Caretaker I		10.41
99252 - Laboratory Animal Caretaker II		11.04
99310 - Mortician		29.93
99410 - Pest Controller		14.50
99510 - Photofinishing Worker		10.53
99710 - Recycling Laborer		13.41
99711 - Recycling Specialist		15.28
99730 - Refuse Collector		12.45
99810 - Sales Clerk		12.47
99820 - School Crossing Guard		10.31
99830 - Survey Party Chief		20.86
99831 - Surveying Aide		14.29
99832 - Surveying Technician		18.40
99840 - Vending Machine Attendant		13.35
99841 - Vending Machine Repairer		15.35
99842 - Vending Machine Repairer Helper		13.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and

with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2448 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		21.90
01040 - Court Reporter		22.23
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		13.24
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		13.74
01090 - Duplicating Machine Operator		13.91
01111 - General Clerk I		11.55
01112 - General Clerk II		12.62
01113 - General Clerk III		14.16
01120 - Housing Referral Assistant		19.71
01141 - Messenger Courier		11.60
01191 - Order Clerk I		12.19
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		16.27
01262 - Personnel Assistant (Employment) II		18.20
01263 - Personnel Assistant (Employment) III		20.29
01270 - Production Control Clerk		19.92
01280 - Receptionist		12.17
01290 - Rental Clerk		12.94
01300 - Scheduler, Maintenance		15.61
01311 - Secretary I		15.61
01312 - Secretary II		17.68
01313 - Secretary III		19.71
01320 - Service Order Dispatcher		16.83
01410 - Supply Technician		21.90
01420 - Survey Worker		14.90
01531 - Travel Clerk I		12.01
01532 - Travel Clerk II		12.88
01533 - Travel Clerk III		13.80
01611 - Word Processor I		14.25
01612 - Word Processor II		15.84
01613 - Word Processor III		17.68
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.95
05010 - Automotive Electrician		18.12
05040 - Automotive Glass Installer		17.37
05070 - Automotive Worker		17.37
05110 - Mobile Equipment Servicer		15.88
05130 - Motor Equipment Metal Mechanic		18.68
05160 - Motor Equipment Metal Worker		17.37
05190 - Motor Vehicle Mechanic		18.68
05220 - Motor Vehicle Mechanic Helper		15.12
05250 - Motor Vehicle Upholstery Worker		16.62
05280 - Motor Vehicle Wrecker		17.37
05310 - Painter, Automotive		18.12
05340 - Radiator Repair Specialist		17.37
05370 - Tire Repairer		14.53
05400 - Transmission Repair Specialist		18.68

07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	11.49
07042 - Cook II	12.85
07070 - Dishwasher	8.54
07130 - Food Service Worker	9.61
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	8.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.88
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.88
09090 - Furniture Refinisher Helper	15.75
09110 - Furniture Repairer, Minor	17.31
09130 - Upholsterer	19.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.05
11060 - Elevator Operator	11.05
11090 - Gardener	14.73
11122 - Housekeeping Aide	12.29
11150 - Janitor	12.29
11210 - Laborer, Grounds Maintenance	12.18
11240 - Maid or Houseman	9.52
11260 - Pruner	11.32
11270 - Tractor Operator	13.89
11330 - Trail Maintenance Worker	12.18
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	13.73
12011 - Breath Alcohol Technician	17.37
12012 - Certified Occupational Therapist Assistant	21.31
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	15.04
12025 - Dental Hygienist	27.49
12030 - EKG Technician	22.45
12035 - Electroneurodiagnostic Technologist	22.45
12040 - Emergency Medical Technician	13.73
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.37
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	13.30
12130 - Medical Laboratory Technician	15.26
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	14.00
12195 - Medical Transcriptionist	14.74
12210 - Nuclear Medicine Technologist	29.16
12221 - Nursing Assistant I	10.02
12222 - Nursing Assistant II	11.26
12223 - Nursing Assistant III	12.29
12224 - Nursing Assistant IV	13.79
12235 - Optical Dispenser	18.11
12236 - Optical Technician	15.63
12250 - Pharmacy Technician	13.18
12280 - Phlebotomist	13.79
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	22.75
12312 - Registered Nurse II	27.84
12313 - Registered Nurse II, Specialist	27.84
12314 - Registered Nurse III	33.68
12315 - Registered Nurse III, Anesthetist	33.68
12316 - Registered Nurse IV	40.36
12317 - Scheduler (Drug and Alcohol Testing)	20.76
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		19.05
13012 - Exhibits Specialist II		23.61
13013 - Exhibits Specialist III		28.89
13041 - Illustrator I		18.66
13042 - Illustrator II		23.13
13043 - Illustrator III		28.30
13047 - Librarian		25.61
13050 - Library Aide/Clerk		10.60
13054 - Library Information Technology Systems Administrator		23.13
13058 - Library Technician		14.66
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.82
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I		21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.57
15020 - Aircrew Training Devices Instructor (Rated)		34.57
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.57
15060 - Educational Technologist		27.95
15070 - Flight Instructor (Pilot)		41.43
15080 - Graphic Artist		20.05
15090 - Technical Instructor		23.54
15095 - Technical Instructor/Course Developer		28.80
15110 - Test Proctor		19.00
15120 - Tutor		19.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.39
16030 - Counter Attendant		9.39
16040 - Dry Cleaner		12.07
16070 - Finisher, Flatwork, Machine		9.39
16090 - Presser, Hand		9.39
16110 - Presser, Machine, Drycleaning		9.39
16130 - Presser, Machine, Shirts		9.39
16160 - Presser, Machine, Wearing Apparel, Laundry		9.39
16190 - Sewing Machine Operator		12.84
16220 - Tailor		13.56
16250 - Washer, Machine		10.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.47
19040 - Tool And Die Maker		21.57
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	15.01
21030 - Material Coordinator	20.74
21040 - Material Expediter	20.74
21050 - Material Handling Laborer	15.53
21071 - Order Filler	11.42
21080 - Production Line Worker (Food Processing)	15.01
21110 - Shipping Packer	13.40
21130 - Shipping/Receiving Clerk	13.40
21140 - Store Worker I	12.78
21150 - Stock Clerk	15.99
21210 - Tools And Parts Attendant	15.01
21410 - Warehouse Specialist	15.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.26
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	24.38
23040 - Aircraft Mechanic Helper	18.02
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	19.81
23080 - Aircraft Worker	20.71
23110 - Appliance Mechanic	21.05
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	28.34
23130 - Carpenter, Maintenance	19.67
23140 - Carpet Layer	17.11
23160 - Electrician, Maintenance	23.72
23181 - Electronics Technician Maintenance I	20.65
23182 - Electronics Technician Maintenance II	22.01
23183 - Electronics Technician Maintenance III	26.64
23260 - Fabric Worker	18.94
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	17.88
23311 - Fuel Distribution System Mechanic	23.48
23312 - Fuel Distribution System Operator	19.02
23370 - General Maintenance Worker	17.30
23380 - Ground Support Equipment Mechanic	22.26
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.71
23391 - Gunsmith I	17.88
23392 - Gunsmith II	19.99
23393 - Gunsmith III	22.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.24
23430 - Heavy Equipment Mechanic	22.88
23440 - Heavy Equipment Operator	21.41
23460 - Instrument Mechanic	21.92
23465 - Laboratory/Shelter Mechanic	21.05
23470 - Laborer	14.89
23510 - Locksmith	18.32
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	20.59
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	21.92
23592 - Metrology Technician II	22.95
23593 - Metrology Technician III	24.00
23640 - Millwright	24.50
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	20.88
23790 - Pipefitter, Maintenance	23.41
23810 - Plumber, Maintenance	22.03

23820 - Pneudraulic Systems Mechanic	22.07
23850 - Rigger	22.07
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	18.10
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	27.98
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	19.46
23965 - Well Driller	22.07
23970 - Woodcraft Worker	22.07
23980 - Woodworker	16.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	17.23
24630 - Homemaker	16.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.00
25040 - Sewage Plant Operator	19.78
25070 - Stationary Engineer	22.00
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	19.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.47
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	22.18
27010 - Court Security Officer	22.18
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	22.18
27070 - Firefighter	20.45
27101 - Guard I	12.52
27102 - Guard II	16.29
27131 - Police Officer I	26.75
27132 - Police Officer II	29.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.50
28042 - Carnival Equipment Repairer	11.56
28043 - Carnival Equpment Worker	8.96
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.03
28350 - Park Attendant (Aide)	15.57
28510 - Recreation Aide/Health Facility Attendant	11.37
28515 - Recreation Specialist	13.83
28630 - Sports Official	11.65
28690 - Swimming Pool Operator	18.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.86
29020 - Hatch Tender	18.86
29030 - Line Handler	18.86
29041 - Stevedore I	17.87
29042 - Stevedore II	19.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.75
30022 - Archeological Technician II	19.39
30023 - Archeological Technician III	23.05
30030 - Cartographic Technician	23.05
30040 - Civil Engineering Technician	22.90

30061 - Drafter/CAD Operator I		16.63
30062 - Drafter/CAD Operator II		18.82
30063 - Drafter/CAD Operator III		20.75
30064 - Drafter/CAD Operator IV		25.52
30081 - Engineering Technician I		14.87
30082 - Engineering Technician II		16.68
30083 - Engineering Technician III		18.66
30084 - Engineering Technician IV		23.17
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		24.75
30210 - Laboratory Technician		21.22
30240 - Mathematical Technician		23.05
30361 - Paralegal/Legal Assistant I		17.56
30362 - Paralegal/Legal Assistant II		23.32
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30390 - Photo-Optics Technician		23.05
30461 - Technical Writer I		19.51
30462 - Technical Writer II		23.85
30463 - Technical Writer III		28.88
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	23.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.83
31030 - Bus Driver		15.21
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		9.56
31290 - Shuttle Bus Driver		15.49
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		15.49
31362 - Truckdriver, Medium		18.05
31363 - Truckdriver, Heavy		20.41
31364 - Truckdriver, Tractor-Trailer		20.41
99000 - Miscellaneous Occupations		
99030 - Cashier		8.64
99050 - Desk Clerk		10.46
99095 - Embalmer		27.90
99251 - Laboratory Animal Caretaker I		10.41
99252 - Laboratory Animal Caretaker II		11.04
99310 - Mortician		29.93
99410 - Pest Controller		14.50
99510 - Photofinishing Worker		10.53
99710 - Recycling Laborer		13.41
99711 - Recycling Specialist		15.28
99730 - Refuse Collector		12.45
99810 - Sales Clerk		12.47
99820 - School Crossing Guard		10.31
99830 - Survey Party Chief		20.86
99831 - Surveying Aide		14.29
99832 - Surveying Technician		18.40
99840 - Vending Machine Attendant		13.35
99841 - Vending Machine Repairer		15.35
99842 - Vending Machine Repairer Helper		13.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2449 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton, Philadelphia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		21.74
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		15.68
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		22.74
01280 - Receptionist		14.72
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.52
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11

01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.02
01420 - Survey Worker	17.92
01531 - Travel Clerk I	13.42
01532 - Travel Clerk II	14.10
01533 - Travel Clerk III	15.03
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	22.03
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	12.99
07042 - Cook II	13.84
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	17.30
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15

12072 - Licensed Practical Nurse II		22.05
12073 - Licensed Practical Nurse III		24.57
12100 - Medical Assistant		14.97
12130 - Medical Laboratory Technician		21.17
12160 - Medical Record Clerk		15.47
12190 - Medical Record Technician		17.00
12195 - Medical Transcriptionist		17.02
12210 - Nuclear Medicine Technologist		34.99
12221 - Nursing Assistant I		10.52
12222 - Nursing Assistant II		11.83
12223 - Nursing Assistant III		12.91
12224 - Nursing Assistant IV		14.49
12235 - Optical Dispenser		21.62
12236 - Optical Technician		16.60
12250 - Pharmacy Technician		15.13
12280 - Phlebotomist		14.49
12305 - Radiologic Technologist		28.02
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		32.76
12313 - Registered Nurse II, Specialist		32.76
12314 - Registered Nurse III		39.32
12315 - Registered Nurse III, Anesthetist		39.32
12316 - Registered Nurse IV		47.11
12317 - Scheduler (Drug and Alcohol Testing)		23.50
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.74
13012 - Exhibits Specialist II		28.77
13013 - Exhibits Specialist III		35.16
13041 - Illustrator I		22.94
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		31.00
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		17.62
13061 - Media Specialist I		18.35
13062 - Media Specialist II		20.52
13063 - Media Specialist III		22.88
13071 - Photographer I		17.96
13072 - Photographer II		19.97
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		22.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11

15030 - Air Crew Training Devices Instructor (Pilot)	48.06
15050 - Computer Based Training Specialist / Instructor	33.14
15060 - Educational Technologist	30.33
15070 - Flight Instructor (Pilot)	48.06
15080 - Graphic Artist	24.99
15090 - Technical Instructor	24.41
15095 - Technical Instructor/Course Developer	29.85
15110 - Test Proctor	19.71
15120 - Tutor	19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.77
16030 - Counter Attendant	9.77
16040 - Dry Cleaner	12.76
16070 - Finisher, Flatwork, Machine	9.77
16090 - Presser, Hand	9.77
16110 - Presser, Machine, Drycleaning	9.77
16130 - Presser, Machine, Shirts	9.77
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	13.65
16220 - Tailor	14.52
16250 - Washer, Machine	10.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.24
19040 - Tool And Die Maker	24.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	20.91
21040 - Material Expediter	20.91
21050 - Material Handling Laborer	13.92
21071 - Order Filler	13.88
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	16.45
21130 - Shipping/Receiving Clerk	16.45
21140 - Store Worker I	16.93
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.75
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.75
23023 - Aircraft Mechanic III	28.12
23040 - Aircraft Mechanic Helper	20.97
23050 - Aircraft, Painter	21.66
23060 - Aircraft Servicer	22.92
23080 - Aircraft Worker	23.95
23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	34.08
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.03
23183 - Electronics Technician Maintenance III	27.92
23260 - Fabric Worker	21.87
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	22.72
23311 - Fuel Distribution System Mechanic	26.86
23312 - Fuel Distribution System Operator	23.17
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	22.92

23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	22.07
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.64
23470 - Laborer	15.83
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	21.24
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.56
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	28.29
23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.53
23970 - Woodcraft Worker	25.51
23980 - Woodworker	19.14
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	14.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.73
25040 - Sewage Plant Operator	22.47
25070 - Stationary Engineer	22.73
25190 - Ventilation Equipment Tender	18.74
25210 - Water Treatment Plant Operator	22.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.81
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		11.46
28042 - Carnival Equipment Repairer		12.02
28043 - Carnival Equpment Worker		9.59
28210 - Gate Attendant/Gate Tender		16.04
28310 - Lifeguard		12.78
28350 - Park Attendant (Aide)		17.94
28510 - Recreation Aide/Health Facility Attendant		11.54
28515 - Recreation Specialist		22.22
28630 - Sports Official		14.29
28690 - Swimming Pool Operator		17.23
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.30
29020 - Hatch Tender		24.30
29030 - Line Handler		24.30
29041 - Stevedore I		23.38
29042 - Stevedore II		25.20
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.98
30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		28.18
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		26.15
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		18.23
30082 - Engineering Technician II		20.47
30083 - Engineering Technician III		23.23
30084 - Engineering Technician IV		28.83
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		42.58
30090 - Environmental Technician		21.49
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.18
30361 - Paralegal/Legal Assistant I		19.08
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.64
30390 - Photo-Optics Technician		28.18
30461 - Technical Writer I		21.76
30462 - Technical Writer II		26.62
30463 - Technical Writer III		34.22
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	25.36
30621 - Weather Observer, Senior	(see 3)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		19.16
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.54
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28

31363 - Truckdriver, Heavy	19.99
31364 - Truckdriver, Tractor-Trailer	19.99
99000 - Miscellaneous Occupations	
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.77
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.25
99310 - Mortician	34.20
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	18.72
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	11.48
99830 - Survey Party Chief	20.60
99831 - Surveying Aide	12.23
99832 - Surveying Technician	18.07
99840 - Vending Machine Attendant	14.45
99841 - Vending Machine Repairer	16.98
99842 - Vending Machine Repairer Helper	14.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2450 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton, Philadelphia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		27.42
01040 - Court Reporter		21.74
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		14.81
01192 - Order Clerk II		15.68
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		22.74
01280 - Receptionist		14.72
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.52
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11
01320 - Service Order Dispatcher		16.76
01410 - Supply Technician		27.02
01420 - Survey Worker		17.92
01531 - Travel Clerk I		13.42
01532 - Travel Clerk II		14.10
01533 - Travel Clerk III		15.03
01611 - Word Processor I		15.91
01612 - Word Processor II		17.86
01613 - Word Processor III		19.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.83
05010 - Automotive Electrician		22.03
05040 - Automotive Glass Installer		20.34
05070 - Automotive Worker		21.11
05110 - Mobile Equipment Servicer		19.63
05130 - Motor Equipment Metal Mechanic		22.81
05160 - Motor Equipment Metal Worker		21.22
05190 - Motor Vehicle Mechanic		22.83
05220 - Motor Vehicle Mechanic Helper		18.71
05250 - Motor Vehicle Upholstery Worker		20.54
05280 - Motor Vehicle Wrecker		21.22
05310 - Painter, Automotive		22.14
05340 - Radiator Repair Specialist		21.22
05370 - Tire Repairer		14.89
05400 - Transmission Repair Specialist		23.49
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.05
07041 - Cook I		12.99
07042 - Cook II		13.84
07070 - Dishwasher		9.76
07130 - Food Service Worker		11.55
07210 - Meat Cutter		17.30
07260 - Waiter/Waitress		10.10

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.33
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	22.91
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	32.95
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	17.02
12210 - Nuclear Medicine Technologist	34.99
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.83
12223 - Nursing Assistant III	12.91
12224 - Nursing Assistant IV	14.49
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	14.49
12305 - Radiologic Technologist	28.02
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.74
13012 - Exhibits Specialist II	28.77
13013 - Exhibits Specialist III	35.16
13041 - Illustrator I	22.94
13042 - Illustrator II	30.61
13043 - Illustrator III	37.43
13047 - Librarian	31.00
13050 - Library Aide/Clerk	16.83

13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		17.62
13061 - Media Specialist I		18.35
13062 - Media Specialist II		20.52
13063 - Media Specialist III		22.88
13071 - Photographer I		17.96
13072 - Photographer II		19.97
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician		22.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		30.33
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		24.99
15090 - Technical Instructor		24.41
15095 - Technical Instructor/Course Developer		29.85
15110 - Test Proctor		19.71
15120 - Tutor		19.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		12.76
16070 - Finisher, Flatwork, Machine		9.77
16090 - Presser, Hand		9.77
16110 - Presser, Machine, Drycleaning		9.77
16130 - Presser, Machine, Shirts		9.77
16160 - Presser, Machine, Wearing Apparel, Laundry		9.77
16190 - Sewing Machine Operator		13.65
16220 - Tailor		14.52
16250 - Washer, Machine		10.80
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.24
19040 - Tool And Die Maker		24.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		20.91
21040 - Material Expediter		20.91
21050 - Material Handling Laborer		13.92
21071 - Order Filler		13.88
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45

21140 - Store Worker I	16.93
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.75
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.75
23023 - Aircraft Mechanic III	28.12
23040 - Aircraft Mechanic Helper	20.97
23050 - Aircraft, Painter	21.66
23060 - Aircraft Servicer	22.92
23080 - Aircraft Worker	23.95
23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	34.08
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.03
23183 - Electronics Technician Maintenance III	27.92
23260 - Fabric Worker	21.87
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	22.72
23311 - Fuel Distribution System Mechanic	26.86
23312 - Fuel Distribution System Operator	23.17
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	22.92
23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	22.07
23392 - Gunsmith II	23.77
23393 - Gunsmith III	25.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	24.64
23470 - Laborer	15.83
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist, Maintenance	21.24
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.01
23593 - Metrology Technician III	26.83
23640 - Millwright	25.21
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.56
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	28.29

23960 - Welder, Combination, Maintenance	20.91
23965 - Well Driller	23.53
23970 - Woodcraft Worker	25.51
23980 - Woodworker	19.14
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	14.06
24630 - Homemaker	14.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.73
25040 - Sewage Plant Operator	22.47
25070 - Stationary Engineer	22.73
25190 - Ventilation Equipment Tender	18.74
25210 - Water Treatment Plant Operator	22.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	18.81
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Equpment Worker	9.59
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.98
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	26.15
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21
30081 - Engineering Technician I	18.23
30082 - Engineering Technician II	20.47
30083 - Engineering Technician III	23.23
30084 - Engineering Technician IV	28.83

30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		42.58
30090 - Environmental Technician		21.49
30210 - Laboratory Technician		25.35
30240 - Mathematical Technician		28.18
30361 - Paralegal/Legal Assistant I		19.08
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.92
30364 - Paralegal/Legal Assistant IV		34.64
30390 - Photo-Optics Technician		28.18
30461 - Technical Writer I		21.76
30462 - Technical Writer II		26.62
30463 - Technical Writer III		34.22
30491 - Unexploded Ordnance (UXO) Technician I		24.25
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.17
30494 - Unexploded (UXO) Safety Escort		24.25
30495 - Unexploded (UXO) Sweep Personnel		24.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	25.36
30621 - Weather Observer, Senior	(see 3)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.22
31030 - Bus Driver		19.16
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.54
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		19.00
31362 - Truckdriver, Medium		19.28
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99030 - Cashier		11.80
99050 - Desk Clerk		12.64
99095 - Embalmer		33.77
99251 - Laboratory Animal Caretaker I		11.48
99252 - Laboratory Animal Caretaker II		12.25
99310 - Mortician		34.20
99410 - Pest Controller		17.02
99510 - Photofinishing Worker		14.65
99710 - Recycling Laborer		18.72
99711 - Recycling Specialist		21.14
99730 - Refuse Collector		17.57
99810 - Sales Clerk		12.43
99820 - School Crossing Guard		11.48
99830 - Survey Party Chief		20.60
99831 - Surveying Aide		12.23
99832 - Surveying Technician		18.07
99840 - Vending Machine Attendant		14.45
99841 - Vending Machine Repairer		16.98
99842 - Vending Machine Repairer Helper		14.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2451 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		21.11
01040 - Court Reporter		17.78
01051 - Data Entry Operator I		12.17
01052 - Data Entry Operator II		13.81
01060 - Dispatcher, Motor Vehicle		17.44
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		11.61
01112 - General Clerk II		14.59
01113 - General Clerk III		16.37
01120 - Housing Referral Assistant		18.54
01141 - Messenger Courier		10.42
01191 - Order Clerk I		13.17
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		16.18
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.18
01270 - Production Control Clerk		20.18
01280 - Receptionist		11.91
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		15.48
01311 - Secretary I		15.48

01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	17.00
01410 - Supply Technician	21.43
01420 - Survey Worker	15.04
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	12.90
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.95
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	17.10
05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.10
07042 - Cook II	12.33
07070 - Dishwasher	9.05
07130 - Food Service Worker	8.63
07210 - Meat Cutter	13.70
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.22
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.47
09130 - Upholsterer	16.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.28
11060 - Elevator Operator	11.02
11090 - Gardener	14.44
11122 - Housekeeping Aide	12.96
11150 - Janitor	13.61
11210 - Laborer, Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	20.79
12015 - Certified Physical Therapist Assistant	18.88
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	23.01
12030 - EKG Technician	22.90
12035 - Electroneurodiagnostic Technologist	22.90

12040 - Emergency Medical Technician		14.04
12071 - Licensed Practical Nurse I		15.31
12072 - Licensed Practical Nurse II		17.33
12073 - Licensed Practical Nurse III		19.33
12100 - Medical Assistant		12.39
12130 - Medical Laboratory Technician		16.83
12160 - Medical Record Clerk		14.13
12190 - Medical Record Technician		16.42
12195 - Medical Transcriptionist		14.26
12210 - Nuclear Medicine Technologist		24.86
12221 - Nursing Assistant I		10.49
12222 - Nursing Assistant II		11.79
12223 - Nursing Assistant III		12.87
12224 - Nursing Assistant IV		14.44
12235 - Optical Dispenser		13.89
12236 - Optical Technician		12.53
12250 - Pharmacy Technician		12.39
12280 - Phlebotomist		14.44
12305 - Radiologic Technologist		23.00
12311 - Registered Nurse I		23.50
12312 - Registered Nurse II		28.75
12313 - Registered Nurse II, Specialist		28.75
12314 - Registered Nurse III		34.78
12315 - Registered Nurse III, Anesthetist		34.78
12316 - Registered Nurse IV		41.68
12317 - Scheduler (Drug and Alcohol Testing)		21.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		10.34
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.36
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.13
13075 - Photographer V		30.38
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	26.29
15020 - Aircrew Training Devices Instructor (Rated)	31.81
15030 - Air Crew Training Devices Instructor (Pilot)	37.86
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	29.84
15070 - Flight Instructor (Pilot)	37.66
15080 - Graphic Artist	20.56
15090 - Technical Instructor	19.41
15095 - Technical Instructor/Course Developer	23.74
15110 - Test Proctor	16.96
15120 - Tutor	16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.28
16030 - Counter Attendant	9.28
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.28
16090 - Presser, Hand	9.28
16110 - Presser, Machine, Drycleaning	9.28
16130 - Presser, Machine, Shirts	9.28
16160 - Presser, Machine, Wearing Apparel, Laundry	9.28
16190 - Sewing Machine Operator	12.33
16220 - Tailor	13.09
16250 - Washer, Machine	10.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.05
19040 - Tool And Die Maker	22.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.10
21030 - Material Coordinator	19.96
21040 - Material Expediter	19.96
21050 - Material Handling Laborer	18.10
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	16.10
21110 - Shipping Packer	13.72
21130 - Shipping/Receiving Clerk	13.72
21140 - Store Worker I	13.55
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	16.10
21410 - Warehouse Specialist	16.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.47
23021 - Aircraft Mechanic I	22.54
23022 - Aircraft Mechanic II	23.47
23023 - Aircraft Mechanic III	24.59
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft, Painter	22.09
23060 - Aircraft Servicer	19.78
23080 - Aircraft Worker	20.91
23110 - Appliance Mechanic	19.92
23120 - Bicycle Repairer	13.96
23125 - Cable Splicer	26.97
23130 - Carpenter, Maintenance	20.21
23140 - Carpet Layer	17.94
23160 - Electrician, Maintenance	24.24
23181 - Electronics Technician Maintenance I	21.91
23182 - Electronics Technician Maintenance II	23.12
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	19.30
23290 - Fire Alarm System Mechanic	21.02
23310 - Fire Extinguisher Repairer	18.17
23311 - Fuel Distribution System Mechanic	22.44
23312 - Fuel Distribution System Operator	18.49
23370 - General Maintenance Worker	17.81

23380 - Ground Support Equipment Mechanic	22.54
23381 - Ground Support Equipment Servicer	19.78
23382 - Ground Support Equipment Worker	20.91
23391 - Gunsmith I	18.17
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.69
23430 - Heavy Equipment Mechanic	20.39
23440 - Heavy Equipment Operator	22.45
23460 - Instrument Mechanic	23.17
23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	14.78
23510 - Locksmith	18.41
23530 - Machinery Maintenance Mechanic	21.00
23550 - Machinist, Maintenance	20.25
23580 - Maintenance Trades Helper	16.43
23591 - Metrology Technician I	23.17
23592 - Metrology Technician II	24.11
23593 - Metrology Technician III	25.19
23640 - Millwright	25.25
23710 - Office Appliance Repairer	19.71
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	27.98
23810 - Plumber, Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	22.54
23850 - Rigger	22.54
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	25.78
23910 - Small Engine Mechanic	17.11
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.32
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	18.79
23965 - Well Driller	20.23
23970 - Woodcraft Worker	22.54
23980 - Woodworker	15.90
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	10.15
24620 - Family Readiness And Support Services Coordinator	12.25
24630 - Homemaker	13.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.99
25040 - Sewage Plant Operator	20.44
25070 - Stationary Engineer	24.99
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant Operator	20.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.65
27007 - Baggage Inspector	10.28
27008 - Corrections Officer	21.65
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	21.65
27070 - Firefighter	22.94
27101 - Guard I	10.28
27102 - Guard II	14.84
27131 - Police Officer I	24.82

27132 - Police Officer II		26.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.03
28042 - Carnival Equipment Repairer		10.42
28043 - Carnival Equpment Worker		8.54
28210 - Gate Attendant/Gate Tender		13.83
28310 - Lifeguard		10.94
28350 - Park Attendant (Aide)		15.47
28510 - Recreation Aide/Health Facility Attendant		11.29
28515 - Recreation Specialist		16.79
28630 - Sports Official		12.32
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.51
29020 - Hatch Tender		21.51
29030 - Line Handler		21.51
29041 - Stevedore I		20.33
29042 - Stevedore II		22.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.95
30022 - Archeological Technician II		18.28
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		21.90
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		21.50
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		19.93
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		33.56
30390 - Photo-Optics Technician		26.70
30461 - Technical Writer I		21.84
30462 - Technical Writer II		25.69
30463 - Technical Writer III		28.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer, Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.71
31030 - Bus Driver		18.40
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		14.65
31310 - Taxi Driver		10.92

31361 - Truckdriver, Light	14.65
31362 - Truckdriver, Medium	17.07
31363 - Truckdriver, Heavy	18.69
31364 - Truckdriver, Tractor-Trailer	18.69
99000 - Miscellaneous Occupations	
99030 - Cashier	8.57
99050 - Desk Clerk	10.19
99095 - Embalmer	23.36
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	27.76
99410 - Pest Controller	17.04
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	10.25
99830 - Survey Party Chief	18.85
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2452 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66

01012 - Accounting Clerk II	16.92
01013 - Accounting Clerk III	20.33
01020 - Administrative Assistant	21.11
01040 - Court Reporter	17.78
01051 - Data Entry Operator I	12.17
01052 - Data Entry Operator II	13.81
01060 - Dispatcher, Motor Vehicle	17.44
01070 - Document Preparation Clerk	12.44
01090 - Duplicating Machine Operator	12.44
01111 - General Clerk I	11.61
01112 - General Clerk II	14.59
01113 - General Clerk III	16.37
01120 - Housing Referral Assistant	18.54
01141 - Messenger Courier	10.42
01191 - Order Clerk I	13.17
01192 - Order Clerk II	15.74
01261 - Personnel Assistant (Employment) I	16.18
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.18
01270 - Production Control Clerk	20.18
01280 - Receptionist	11.91
01290 - Rental Clerk	15.53
01300 - Scheduler, Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	17.00
01410 - Supply Technician	21.43
01420 - Survey Worker	15.04
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	12.90
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.95
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	17.10
05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.10
07042 - Cook II	12.33
07070 - Dishwasher	9.05
07130 - Food Service Worker	8.63
07210 - Meat Cutter	13.70
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.22
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.27

09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.47
09130 - Upholsterer	16.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.28
11060 - Elevator Operator	11.02
11090 - Gardener	14.44
11122 - Housekeeping Aide	12.96
11150 - Janitor	13.61
11210 - Laborer, Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	20.79
12015 - Certified Physical Therapist Assistant	18.88
12020 - Dental Assistant	14.32
12025 - Dental Hygienist	23.01
12030 - EKG Technician	22.90
12035 - Electroneurodiagnostic Technologist	22.90
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	12.39
12130 - Medical Laboratory Technician	16.83
12160 - Medical Record Clerk	14.13
12190 - Medical Record Technician	16.42
12195 - Medical Transcriptionist	14.26
12210 - Nuclear Medicine Technologist	24.86
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.79
12223 - Nursing Assistant III	12.87
12224 - Nursing Assistant IV	14.44
12235 - Optical Dispenser	13.89
12236 - Optical Technician	12.53
12250 - Pharmacy Technician	12.39
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	23.00
12311 - Registered Nurse I	23.50
12312 - Registered Nurse II	28.75
12313 - Registered Nurse II, Specialist	28.75
12314 - Registered Nurse III	34.78
12315 - Registered Nurse III, Anesthetist	34.78
12316 - Registered Nurse IV	41.68
12317 - Scheduler (Drug and Alcohol Testing)	21.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	26.32
13047 - Librarian	24.59
13050 - Library Aide/Clerk	10.34
13054 - Library Information Technology Systems Administrator	20.34
13058 - Library Technician	16.06
13061 - Media Specialist I	16.02

13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.36
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.13
13075 - Photographer V		30.38
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.29
15020 - Aircrew Training Devices Instructor (Rated)		31.81
15030 - Air Crew Training Devices Instructor (Pilot)		37.86
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		37.66
15080 - Graphic Artist		20.56
15090 - Technical Instructor		19.41
15095 - Technical Instructor/Course Developer		23.74
15110 - Test Proctor		16.96
15120 - Tutor		16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.28
16030 - Counter Attendant		9.28
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.28
16090 - Presser, Hand		9.28
16110 - Presser, Machine, Drycleaning		9.28
16130 - Presser, Machine, Shirts		9.28
16160 - Presser, Machine, Wearing Apparel, Laundry		9.28
16190 - Sewing Machine Operator		12.33
16220 - Tailor		13.09
16250 - Washer, Machine		10.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.05
19040 - Tool And Die Maker		22.76
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.10
21030 - Material Coordinator		19.96
21040 - Material Expediter		19.96
21050 - Material Handling Laborer		18.10
21071 - Order Filler		13.89
21080 - Production Line Worker (Food Processing)		16.10
21110 - Shipping Packer		13.72
21130 - Shipping/Receiving Clerk		13.72
21140 - Store Worker I		13.55
21150 - Stock Clerk		17.17
21210 - Tools And Parts Attendant		16.10
21410 - Warehouse Specialist		16.10

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.47
23021 - Aircraft Mechanic I	22.54
23022 - Aircraft Mechanic II	23.47
23023 - Aircraft Mechanic III	24.59
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft, Painter	22.09
23060 - Aircraft Servicer	19.78
23080 - Aircraft Worker	20.91
23110 - Appliance Mechanic	19.92
23120 - Bicycle Repairer	13.96
23125 - Cable Splicer	26.97
23130 - Carpenter, Maintenance	20.21
23140 - Carpet Layer	17.94
23160 - Electrician, Maintenance	24.24
23181 - Electronics Technician Maintenance I	21.91
23182 - Electronics Technician Maintenance II	23.12
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	19.30
23290 - Fire Alarm System Mechanic	21.02
23310 - Fire Extinguisher Repairer	18.17
23311 - Fuel Distribution System Mechanic	22.44
23312 - Fuel Distribution System Operator	18.49
23370 - General Maintenance Worker	17.81
23380 - Ground Support Equipment Mechanic	22.54
23381 - Ground Support Equipment Servicer	19.78
23382 - Ground Support Equipment Worker	20.91
23391 - Gunsmith I	18.17
23392 - Gunsmith II	20.42
23393 - Gunsmith III	22.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.69
23430 - Heavy Equipment Mechanic	20.39
23440 - Heavy Equipment Operator	22.45
23460 - Instrument Mechanic	23.17
23465 - Laboratory/Shelter Mechanic	21.55
23470 - Laborer	14.78
23510 - Locksmith	18.41
23530 - Machinery Maintenance Mechanic	21.00
23550 - Machinist, Maintenance	20.25
23580 - Maintenance Trades Helper	16.43
23591 - Metrology Technician I	23.17
23592 - Metrology Technician II	24.11
23593 - Metrology Technician III	25.19
23640 - Millwright	25.25
23710 - Office Appliance Repairer	19.71
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	27.98
23810 - Plumber, Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	22.54
23850 - Rigger	22.54
23870 - Scale Mechanic	20.42
23890 - Sheet-Metal Worker, Maintenance	25.78
23910 - Small Engine Mechanic	17.11
23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.32
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	18.79
23965 - Well Driller	20.23
23970 - Woodcraft Worker	22.54
23980 - Woodworker	15.90

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	10.15
24620 - Family Readiness And Support Services Coordinator	12.25
24630 - Homemaker	13.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.99
25040 - Sewage Plant Operator	20.44
25070 - Stationary Engineer	24.99
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant Operator	20.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.65
27007 - Baggage Inspector	10.28
27008 - Corrections Officer	21.65
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	21.65
27070 - Firefighter	22.94
27101 - Guard I	10.28
27102 - Guard II	14.84
27131 - Police Officer I	24.82
27132 - Police Officer II	26.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.03
28042 - Carnival Equipment Repairer	10.42
28043 - Carnival Equpment Worker	8.54
28210 - Gate Attendant/Gate Tender	13.83
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	16.79
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.51
29020 - Hatch Tender	21.51
29030 - Line Handler	21.51
29041 - Stevedore I	20.33
29042 - Stevedore II	22.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.95
30022 - Archeological Technician II	18.28
30023 - Archeological Technician III	24.87
30030 - Cartographic Technician	25.30
30040 - Civil Engineering Technician	21.90
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.41
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	24.78
30085 - Engineering Technician V	30.31
30086 - Engineering Technician VI	36.67
30090 - Environmental Technician	21.50
30210 - Laboratory Technician	20.26

30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		19.93
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		33.56
30390 - Photo-Optics Technician		26.70
30461 - Technical Writer I		21.84
30462 - Technical Writer II		25.69
30463 - Technical Writer III		28.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer, Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.71
31030 - Bus Driver		18.40
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		10.49
31290 - Shuttle Bus Driver		14.65
31310 - Taxi Driver		10.92
31361 - Truckdriver, Light		14.65
31362 - Truckdriver, Medium		17.07
31363 - Truckdriver, Heavy		18.69
31364 - Truckdriver, Tractor-Trailer		18.69
99000 - Miscellaneous Occupations		
99030 - Cashier		8.57
99050 - Desk Clerk		10.19
99095 - Embalmer		23.36
99251 - Laboratory Animal Caretaker I		12.22
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		27.76
99410 - Pest Controller		17.04
99510 - Photofinishing Worker		13.23
99710 - Recycling Laborer		18.05
99711 - Recycling Specialist		20.80
99730 - Refuse Collector		16.68
99810 - Sales Clerk		12.12
99820 - School Crossing Guard		10.25
99830 - Survey Party Chief		18.85
99831 - Surveying Aide		11.23
99832 - Surveying Technician		17.13
99840 - Vending Machine Attendant		14.01
99841 - Vending Machine Repairer		16.78
99842 - Vending Machine Repairer Helper		14.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski, Director — Division of Wage Determinations

Wage Determination No.: 2005-2453
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.80
01012 - Accounting Clerk II		14.37
01013 - Accounting Clerk III		16.08
01020 - Administrative Assistant		17.62
01040 - Court Reporter		16.46
01051 - Data Entry Operator I		11.33
01052 - Data Entry Operator II		12.36
01060 - Dispatcher, Motor Vehicle		15.07
01070 - Document Preparation Clerk		10.94
01090 - Duplicating Machine Operator		10.94
01111 - General Clerk I		11.13
01112 - General Clerk II		12.14
01113 - General Clerk III		14.73
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01270 - Production Control Clerk		18.68
01280 - Receptionist		11.38
01290 - Rental Clerk		11.29
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.55
01320 - Service Order Dispatcher		13.69
01410 - Supply Technician		17.62
01420 - Survey Worker		14.03
01531 - Travel Clerk I		13.42
01532 - Travel Clerk II		14.10
01533 - Travel Clerk III		15.03
01611 - Word Processor I		12.04
01612 - Word Processor II		13.52
01613 - Word Processor III		15.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		15.45
05010 - Automotive Electrician		15.62
05040 - Automotive Glass Installer		15.04

05070 - Automotive Worker	15.04
05110 - Mobile Equipment Servicer	14.04
05130 - Motor Equipment Metal Mechanic	16.10
05160 - Motor Equipment Metal Worker	15.04
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	13.52
05250 - Motor Vehicle Upholstery Worker	14.53
05280 - Motor Vehicle Wrecker	15.04
05310 - Painter, Automotive	15.62
05340 - Radiator Repair Specialist	15.05
05370 - Tire Repairer	12.17
05400 - Transmission Repair Specialist	16.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.19
07041 - Cook I	11.14
07042 - Cook II	12.01
07070 - Dishwasher	8.22
07130 - Food Service Worker	9.52
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	8.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.15
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	16.71
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	15.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	12.98
11122 - Housekeeping Aide	11.08
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	11.75
11240 - Maid or Houseman	9.26
11260 - Pruner	11.15
11270 - Tractor Operator	12.93
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	12.54
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	17.13
12015 - Certified Physical Therapist Assistant	18.21
12020 - Dental Assistant	14.15
12025 - Dental Hygienist	24.42
12030 - EKG Technician	21.48
12035 - Electroneurodiagnostic Technologist	21.48
12040 - Emergency Medical Technician	12.54
12071 - Licensed Practical Nurse I	15.02
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.73
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	16.16
12160 - Medical Record Clerk	12.61
12190 - Medical Record Technician	15.64
12195 - Medical Transcriptionist	14.10
12210 - Nuclear Medicine Technologist	32.26
12221 - Nursing Assistant I	10.51
12222 - Nursing Assistant II	11.82
12223 - Nursing Assistant III	12.89
12224 - Nursing Assistant IV	14.47
12235 - Optical Dispenser	13.12

12236 - Optical Technician		12.80
12250 - Pharmacy Technician		12.97
12280 - Phlebotomist		14.47
12305 - Radiologic Technologist		22.38
12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III, Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		20.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.28
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		18.28
13042 - Illustrator II		22.65
13043 - Illustrator III		27.71
13047 - Librarian		25.08
13050 - Library Aide/Clerk		11.60
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		14.34
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.10
13063 - Media Specialist III		17.94
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.63
14043 - Computer Operator III		18.63
14044 - Computer Operator IV		20.60
14045 - Computer Operator V		22.86
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		20.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		39.66
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		26.98
15070 - Flight Instructor (Pilot)		39.66
15080 - Graphic Artist		18.05
15090 - Technical Instructor		17.56
15095 - Technical Instructor/Course Developer		23.63
15110 - Test Proctor		13.88
15120 - Tutor		13.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		12.76

16070 - Finisher, Flatwork, Machine	9.77
16090 - Presser, Hand	9.77
16110 - Presser, Machine, Drycleaning	9.77
16130 - Presser, Machine, Shirts	9.77
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	13.65
16220 - Tailor	14.52
16250 - Washer, Machine	10.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.33
19040 - Tool And Die Maker	19.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.79
21030 - Material Coordinator	18.68
21040 - Material Expediter	18.68
21050 - Material Handling Laborer	13.24
21071 - Order Filler	10.70
21080 - Production Line Worker (Food Processing)	14.79
21110 - Shipping Packer	13.38
21130 - Shipping/Receiving Clerk	13.38
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.37
21210 - Tools And Parts Attendant	14.79
21410 - Warehouse Specialist	14.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.90
23021 - Aircraft Mechanic I	20.31
23022 - Aircraft Mechanic II	20.90
23023 - Aircraft Mechanic III	21.59
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft, Painter	19.61
23060 - Aircraft Servicer	18.16
23080 - Aircraft Worker	18.83
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	12.38
23125 - Cable Splicer	29.00
23130 - Carpenter, Maintenance	18.27
23140 - Carpet Layer	17.62
23160 - Electrician, Maintenance	24.78
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.72
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.11
23310 - Fire Extinguisher Repairer	17.46
23311 - Fuel Distribution System Mechanic	20.53
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	16.11
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.16
23382 - Ground Support Equipment Worker	18.83
23391 - Gunsmith I	17.46
23392 - Gunsmith II	18.90
23393 - Gunsmith III	20.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.92
23430 - Heavy Equipment Mechanic	20.59
23440 - Heavy Equipment Operator	22.44
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	19.72
23470 - Laborer	13.24

23510 - Locksmith	19.72
23530 - Machinery Maintenance Mechanic	21.24
23550 - Machinist, Maintenance	17.86
23580 - Maintenance Trades Helper	15.48
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	22.89
23593 - Metrology Technician III	24.04
23640 - Millwright	21.21
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	23.02
23820 - Pneudraulic Systems Mechanic	20.53
23850 - Rigger	20.53
23870 - Scale Mechanic	18.90
23890 - Sheet-Metal Worker, Maintenance	23.02
23910 - Small Engine Mechanic	15.75
23931 - Telecommunications Mechanic I	22.40
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	15.46
23965 - Well Driller	18.94
23970 - Woodcraft Worker	20.53
23980 - Woodworker	14.00
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	12.08
24610 - Chore Aide	9.93
24620 - Family Readiness And Support Services Coordinator	12.07
24630 - Homemaker	12.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.10
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	23.10
25190 - Ventilation Equipment Tender	19.31
25210 - Water Treatment Plant Operator	19.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.07
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	21.00
27010 - Court Security Officer	20.72
27030 - Detection Dog Handler	15.71
27040 - Detention Officer	21.00
27070 - Firefighter	21.25
27101 - Guard I	11.94
27102 - Guard II	15.71
27131 - Police Officer I	20.72
27132 - Police Officer II	22.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	9.82
28043 - Carnival Equpment Worker	8.39
28210 - Gate Attendant/Gate Tender	14.21
28310 - Lifeguard	12.18
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	11.52
28515 - Recreation Specialist	15.13
28630 - Sports Official	12.66
28690 - Swimming Pool Operator	16.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.81
29020 - Hatch Tender	19.81

29030 - Line Handler		19.81
29041 - Stevedore I		18.79
29042 - Stevedore II		20.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		15.89
30022 - Archeological Technician II		17.78
30023 - Archeological Technician III		21.06
30030 - Cartographic Technician		21.06
30040 - Civil Engineering Technician		21.29
30061 - Drafter/CAD Operator I		15.89
30062 - Drafter/CAD Operator II		17.78
30063 - Drafter/CAD Operator III		19.83
30064 - Drafter/CAD Operator IV		24.40
30081 - Engineering Technician I		13.60
30082 - Engineering Technician II		15.27
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.37
30085 - Engineering Technician V		26.44
30086 - Engineering Technician VI		33.34
30090 - Environmental Technician		25.15
30210 - Laboratory Technician		18.21
30240 - Mathematical Technician		23.41
30361 - Paralegal/Legal Assistant I		16.93
30362 - Paralegal/Legal Assistant II		20.97
30363 - Paralegal/Legal Assistant III		25.65
30364 - Paralegal/Legal Assistant IV		31.04
30390 - Photo-Optics Technician		22.37
30461 - Technical Writer I		20.92
30462 - Technical Writer II		25.58
30463 - Technical Writer III		30.97
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.83
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.41
31030 - Bus Driver		15.95
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		10.55
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		10.55
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.19
31363 - Truckdriver, Heavy		18.20
31364 - Truckdriver, Tractor-Trailer		18.20
99000 - Miscellaneous Occupations		
99030 - Cashier		8.54
99050 - Desk Clerk		9.93
99095 - Embalmer		25.63
99251 - Laboratory Animal Caretaker I		10.85
99252 - Laboratory Animal Caretaker II		11.39
99310 - Mortician		25.63
99410 - Pest Controller		15.56
99510 - Photofinishing Worker		13.40
99710 - Recycling Laborer		13.57
99711 - Recycling Specialist		14.84

99730 - Refuse Collector	12.89
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	9.12
99830 - Survey Party Chief	17.16
99831 - Surveying Aide	11.46
99832 - Surveying Technician	15.60
99840 - Vending Machine Attendant	13.78
99841 - Vending Machine Repairer	15.04
99842 - Vending Machine Repairer Helper	13.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2454 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.80
01012 - Accounting Clerk II		14.37
01013 - Accounting Clerk III		16.08
01020 - Administrative Assistant		17.62
01040 - Court Reporter		16.46
01051 - Data Entry Operator I		11.33
01052 - Data Entry Operator II		12.36
01060 - Dispatcher, Motor Vehicle		15.07
01070 - Document Preparation Clerk		10.94
01090 - Duplicating Machine Operator		10.94
01111 - General Clerk I		11.13
01112 - General Clerk II		12.14
01113 - General Clerk III		14.73
01120 - Housing Referral Assistant		16.55
01141 - Messenger Courier		11.32
01191 - Order Clerk I		12.80

01192 - Order Clerk II	14.89
01261 - Personnel Assistant (Employment) I	13.54
01262 - Personnel Assistant (Employment) II	15.15
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.68
01280 - Receptionist	11.38
01290 - Rental Clerk	11.29
01300 - Scheduler, Maintenance	13.06
01311 - Secretary I	13.06
01312 - Secretary II	14.61
01313 - Secretary III	16.55
01320 - Service Order Dispatcher	13.69
01410 - Supply Technician	17.62
01420 - Survey Worker	14.03
01531 - Travel Clerk I	13.42
01532 - Travel Clerk II	14.10
01533 - Travel Clerk III	15.03
01611 - Word Processor I	12.04
01612 - Word Processor II	13.52
01613 - Word Processor III	15.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.45
05010 - Automotive Electrician	15.62
05040 - Automotive Glass Installer	15.04
05070 - Automotive Worker	15.04
05110 - Mobile Equipment Servicer	14.04
05130 - Motor Equipment Metal Mechanic	16.10
05160 - Motor Equipment Metal Worker	15.04
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	13.52
05250 - Motor Vehicle Upholstery Worker	14.53
05280 - Motor Vehicle Wrecker	15.04
05310 - Painter, Automotive	15.62
05340 - Radiator Repair Specialist	15.05
05370 - Tire Repairer	12.17
05400 - Transmission Repair Specialist	16.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.19
07041 - Cook I	11.14
07042 - Cook II	12.01
07070 - Dishwasher	8.22
07130 - Food Service Worker	9.52
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	8.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.15
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	16.71
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	15.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	12.98
11122 - Housekeeping Aide	11.08
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	11.75
11240 - Maid or Houseman	9.26
11260 - Pruner	11.15
11270 - Tractor Operator	12.93
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	11.68

12000 - Health Occupations

12010	Ambulance Driver	12.54
12011	Breath Alcohol Technician	16.80
12012	Certified Occupational Therapist Assistant	17.13
12015	Certified Physical Therapist Assistant	18.21
12020	Dental Assistant	14.15
12025	Dental Hygienist	24.42
12030	EKG Technician	21.48
12035	Electroneurodiagnostic Technologist	21.48
12040	Emergency Medical Technician	12.54
12071	Licensed Practical Nurse I	15.02
12072	Licensed Practical Nurse II	16.80
12073	Licensed Practical Nurse III	18.73
12100	Medical Assistant	13.43
12130	Medical Laboratory Technician	16.16
12160	Medical Record Clerk	12.61
12190	Medical Record Technician	15.64
12195	Medical Transcriptionist	14.10
12210	Nuclear Medicine Technologist	32.26
12221	Nursing Assistant I	10.51
12222	Nursing Assistant II	11.82
12223	Nursing Assistant III	12.89
12224	Nursing Assistant IV	14.47
12235	Optical Dispenser	13.12
12236	Optical Technician	12.80
12250	Pharmacy Technician	12.97
12280	Phlebotomist	14.47
12305	Radiologic Technologist	22.38
12311	Registered Nurse I	22.82
12312	Registered Nurse II	27.91
12313	Registered Nurse II, Specialist	27.91
12314	Registered Nurse III	33.78
12315	Registered Nurse III, Anesthetist	33.78
12316	Registered Nurse IV	40.49
12317	Scheduler (Drug and Alcohol Testing)	20.82

13000 - Information And Arts Occupations

13011	Exhibits Specialist I	18.28
13012	Exhibits Specialist II	22.65
13013	Exhibits Specialist III	27.71
13041	Illustrator I	18.28
13042	Illustrator II	22.65
13043	Illustrator III	27.71
13047	Librarian	25.08
13050	Library Aide/Clerk	11.60
13054	Library Information Technology Systems Administrator	22.65
13058	Library Technician	14.34
13061	Media Specialist I	14.39
13062	Media Specialist II	16.10
13063	Media Specialist III	17.94
13071	Photographer I	15.33
13072	Photographer II	17.16
13073	Photographer III	21.26
13074	Photographer IV	25.99
13075	Photographer V	31.46
13110	Video Teleconference Technician	15.93

14000 - Information Technology Occupations

14041	Computer Operator I		14.86
14042	Computer Operator II		16.63
14043	Computer Operator III		18.63
14044	Computer Operator IV		20.60
14045	Computer Operator V		22.86
14071	Computer Programmer I	(see 1)	20.95

14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		20.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		39.66
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		26.98
15070 - Flight Instructor (Pilot)		39.66
15080 - Graphic Artist		18.05
15090 - Technical Instructor		17.56
15095 - Technical Instructor/Course Developer		23.63
15110 - Test Proctor		13.88
15120 - Tutor		13.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.77
16030 - Counter Attendant		9.77
16040 - Dry Cleaner		12.76
16070 - Finisher, Flatwork, Machine		9.77
16090 - Presser, Hand		9.77
16110 - Presser, Machine, Drycleaning		9.77
16130 - Presser, Machine, Shirts		9.77
16160 - Presser, Machine, Wearing Apparel, Laundry		9.77
16190 - Sewing Machine Operator		13.65
16220 - Tailor		14.52
16250 - Washer, Machine		10.80
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.33
19040 - Tool And Die Maker		19.48
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.79
21030 - Material Coordinator		18.68
21040 - Material Expediter		18.68
21050 - Material Handling Laborer		13.24
21071 - Order Filler		10.70
21080 - Production Line Worker (Food Processing)		14.79
21110 - Shipping Packer		13.38
21130 - Shipping/Receiving Clerk		13.38
21140 - Store Worker I		14.98
21150 - Stock Clerk		17.37
21210 - Tools And Parts Attendant		14.79
21410 - Warehouse Specialist		14.79
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.90
23021 - Aircraft Mechanic I		20.31
23022 - Aircraft Mechanic II		20.90
23023 - Aircraft Mechanic III		21.59
23040 - Aircraft Mechanic Helper		16.76
23050 - Aircraft, Painter		19.61
23060 - Aircraft Servicer		18.16
23080 - Aircraft Worker		18.83
23110 - Appliance Mechanic		18.38
23120 - Bicycle Repairer		12.38
23125 - Cable Splicer		29.00
23130 - Carpenter, Maintenance		18.27
23140 - Carpet Layer		17.62
23160 - Electrician, Maintenance		24.78

23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.72
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.11
23310 - Fire Extinguisher Repairer	17.46
23311 - Fuel Distribution System Mechanic	20.53
23312 - Fuel Distribution System Operator	17.46
23370 - General Maintenance Worker	16.11
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.16
23382 - Ground Support Equipment Worker	18.83
23391 - Gunsmith I	17.46
23392 - Gunsmith II	18.90
23393 - Gunsmith III	20.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.92
23430 - Heavy Equipment Mechanic	20.59
23440 - Heavy Equipment Operator	22.44
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	19.72
23470 - Laborer	13.24
23510 - Locksmith	19.72
23530 - Machinery Maintenance Mechanic	21.24
23550 - Machinist, Maintenance	17.86
23580 - Maintenance Trades Helper	15.48
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	22.89
23593 - Metrology Technician III	24.04
23640 - Millwright	21.21
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	23.02
23820 - Pneudraulic Systems Mechanic	20.53
23850 - Rigger	20.53
23870 - Scale Mechanic	18.90
23890 - Sheet-Metal Worker, Maintenance	23.02
23910 - Small Engine Mechanic	15.75
23931 - Telecommunications Mechanic I	22.40
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	23.48
23960 - Welder, Combination, Maintenance	15.46
23965 - Well Driller	18.94
23970 - Woodcraft Worker	20.53
23980 - Woodworker	14.00
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	12.08
24610 - Chore Aide	9.93
24620 - Family Readiness And Support Services Coordinator	12.07
24630 - Homemaker	12.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.10
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	23.10
25190 - Ventilation Equipment Tender	19.31
25210 - Water Treatment Plant Operator	19.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.07

27007 - Baggage Inspector			11.94
27008 - Corrections Officer			21.00
27010 - Court Security Officer			20.72
27030 - Detection Dog Handler			15.71
27040 - Detention Officer			21.00
27070 - Firefighter			21.25
27101 - Guard I			11.94
27102 - Guard II			15.71
27131 - Police Officer I			20.72
27132 - Police Officer II			22.77
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			9.41
28042 - Carnival Equipment Repairer			9.82
28043 - Carnival Equpment Worker			8.39
28210 - Gate Attendant/Gate Tender			14.21
28310 - Lifeguard			12.18
28350 - Park Attendant (Aide)			15.90
28510 - Recreation Aide/Health Facility Attendant			11.52
28515 - Recreation Specialist			15.13
28630 - Sports Official			12.66
28690 - Swimming Pool Operator			16.29
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			19.81
29020 - Hatch Tender			19.81
29030 - Line Handler			19.81
29041 - Stevedore I			18.79
29042 - Stevedore II			20.21
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)		40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)		27.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)		30.63
30021 - Archeological Technician I			15.89
30022 - Archeological Technician II			17.78
30023 - Archeological Technician III			21.06
30030 - Cartographic Technician			21.06
30040 - Civil Engineering Technician			21.29
30061 - Drafter/CAD Operator I			15.89
30062 - Drafter/CAD Operator II			17.78
30063 - Drafter/CAD Operator III			19.83
30064 - Drafter/CAD Operator IV			24.40
30081 - Engineering Technician I			13.60
30082 - Engineering Technician II			15.27
30083 - Engineering Technician III			18.06
30084 - Engineering Technician IV			22.37
30085 - Engineering Technician V			26.44
30086 - Engineering Technician VI			33.34
30090 - Environmental Technician			25.15
30210 - Laboratory Technician			18.21
30240 - Mathematical Technician			23.41
30361 - Paralegal/Legal Assistant I			16.93
30362 - Paralegal/Legal Assistant II			20.97
30363 - Paralegal/Legal Assistant III			25.65
30364 - Paralegal/Legal Assistant IV			31.04
30390 - Photo-Optics Technician			22.37
30461 - Technical Writer I			20.92
30462 - Technical Writer II			25.58
30463 - Technical Writer III			30.97
30491 - Unexploded Ordnance (UXO) Technician I			25.63
30492 - Unexploded Ordnance (UXO) Technician II			31.02
30493 - Unexploded Ordnance (UXO) Technician III			37.18
30494 - Unexploded (UXO) Safety Escort			25.63
30495 - Unexploded (UXO) Sweep Personnel			25.63
30620 - Weather Observer, Combined Upper Air Or	(see 2)		19.83

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.41
31030 - Bus Driver		15.95
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		10.55
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		10.55
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.19
31363 - Truckdriver, Heavy		18.20
31364 - Truckdriver, Tractor-Trailer		18.20
99000 - Miscellaneous Occupations		
99030 - Cashier		8.54
99050 - Desk Clerk		9.93
99095 - Embalmer		25.63
99251 - Laboratory Animal Caretaker I		10.85
99252 - Laboratory Animal Caretaker II		11.39
99310 - Mortician		25.63
99410 - Pest Controller		15.56
99510 - Photofinishing Worker		13.40
99710 - Recycling Laborer		13.57
99711 - Recycling Specialist		14.84
99730 - Refuse Collector		12.89
99810 - Sales Clerk		11.65
99820 - School Crossing Guard		9.12
99830 - Survey Party Chief		17.16
99831 - Surveying Aide		11.46
99832 - Surveying Technician		15.60
99840 - Vending Machine Attendant		13.78
99841 - Vending Machine Repairer		15.04
99842 - Vending Machine Repairer Helper		13.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2455 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.67
01012 - Accounting Clerk II		15.34
01013 - Accounting Clerk III		17.16
01020 - Administrative Assistant		21.55
01040 - Court Reporter		17.62
01051 - Data Entry Operator I		11.40
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.07
01090 - Duplicating Machine Operator		13.07
01111 - General Clerk I		12.66
01112 - General Clerk II		14.68
01113 - General Clerk III		16.47
01120 - Housing Referral Assistant		20.66
01141 - Messenger Courier		10.55
01191 - Order Clerk I		11.40
01192 - Order Clerk II		14.84
01261 - Personnel Assistant (Employment) I		15.29
01262 - Personnel Assistant (Employment) II		17.62
01263 - Personnel Assistant (Employment) III		18.39
01270 - Production Control Clerk		21.16
01280 - Receptionist		13.07
01290 - Rental Clerk		15.62
01300 - Scheduler, Maintenance		15.89
01311 - Secretary I		16.56
01312 - Secretary II		18.52
01313 - Secretary III		20.66
01320 - Service Order Dispatcher		14.55
01410 - Supply Technician		21.55
01420 - Survey Worker		17.16
01531 - Travel Clerk I		12.01
01532 - Travel Clerk II		12.88
01533 - Travel Clerk III		13.80
01611 - Word Processor I		13.07
01612 - Word Processor II		15.62
01613 - Word Processor III		17.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.92
05010 - Automotive Electrician		17.89
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.17
05110 - Mobile Equipment Servicer		15.68
05130 - Motor Equipment Metal Mechanic		18.81
05160 - Motor Equipment Metal Worker		17.17
05190 - Motor Vehicle Mechanic		18.32
05220 - Motor Vehicle Mechanic Helper		16.42
05250 - Motor Vehicle Upholstery Worker		16.42
05280 - Motor Vehicle Wrecker		17.17
05310 - Painter, Automotive		17.89
05340 - Radiator Repair Specialist		17.17
05370 - Tire Repairer		13.29
05400 - Transmission Repair Specialist		18.52
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.53

07041 - Cook I	11.72
07042 - Cook II	13.11
07070 - Dishwasher	8.89
07130 - Food Service Worker	9.23
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	9.47
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.27
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.85
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	10.50
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.55
11150 - Janitor	10.50
11210 - Laborer, Grounds Maintenance	12.25
11240 - Maid or Houseman	8.97
11260 - Pruner	11.39
11270 - Tractor Operator	13.98
11330 - Trail Maintenance Worker	12.25
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	13.02
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	19.82
12015 - Certified Physical Therapist Assistant	18.94
12020 - Dental Assistant	12.75
12025 - Dental Hygienist	26.80
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	13.02
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.50
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	16.64
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.74
12210 - Nuclear Medicine Technologist	31.92
12221 - Nursing Assistant I	9.95
12222 - Nursing Assistant II	11.19
12223 - Nursing Assistant III	12.21
12224 - Nursing Assistant IV	13.70
12235 - Optical Dispenser	13.04
12236 - Optical Technician	13.64
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	25.47
12311 - Registered Nurse I	23.70
12312 - Registered Nurse II	28.99
12313 - Registered Nurse II, Specialist	28.99
12314 - Registered Nurse III	35.07
12315 - Registered Nurse III, Anesthetist	35.07
12316 - Registered Nurse IV	42.03
12317 - Scheduler (Drug and Alcohol Testing)	21.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.85
13012 - Exhibits Specialist II	23.36

13013 - Exhibits Specialist III		28.57
13041 - Illustrator I		18.85
13042 - Illustrator II		23.36
13043 - Illustrator III		28.57
13047 - Librarian		25.86
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		23.36
13058 - Library Technician		15.58
13061 - Media Specialist I		16.85
13062 - Media Specialist II		18.85
13063 - Media Specialist III		21.02
13071 - Photographer I		14.38
13072 - Photographer II		16.07
13073 - Photographer III		17.47
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		16.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.14
14044 - Computer Operator IV		21.23
14045 - Computer Operator V		23.67
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		21.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.73
15020 - Aircrew Training Devices Instructor (Rated)		32.34
15030 - Air Crew Training Devices Instructor (Pilot)		38.76
15050 - Computer Based Training Specialist / Instructor		26.73
15060 - Educational Technologist		27.44
15070 - Flight Instructor (Pilot)		38.76
15080 - Graphic Artist		20.04
15090 - Technical Instructor		18.68
15095 - Technical Instructor/Course Developer		22.85
15110 - Test Proctor		16.16
15120 - Tutor		16.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.39
16030 - Counter Attendant		9.39
16040 - Dry Cleaner		12.07
16070 - Finisher, Flatwork, Machine		9.39
16090 - Presser, Hand		9.39
16110 - Presser, Machine, Drycleaning		9.39
16130 - Presser, Machine, Shirts		9.39
16160 - Presser, Machine, Wearing Apparel, Laundry		9.39
16190 - Sewing Machine Operator		12.84
16220 - Tailor		13.56
16250 - Washer, Machine		10.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.26
19040 - Tool And Die Maker		20.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.23
21030 - Material Coordinator		21.16

21040 - Material Expediter	21.16
21050 - Material Handling Laborer	13.69
21071 - Order Filler	14.10
21080 - Production Line Worker (Food Processing)	15.23
21110 - Shipping Packer	15.54
21130 - Shipping/Receiving Clerk	15.54
21140 - Store Worker I	12.55
21150 - Stock Clerk	15.71
21210 - Tools And Parts Attendant	15.23
21410 - Warehouse Specialist	15.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.26
23021 - Aircraft Mechanic I	22.25
23022 - Aircraft Mechanic II	24.26
23023 - Aircraft Mechanic III	25.37
23040 - Aircraft Mechanic Helper	16.94
23050 - Aircraft, Painter	21.19
23060 - Aircraft Servicer	19.07
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	16.51
23120 - Bicycle Repairer	13.29
23125 - Cable Splicer	28.86
23130 - Carpenter, Maintenance	19.72
23140 - Carpet Layer	14.87
23160 - Electrician, Maintenance	21.70
23181 - Electronics Technician Maintenance I	21.08
23182 - Electronics Technician Maintenance II	22.20
23183 - Electronics Technician Maintenance III	23.28
23260 - Fabric Worker	18.69
23290 - Fire Alarm System Mechanic	20.23
23310 - Fire Extinguisher Repairer	17.17
23311 - Fuel Distribution System Mechanic	21.20
23312 - Fuel Distribution System Operator	17.17
23370 - General Maintenance Worker	18.17
23380 - Ground Support Equipment Mechanic	22.25
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.12
23391 - Gunsmith I	17.17
23392 - Gunsmith II	19.20
23393 - Gunsmith III	21.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.12
23430 - Heavy Equipment Mechanic	19.96
23440 - Heavy Equipment Operator	19.91
23460 - Instrument Mechanic	21.20
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	13.50
23510 - Locksmith	20.21
23530 - Machinery Maintenance Mechanic	23.31
23550 - Machinist, Maintenance	20.08
23580 - Maintenance Trades Helper	16.15
23591 - Metrology Technician I	21.20
23592 - Metrology Technician II	22.21
23593 - Metrology Technician III	23.22
23640 - Millwright	21.20
23710 - Office Appliance Repairer	21.79
23760 - Painter, Maintenance	17.27
23790 - Pipefitter, Maintenance	21.51
23810 - Plumber, Maintenance	19.79
23820 - Pneudraulic Systems Mechanic	21.20
23850 - Rigger	21.20

23870 - Scale Mechanic	19.20
23890 - Sheet-Metal Worker, Maintenance	20.79
23910 - Small Engine Mechanic	18.23
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	26.78
23960 - Welder, Combination, Maintenance	19.96
23965 - Well Driller	20.23
23970 - Woodcraft Worker	21.20
23980 - Woodworker	16.79
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.08
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	13.77
24630 - Homemaker	15.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.90
25040 - Sewage Plant Operator	21.25
25070 - Stationary Engineer	21.90
25190 - Ventilation Equipment Tender	16.21
25210 - Water Treatment Plant Operator	21.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	10.78
27008 - Corrections Officer	23.51
27010 - Court Security Officer	23.51
27030 - Detection Dog Handler	12.06
27040 - Detention Officer	23.51
27070 - Firefighter	20.82
27101 - Guard I	10.74
27102 - Guard II	12.06
27131 - Police Officer I	26.33
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equpment Worker	9.41
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.90
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.22
29020 - Hatch Tender	18.22
29030 - Line Handler	18.22
29041 - Stevedore I	17.27
29042 - Stevedore II	19.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.78
30022 - Archeological Technician II	19.91
30023 - Archeological Technician III	25.33
30030 - Cartographic Technician	27.18
30040 - Civil Engineering Technician	24.90
30061 - Drafter/CAD Operator I	19.61
30062 - Drafter/CAD Operator II	21.93

30063 - Drafter/CAD Operator III		24.46
30064 - Drafter/CAD Operator IV		30.09
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.68
30083 - Engineering Technician III		20.76
30084 - Engineering Technician IV		25.91
30085 - Engineering Technician V		33.77
30086 - Engineering Technician VI		39.86
30090 - Environmental Technician		26.50
30210 - Laboratory Technician		18.51
30240 - Mathematical Technician		27.18
30361 - Paralegal/Legal Assistant I		19.18
30362 - Paralegal/Legal Assistant II		23.77
30363 - Paralegal/Legal Assistant III		29.08
30364 - Paralegal/Legal Assistant IV		35.18
30390 - Photo-Optics Technician		27.18
30461 - Technical Writer I		22.76
30462 - Technical Writer II		27.84
30463 - Technical Writer III		33.68
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.46
30621 - Weather Observer, Senior	(see 2)	27.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.26
31030 - Bus Driver		15.40
31043 - Driver Courier		13.67
31260 - Parking and Lot Attendant		9.86
31290 - Shuttle Bus Driver		14.53
31310 - Taxi Driver		11.09
31361 - Truckdriver, Light		14.53
31362 - Truckdriver, Medium		15.68
31363 - Truckdriver, Heavy		18.87
31364 - Truckdriver, Tractor-Trailer		18.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.99
99050 - Desk Clerk		11.08
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		13.48
99252 - Laboratory Animal Caretaker II		14.16
99310 - Mortician		29.78
99410 - Pest Controller		17.46
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.43
99711 - Recycling Specialist		16.47
99730 - Refuse Collector		13.41
99810 - Sales Clerk		11.61
99820 - School Crossing Guard		11.71
99830 - Survey Party Chief		19.39
99831 - Surveying Aide		12.63
99832 - Surveying Technician		17.30
99840 - Vending Machine Attendant		15.83
99841 - Vending Machine Repairer		18.18
99842 - Vending Machine Repairer Helper		15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2456
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.67
01012 - Accounting Clerk II		15.34
01013 - Accounting Clerk III		17.16
01020 - Administrative Assistant		21.55
01040 - Court Reporter		17.62
01051 - Data Entry Operator I		11.40
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.07
01090 - Duplicating Machine Operator		13.07
01111 - General Clerk I		12.66
01112 - General Clerk II		14.68
01113 - General Clerk III		16.47
01120 - Housing Referral Assistant		20.66
01141 - Messenger Courier		10.55
01191 - Order Clerk I		11.40
01192 - Order Clerk II		14.84
01261 - Personnel Assistant (Employment) I		15.29
01262 - Personnel Assistant (Employment) II		17.62
01263 - Personnel Assistant (Employment) III		18.39
01270 - Production Control Clerk		21.16
01280 - Receptionist		13.07
01290 - Rental Clerk		15.62
01300 - Scheduler, Maintenance		15.89
01311 - Secretary I		16.56
01312 - Secretary II		18.52
01313 - Secretary III		20.66
01320 - Service Order Dispatcher		14.55
01410 - Supply Technician		21.55
01420 - Survey Worker		17.16
01531 - Travel Clerk I		12.01
01532 - Travel Clerk II		12.88
01533 - Travel Clerk III		13.80
01611 - Word Processor I		13.07

01612 - Word Processor II	15.62
01613 - Word Processor III	17.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.92
05010 - Automotive Electrician	17.89
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.68
05130 - Motor Equipment Metal Mechanic	18.81
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.32
05220 - Motor Vehicle Mechanic Helper	16.42
05250 - Motor Vehicle Upholstery Worker	16.42
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	17.89
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.29
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.53
07041 - Cook I	11.72
07042 - Cook II	13.11
07070 - Dishwasher	8.89
07130 - Food Service Worker	9.23
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	9.47
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.27
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.85
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	10.50
11090 - Gardener	14.61
11122 - Housekeeping Aide	11.55
11150 - Janitor	10.50
11210 - Laborer, Grounds Maintenance	12.25
11240 - Maid or Houseman	8.97
11260 - Pruner	11.39
11270 - Tractor Operator	13.98
11330 - Trail Maintenance Worker	12.25
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	13.02
12011 - Breath Alcohol Technician	17.12
12012 - Certified Occupational Therapist Assistant	19.82
12015 - Certified Physical Therapist Assistant	18.94
12020 - Dental Assistant	12.75
12025 - Dental Hygienist	26.80
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	13.02
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.50
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	16.64
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.74

12210 - Nuclear Medicine Technologist		31.92
12221 - Nursing Assistant I		9.95
12222 - Nursing Assistant II		11.19
12223 - Nursing Assistant III		12.21
12224 - Nursing Assistant IV		13.70
12235 - Optical Dispenser		13.04
12236 - Optical Technician		13.64
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.97
12305 - Radiologic Technologist		25.47
12311 - Registered Nurse I		23.70
12312 - Registered Nurse II		28.99
12313 - Registered Nurse II, Specialist		28.99
12314 - Registered Nurse III		35.07
12315 - Registered Nurse III, Anesthetist		35.07
12316 - Registered Nurse IV		42.03
12317 - Scheduler (Drug and Alcohol Testing)		21.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.85
13012 - Exhibits Specialist II		23.36
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15050 - Computer Based Training Specialist / Instructor		26.73
15060 - Educational Technologist		27.44
15070 - Flight Instructor (Pilot)		38.76
15080 - Graphic Artist		20.04
15090 - Technical Instructor		18.68
15095 - Technical Instructor/Course Developer		22.85

15110 - Test Proctor	16.16
15120 - Tutor	16.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.39
16030 - Counter Attendant	9.39
16040 - Dry Cleaner	12.07
16070 - Finisher, Flatwork, Machine	9.39
16090 - Presser, Hand	9.39
16110 - Presser, Machine, Drycleaning	9.39
16130 - Presser, Machine, Shirts	9.39
16160 - Presser, Machine, Wearing Apparel, Laundry	9.39
16190 - Sewing Machine Operator	12.84
16220 - Tailor	13.56
16250 - Washer, Machine	10.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.26
19040 - Tool And Die Maker	20.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.23
21030 - Material Coordinator	21.16
21040 - Material Expediter	21.16
21050 - Material Handling Laborer	13.69
21071 - Order Filler	14.10
21080 - Production Line Worker (Food Processing)	15.23
21110 - Shipping Packer	15.54
21130 - Shipping/Receiving Clerk	15.54
21140 - Store Worker I	12.55
21150 - Stock Clerk	15.71
21210 - Tools And Parts Attendant	15.23
21410 - Warehouse Specialist	15.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.26
23021 - Aircraft Mechanic I	22.25
23022 - Aircraft Mechanic II	24.26
23023 - Aircraft Mechanic III	25.37
23040 - Aircraft Mechanic Helper	16.94
23050 - Aircraft, Painter	21.19
23060 - Aircraft Servicer	19.07
23080 - Aircraft Worker	20.12
23110 - Appliance Mechanic	16.51
23120 - Bicycle Repairer	13.29
23125 - Cable Splicer	28.86
23130 - Carpenter, Maintenance	19.72
23140 - Carpet Layer	14.87
23160 - Electrician, Maintenance	21.70
23181 - Electronics Technician Maintenance I	21.08
23182 - Electronics Technician Maintenance II	22.20
23183 - Electronics Technician Maintenance III	23.28
23260 - Fabric Worker	18.69
23290 - Fire Alarm System Mechanic	20.23
23310 - Fire Extinguisher Repairer	17.17
23311 - Fuel Distribution System Mechanic	21.20
23312 - Fuel Distribution System Operator	17.17
23370 - General Maintenance Worker	18.17
23380 - Ground Support Equipment Mechanic	22.25
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.12
23391 - Gunsmith I	17.17
23392 - Gunsmith II	19.20
23393 - Gunsmith III	21.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.12
23411 - Heating, Ventilation And Air Contditioning	22.12

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.96
23440 - Heavy Equipment Operator	19.91
23460 - Instrument Mechanic	21.20
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	13.50
23510 - Locksmith	20.21
23530 - Machinery Maintenance Mechanic	23.31
23550 - Machinist, Maintenance	20.08
23580 - Maintenance Trades Helper	16.15
23591 - Metrology Technician I	21.20
23592 - Metrology Technician II	22.21
23593 - Metrology Technician III	23.22
23640 - Millwright	21.20
23710 - Office Appliance Repairer	21.79
23760 - Painter, Maintenance	17.27
23790 - Pipefitter, Maintenance	21.51
23810 - Plumber, Maintenance	19.79
23820 - Pneudraulic Systems Mechanic	21.20
23850 - Rigger	21.20
23870 - Scale Mechanic	19.20
23890 - Sheet-Metal Worker, Maintenance	20.79
23910 - Small Engine Mechanic	18.23
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	26.78
23960 - Welder, Combination, Maintenance	19.96
23965 - Well Driller	20.23
23970 - Woodcraft Worker	21.20
23980 - Woodworker	16.79
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.08
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services Coordinator	13.77
24630 - Homemaker	15.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.90
25040 - Sewage Plant Operator	21.25
25070 - Stationary Engineer	21.90
25190 - Ventilation Equipment Tender	16.21
25210 - Water Treatment Plant Operator	21.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.19
27007 - Baggage Inspector	10.78
27008 - Corrections Officer	23.51
27010 - Court Security Officer	23.51
27030 - Detection Dog Handler	12.06
27040 - Detention Officer	23.51
27070 - Firefighter	20.82
27101 - Guard I	10.74
27102 - Guard II	12.06
27131 - Police Officer I	26.33
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Equpment Worker	9.41
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.09

28515 - Recreation Specialist		16.90
28630 - Sports Official		11.74
28690 - Swimming Pool Operator		19.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.22
29020 - Hatch Tender		18.22
29030 - Line Handler		18.22
29041 - Stevedore I		17.27
29042 - Stevedore II		19.19
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.78
30022 - Archeological Technician II		19.91
30023 - Archeological Technician III		25.33
30030 - Cartographic Technician		27.18
30040 - Civil Engineering Technician		24.90
30061 - Drafter/CAD Operator I		19.61
30062 - Drafter/CAD Operator II		21.93
30063 - Drafter/CAD Operator III		24.46
30064 - Drafter/CAD Operator IV		30.09
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.68
30083 - Engineering Technician III		20.76
30084 - Engineering Technician IV		25.91
30085 - Engineering Technician V		33.77
30086 - Engineering Technician VI		39.86
30090 - Environmental Technician		26.50
30210 - Laboratory Technician		18.51
30240 - Mathematical Technician		27.18
30361 - Paralegal/Legal Assistant I		19.18
30362 - Paralegal/Legal Assistant II		23.77
30363 - Paralegal/Legal Assistant III		29.08
30364 - Paralegal/Legal Assistant IV		35.18
30390 - Photo-Optics Technician		27.18
30461 - Technical Writer I		22.76
30462 - Technical Writer II		27.84
30463 - Technical Writer III		33.68
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.46
30621 - Weather Observer, Senior	(see 2)	27.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.26
31030 - Bus Driver		15.40
31043 - Driver Courier		13.67
31260 - Parking and Lot Attendant		9.86
31290 - Shuttle Bus Driver		14.53
31310 - Taxi Driver		11.09
31361 - Truckdriver, Light		14.53
31362 - Truckdriver, Medium		15.68
31363 - Truckdriver, Heavy		18.87
31364 - Truckdriver, Tractor-Trailer		18.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.99
99050 - Desk Clerk		11.08
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		13.48

99252 - Laboratory Animal Caretaker II	14.16
99310 - Mortician	29.78
99410 - Pest Controller	17.46
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.43
99711 - Recycling Specialist	16.47
99730 - Refuse Collector	13.41
99810 - Sales Clerk	11.61
99820 - School Crossing Guard	11.71
99830 - Survey Party Chief	19.39
99831 - Surveying Aide	12.63
99832 - Surveying Technician	17.30
99840 - Vending Machine Attendant	15.83
99841 - Vending Machine Repairer	18.18
99842 - Vending Machine Repairer Helper	15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2461 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Puerto Rico

Area: Puerto Rico Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01040 - Court Reporter		13.69
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29

01120 - Housing Referral Assistant	13.48
01141 - Messenger Courier	8.26
01191 - Order Clerk I	9.94
01192 - Order Clerk II	10.85
01261 - Personnel Assistant (Employment) I	10.82
01262 - Personnel Assistant (Employment) II	12.10
01263 - Personnel Assistant (Employment) III	13.50
01270 - Production Control Clerk	14.78
01280 - Receptionist	7.99
01290 - Rental Clerk	8.04
01300 - Scheduler, Maintenance	9.05
01311 - Secretary I	9.05
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.32
01420 - Survey Worker	9.33
01531 - Travel Clerk I	11.37
01532 - Travel Clerk II	12.51
01533 - Travel Clerk III	13.79
01611 - Word Processor I	9.84
01612 - Word Processor II	11.05
01613 - Word Processor III	12.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter, Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.02
07041 - Cook I	7.31
07042 - Cook II	8.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	8.20
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.98
11060 - Elevator Operator	7.79
11090 - Gardener	7.79
11122 - Housekeeping Aide	7.79
11150 - Janitor	7.79
11210 - Laborer, Grounds Maintenance	7.67
11240 - Maid or Houseman	7.25
11260 - Pruner	9.75

11270 - Tractor Operator	9.15
11330 - Trail Maintenance Worker	7.67
11360 - Window Cleaner	8.30
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.07
12012 - Certified Occupational Therapist Assistant	12.56
12015 - Certified Physical Therapist Assistant	9.05
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	16.11
12030 - EKG Technician	11.22
12035 - Electroneurodiagnostic Technologist	11.22
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.07
12072 - Licensed Practical Nurse II	10.14
12073 - Licensed Practical Nurse III	11.93
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	10.75
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	16.93
12221 - Nursing Assistant I	7.86
12222 - Nursing Assistant II	8.84
12223 - Nursing Assistant III	9.64
12224 - Nursing Assistant IV	10.82
12235 - Optical Dispenser	10.16
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	10.82
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	13.59
12312 - Registered Nurse II	16.62
12313 - Registered Nurse II, Specialist	16.62
12314 - Registered Nurse III	20.11
12315 - Registered Nurse III, Anesthetist	20.11
12316 - Registered Nurse IV	24.10
12317 - Scheduler (Drug and Alcohol Testing)	12.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.32
13012 - Exhibits Specialist II	14.97
13013 - Exhibits Specialist III	18.31
13041 - Illustrator I	13.55
13042 - Illustrator II	15.85
13043 - Illustrator III	19.07
13047 - Librarian	16.59
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	13.61
13058 - Library Technician	10.27
13061 - Media Specialist I	10.97
13062 - Media Specialist II	12.28
13063 - Media Specialist III	13.69
13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	17.78
13074 - Photographer IV	23.75
13075 - Photographer V	27.73
13110 - Video Teleconference Technician	11.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95

14044 - Computer Operator IV		18.82
14045 - Computer Operator V		20.84
14071 - Computer Programmer I		16.35
14072 - Computer Programmer II		20.85
14073 - Computer Programmer III		24.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		23.61
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		10.09
14160 - Personal Computer Support Technician		19.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61
15020 - Aircrew Training Devices Instructor (Rated)		28.56
15030 - Air Crew Training Devices Instructor (Pilot)		34.23
15050 - Computer Based Training Specialist / Instructor		24.52
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		34.23
15080 - Graphic Artist		16.96
15090 - Technical Instructor		14.07
15095 - Technical Instructor/Course Developer		19.06
15110 - Test Proctor		11.36
15120 - Tutor		11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		9.70
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		10.01
16220 - Tailor		10.29
16250 - Washer, Machine		9.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		11.73
19040 - Tool And Die Maker		13.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		9.66
21030 - Material Coordinator		14.78
21040 - Material Expediter		14.78
21050 - Material Handling Laborer		8.81
21071 - Order Filler		8.26
21080 - Production Line Worker (Food Processing)		9.66
21110 - Shipping Packer		10.31
21130 - Shipping/Receiving Clerk		10.31
21140 - Store Worker I		8.05
21150 - Stock Clerk		10.92
21210 - Tools And Parts Attendant		9.66
21410 - Warehouse Specialist		9.66
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.62
23021 - Aircraft Mechanic I		25.33
23022 - Aircraft Mechanic II		26.62
23023 - Aircraft Mechanic III		27.73
23040 - Aircraft Mechanic Helper		19.67
23050 - Aircraft, Painter		19.10
23060 - Aircraft Servicer		22.57
23080 - Aircraft Worker		23.04
23110 - Appliance Mechanic		14.17
23120 - Bicycle Repairer		9.43
23125 - Cable Splicer		16.87

23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	7.25
24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95

25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	8.47
27007 - Baggage Inspector	7.62
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	8.52
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	7.62
27102 - Guard II	8.52
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Equpment Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	13.00
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	12.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	12.51
30022 - Archeological Technician II	12.83
30023 - Archeological Technician III	17.33
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	14.98
30061 - Drafter/CAD Operator I	12.51
30062 - Drafter/CAD Operator II	14.09
30063 - Drafter/CAD Operator III	15.60
30064 - Drafter/CAD Operator IV	19.20
30081 - Engineering Technician I	13.01
30082 - Engineering Technician II	14.62
30083 - Engineering Technician III	16.34
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	14.81
30210 - Laboratory Technician	15.91
30240 - Mathematical Technician	17.33
30361 - Paralegal/Legal Assistant I	13.40
30362 - Paralegal/Legal Assistant II	16.60
30363 - Paralegal/Legal Assistant III	20.31
30364 - Paralegal/Legal Assistant IV	24.57
30390 - Photo-Optics Technician	18.24
30461 - Technical Writer I	17.95
30462 - Technical Writer II	21.69
30463 - Technical Writer III	25.29
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	15.60
30621 - Weather Observer, Senior	(see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		7.72
31030 - Bus Driver		10.47
31043 - Driver Courier		7.44
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		8.04
31310 - Taxi Driver		9.08
31361 - Truckdriver, Light		8.04
31362 - Truckdriver, Medium		9.96
31363 - Truckdriver, Heavy		10.57
31364 - Truckdriver, Tractor-Trailer		10.57
99000 - Miscellaneous Occupations		
99030 - Cashier		7.25
99050 - Desk Clerk		7.68
99095 - Embalmer		21.06
99251 - Laboratory Animal Caretaker I		8.45
99252 - Laboratory Animal Caretaker II		8.37
99310 - Mortician		21.06
99410 - Pest Controller		10.20
99510 - Photofinishing Worker		10.85
99710 - Recycling Laborer		8.72
99711 - Recycling Specialist		10.40
99730 - Refuse Collector		7.88
99810 - Sales Clerk		8.09
99820 - School Crossing Guard		13.81
99830 - Survey Party Chief		11.06
99831 - Surveying Aide		9.24
99832 - Surveying Technician		10.06
99840 - Vending Machine Attendant		9.21
99841 - Vending Machine Repairer		10.22
99842 - Vending Machine Repairer Helper		10.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2462
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Puerto Rico

Area: Puerto Rico Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01040 - Court Reporter		13.69
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01280 - Receptionist		7.99
01290 - Rental Clerk		8.04
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.32
01420 - Survey Worker		9.33
01531 - Travel Clerk I		11.37
01532 - Travel Clerk II		12.51
01533 - Travel Clerk III		13.79
01611 - Word Processor I		9.84
01612 - Word Processor II		11.05
01613 - Word Processor III		12.36
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter, Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.02
07041 - Cook I	7.31
07042 - Cook II	8.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	8.20
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.98
11060 - Elevator Operator	7.79
11090 - Gardener	7.79
11122 - Housekeeping Aide	7.79
11150 - Janitor	7.79
11210 - Laborer, Grounds Maintenance	7.67
11240 - Maid or Houseman	7.25
11260 - Pruner	9.75
11270 - Tractor Operator	9.15
11330 - Trail Maintenance Worker	7.67
11360 - Window Cleaner	8.30
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.07
12012 - Certified Occupational Therapist Assistant	12.56
12015 - Certified Physical Therapist Assistant	9.05
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	16.11
12030 - EKG Technician	11.22
12035 - Electroneurodiagnostic Technologist	11.22
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.07
12072 - Licensed Practical Nurse II	10.14
12073 - Licensed Practical Nurse III	11.93
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	10.75
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	16.93
12221 - Nursing Assistant I	7.86
12222 - Nursing Assistant II	8.84

12223 - Nursing Assistant III		9.64
12224 - Nursing Assistant IV		10.82
12235 - Optical Dispenser		10.16
12236 - Optical Technician		10.16
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		10.82
12305 - Radiologic Technologist		11.81
12311 - Registered Nurse I		13.59
12312 - Registered Nurse II		16.62
12313 - Registered Nurse II, Specialist		16.62
12314 - Registered Nurse III		20.11
12315 - Registered Nurse III, Anesthetist		20.11
12316 - Registered Nurse IV		24.10
12317 - Scheduler (Drug and Alcohol Testing)		12.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		12.32
13012 - Exhibits Specialist II		14.97
13013 - Exhibits Specialist III		18.31
13041 - Illustrator I		13.55
13042 - Illustrator II		15.85
13043 - Illustrator III		19.07
13047 - Librarian		16.59
13050 - Library Aide/Clerk		9.78
13054 - Library Information Technology Systems Administrator		13.61
13058 - Library Technician		10.27
13061 - Media Specialist I		10.97
13062 - Media Specialist II	(see 1)	12.28
13063 - Media Specialist III		13.69
13071 - Photographer I		13.83
13072 - Photographer II		15.67
13073 - Photographer III		17.78
13074 - Photographer IV		23.75
13075 - Photographer V		27.73
13110 - Video Teleconference Technician		11.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		10.09
14042 - Computer Operator II		11.29
14043 - Computer Operator III		13.95
14044 - Computer Operator IV		18.82
14045 - Computer Operator V		20.84
14071 - Computer Programmer I		16.35
14072 - Computer Programmer II		20.85
14073 - Computer Programmer III		24.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		23.61
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		10.09
14160 - Personal Computer Support Technician		19.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61
15020 - Aircrew Training Devices Instructor (Rated)		28.56
15030 - Air Crew Training Devices Instructor (Pilot)		34.23
15050 - Computer Based Training Specialist / Instructor		24.52
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		34.23
15080 - Graphic Artist		16.96
15090 - Technical Instructor		14.07
15095 - Technical Instructor/Course Developer		19.06
15110 - Test Proctor		11.36
15120 - Tutor		11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	8.81
16030 - Counter Attendant	8.81
16040 - Dry Cleaner	9.70
16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	10.01
16220 - Tailor	10.29
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.81
21071 - Order Filler	8.26
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.05
21150 - Stock Clerk	10.92
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23080 - Aircraft Worker	23.04
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01

23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	7.25
24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	8.47
27007 - Baggage Inspector	7.62
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	8.52
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	7.62
27102 - Guard II	8.52
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Equpment Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	13.00
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	12.07

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		13.18
29020 - Hatch Tender		13.18
29030 - Line Handler		13.18
29041 - Stevedore I		11.23
29042 - Stevedore II		13.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		12.51
30022 - Archeological Technician II		12.83
30023 - Archeological Technician III		17.33
30030 - Cartographic Technician		17.33
30040 - Civil Engineering Technician		14.98
30061 - Drafter/CAD Operator I		12.51
30062 - Drafter/CAD Operator II		14.09
30063 - Drafter/CAD Operator III		15.60
30064 - Drafter/CAD Operator IV		19.20
30081 - Engineering Technician I		13.01
30082 - Engineering Technician II		14.62
30083 - Engineering Technician III		16.34
30084 - Engineering Technician IV		20.24
30085 - Engineering Technician V		24.76
30086 - Engineering Technician VI		30.37
30090 - Environmental Technician		14.81
30210 - Laboratory Technician		15.91
30240 - Mathematical Technician		17.33
30361 - Paralegal/Legal Assistant I		13.40
30362 - Paralegal/Legal Assistant II		16.60
30363 - Paralegal/Legal Assistant III		20.31
30364 - Paralegal/Legal Assistant IV		24.57
30390 - Photo-Optics Technician		18.24
30461 - Technical Writer I		17.95
30462 - Technical Writer II		21.69
30463 - Technical Writer III		25.29
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	15.60
30621 - Weather Observer, Senior	(see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		7.72
31030 - Bus Driver		10.47
31043 - Driver Courier		7.44
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		8.04
31310 - Taxi Driver		9.08
31361 - Truckdriver, Light		8.04
31362 - Truckdriver, Medium		9.96
31363 - Truckdriver, Heavy		10.57
31364 - Truckdriver, Tractor-Trailer		10.57
99000 - Miscellaneous Occupations		
99030 - Cashier		7.25
99050 - Desk Clerk		7.68
99095 - Embalmer		21.06
99251 - Laboratory Animal Caretaker I		8.45
99252 - Laboratory Animal Caretaker II		8.37
99310 - Mortician		21.06
99410 - Pest Controller		10.20

99510 - Photofinishing Worker	10.85
99710 - Recycling Laborer	8.72
99711 - Recycling Specialist	10.40
99730 - Refuse Collector	7.88
99810 - Sales Clerk	8.09
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	11.06
99831 - Surveying Aide	9.24
99832 - Surveying Technician	10.06
99840 - Vending Machine Attendant	9.21
99841 - Vending Machine Repairer	10.22
99842 - Vending Machine Repairer Helper	10.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2467 Revision No.: 14 Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.42
01040 - Court Reporter		17.78
01051 - Data Entry Operator I		13.25
01052 - Data Entry Operator II		14.29
01060 - Dispatcher, Motor Vehicle		17.78
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28

01111 - General Clerk I	12.91
01112 - General Clerk II	14.08
01113 - General Clerk III	15.81
01120 - Housing Referral Assistant	20.18
01141 - Messenger Courier	13.97
01191 - Order Clerk I	13.09
01192 - Order Clerk II	14.70
01261 - Personnel Assistant (Employment) I	15.89
01262 - Personnel Assistant (Employment) II	17.78
01263 - Personnel Assistant (Employment) III	19.83
01270 - Production Control Clerk	19.90
01280 - Receptionist	14.29
01290 - Rental Clerk	12.87
01300 - Scheduler, Maintenance	16.18
01311 - Secretary I	17.57
01312 - Secretary II	19.65
01313 - Secretary III	21.91
01320 - Service Order Dispatcher	16.21
01410 - Supply Technician	21.42
01420 - Survey Worker	16.83
01531 - Travel Clerk I	12.63
01532 - Travel Clerk II	13.40
01533 - Travel Clerk III	14.05
01611 - Word Processor I	14.29
01612 - Word Processor II	15.89
01613 - Word Processor III	17.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.87
05010 - Automotive Electrician	17.44
05040 - Automotive Glass Installer	16.71
05070 - Automotive Worker	16.71
05110 - Mobile Equipment Servicer	15.44
05130 - Motor Equipment Metal Mechanic	18.17
05160 - Motor Equipment Metal Worker	16.71
05190 - Motor Vehicle Mechanic	18.17
05220 - Motor Vehicle Mechanic Helper	14.53
05250 - Motor Vehicle Upholstery Worker	15.98
05280 - Motor Vehicle Wrecker	16.71
05310 - Painter, Automotive	18.06
05340 - Radiator Repair Specialist	16.71
05370 - Tire Repairer	14.71
05400 - Transmission Repair Specialist	18.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.04
07042 - Cook II	15.33
07070 - Dishwasher	9.25
07130 - Food Service Worker	10.28
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.10
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.10
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	12.50
11090 - Gardener	14.98
11122 - Housekeeping Aide	13.22
11150 - Janitor	13.22

11210 - Laborer, Grounds Maintenance	13.35
11240 - Maid or Houseman	12.25
11260 - Pruner	12.40
11270 - Tractor Operator	14.93
11330 - Trail Maintenance Worker	13.35
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.02
12011 - Breath Alcohol Technician	21.55
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	22.89
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76
12030 - EKG Technician	25.96
12035 - Electroneurodiagnostic Technologist	25.96
12040 - Emergency Medical Technician	17.02
12071 - Licensed Practical Nurse I	20.03
12072 - Licensed Practical Nurse II	21.55
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	21.91
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.47
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.50
12235 - Optical Dispenser	21.00
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	15.50
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	25.17
12312 - Registered Nurse II	30.79
12313 - Registered Nurse II, Specialist	30.79
12314 - Registered Nurse III	37.25
12315 - Registered Nurse III, Anesthetist	37.25
12316 - Registered Nurse IV	44.64
12317 - Scheduler (Drug and Alcohol Testing)	21.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.26
13012 - Exhibits Specialist II	26.35
13013 - Exhibits Specialist III	32.23
13041 - Illustrator I	17.77
13042 - Illustrator II	24.89
13043 - Illustrator III	27.69
13047 - Librarian	27.56
13050 - Library Aide/Clerk	11.84
13054 - Library Information Technology Systems Administrator	24.88
13058 - Library Technician	15.85
13061 - Media Specialist I	17.95
13062 - Media Specialist II	20.00
13063 - Media Specialist III	22.40
13071 - Photographer I	17.00
13072 - Photographer II	19.06
13073 - Photographer III	25.15
13074 - Photographer IV	28.80
13075 - Photographer V	34.51
13110 - Video Teleconference Technician	18.79
14000 - Information Technology Occupations	

14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.80
14044 - Computer Operator IV		22.01
14045 - Computer Operator V		24.36
14071 - Computer Programmer I		25.43
14072 - Computer Programmer II		
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		22.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.56
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		41.42
15050 - Computer Based Training Specialist / Instructor		28.56
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		41.42
15080 - Graphic Artist		33.41
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		18.15
15120 - Tutor		18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.91
16030 - Counter Attendant		9.91
16040 - Dry Cleaner		12.63
16070 - Finisher, Flatwork, Machine		9.91
16090 - Presser, Hand		9.91
16110 - Presser, Machine, Drycleaning		9.91
16130 - Presser, Machine, Shirts		9.91
16160 - Presser, Machine, Wearing Apparel, Laundry		9.91
16190 - Sewing Machine Operator		13.31
16220 - Tailor		13.84
16250 - Washer, Machine		10.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.10
19040 - Tool And Die Maker		22.18
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.30
21030 - Material Coordinator		20.58
21040 - Material Expediter		20.58
21050 - Material Handling Laborer		13.76
21071 - Order Filler		11.34
21080 - Production Line Worker (Food Processing)		15.30
21110 - Shipping Packer		14.06
21130 - Shipping/Receiving Clerk		14.06
21140 - Store Worker I		12.17
21150 - Stock Clerk		15.88
21210 - Tools And Parts Attendant		15.30
21410 - Warehouse Specialist		15.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.70
23021 - Aircraft Mechanic I		22.58
23022 - Aircraft Mechanic II		23.70
23023 - Aircraft Mechanic III		24.89
23040 - Aircraft Mechanic Helper		18.06
23050 - Aircraft, Painter		20.81
23060 - Aircraft Servicer		18.88
23080 - Aircraft Worker		19.86

23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	14.56
23125 - Cable Splicer	27.04
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	19.93
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.20
23182 - Electronics Technician Maintenance II	25.46
23183 - Electronics Technician Maintenance III	26.50
23260 - Fabric Worker	17.25
23290 - Fire Alarm System Mechanic	20.84
23310 - Fire Extinguisher Repairer	19.39
23311 - Fuel Distribution System Mechanic	23.40
23312 - Fuel Distribution System Operator	19.80
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	18.88
23382 - Ground Support Equipment Worker	19.86
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.02
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.86
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	22.02
23470 - Laborer	13.55
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.38
23580 - Maintenance Trades Helper	16.23
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	23.78
23593 - Metrology Technician III	24.70
23640 - Millwright	24.85
23710 - Office Appliance Repairer	19.04
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.67
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	26.26
23960 - Welder, Combination, Maintenance	20.32
23965 - Well Driller	22.78
23970 - Woodcraft Worker	23.87
23980 - Woodworker	16.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.00
24610 - Chore Aide	10.79
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.12

25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.12
25190 - Ventilation Equipment Tender	18.78
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.86
27010 - Court Security Officer	23.19
27030 - Detection Dog Handler	16.33
27040 - Detention Officer	22.30
27070 - Firefighter	23.24
27101 - Guard I	12.39
27102 - Guard II	16.33
27131 - Police Officer I	24.77
27132 - Police Officer II	27.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25
28042 - Carnival Equipment Repairer	12.87
28043 - Carnival Equpment Worker	10.31
28210 - Gate Attendant/Gate Tender	13.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.09
28510 - Recreation Aide/Health Facility Attendant	11.02
28515 - Recreation Specialist	16.81
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	19.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.94
29020 - Hatch Tender	24.94
29030 - Line Handler	24.94
29041 - Stevedore I	22.34
29042 - Stevedore II	26.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.21
30022 - Archeological Technician II	20.03
30023 - Archeological Technician III	25.07
30030 - Cartographic Technician	25.14
30040 - Civil Engineering Technician	23.95
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	20.29
30063 - Drafter/CAD Operator III	22.63
30064 - Drafter/CAD Operator IV	27.75
30081 - Engineering Technician I	16.82
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	21.20
30084 - Engineering Technician IV	26.17
30085 - Engineering Technician V	32.01
30086 - Engineering Technician VI	38.73
30090 - Environmental Technician	20.09
30210 - Laboratory Technician	24.71
30240 - Mathematical Technician	25.14
30361 - Paralegal/Legal Assistant I	18.10
30362 - Paralegal/Legal Assistant II	22.43
30363 - Paralegal/Legal Assistant III	27.44
30364 - Paralegal/Legal Assistant IV	33.19
30390 - Photo-Optics Technician	25.14
30461 - Technical Writer I	23.77
30462 - Technical Writer II	29.08
30463 - Technical Writer III	35.18

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.63
30621 - Weather Observer, Senior	(see 2)	25.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		15.86
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		13.21
31290 - Shuttle Bus Driver		14.92
31310 - Taxi Driver		11.82
31361 - Truckdriver, Light		14.91
31362 - Truckdriver, Medium		16.79
31363 - Truckdriver, Heavy		19.61
31364 - Truckdriver, Tractor-Trailer		19.82
99000 - Miscellaneous Occupations		
99030 - Cashier		9.60
99050 - Desk Clerk		10.58
99095 - Embalmer		28.29
99251 - Laboratory Animal Caretaker I		11.98
99252 - Laboratory Animal Caretaker II		12.59
99310 - Mortician		28.29
99410 - Pest Controller		14.76
99510 - Photofinishing Worker		11.06
99710 - Recycling Laborer		16.61
99711 - Recycling Specialist		20.22
99730 - Refuse Collector		16.86
99810 - Sales Clerk		12.20
99820 - School Crossing Guard		14.35
99830 - Survey Party Chief		18.04
99831 - Surveying Aide		14.11
99832 - Surveying Technician		17.40
99840 - Vending Machine Attendant		12.58
99841 - Vending Machine Repairer		14.42
99842 - Vending Machine Repairer Helper		12.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor,

wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2468 Revision No.: 15 Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.42
01040 - Court Reporter		17.78
01051 - Data Entry Operator I		13.25
01052 - Data Entry Operator II		14.29
01060 - Dispatcher, Motor Vehicle		17.78
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28
01111 - General Clerk I		12.91
01112 - General Clerk II		14.08
01113 - General Clerk III		15.81
01120 - Housing Referral Assistant		20.18
01141 - Messenger Courier		13.97
01191 - Order Clerk I		13.09
01192 - Order Clerk II		14.70
01261 - Personnel Assistant (Employment) I		15.89
01262 - Personnel Assistant (Employment) II		17.78
01263 - Personnel Assistant (Employment) III		19.83
01270 - Production Control Clerk		19.90
01280 - Receptionist		14.29
01290 - Rental Clerk		12.87
01300 - Scheduler, Maintenance		16.18
01311 - Secretary I		17.57
01312 - Secretary II		19.65
01313 - Secretary III		21.91
01320 - Service Order Dispatcher		16.21
01410 - Supply Technician		21.42
01420 - Survey Worker		16.83
01531 - Travel Clerk I		12.63
01532 - Travel Clerk II		13.40
01533 - Travel Clerk III		14.05
01611 - Word Processor I		14.29
01612 - Word Processor II		15.89
01613 - Word Processor III		17.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.87
05010 - Automotive Electrician		17.44
05040 - Automotive Glass Installer		16.71
05070 - Automotive Worker		16.71
05110 - Mobile Equipment Servicer		15.44
05130 - Motor Equipment Metal Mechanic		18.17
05160 - Motor Equipment Metal Worker		16.71
05190 - Motor Vehicle Mechanic		18.17
05220 - Motor Vehicle Mechanic Helper		14.53
05250 - Motor Vehicle Upholstery Worker		15.98
05280 - Motor Vehicle Wrecker		16.71
05310 - Painter, Automotive		18.06

05340 - Radiator Repair Specialist	16.71
05370 - Tire Repairer	14.71
05400 - Transmission Repair Specialist	18.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.04
07042 - Cook II	15.33
07070 - Dishwasher	9.25
07130 - Food Service Worker	10.28
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.10
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.10
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.02
11060 - Elevator Operator	12.50
11090 - Gardener	14.98
11122 - Housekeeping Aide	13.22
11150 - Janitor	13.22
11210 - Laborer, Grounds Maintenance	13.35
11240 - Maid or Houseman	12.25
11260 - Pruner	12.40
11270 - Tractor Operator	14.93
11330 - Trail Maintenance Worker	13.35
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.02
12011 - Breath Alcohol Technician	21.55
12012 - Certified Occupational Therapist Assistant	22.10
12015 - Certified Physical Therapist Assistant	22.89
12020 - Dental Assistant	16.70
12025 - Dental Hygienist	32.76
12030 - EKG Technician	25.96
12035 - Electroneurodiagnostic Technologist	25.96
12040 - Emergency Medical Technician	17.02
12071 - Licensed Practical Nurse I	20.03
12072 - Licensed Practical Nurse II	21.55
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	21.91
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	36.47
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.50
12235 - Optical Dispenser	21.00
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	15.50
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	25.17
12312 - Registered Nurse II	30.79
12313 - Registered Nurse II, Specialist	30.79
12314 - Registered Nurse III	37.25
12315 - Registered Nurse III, Anesthetist	37.25

12316 - Registered Nurse IV		44.64
12317 - Scheduler (Drug and Alcohol Testing)		21.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.26
13012 - Exhibits Specialist II		26.35
13013 - Exhibits Specialist III		32.23
13041 - Illustrator I		17.77
13042 - Illustrator II		24.89
13043 - Illustrator III		27.69
13047 - Librarian		27.56
13050 - Library Aide/Clerk		11.84
13054 - Library Information Technology Systems Administrator		24.88
13058 - Library Technician		15.85
13061 - Media Specialist I		17.95
13062 - Media Specialist II		20.00
13063 - Media Specialist III		22.40
13071 - Photographer I		17.00
13072 - Photographer II		19.06
13073 - Photographer III		25.15
13074 - Photographer IV		28.80
13075 - Photographer V		34.51
13110 - Video Teleconference Technician		18.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.76
14043 - Computer Operator III		19.80
14044 - Computer Operator IV		22.01
14045 - Computer Operator V		24.36
14071 - Computer Programmer I		25.43
14072 - Computer Programmer II		
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.87
14160 - Personal Computer Support Technician		22.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.56
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		41.42
15050 - Computer Based Training Specialist / Instructor		28.56
15060 - Educational Technologist		28.32
15070 - Flight Instructor (Pilot)		41.42
15080 - Graphic Artist		33.41
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		18.15
15120 - Tutor		18.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.91
16030 - Counter Attendant		9.91
16040 - Dry Cleaner		12.63
16070 - Finisher, Flatwork, Machine		9.91
16090 - Presser, Hand		9.91
16110 - Presser, Machine, Drycleaning		9.91
16130 - Presser, Machine, Shirts		9.91
16160 - Presser, Machine, Wearing Apparel, Laundry		9.91
16190 - Sewing Machine Operator		13.31
16220 - Tailor		13.84
16250 - Washer, Machine		10.92
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	19.10
19040 - Tool And Die Maker	22.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	20.58
21040 - Material Expediter	20.58
21050 - Material Handling Laborer	13.76
21071 - Order Filler	11.34
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	14.06
21130 - Shipping/Receiving Clerk	14.06
21140 - Store Worker I	12.17
21150 - Stock Clerk	15.88
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.89
23040 - Aircraft Mechanic Helper	18.06
23050 - Aircraft, Painter	20.81
23060 - Aircraft Servicer	18.88
23080 - Aircraft Worker	19.86
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	14.56
23125 - Cable Splicer	27.04
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	19.93
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.20
23182 - Electronics Technician Maintenance II	25.46
23183 - Electronics Technician Maintenance III	26.50
23260 - Fabric Worker	17.25
23290 - Fire Alarm System Mechanic	20.84
23310 - Fire Extinguisher Repairer	19.39
23311 - Fuel Distribution System Mechanic	23.40
23312 - Fuel Distribution System Operator	19.80
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	18.88
23382 - Ground Support Equipment Worker	19.86
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.02
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.86
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	22.92
23465 - Laboratory/Shelter Mechanic	22.02
23470 - Laborer	13.55
23510 - Locksmith	19.69
23530 - Machinery Maintenance Mechanic	20.23
23550 - Machinist, Maintenance	19.38
23580 - Maintenance Trades Helper	16.23
23591 - Metrology Technician I	22.92
23592 - Metrology Technician II	23.78
23593 - Metrology Technician III	24.70
23640 - Millwright	24.85
23710 - Office Appliance Repairer	19.04

23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.67
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.09
23950 - Telephone Lineman	26.26
23960 - Welder, Combination, Maintenance	20.32
23965 - Well Driller	22.78
23970 - Woodcraft Worker	23.87
23980 - Woodworker	16.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.00
24610 - Chore Aide	10.79
24620 - Family Readiness And Support Services Coordinator	13.52
24630 - Homemaker	16.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.12
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	25.12
25190 - Ventilation Equipment Tender	18.78
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.79
27007 - Baggage Inspector	12.39
27008 - Corrections Officer	22.86
27010 - Court Security Officer	23.19
27030 - Detection Dog Handler	16.33
27040 - Detention Officer	22.30
27070 - Firefighter	23.24
27101 - Guard I	12.39
27102 - Guard II	16.33
27131 - Police Officer I	24.77
27132 - Police Officer II	27.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25
28042 - Carnival Equipment Repairer	12.87
28043 - Carnival Equpment Worker	10.31
28210 - Gate Attendant/Gate Tender	13.49
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.09
28510 - Recreation Aide/Health Facility Attendant	11.02
28515 - Recreation Specialist	16.81
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	19.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.94
29020 - Hatch Tender	24.94
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30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.63
30621 - Weather Observer, Senior	(see 2)	25.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		15.86
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		13.21
31290 - Shuttle Bus Driver		14.92
31310 - Taxi Driver		11.82
31361 - Truckdriver, Light		14.91
31362 - Truckdriver, Medium		16.79
31363 - Truckdriver, Heavy		19.61
31364 - Truckdriver, Tractor-Trailer		19.82
99000 - Miscellaneous Occupations		
99030 - Cashier		9.60
99050 - Desk Clerk		10.58
99095 - Embalmer		28.29
99251 - Laboratory Animal Caretaker I		11.98
99252 - Laboratory Animal Caretaker II		12.59
99310 - Mortician		28.29
99410 - Pest Controller		14.76
99510 - Photofinishing Worker		11.06
99710 - Recycling Laborer		16.61
99711 - Recycling Specialist		20.22
99730 - Refuse Collector		16.86
99810 - Sales Clerk		12.20
99820 - School Crossing Guard		14.35
99830 - Survey Party Chief		18.04
99831 - Surveying Aide		14.11
99832 - Surveying Technician		17.40
99840 - Vending Machine Attendant		12.58
99841 - Vending Machine Repairer		14.42
99842 - Vending Machine Repairer Helper		12.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2473 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown, Williamsburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.74
01012 - Accounting Clerk II		13.17
01013 - Accounting Clerk III		14.73
01020 - Administrative Assistant		22.08
01040 - Court Reporter		17.83
01051 - Data Entry Operator I		11.61
01052 - Data Entry Operator II		13.05
01060 - Dispatcher, Motor Vehicle		17.93
01070 - Document Preparation Clerk		13.04
01090 - Duplicating Machine Operator		13.04
01111 - General Clerk I		11.74
01112 - General Clerk II		12.81
01113 - General Clerk III		14.38
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		10.72
01191 - Order Clerk I		11.21
01192 - Order Clerk II		13.06
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		17.75
01263 - Personnel Assistant (Employment) III		19.80
01270 - Production Control Clerk		21.00
01280 - Receptionist		11.99
01290 - Rental Clerk		14.69

01300 - Scheduler, Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.83
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	15.37
01410 - Supply Technician	22.08
01420 - Survey Worker	15.19
01531 - Travel Clerk I	12.41
01532 - Travel Clerk II	12.41
01533 - Travel Clerk III	13.27
01611 - Word Processor I	12.82
01612 - Word Processor II	14.38
01613 - Word Processor III	16.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.93
05010 - Automotive Electrician	17.81
05040 - Automotive Glass Installer	16.96
05070 - Automotive Worker	18.35
05110 - Mobile Equipment Servicer	15.27
05130 - Motor Equipment Metal Mechanic	20.18
05160 - Motor Equipment Metal Worker	18.35
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.35
05310 - Painter, Automotive	17.81
05340 - Radiator Repair Specialist	18.35
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.92
07041 - Cook I	8.79
07042 - Cook II	10.12
07070 - Dishwasher	7.75
07130 - Food Service Worker	8.14
07210 - Meat Cutter	12.95
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	15.92
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.43
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.40
11060 - Elevator Operator	9.40
11090 - Gardener	13.00
11122 - Housekeeping Aide	9.54
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.51
11240 - Maid or Houseman	8.86
11260 - Pruner	9.66
11270 - Tractor Operator	12.16
11330 - Trail Maintenance Worker	10.51
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	16.81
12012 - Certified Occupational Therapist Assistant	23.34
12015 - Certified Physical Therapist Assistant	22.47
12020 - Dental Assistant	16.37
12025 - Dental Hygienist	25.78

12030 - EKG Technician		23.47
12035 - Electroneurodiagnostic Technologist		23.47
12040 - Emergency Medical Technician		16.80
12071 - Licensed Practical Nurse I		15.03
12072 - Licensed Practical Nurse II		16.81
12073 - Licensed Practical Nurse III		18.75
12100 - Medical Assistant		12.66
12130 - Medical Laboratory Technician		16.31
12160 - Medical Record Clerk		13.18
12190 - Medical Record Technician		13.98
12195 - Medical Transcriptionist		15.56
12210 - Nuclear Medicine Technologist		29.33
12221 - Nursing Assistant I		8.98
12222 - Nursing Assistant II		10.10
12223 - Nursing Assistant III		11.72
12224 - Nursing Assistant IV		13.15
12235 - Optical Dispenser		15.64
12236 - Optical Technician		16.41
12250 - Pharmacy Technician		13.15
12280 - Phlebotomist		13.30
12305 - Radiologic Technologist		23.12
12311 - Registered Nurse I		25.36
12312 - Registered Nurse II		31.01
12313 - Registered Nurse II, Specialist		31.01
12314 - Registered Nurse III		37.52
12315 - Registered Nurse III, Anesthetist		37.52
12316 - Registered Nurse IV		44.98
12317 - Scheduler (Drug and Alcohol Testing)		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		20.58
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.09
13042 - Illustrator II		20.58
13043 - Illustrator III		25.92
13047 - Librarian		23.47
13050 - Library Aide/Clerk		10.89
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		13.37
13061 - Media Specialist I		15.38
13062 - Media Specialist II		17.20
13063 - Media Specialist III		19.18
13071 - Photographer I		14.27
13072 - Photographer II		15.96
13073 - Photographer III		19.94
13074 - Photographer IV		24.16
13075 - Photographer V		29.24
13110 - Video Teleconference Technician		14.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.72
14043 - Computer Operator III		18.10
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.94
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95

14160 - Personal Computer Support Technician	22.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.60
15020 - Aircrew Training Devices Instructor (Rated)	35.81
15030 - Air Crew Training Devices Instructor (Pilot)	42.92
15050 - Computer Based Training Specialist / Instructor	29.60
15060 - Educational Technologist	28.28
15070 - Flight Instructor (Pilot)	42.92
15080 - Graphic Artist	19.13
15090 - Technical Instructor	18.87
15095 - Technical Instructor/Course Developer	23.09
15110 - Test Proctor	15.23
15120 - Tutor	15.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.80
16030 - Counter Attendant	8.80
16040 - Dry Cleaner	10.61
16070 - Finisher, Flatwork, Machine	8.80
16090 - Presser, Hand	8.80
16110 - Presser, Machine, Drycleaning	8.80
16130 - Presser, Machine, Shirts	8.80
16160 - Presser, Machine, Wearing Apparel, Laundry	8.80
16190 - Sewing Machine Operator	11.19
16220 - Tailor	11.73
16250 - Washer, Machine	9.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.89
19040 - Tool And Die Maker	19.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.55
21030 - Material Coordinator	21.00
21040 - Material Expediter	21.00
21050 - Material Handling Laborer	11.60
21071 - Order Filler	10.97
21080 - Production Line Worker (Food Processing)	16.55
21110 - Shipping Packer	14.70
21130 - Shipping/Receiving Clerk	14.70
21140 - Store Worker I	11.68
21150 - Stock Clerk	15.03
21210 - Tools And Parts Attendant	16.55
21410 - Warehouse Specialist	16.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.34
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	25.09
23040 - Aircraft Mechanic Helper	16.81
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	18.92
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	15.75
23120 - Bicycle Repairer	11.58
23125 - Cable Splicer	24.72
23130 - Carpenter, Maintenance	16.55
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.10
23181 - Electronics Technician Maintenance I	21.79
23182 - Electronics Technician Maintenance II	23.04
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	16.86
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.84
23311 - Fuel Distribution System Mechanic	19.91

23312 - Fuel Distribution System Operator	15.84
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	18.92
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.84
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.27
23430 - Heavy Equipment Mechanic	20.15
23440 - Heavy Equipment Operator	16.81
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.90
23470 - Laborer	11.59
23510 - Locksmith	16.15
23530 - Machinery Maintenance Mechanic	23.55
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	12.46
23591 - Metrology Technician I	19.54
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	23.55
23640 - Millwright	22.10
23710 - Office Appliance Repairer	18.43
23760 - Painter, Maintenance	15.25
23790 - Pipefitter, Maintenance	17.55
23810 - Plumber, Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	16.38
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	16.08
23910 - Small Engine Mechanic	14.68
23931 - Telecommunications Mechanic I	22.03
23932 - Telecommunications Mechanic II	23.06
23950 - Telephone Lineman	19.23
23960 - Welder, Combination, Maintenance	16.56
23965 - Well Driller	20.43
23970 - Woodcraft Worker	19.91
23980 - Woodworker	12.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.39
24580 - Child Care Center Clerk	11.27
24610 - Chore Aide	9.59
24620 - Family Readiness And Support Services Coordinator	11.17
24630 - Homemaker	11.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	17.22
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	17.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.88
27007 - Baggage Inspector	11.87
27008 - Corrections Officer	15.07
27010 - Court Security Officer	15.07
27030 - Detection Dog Handler	13.81
27040 - Detention Officer	15.07
27070 - Firefighter	14.46
27101 - Guard I	11.87

27102 - Guard II		13.81
27131 - Police Officer I		16.36
27132 - Police Officer II		18.18
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.49
28042 - Carnival Equipment Repairer		11.13
28043 - Carnival Equpment Worker		8.53
28210 - Gate Attendant/Gate Tender		13.85
28310 - Lifeguard		11.87
28350 - Park Attendant (Aide)		15.49
28510 - Recreation Aide/Health Facility Attendant		11.31
28515 - Recreation Specialist		16.21
28630 - Sports Official		12.34
28690 - Swimming Pool Operator		14.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.56
29020 - Hatch Tender		21.56
29030 - Line Handler		21.56
29041 - Stevedore I		18.76
29042 - Stevedore II		22.80
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.40
30022 - Archeological Technician II		18.63
30023 - Archeological Technician III		23.07
30030 - Cartographic Technician		26.11
30040 - Civil Engineering Technician		20.35
30061 - Drafter/CAD Operator I		17.40
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		15.46
30082 - Engineering Technician II		17.35
30083 - Engineering Technician III		19.41
30084 - Engineering Technician IV		24.05
30085 - Engineering Technician V		29.42
30086 - Engineering Technician VI		35.59
30090 - Environmental Technician		23.27
30210 - Laboratory Technician		21.96
30240 - Mathematical Technician		22.69
30361 - Paralegal/Legal Assistant I		17.18
30362 - Paralegal/Legal Assistant II		20.30
30363 - Paralegal/Legal Assistant III		24.83
30364 - Paralegal/Legal Assistant IV		30.05
30390 - Photo-Optics Technician		22.69
30461 - Technical Writer I		20.14
30462 - Technical Writer II		25.75
30463 - Technical Writer III		31.16
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.60
30621 - Weather Observer, Senior	(see 3)	20.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.49
31030 - Bus Driver		12.98
31043 - Driver Courier		13.08
31260 - Parking and Lot Attendant		9.13

31290 - Shuttle Bus Driver	12.71
31310 - Taxi Driver	10.49
31361 - Truckdriver, Light	13.98
31362 - Truckdriver, Medium	14.75
31363 - Truckdriver, Heavy	17.20
31364 - Truckdriver, Tractor-Trailer	17.20
99000 - Miscellaneous Occupations	
99030 - Cashier	8.61
99050 - Desk Clerk	10.30
99095 - Embalmer	25.80
99251 - Laboratory Animal Caretaker I	9.88
99252 - Laboratory Animal Caretaker II	11.15
99310 - Mortician	29.43
99410 - Pest Controller	15.69
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.91
99711 - Recycling Specialist	16.09
99730 - Refuse Collector	12.78
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	10.35
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	14.01
99832 - Surveying Technician	16.80
99840 - Vending Machine Attendant	11.23
99841 - Vending Machine Repairer	13.88
99842 - Vending Machine Repairer Helper	11.50

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2474 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown, Williamsburg

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.74
01012 - Accounting Clerk II		13.17
01013 - Accounting Clerk III		14.73
01020 - Administrative Assistant		22.08
01040 - Court Reporter		17.83
01051 - Data Entry Operator I		11.61
01052 - Data Entry Operator II		13.05
01060 - Dispatcher, Motor Vehicle		17.93
01070 - Document Preparation Clerk		13.04
01090 - Duplicating Machine Operator		13.04
01111 - General Clerk I		11.74
01112 - General Clerk II		12.81
01113 - General Clerk III		14.38
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		10.72
01191 - Order Clerk I		11.21
01192 - Order Clerk II		13.06
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		17.75
01263 - Personnel Assistant (Employment) III		19.80
01270 - Production Control Clerk		21.00
01280 - Receptionist		11.99
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		15.94
01311 - Secretary I		15.94
01312 - Secretary II		17.83
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		15.37
01410 - Supply Technician		22.08
01420 - Survey Worker		15.19
01531 - Travel Clerk I		12.41
01532 - Travel Clerk II		12.41
01533 - Travel Clerk III		13.27
01611 - Word Processor I		12.82
01612 - Word Processor II		14.38
01613 - Word Processor III		16.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.93
05010 - Automotive Electrician		17.81
05040 - Automotive Glass Installer		16.96
05070 - Automotive Worker		18.35
05110 - Mobile Equipment Servicer		15.27
05130 - Motor Equipment Metal Mechanic		20.18
05160 - Motor Equipment Metal Worker		18.35
05190 - Motor Vehicle Mechanic		20.18
05220 - Motor Vehicle Mechanic Helper		14.46
05250 - Motor Vehicle Upholstery Worker		17.46
05280 - Motor Vehicle Wrecker		18.35
05310 - Painter, Automotive		17.81
05340 - Radiator Repair Specialist		18.35
05370 - Tire Repairer		11.58
05400 - Transmission Repair Specialist		20.18
07000 - Food Preparation And Service Occupations		
07010 - Baker		9.92
07041 - Cook I		8.79
07042 - Cook II		10.12
07070 - Dishwasher		7.75
07130 - Food Service Worker		8.14

07210 - Meat Cutter	12.95
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	15.92
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.43
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.40
11060 - Elevator Operator	9.40
11090 - Gardener	13.00
11122 - Housekeeping Aide	9.54
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.51
11240 - Maid or Houseman	8.86
11260 - Pruner	9.66
11270 - Tractor Operator	12.16
11330 - Trail Maintenance Worker	10.51
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	16.81
12012 - Certified Occupational Therapist Assistant	23.34
12015 - Certified Physical Therapist Assistant	22.47
12020 - Dental Assistant	16.37
12025 - Dental Hygienist	25.78
12030 - EKG Technician	23.47
12035 - Electroneurodiagnostic Technologist	23.47
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.03
12072 - Licensed Practical Nurse II	16.81
12073 - Licensed Practical Nurse III	18.75
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.31
12160 - Medical Record Clerk	13.18
12190 - Medical Record Technician	13.98
12195 - Medical Transcriptionist	15.56
12210 - Nuclear Medicine Technologist	29.33
12221 - Nursing Assistant I	8.98
12222 - Nursing Assistant II	10.10
12223 - Nursing Assistant III	11.72
12224 - Nursing Assistant IV	13.15
12235 - Optical Dispenser	15.64
12236 - Optical Technician	16.41
12250 - Pharmacy Technician	13.15
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	23.12
12311 - Registered Nurse I	25.36
12312 - Registered Nurse II	31.01
12313 - Registered Nurse II, Specialist	31.01
12314 - Registered Nurse III	37.52
12315 - Registered Nurse III, Anesthetist	37.52
12316 - Registered Nurse IV	44.98
12317 - Scheduler (Drug and Alcohol Testing)	20.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.09
13012 - Exhibits Specialist II	20.58
13013 - Exhibits Specialist III	25.92
13041 - Illustrator I	17.09
13042 - Illustrator II	20.58
13043 - Illustrator III	25.92

13047 - Librarian		23.47
13050 - Library Aide/Clerk		10.89
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		13.37
13061 - Media Specialist I		15.38
13062 - Media Specialist II		17.20
13063 - Media Specialist III		19.18
13071 - Photographer I		14.27
13072 - Photographer II		15.96
13073 - Photographer III		19.94
13074 - Photographer IV		24.16
13075 - Photographer V		29.24
13110 - Video Teleconference Technician		14.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.72
14043 - Computer Operator III		18.10
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.94
14071 - Computer Programmer I	(see 1)	25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		22.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		28.28
15070 - Flight Instructor (Pilot)		42.92
15080 - Graphic Artist		19.13
15090 - Technical Instructor		18.87
15095 - Technical Instructor/Course Developer		23.09
15110 - Test Proctor		15.23
15120 - Tutor		15.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.80
16030 - Counter Attendant		8.80
16040 - Dry Cleaner		10.61
16070 - Finisher, Flatwork, Machine		8.80
16090 - Presser, Hand		8.80
16110 - Presser, Machine, Drycleaning		8.80
16130 - Presser, Machine, Shirts		8.80
16160 - Presser, Machine, Wearing Apparel, Laundry		8.80
16190 - Sewing Machine Operator		11.19
16220 - Tailor		11.73
16250 - Washer, Machine		9.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.89
19040 - Tool And Die Maker		19.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.55
21030 - Material Coordinator		21.00
21040 - Material Expediter		21.00
21050 - Material Handling Laborer		11.60
21071 - Order Filler		10.97
21080 - Production Line Worker (Food Processing)		16.55

21110 - Shipping Packer	14.70
21130 - Shipping/Receiving Clerk	14.70
21140 - Store Worker I	11.68
21150 - Stock Clerk	15.03
21210 - Tools And Parts Attendant	16.55
21410 - Warehouse Specialist	16.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.34
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	25.09
23040 - Aircraft Mechanic Helper	16.81
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	18.92
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	15.75
23120 - Bicycle Repairer	11.58
23125 - Cable Splicer	24.72
23130 - Carpenter, Maintenance	16.55
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.10
23181 - Electronics Technician Maintenance I	21.79
23182 - Electronics Technician Maintenance II	23.04
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	16.86
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.84
23311 - Fuel Distribution System Mechanic	19.91
23312 - Fuel Distribution System Operator	15.84
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	18.92
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.84
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.27
23430 - Heavy Equipment Mechanic	20.15
23440 - Heavy Equipment Operator	16.81
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.90
23470 - Laborer	11.59
23510 - Locksmith	16.15
23530 - Machinery Maintenance Mechanic	23.55
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	12.46
23591 - Metrology Technician I	19.54
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	23.55
23640 - Millwright	22.10
23710 - Office Appliance Repairer	18.43
23760 - Painter, Maintenance	15.25
23790 - Pipefitter, Maintenance	17.55
23810 - Plumber, Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	16.38
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	16.08
23910 - Small Engine Mechanic	14.68
23931 - Telecommunications Mechanic I	22.03

23932 - Telecommunications Mechanic II	23.06
23950 - Telephone Lineman	19.23
23960 - Welder, Combination, Maintenance	16.56
23965 - Well Driller	20.43
23970 - Woodcraft Worker	19.91
23980 - Woodworker	12.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.39
24580 - Child Care Center Clerk	11.27
24610 - Chore Aide	9.59
24620 - Family Readiness And Support Services Coordinator	11.17
24630 - Homemaker	11.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	17.22
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	17.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.88
27007 - Baggage Inspector	11.87
27008 - Corrections Officer	15.07
27010 - Court Security Officer	15.07
27030 - Detection Dog Handler	13.81
27040 - Detention Officer	15.07
27070 - Firefighter	14.46
27101 - Guard I	11.87
27102 - Guard II	13.81
27131 - Police Officer I	16.36
27132 - Police Officer II	18.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.49
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.53
28210 - Gate Attendant/Gate Tender	13.85
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	15.49
28510 - Recreation Aide/Health Facility Attendant	11.31
28515 - Recreation Specialist	16.21
28630 - Sports Official	12.34
28690 - Swimming Pool Operator	14.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.56
29020 - Hatch Tender	21.56
29030 - Line Handler	21.56
29041 - Stevedore I	18.76
29042 - Stevedore II	22.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.40
30022 - Archeological Technician II	18.63
30023 - Archeological Technician III	23.07
30030 - Cartographic Technician	26.11
30040 - Civil Engineering Technician	20.35
30061 - Drafter/CAD Operator I	17.40
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.60
30064 - Drafter/CAD Operator IV	25.34
30081 - Engineering Technician I	15.46
30082 - Engineering Technician II	17.35

30083 - Engineering Technician III		19.41
30084 - Engineering Technician IV		24.05
30085 - Engineering Technician V		29.42
30086 - Engineering Technician VI		35.59
30090 - Environmental Technician		23.27
30210 - Laboratory Technician		21.96
30240 - Mathematical Technician		22.69
30361 - Paralegal/Legal Assistant I		17.18
30362 - Paralegal/Legal Assistant II		20.30
30363 - Paralegal/Legal Assistant III		24.83
30364 - Paralegal/Legal Assistant IV		30.05
30390 - Photo-Optics Technician		22.69
30461 - Technical Writer I		20.14
30462 - Technical Writer II		25.75
30463 - Technical Writer III		31.16
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	20.60
30621 - Weather Observer, Senior	(see 3)	20.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.49
31030 - Bus Driver		12.98
31043 - Driver Courier		13.08
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		12.71
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.98
31362 - Truckdriver, Medium		14.75
31363 - Truckdriver, Heavy		17.20
31364 - Truckdriver, Tractor-Trailer		17.20
99000 - Miscellaneous Occupations		
99030 - Cashier		8.61
99050 - Desk Clerk		10.30
99095 - Embalmer		25.80
99251 - Laboratory Animal Caretaker I		9.88
99252 - Laboratory Animal Caretaker II		11.15
99310 - Mortician		29.43
99410 - Pest Controller		15.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.91
99711 - Recycling Specialist		16.09
99730 - Refuse Collector		12.78
99810 - Sales Clerk		13.31
99820 - School Crossing Guard		10.35
99830 - Survey Party Chief		18.48
99831 - Surveying Aide		14.01
99832 - Surveying Technician		16.80
99840 - Vending Machine Attendant		11.23
99841 - Vending Machine Repairer		13.88
99842 - Vending Machine Repairer Helper		11.50

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HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2475 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.97
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.13
01020 - Administrative Assistant		19.27
01040 - Court Reporter		18.56
01051 - Data Entry Operator I		11.78
01052 - Data Entry Operator II		12.86
01060 - Dispatcher, Motor Vehicle		16.45
01070 - Document Preparation Clerk		11.91
01090 - Duplicating Machine Operator		11.91
01111 - General Clerk I		11.43
01112 - General Clerk II		12.47
01113 - General Clerk III		13.99
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		9.70
01191 - Order Clerk I		12.60
01192 - Order Clerk II		13.75
01261 - Personnel Assistant (Employment) I		14.26
01262 - Personnel Assistant (Employment) II		15.95
01263 - Personnel Assistant (Employment) III		17.79
01270 - Production Control Clerk		19.20
01280 - Receptionist		11.95
01290 - Rental Clerk		12.31
01300 - Scheduler, Maintenance		13.77
01311 - Secretary I		13.77
01312 - Secretary II		15.52
01313 - Secretary III		17.34

01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	19.27
01420 - Survey Worker	13.30
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	12.12
01612 - Word Processor II	13.61
01613 - Word Processor III	15.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.38
05010 - Automotive Electrician	17.93
05040 - Automotive Glass Installer	16.86
05070 - Automotive Worker	16.86
05110 - Mobile Equipment Servicer	14.64
05130 - Motor Equipment Metal Mechanic	18.98
05160 - Motor Equipment Metal Worker	16.86
05190 - Motor Vehicle Mechanic	18.50
05220 - Motor Vehicle Mechanic Helper	13.60
05250 - Motor Vehicle Upholstery Worker	15.74
05280 - Motor Vehicle Wrecker	16.86
05310 - Painter, Automotive	17.93
05340 - Radiator Repair Specialist	16.86
05370 - Tire Repairer	11.28
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.22
07041 - Cook I	8.84
07042 - Cook II	10.16
07070 - Dishwasher	8.25
07130 - Food Service Worker	10.43
07210 - Meat Cutter	12.72
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.60
09040 - Furniture Handler	9.30
09080 - Furniture Refinisher	14.61
09090 - Furniture Refinisher Helper	11.01
09110 - Furniture Repairer, Minor	12.83
09130 - Upholsterer	14.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34
11060 - Elevator Operator	9.34
11090 - Gardener	12.56
11122 - Housekeeping Aide	9.34
11150 - Janitor	9.34
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.10
11260 - Pruner	9.66
11270 - Tractor Operator	11.67
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	9.57
12000 - Health Occupations	
12010 - Ambulance Driver	15.44
12011 - Breath Alcohol Technician	15.44
12012 - Certified Occupational Therapist Assistant	23.79
12015 - Certified Physical Therapist Assistant	24.26
12020 - Dental Assistant	15.21
12025 - Dental Hygienist	25.23
12030 - EKG Technician	21.28
12035 - Electroneurodiagnostic Technologist	21.28
12040 - Emergency Medical Technician	15.44
12071 - Licensed Practical Nurse I	14.76

12072 - Licensed Practical Nurse II		16.51
12073 - Licensed Practical Nurse III		18.41
12100 - Medical Assistant		13.66
12130 - Medical Laboratory Technician		15.50
12160 - Medical Record Clerk		13.76
12190 - Medical Record Technician		15.39
12195 - Medical Transcriptionist		14.97
12210 - Nuclear Medicine Technologist		28.15
12221 - Nursing Assistant I		9.78
12222 - Nursing Assistant II		10.99
12223 - Nursing Assistant III		12.00
12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		15.87
12236 - Optical Technician		13.49
12250 - Pharmacy Technician		12.84
12280 - Phlebotomist		13.47
12305 - Radiologic Technologist		22.94
12311 - Registered Nurse I		22.77
12312 - Registered Nurse II		27.85
12313 - Registered Nurse II, Specialist		27.85
12314 - Registered Nurse III		33.69
12315 - Registered Nurse III, Anesthetist		33.69
12316 - Registered Nurse IV		40.38
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.29
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		26.21
13041 - Illustrator I		18.30
13042 - Illustrator II		22.69
13043 - Illustrator III		27.74
13047 - Librarian		25.23
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		22.78
13058 - Library Technician		16.20
13061 - Media Specialist I		16.45
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.50
13071 - Photographer I		14.46
13072 - Photographer II		16.19
13073 - Photographer III		20.04
13074 - Photographer IV		24.51
13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		30.38

15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	30.46
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	19.00
15090 - Technical Instructor	18.43
15095 - Technical Instructor/Course Developer	22.54
15110 - Test Proctor	14.87
15120 - Tutor	14.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.76
16030 - Counter Attendant	8.76
16040 - Dry Cleaner	10.80
16070 - Finisher, Flatwork, Machine	8.76
16090 - Presser, Hand	8.76
16110 - Presser, Machine, Drycleaning	8.76
16130 - Presser, Machine, Shirts	8.76
16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.72
19040 - Tool And Die Maker	22.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.04
21030 - Material Coordinator	19.20
21040 - Material Expediter	19.20
21050 - Material Handling Laborer	11.05
21071 - Order Filler	11.87
21080 - Production Line Worker (Food Processing)	14.04
21110 - Shipping Packer	12.83
21130 - Shipping/Receiving Clerk	12.83
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	14.04
21410 - Warehouse Specialist	14.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.93
23021 - Aircraft Mechanic I	25.43
23022 - Aircraft Mechanic II	26.93
23023 - Aircraft Mechanic III	28.34
23040 - Aircraft Mechanic Helper	18.17
23050 - Aircraft, Painter	23.35
23060 - Aircraft Servicer	21.08
23080 - Aircraft Worker	22.58
23110 - Appliance Mechanic	17.44
23120 - Bicycle Repairer	11.30
23125 - Cable Splicer	20.87
23130 - Carpenter, Maintenance	17.62
23140 - Carpet Layer	16.99
23160 - Electrician, Maintenance	17.57
23181 - Electronics Technician Maintenance I	20.78
23182 - Electronics Technician Maintenance II	22.22
23183 - Electronics Technician Maintenance III	23.39
23260 - Fabric Worker	15.85
23290 - Fire Alarm System Mechanic	18.11
23310 - Fire Extinguisher Repairer	14.77
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	18.00
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	23.93
23381 - Ground Support Equipment Servicer	19.83

23382 - Ground Support Equipment Worker	21.25
23391 - Gunsmith I	14.77
23392 - Gunsmith II	16.99
23393 - Gunsmith III	19.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.99
23430 - Heavy Equipment Mechanic	21.80
23440 - Heavy Equipment Operator	16.63
23460 - Instrument Mechanic	18.18
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	11.05
23510 - Locksmith	16.86
23530 - Machinery Maintenance Mechanic	20.90
23550 - Machinist, Maintenance	16.63
23580 - Maintenance Trades Helper	11.91
23591 - Metrology Technician I	18.18
23592 - Metrology Technician II	19.24
23593 - Metrology Technician III	20.24
23640 - Millwright	23.53
23710 - Office Appliance Repairer	18.05
23760 - Painter, Maintenance	16.22
23790 - Pipefitter, Maintenance	17.78
23810 - Plumber, Maintenance	16.79
23820 - Pneudraulic Systems Mechanic	19.13
23850 - Rigger	18.67
23870 - Scale Mechanic	16.99
23890 - Sheet-Metal Worker, Maintenance	15.65
23910 - Small Engine Mechanic	13.52
23931 - Telecommunications Mechanic I	21.01
23932 - Telecommunications Mechanic II	22.25
23950 - Telephone Lineman	19.44
23960 - Welder, Combination, Maintenance	16.40
23965 - Well Driller	19.13
23970 - Woodcraft Worker	19.13
23980 - Woodworker	14.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.40
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	12.53
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	13.68
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.72
27007 - Baggage Inspector	11.59
27008 - Corrections Officer	16.17
27010 - Court Security Officer	17.36
27030 - Detection Dog Handler	14.05
27040 - Detention Officer	16.17
27070 - Firefighter	17.97
27101 - Guard I	11.59
27102 - Guard II	14.05
27131 - Police Officer I	19.90
27132 - Police Officer II	22.11
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		9.42
28042 - Carnival Equipment Repairer		10.15
28043 - Carnival Equpment Worker		8.19
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		15.59
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		14.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.29
29020 - Hatch Tender		17.29
29030 - Line Handler		17.71
29041 - Stevedore I		16.12
29042 - Stevedore II		18.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.95
30022 - Archeological Technician II		18.58
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.84
30040 - Civil Engineering Technician		22.61
30061 - Drafter/CAD Operator I		16.95
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		14.83
30082 - Engineering Technician II		16.64
30083 - Engineering Technician III		18.61
30084 - Engineering Technician IV		23.07
30085 - Engineering Technician V		28.22
30086 - Engineering Technician VI		34.14
30090 - Environmental Technician		21.04
30210 - Laboratory Technician		22.16
30240 - Mathematical Technician		23.81
30361 - Paralegal/Legal Assistant I		16.56
30362 - Paralegal/Legal Assistant II		20.51
30363 - Paralegal/Legal Assistant III		24.33
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		25.12
30461 - Technical Writer I		20.74
30462 - Technical Writer II		25.37
30463 - Technical Writer III		30.69
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54
30621 - Weather Observer, Senior	(see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.85
31030 - Bus Driver		14.43
31043 - Driver Courier		13.19
31260 - Parking and Lot Attendant		10.14
31290 - Shuttle Bus Driver		14.12
31310 - Taxi Driver		11.15
31361 - Truckdriver, Light		14.12
31362 - Truckdriver, Medium		15.17

31363 - Truckdriver, Heavy	17.99
31364 - Truckdriver, Tractor-Trailer	17.99
99000 - Miscellaneous Occupations	
99030 - Cashier	8.01
99050 - Desk Clerk	9.97
99095 - Embalmer	21.32
99251 - Laboratory Animal Caretaker I	9.71
99252 - Laboratory Animal Caretaker II	10.49
99310 - Mortician	21.75
99410 - Pest Controller	14.53
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.86
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	10.16
99830 - Survey Party Chief	17.53
99831 - Surveying Aide	11.77
99832 - Surveying Technician	16.13
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2476 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.97
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.13
01020 - Administrative Assistant		19.27
01040 - Court Reporter		18.56
01051 - Data Entry Operator I		11.78
01052 - Data Entry Operator II		12.86
01060 - Dispatcher, Motor Vehicle		16.45
01070 - Document Preparation Clerk		11.91
01090 - Duplicating Machine Operator		11.91
01111 - General Clerk I		11.43
01112 - General Clerk II		12.47
01113 - General Clerk III		13.99
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		9.70
01191 - Order Clerk I		12.60
01192 - Order Clerk II		13.75

01261 - Personnel Assistant (Employment) I	14.26
01262 - Personnel Assistant (Employment) II	15.95
01263 - Personnel Assistant (Employment) III	17.79
01270 - Production Control Clerk	19.20
01280 - Receptionist	11.95
01290 - Rental Clerk	12.31
01300 - Scheduler, Maintenance	13.77
01311 - Secretary I	13.77
01312 - Secretary II	15.52
01313 - Secretary III	17.34
01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	19.27
01420 - Survey Worker	13.30
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	12.12
01612 - Word Processor II	13.61
01613 - Word Processor III	15.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.38
05010 - Automotive Electrician	17.93
05040 - Automotive Glass Installer	16.86
05070 - Automotive Worker	16.86
05110 - Mobile Equipment Servicer	14.64
05130 - Motor Equipment Metal Mechanic	18.98
05160 - Motor Equipment Metal Worker	16.86
05190 - Motor Vehicle Mechanic	18.50
05220 - Motor Vehicle Mechanic Helper	13.60
05250 - Motor Vehicle Upholstery Worker	15.74
05280 - Motor Vehicle Wrecker	16.86
05310 - Painter, Automotive	17.93
05340 - Radiator Repair Specialist	16.86
05370 - Tire Repairer	11.28
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.22
07041 - Cook I	8.84
07042 - Cook II	10.16
07070 - Dishwasher	8.25
07130 - Food Service Worker	10.43
07210 - Meat Cutter	12.72
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.60
09040 - Furniture Handler	9.30
09080 - Furniture Refinisher	14.61
09090 - Furniture Refinisher Helper	11.01
09110 - Furniture Repairer, Minor	12.83
09130 - Upholsterer	14.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34
11060 - Elevator Operator	9.34
11090 - Gardener	12.56
11122 - Housekeeping Aide	9.34
11150 - Janitor	9.34
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.10
11260 - Pruner	9.66
11270 - Tractor Operator	11.67
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	9.57
12000 - Health Occupations	

12010 - Ambulance Driver		15.44
12011 - Breath Alcohol Technician		15.44
12012 - Certified Occupational Therapist Assistant		23.79
12015 - Certified Physical Therapist Assistant		24.26
12020 - Dental Assistant		15.21
12025 - Dental Hygienist		25.23
12030 - EKG Technician		21.28
12035 - Electroneurodiagnostic Technologist		21.28
12040 - Emergency Medical Technician		15.44
12071 - Licensed Practical Nurse I		14.76
12072 - Licensed Practical Nurse II		16.51
12073 - Licensed Practical Nurse III		18.41
12100 - Medical Assistant		13.66
12130 - Medical Laboratory Technician		15.50
12160 - Medical Record Clerk		13.76
12190 - Medical Record Technician		15.39
12195 - Medical Transcriptionist		14.97
12210 - Nuclear Medicine Technologist		28.15
12221 - Nursing Assistant I		9.78
12222 - Nursing Assistant II		10.99
12223 - Nursing Assistant III		12.00
12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		15.87
12236 - Optical Technician		13.49
12250 - Pharmacy Technician		12.84
12280 - Phlebotomist		13.47
12305 - Radiologic Technologist		22.94
12311 - Registered Nurse I		22.77
12312 - Registered Nurse II		27.85
12313 - Registered Nurse II, Specialist		27.85
12314 - Registered Nurse III		33.69
12315 - Registered Nurse III, Anesthetist		33.69
12316 - Registered Nurse IV		40.38
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.29
13012 - Exhibits Specialist II		21.42
13013 - Exhibits Specialist III		26.21
13041 - Illustrator I		18.30
13042 - Illustrator II		22.69
13043 - Illustrator III		27.74
13047 - Librarian		25.23
13050 - Library Aide/Clerk		12.59
13054 - Library Information Technology Systems Administrator		22.78
13058 - Library Technician		16.20
13061 - Media Specialist I		16.45
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.50
13071 - Photographer I		14.46
13072 - Photographer II		16.19
13073 - Photographer III		20.04
13074 - Photographer IV		24.51
13075 - Photographer V		29.66
13110 - Video Teleconference Technician		16.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.08
14045 - Computer Operator V		25.51
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.38
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		27.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.38
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		25.61
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		19.00
15090 - Technical Instructor		18.43
15095 - Technical Instructor/Course Developer		22.54
15110 - Test Proctor		14.87
15120 - Tutor		14.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.72
19040 - Tool And Die Maker		22.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.04
21030 - Material Coordinator		19.20
21040 - Material Expediter		19.20
21050 - Material Handling Laborer		11.05
21071 - Order Filler		11.87
21080 - Production Line Worker (Food Processing)		14.04
21110 - Shipping Packer		12.83
21130 - Shipping/Receiving Clerk		12.83
21140 - Store Worker I		10.57
21150 - Stock Clerk		14.26
21210 - Tools And Parts Attendant		14.04
21410 - Warehouse Specialist		14.04
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.93
23021 - Aircraft Mechanic I		25.43
23022 - Aircraft Mechanic II		26.93
23023 - Aircraft Mechanic III		28.34
23040 - Aircraft Mechanic Helper		18.17
23050 - Aircraft, Painter		23.35
23060 - Aircraft Servicer		21.08
23080 - Aircraft Worker		22.58
23110 - Appliance Mechanic		17.44
23120 - Bicycle Repairer		11.30
23125 - Cable Splicer		20.87
23130 - Carpenter, Maintenance		17.62
23140 - Carpet Layer		16.99
23160 - Electrician, Maintenance		17.57
23181 - Electronics Technician Maintenance I		20.78

23182 - Electronics Technician Maintenance II	22.22
23183 - Electronics Technician Maintenance III	23.39
23260 - Fabric Worker	15.85
23290 - Fire Alarm System Mechanic	18.11
23310 - Fire Extinguisher Repairer	14.77
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	18.00
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	23.93
23381 - Ground Support Equipment Servicer	19.83
23382 - Ground Support Equipment Worker	21.25
23391 - Gunsmith I	14.77
23392 - Gunsmith II	16.99
23393 - Gunsmith III	19.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.99
23430 - Heavy Equipment Mechanic	21.80
23440 - Heavy Equipment Operator	16.63
23460 - Instrument Mechanic	18.18
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	11.05
23510 - Locksmith	16.86
23530 - Machinery Maintenance Mechanic	20.90
23550 - Machinist, Maintenance	16.63
23580 - Maintenance Trades Helper	11.91
23591 - Metrology Technician I	18.18
23592 - Metrology Technician II	19.24
23593 - Metrology Technician III	20.24
23640 - Millwright	23.53
23710 - Office Appliance Repairer	18.05
23760 - Painter, Maintenance	16.22
23790 - Pipefitter, Maintenance	17.78
23810 - Plumber, Maintenance	16.79
23820 - Pneudraulic Systems Mechanic	19.13
23850 - Rigger	18.67
23870 - Scale Mechanic	16.99
23890 - Sheet-Metal Worker, Maintenance	15.65
23910 - Small Engine Mechanic	13.52
23931 - Telecommunications Mechanic I	21.01
23932 - Telecommunications Mechanic II	22.25
23950 - Telephone Lineman	19.44
23960 - Welder, Combination, Maintenance	16.40
23965 - Well Driller	19.13
23970 - Woodcraft Worker	19.13
23980 - Woodworker	14.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.40
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	12.53
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	13.68
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.72
27007 - Baggage Inspector	11.59

27008 - Corrections Officer		16.17
27010 - Court Security Officer		17.36
27030 - Detection Dog Handler		14.05
27040 - Detention Officer		16.17
27070 - Firefighter		17.97
27101 - Guard I		11.59
27102 - Guard II		14.05
27131 - Police Officer I		19.90
27132 - Police Officer II		22.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		9.42
28042 - Carnival Equipment Repairer		10.15
28043 - Carnival Equpment Worker		8.19
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		15.59
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		14.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.29
29020 - Hatch Tender		17.29
29030 - Line Handler		17.71
29041 - Stevedore I		16.12
29042 - Stevedore II		18.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.95
30022 - Archeological Technician II		18.58
30023 - Archeological Technician III		22.82
30030 - Cartographic Technician		22.84
30040 - Civil Engineering Technician		22.61
30061 - Drafter/CAD Operator I		16.95
30062 - Drafter/CAD Operator II		18.58
30063 - Drafter/CAD Operator III		20.54
30064 - Drafter/CAD Operator IV		25.27
30081 - Engineering Technician I		14.83
30082 - Engineering Technician II		16.64
30083 - Engineering Technician III		18.61
30084 - Engineering Technician IV		23.07
30085 - Engineering Technician V		28.22
30086 - Engineering Technician VI		34.14
30090 - Environmental Technician		21.04
30210 - Laboratory Technician		22.16
30240 - Mathematical Technician		23.81
30361 - Paralegal/Legal Assistant I		16.56
30362 - Paralegal/Legal Assistant II		20.51
30363 - Paralegal/Legal Assistant III		24.33
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		25.12
30461 - Technical Writer I		20.74
30462 - Technical Writer II		25.37
30463 - Technical Writer III		30.69
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.54

30621 - Weather Observer, Senior (see 2)	22.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.85
31030 - Bus Driver	14.43
31043 - Driver Courier	13.19
31260 - Parking and Lot Attendant	10.14
31290 - Shuttle Bus Driver	14.12
31310 - Taxi Driver	11.15
31361 - Truckdriver, Light	14.12
31362 - Truckdriver, Medium	15.17
31363 - Truckdriver, Heavy	17.99
31364 - Truckdriver, Tractor-Trailer	17.99
99000 - Miscellaneous Occupations	
99030 - Cashier	8.01
99050 - Desk Clerk	9.97
99095 - Embalmer	21.32
99251 - Laboratory Animal Caretaker I	9.71
99252 - Laboratory Animal Caretaker II	10.49
99310 - Mortician	21.75
99410 - Pest Controller	14.53
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.86
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	10.16
99830 - Survey Party Chief	17.53
99831 - Surveying Aide	11.77
99832 - Surveying Technician	16.13
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2477 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.08
01012 - Accounting Clerk II		13.57
01013 - Accounting Clerk III		15.18
01020 - Administrative Assistant		18.49
01040 - Court Reporter		14.19
01051 - Data Entry Operator I		11.44
01052 - Data Entry Operator II		12.48
01060 - Dispatcher, Motor Vehicle		16.03
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		10.27
01112 - General Clerk II		11.21
01113 - General Clerk III		12.58
01120 - Housing Referral Assistant		15.83
01141 - Messenger Courier		10.42
01191 - Order Clerk I		12.65
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		15.65
01263 - Personnel Assistant (Employment) III		17.46
01270 - Production Control Clerk		21.31
01280 - Receptionist		10.15
01290 - Rental Clerk		12.36
01300 - Scheduler, Maintenance		12.69
01311 - Secretary I		12.69
01312 - Secretary II		14.19
01313 - Secretary III		15.83
01320 - Service Order Dispatcher		14.32
01410 - Supply Technician		18.49
01420 - Survey Worker		12.09
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.66
01611 - Word Processor I		11.31
01612 - Word Processor II		12.69
01613 - Word Processor III		14.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.42
05010 - Automotive Electrician		14.72
05040 - Automotive Glass Installer		13.36
05070 - Automotive Worker		13.36
05110 - Mobile Equipment Servicer		11.57
05130 - Motor Equipment Metal Mechanic		15.03
05160 - Motor Equipment Metal Worker		13.36
05190 - Motor Vehicle Mechanic		15.03
05220 - Motor Vehicle Mechanic Helper		10.82
05250 - Motor Vehicle Upholstery Worker		13.16
05280 - Motor Vehicle Wrecker		13.36
05310 - Painter, Automotive		13.91
05340 - Radiator Repair Specialist		13.36
05370 - Tire Repairer		7.51
05400 - Transmission Repair Specialist		15.03
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.93
07041 - Cook I		10.18
07042 - Cook II		11.72
07070 - Dishwasher		7.65
07130 - Food Service Worker		8.99

07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.17
09040 - Furniture Handler	9.63
09080 - Furniture Refinisher	15.13
09090 - Furniture Refinisher Helper	11.44
09110 - Furniture Repairer, Minor	13.27
09130 - Upholsterer	15.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.89
11090 - Gardener	12.60
11122 - Housekeeping Aide	8.66
11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.74
11260 - Pruner	8.84
11270 - Tractor Operator	11.64
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	10.95
12000 - Health Occupations	
12010 - Ambulance Driver	15.35
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	23.84
12015 - Certified Physical Therapist Assistant	26.22
12020 - Dental Assistant	13.76
12025 - Dental Hygienist	32.84
12030 - EKG Technician	21.33
12035 - Electroneurodiagnostic Technologist	21.33
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	14.11
12072 - Licensed Practical Nurse II	15.78
12073 - Licensed Practical Nurse III	17.60
12100 - Medical Assistant	12.07
12130 - Medical Laboratory Technician	16.17
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	16.13
12195 - Medical Transcriptionist	15.12
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.15
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.23
12224 - Nursing Assistant IV	12.60
12235 - Optical Dispenser	17.62
12236 - Optical Technician	13.95
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	23.84
12311 - Registered Nurse I	22.68
12312 - Registered Nurse II	27.75
12313 - Registered Nurse II, Specialist	27.75
12314 - Registered Nurse III	33.57
12315 - Registered Nurse III, Anesthetist	33.57
12316 - Registered Nurse IV	40.23
12317 - Scheduler (Drug and Alcohol Testing)	19.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.61
13012 - Exhibits Specialist II	20.58
13013 - Exhibits Specialist III	24.97
13041 - Illustrator I	16.61
13042 - Illustrator II	20.58
13043 - Illustrator III	24.97

13047 - Librarian		22.62
13050 - Library Aide/Clerk		11.91
13054 - Library Information Technology Systems Administrator		20.44
13058 - Library Technician		14.81
13061 - Media Specialist I		14.73
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.38
13071 - Photographer I		15.07
13072 - Photographer II		16.86
13073 - Photographer III		20.90
13074 - Photographer IV		24.97
13075 - Photographer V		31.30
13110 - Video Teleconference Technician		14.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		18.35
14072 - Computer Programmer II		22.75
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.68
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.75
14160 - Personal Computer Support Technician		21.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.29
15020 - Aircrew Training Devices Instructor (Rated)		32.09
15030 - Air Crew Training Devices Instructor (Pilot)		35.49
15050 - Computer Based Training Specialist / Instructor		25.29
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		35.49
15080 - Graphic Artist		22.64
15090 - Technical Instructor		20.85
15095 - Technical Instructor/Course Developer		25.55
15110 - Test Proctor		16.81
15120 - Tutor		16.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		14.93
19040 - Tool And Die Maker		19.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.38
21030 - Material Coordinator		18.08
21040 - Material Expediter		18.08
21050 - Material Handling Laborer		10.85
21071 - Order Filler		9.87
21080 - Production Line Worker (Food Processing)		13.38

21110 - Shipping Packer	12.94
21130 - Shipping/Receiving Clerk	12.94
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	13.38
21410 - Warehouse Specialist	13.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.16
23021 - Aircraft Mechanic I	18.09
23022 - Aircraft Mechanic II	19.16
23023 - Aircraft Mechanic III	20.16
23040 - Aircraft Mechanic Helper	12.92
23050 - Aircraft, Painter	17.17
23060 - Aircraft Servicer	14.99
23080 - Aircraft Worker	16.06
23110 - Appliance Mechanic	14.18
23120 - Bicycle Repairer	8.68
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	14.83
23140 - Carpet Layer	16.07
23160 - Electrician, Maintenance	17.93
23181 - Electronics Technician Maintenance I	19.70
23182 - Electronics Technician Maintenance II	20.97
23183 - Electronics Technician Maintenance III	22.07
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	18.09
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	18.09
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	17.28
23380 - Ground Support Equipment Mechanic	18.09
23381 - Ground Support Equipment Servicer	14.99
23382 - Ground Support Equipment Worker	16.06
23391 - Gunsmith I	13.97
23392 - Gunsmith II	16.07
23393 - Gunsmith III	18.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	20.99
23440 - Heavy Equipment Operator	14.80
23460 - Instrument Mechanic	18.09
23465 - Laboratory/Shelter Mechanic	17.11
23470 - Laborer	10.85
23510 - Locksmith	17.11
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	16.71
23580 - Maintenance Trades Helper	11.36
23591 - Metrology Technician I	18.09
23592 - Metrology Technician II	19.15
23593 - Metrology Technician III	20.16
23640 - Millwright	19.69
23710 - Office Appliance Repairer	14.49
23760 - Painter, Maintenance	13.15
23790 - Pipefitter, Maintenance	19.70
23810 - Plumber, Maintenance	17.83
23820 - Pneudraulic Systems Mechanic	18.09
23850 - Rigger	18.09
23870 - Scale Mechanic	16.07
23890 - Sheet-Metal Worker, Maintenance	14.60
23910 - Small Engine Mechanic	16.07
23931 - Telecommunications Mechanic I	21.63

23932 - Telecommunications Mechanic II	22.91
23950 - Telephone Lineman	20.05
23960 - Welder, Combination, Maintenance	14.89
23965 - Well Driller	18.09
23970 - Woodcraft Worker	18.09
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.48
24580 - Child Care Center Clerk	9.97
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	12.43
24630 - Homemaker	11.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.27
25040 - Sewage Plant Operator	17.45
25070 - Stationary Engineer	21.27
25190 - Ventilation Equipment Tender	14.32
25210 - Water Treatment Plant Operator	17.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	14.21
27010 - Court Security Officer	14.21
27030 - Detection Dog Handler	14.40
27040 - Detention Officer	14.21
27070 - Firefighter	14.21
27101 - Guard I	10.85
27102 - Guard II	14.40
27131 - Police Officer I	16.80
27132 - Police Officer II	18.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.23
28042 - Carnival Equipment Repairer	7.25
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.00
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.07
29020 - Hatch Tender	16.07
29030 - Line Handler	16.07
29041 - Stevedore I	15.00
29042 - Stevedore II	17.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.94
30022 - Archeological Technician II	17.94
30023 - Archeological Technician III	23.52
30030 - Cartographic Technician	24.99
30040 - Civil Engineering Technician	23.15
30061 - Drafter/CAD Operator I	16.71
30062 - Drafter/CAD Operator II	20.16
30063 - Drafter/CAD Operator III	22.49
30064 - Drafter/CAD Operator IV	27.66
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.02

30083 - Engineering Technician III		20.16
30084 - Engineering Technician IV		24.99
30085 - Engineering Technician V		30.19
30086 - Engineering Technician VI		36.98
30090 - Environmental Technician		24.99
30210 - Laboratory Technician		21.86
30240 - Mathematical Technician		24.99
30361 - Paralegal/Legal Assistant I		17.27
30362 - Paralegal/Legal Assistant II		21.10
30363 - Paralegal/Legal Assistant III		25.92
30364 - Paralegal/Legal Assistant IV		28.96
30390 - Photo-Optics Technician		24.68
30461 - Technical Writer I		24.68
30462 - Technical Writer II		30.19
30463 - Technical Writer III		36.53
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	24.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.81
31030 - Bus Driver		13.83
31043 - Driver Courier		12.86
31260 - Parking and Lot Attendant		9.76
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		12.13
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		15.69
31363 - Truckdriver, Heavy		18.02
31364 - Truckdriver, Tractor-Trailer		18.02
99000 - Miscellaneous Occupations		
99030 - Cashier		9.91
99050 - Desk Clerk		9.56
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		12.69
99252 - Laboratory Animal Caretaker II		16.75
99310 - Mortician		23.74
99410 - Pest Controller		15.21
99510 - Photofinishing Worker		12.34
99710 - Recycling Laborer		10.63
99711 - Recycling Specialist		12.88
99730 - Refuse Collector		9.61
99810 - Sales Clerk		11.38
99820 - School Crossing Guard		10.96
99830 - Survey Party Chief		16.93
99831 - Surveying Aide		10.46
99832 - Surveying Technician		15.78
99840 - Vending Machine Attendant		15.51
99841 - Vending Machine Repairer		19.27
99842 - Vending Machine Repairer Helper		15.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2478
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.08
01012 - Accounting Clerk II		13.57
01013 - Accounting Clerk III		15.18
01020 - Administrative Assistant		18.49
01040 - Court Reporter		14.19
01051 - Data Entry Operator I		11.44
01052 - Data Entry Operator II		12.48
01060 - Dispatcher, Motor Vehicle		16.03
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		10.27
01112 - General Clerk II		11.21
01113 - General Clerk III		12.58
01120 - Housing Referral Assistant		15.83
01141 - Messenger Courier		10.42
01191 - Order Clerk I		12.65
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		14.00
01262 - Personnel Assistant (Employment) II		15.65
01263 - Personnel Assistant (Employment) III		17.46
01270 - Production Control Clerk		21.31
01280 - Receptionist		10.15
01290 - Rental Clerk		12.36
01300 - Scheduler, Maintenance		12.69
01311 - Secretary I		12.69
01312 - Secretary II		14.19
01313 - Secretary III		15.83
01320 - Service Order Dispatcher		14.32
01410 - Supply Technician		18.49
01420 - Survey Worker		12.09
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.66
01611 - Word Processor I		11.31
01612 - Word Processor II		12.69
01613 - Word Processor III		14.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.42
05010 - Automotive Electrician		14.72

05040 - Automotive Glass Installer	13.36
05070 - Automotive Worker	13.36
05110 - Mobile Equipment Servicer	11.57
05130 - Motor Equipment Metal Mechanic	15.03
05160 - Motor Equipment Metal Worker	13.36
05190 - Motor Vehicle Mechanic	15.03
05220 - Motor Vehicle Mechanic Helper	10.82
05250 - Motor Vehicle Upholstery Worker	13.16
05280 - Motor Vehicle Wrecker	13.36
05310 - Painter, Automotive	13.91
05340 - Radiator Repair Specialist	13.36
05370 - Tire Repairer	7.51
05400 - Transmission Repair Specialist	15.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.93
07041 - Cook I	10.18
07042 - Cook II	11.72
07070 - Dishwasher	7.65
07130 - Food Service Worker	8.99
07210 - Meat Cutter	13.67
07260 - Waiter/Waitress	8.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.17
09040 - Furniture Handler	9.63
09080 - Furniture Refinisher	15.13
09090 - Furniture Refinisher Helper	11.44
09110 - Furniture Repairer, Minor	13.27
09130 - Upholsterer	15.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.04
11060 - Elevator Operator	9.89
11090 - Gardener	12.60
11122 - Housekeeping Aide	8.66
11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.74
11260 - Pruner	8.84
11270 - Tractor Operator	11.64
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	10.95
12000 - Health Occupations	
12010 - Ambulance Driver	15.35
12011 - Breath Alcohol Technician	15.34
12012 - Certified Occupational Therapist Assistant	23.84
12015 - Certified Physical Therapist Assistant	26.22
12020 - Dental Assistant	13.76
12025 - Dental Hygienist	32.84
12030 - EKG Technician	21.33
12035 - Electroneurodiagnostic Technologist	21.33
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	14.11
12072 - Licensed Practical Nurse II	15.78
12073 - Licensed Practical Nurse III	17.60
12100 - Medical Assistant	12.07
12130 - Medical Laboratory Technician	16.17
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	16.13
12195 - Medical Transcriptionist	15.12
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.15
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.23
12224 - Nursing Assistant IV	12.60

12235 - Optical Dispenser		17.62
12236 - Optical Technician		13.95
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.90
12305 - Radiologic Technologist		23.84
12311 - Registered Nurse I		22.68
12312 - Registered Nurse II		27.75
12313 - Registered Nurse II, Specialist		27.75
12314 - Registered Nurse III		33.57
12315 - Registered Nurse III, Anesthetist		33.57
12316 - Registered Nurse IV		40.23
12317 - Scheduler (Drug and Alcohol Testing)		19.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.61
13012 - Exhibits Specialist II		20.58
13013 - Exhibits Specialist III		24.97
13041 - Illustrator I		16.61
13042 - Illustrator II		20.58
13043 - Illustrator III		24.97
13047 - Librarian		22.62
13050 - Library Aide/Clerk		11.91
13054 - Library Information Technology Systems Administrator		20.44
13058 - Library Technician		14.81
13061 - Media Specialist I		14.73
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.38
13071 - Photographer I		15.07
13072 - Photographer II		16.86
13073 - Photographer III		20.90
13074 - Photographer IV		24.97
13075 - Photographer V		31.30
13110 - Video Teleconference Technician		14.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		16.50
14043 - Computer Operator III		19.69
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		18.35
14072 - Computer Programmer II		22.75
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.68
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.75
14160 - Personal Computer Support Technician		21.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.29
15020 - Aircrew Training Devices Instructor (Rated)		32.09
15030 - Air Crew Training Devices Instructor (Pilot)		35.49
15050 - Computer Based Training Specialist / Instructor		25.29
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		35.49
15080 - Graphic Artist		22.64
15090 - Technical Instructor		20.85
15095 - Technical Instructor/Course Developer		25.55
15110 - Test Proctor		16.81
15120 - Tutor		16.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76

16040 - Dry Cleaner	10.80
16070 - Finisher, Flatwork, Machine	8.76
16090 - Presser, Hand	8.76
16110 - Presser, Machine, Drycleaning	8.76
16130 - Presser, Machine, Shirts	8.76
16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.93
19040 - Tool And Die Maker	19.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.38
21030 - Material Coordinator	18.08
21040 - Material Expediter	18.08
21050 - Material Handling Laborer	10.85
21071 - Order Filler	9.87
21080 - Production Line Worker (Food Processing)	13.38
21110 - Shipping Packer	12.94
21130 - Shipping/Receiving Clerk	12.94
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	13.38
21410 - Warehouse Specialist	13.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.16
23021 - Aircraft Mechanic I	18.09
23022 - Aircraft Mechanic II	19.16
23023 - Aircraft Mechanic III	20.16
23040 - Aircraft Mechanic Helper	12.92
23050 - Aircraft, Painter	17.17
23060 - Aircraft Servicer	14.99
23080 - Aircraft Worker	16.06
23110 - Appliance Mechanic	14.18
23120 - Bicycle Repairer	8.68
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	14.83
23140 - Carpet Layer	16.07
23160 - Electrician, Maintenance	17.93
23181 - Electronics Technician Maintenance I	19.70
23182 - Electronics Technician Maintenance II	20.97
23183 - Electronics Technician Maintenance III	22.07
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	18.09
23310 - Fire Extinguisher Repairer	13.97
23311 - Fuel Distribution System Mechanic	18.09
23312 - Fuel Distribution System Operator	13.97
23370 - General Maintenance Worker	17.28
23380 - Ground Support Equipment Mechanic	18.09
23381 - Ground Support Equipment Servicer	14.99
23382 - Ground Support Equipment Worker	16.06
23391 - Gunsmith I	13.97
23392 - Gunsmith II	16.07
23393 - Gunsmith III	18.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	20.99
23440 - Heavy Equipment Operator	14.80
23460 - Instrument Mechanic	18.09
23465 - Laboratory/Shelter Mechanic	17.11

23470 - Laborer	10.85
23510 - Locksmith	17.11
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	16.71
23580 - Maintenance Trades Helper	11.36
23591 - Metrology Technician I	18.09
23592 - Metrology Technician II	19.15
23593 - Metrology Technician III	20.16
23640 - Millwright	19.69
23710 - Office Appliance Repairer	14.49
23760 - Painter, Maintenance	13.15
23790 - Pipefitter, Maintenance	19.70
23810 - Plumber, Maintenance	17.83
23820 - Pneudraulic Systems Mechanic	18.09
23850 - Rigger	18.09
23870 - Scale Mechanic	16.07
23890 - Sheet-Metal Worker, Maintenance	14.60
23910 - Small Engine Mechanic	16.07
23931 - Telecommunications Mechanic I	21.63
23932 - Telecommunications Mechanic II	22.91
23950 - Telephone Lineman	20.05
23960 - Welder, Combination, Maintenance	14.89
23965 - Well Driller	18.09
23970 - Woodcraft Worker	18.09
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.48
24580 - Child Care Center Clerk	9.97
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	12.43
24630 - Homemaker	11.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.27
25040 - Sewage Plant Operator	17.45
25070 - Stationary Engineer	21.27
25190 - Ventilation Equipment Tender	14.32
25210 - Water Treatment Plant Operator	17.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.40
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	14.21
27010 - Court Security Officer	14.21
27030 - Detection Dog Handler	14.40
27040 - Detention Officer	14.21
27070 - Firefighter	14.21
27101 - Guard I	10.85
27102 - Guard II	14.40
27131 - Police Officer I	16.80
27132 - Police Officer II	18.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.23
28042 - Carnival Equipment Repairer	7.25
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.00
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.07

29020 - Hatch Tender		16.07
29030 - Line Handler		16.07
29041 - Stevedore I		15.00
29042 - Stevedore II		17.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.94
30022 - Archeological Technician II		17.94
30023 - Archeological Technician III		23.52
30030 - Cartographic Technician		24.99
30040 - Civil Engineering Technician		23.15
30061 - Drafter/CAD Operator I		16.71
30062 - Drafter/CAD Operator II		20.16
30063 - Drafter/CAD Operator III		22.49
30064 - Drafter/CAD Operator IV		27.66
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.02
30083 - Engineering Technician III		20.16
30084 - Engineering Technician IV		24.99
30085 - Engineering Technician V		30.19
30086 - Engineering Technician VI		36.98
30090 - Environmental Technician		24.99
30210 - Laboratory Technician		21.86
30240 - Mathematical Technician		24.99
30361 - Paralegal/Legal Assistant I		17.27
30362 - Paralegal/Legal Assistant II		21.10
30363 - Paralegal/Legal Assistant III		25.92
30364 - Paralegal/Legal Assistant IV		28.96
30390 - Photo-Optics Technician		24.68
30461 - Technical Writer I		24.68
30462 - Technical Writer II		30.19
30463 - Technical Writer III		36.53
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	24.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.81
31030 - Bus Driver		13.83
31043 - Driver Courier		12.86
31260 - Parking and Lot Attendant		9.76
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		12.13
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		15.69
31363 - Truckdriver, Heavy		18.02
31364 - Truckdriver, Tractor-Trailer		18.02
99000 - Miscellaneous Occupations		
99030 - Cashier		9.91
99050 - Desk Clerk		9.56
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		12.69
99252 - Laboratory Animal Caretaker II		16.75
99310 - Mortician		23.74
99410 - Pest Controller		15.21
99510 - Photofinishing Worker		12.34
99710 - Recycling Laborer		10.63

99711 - Recycling Specialist	12.88
99730 - Refuse Collector	9.61
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	10.96
99830 - Survey Party Chief	16.93
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.78
99840 - Vending Machine Attendant	15.51
99841 - Vending Machine Repairer	19.27
99842 - Vending Machine Repairer Helper	15.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2479 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Oconee, Pickens, Spartanburg, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.84
01012 - Accounting Clerk II		14.41
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		21.26
01040 - Court Reporter		18.89
01051 - Data Entry Operator I		11.90
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		12.45
01112 - General Clerk II		13.58
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		18.67
01141 - Messenger Courier		10.76
01191 - Order Clerk I		13.55

01192 - Order Clerk II	15.36
01261 - Personnel Assistant (Employment) I	15.00
01262 - Personnel Assistant (Employment) II	18.46
01263 - Personnel Assistant (Employment) III	19.90
01270 - Production Control Clerk	19.90
01280 - Receptionist	12.65
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	14.97
01311 - Secretary I	14.97
01312 - Secretary II	16.74
01313 - Secretary III	18.67
01320 - Service Order Dispatcher	15.40
01410 - Supply Technician	21.26
01420 - Survey Worker	17.81
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	13.20
01612 - Word Processor II	14.34
01613 - Word Processor III	16.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.12
05010 - Automotive Electrician	15.51
05040 - Automotive Glass Installer	16.09
05070 - Automotive Worker	14.59
05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	16.42
05160 - Motor Equipment Metal Worker	14.59
05190 - Motor Vehicle Mechanic	16.42
05220 - Motor Vehicle Mechanic Helper	11.75
05250 - Motor Vehicle Upholstery Worker	13.63
05280 - Motor Vehicle Wrecker	14.59
05310 - Painter, Automotive	15.51
05340 - Radiator Repair Specialist	14.59
05370 - Tire Repairer	11.57
05400 - Transmission Repair Specialist	16.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.56
07041 - Cook I	9.50
07042 - Cook II	10.96
07070 - Dishwasher	8.07
07130 - Food Service Worker	8.57
07210 - Meat Cutter	12.94
07260 - Waiter/Waitress	8.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	10.69
09080 - Furniture Refinisher	16.82
09090 - Furniture Refinisher Helper	12.71
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	8.69
11090 - Gardener	13.51
11122 - Housekeeping Aide	8.69
11150 - Janitor	8.69
11210 - Laborer, Grounds Maintenance	10.74
11240 - Maid or Houseman	8.65
11260 - Pruner	9.70
11270 - Tractor Operator	12.77
11330 - Trail Maintenance Worker	10.74
11360 - Window Cleaner	9.61

12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	21.60
12020 - Dental Assistant	14.42
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.29
12035 - Electroneurodiagnostic Technologist	23.29
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	15.42
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	16.26
12160 - Medical Record Clerk	12.58
12190 - Medical Record Technician	14.08
12195 - Medical Transcriptionist	14.81
12210 - Nuclear Medicine Technologist	34.18
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.89
12223 - Nursing Assistant III	11.88
12224 - Nursing Assistant IV	13.33
12235 - Optical Dispenser	14.15
12236 - Optical Technician	14.26
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.33
12305 - Radiologic Technologist	22.90
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	28.51
12313 - Registered Nurse II, Specialist	28.51
12314 - Registered Nurse III	34.49
12315 - Registered Nurse III, Anesthetist	34.49
12316 - Registered Nurse IV	41.33
12317 - Scheduler (Drug and Alcohol Testing)	20.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.72
13012 - Exhibits Specialist II	21.83
13013 - Exhibits Specialist III	27.86
13041 - Illustrator I	18.72
13042 - Illustrator II	21.83
13043 - Illustrator III	28.27
13047 - Librarian	25.61
13050 - Library Aide/Clerk	10.64
13054 - Library Information Technology Systems Administrator	23.12
13058 - Library Technician	13.34
13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.27
13072 - Photographer II	18.20
13073 - Photographer III	22.00
13074 - Photographer IV	26.91
13075 - Photographer V	32.35
13110 - Video Teleconference Technician	15.76
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.10
14042 - Computer Operator II	18.01
14043 - Computer Operator III	20.08
14044 - Computer Operator IV	22.32
14045 - Computer Operator V	24.70
14071 - Computer Programmer I	20.71

14072 - Computer Programmer II		25.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.10
14160 - Personal Computer Support Technician		22.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10
15060 - Educational Technologist		29.29
15070 - Flight Instructor (Pilot)		40.74
15080 - Graphic Artist		20.53
15090 - Technical Instructor		21.14
15095 - Technical Instructor/Course Developer		25.86
15110 - Test Proctor		17.05
15120 - Tutor		17.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.63
19040 - Tool And Die Maker		21.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.75
21030 - Material Coordinator		19.18
21040 - Material Expediter		19.18
21050 - Material Handling Laborer		13.16
21071 - Order Filler		12.76
21080 - Production Line Worker (Food Processing)		14.75
21110 - Shipping Packer		13.84
21130 - Shipping/Receiving Clerk		13.84
21140 - Store Worker I		10.57
21150 - Stock Clerk		14.26
21210 - Tools And Parts Attendant		14.75
21410 - Warehouse Specialist		14.75
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.01
23021 - Aircraft Mechanic I		21.73
23022 - Aircraft Mechanic II		23.01
23023 - Aircraft Mechanic III		24.21
23040 - Aircraft Mechanic Helper		15.72
23050 - Aircraft, Painter		20.17
23060 - Aircraft Servicer		18.21
23080 - Aircraft Worker		19.52
23110 - Appliance Mechanic		16.21
23120 - Bicycle Repairer		10.52
23125 - Cable Splicer		23.39
23130 - Carpenter, Maintenance		15.24
23140 - Carpet Layer		16.36
23160 - Electrician, Maintenance		18.33

23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.22
23183 - Electronics Technician Maintenance III	24.54
23260 - Fabric Worker	16.16
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	13.98
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	17.52
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	21.73
23381 - Ground Support Equipment Servicer	18.21
23382 - Ground Support Equipment Worker	19.52
23391 - Gunsmith I	13.98
23392 - Gunsmith II	16.08
23393 - Gunsmith III	18.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.78
23430 - Heavy Equipment Mechanic	18.76
23440 - Heavy Equipment Operator	16.38
23460 - Instrument Mechanic	18.10
23465 - Laboratory/Shelter Mechanic	17.13
23470 - Laborer	12.74
23510 - Locksmith	17.13
23530 - Machinery Maintenance Mechanic	20.59
23550 - Machinist, Maintenance	22.13
23580 - Maintenance Trades Helper	11.77
23591 - Metrology Technician I	18.10
23592 - Metrology Technician II	19.17
23593 - Metrology Technician III	20.97
23640 - Millwright	21.07
23710 - Office Appliance Repairer	19.18
23760 - Painter, Maintenance	14.32
23790 - Pipefitter, Maintenance	17.53
23810 - Plumber, Maintenance	16.87
23820 - Pneudraulic Systems Mechanic	18.10
23850 - Rigger	18.10
23870 - Scale Mechanic	16.06
23890 - Sheet-Metal Worker, Maintenance	16.26
23910 - Small Engine Mechanic	14.78
23931 - Telecommunications Mechanic I	22.42
23932 - Telecommunications Mechanic II	23.74
23950 - Telephone Lineman	18.05
23960 - Welder, Combination, Maintenance	19.57
23965 - Well Driller	18.10
23970 - Woodcraft Worker	18.10
23980 - Woodworker	12.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	8.91
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.24
25040 - Sewage Plant Operator	19.26
25070 - Stationary Engineer	21.24
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.36

27007 - Baggage Inspector		11.94
27008 - Corrections Officer		15.64
27010 - Court Security Officer		16.48
27030 - Detection Dog Handler		13.99
27040 - Detention Officer		15.64
27070 - Firefighter		16.19
27101 - Guard I		11.53
27102 - Guard II		13.99
27131 - Police Officer I		17.59
27132 - Police Officer II		19.54
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		8.97
28042 - Carnival Equipment Repairer		9.65
28043 - Carnival Equpment Worker		8.72
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.43
28515 - Recreation Specialist		16.86
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		13.59
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.11
29020 - Hatch Tender		17.11
29030 - Line Handler		17.11
29041 - Stevedore I		15.97
29042 - Stevedore II		18.23
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.71
30022 - Archeological Technician II		19.82
30023 - Archeological Technician III		23.24
30030 - Cartographic Technician		23.24
30040 - Civil Engineering Technician		23.24
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.82
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		25.73
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.44
30083 - Engineering Technician III		21.58
30084 - Engineering Technician IV		26.40
30085 - Engineering Technician V		32.31
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		21.49
30210 - Laboratory Technician		20.73
30240 - Mathematical Technician		23.24
30361 - Paralegal/Legal Assistant I		17.74
30362 - Paralegal/Legal Assistant II		21.98
30363 - Paralegal/Legal Assistant III		26.89
30364 - Paralegal/Legal Assistant IV		32.53
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		21.45
30462 - Technical Writer II		25.39
30463 - Technical Writer III		29.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.09

Surface Programs	
30621 - Weather Observer, Senior (see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.39
31030 - Bus Driver	11.57
31043 - Driver Courier	13.66
31260 - Parking and Lot Attendant	8.72
31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	10.05
31361 - Truckdriver, Light	15.03
31362 - Truckdriver, Medium	16.70
31363 - Truckdriver, Heavy	19.23
31364 - Truckdriver, Tractor-Trailer	19.23
99000 - Miscellaneous Occupations	
99030 - Cashier	8.51
99050 - Desk Clerk	9.64
99095 - Embalmer	26.17
99251 - Laboratory Animal Caretaker I	11.21
99252 - Laboratory Animal Caretaker II	12.31
99310 - Mortician	26.17
99410 - Pest Controller	13.93
99510 - Photofinishing Worker	13.01
99710 - Recycling Laborer	11.98
99711 - Recycling Specialist	14.25
99730 - Refuse Collector	10.83
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	11.78
99830 - Survey Party Chief	19.39
99831 - Surveying Aide	12.85
99832 - Surveying Technician	17.62
99840 - Vending Machine Attendant	11.74
99841 - Vending Machine Repairer	14.56
99842 - Vending Machine Repairer Helper	11.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2480 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Laurens, Oconee, Pickens, Spartanburg, Union

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.84
01012 - Accounting Clerk II		14.41
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		21.26
01040 - Court Reporter		18.89
01051 - Data Entry Operator I		11.90
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		12.45
01112 - General Clerk II		13.58
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		18.67
01141 - Messenger Courier		10.76
01191 - Order Clerk I		13.55
01192 - Order Clerk II		15.36
01261 - Personnel Assistant (Employment) I		15.00
01262 - Personnel Assistant (Employment) II		18.46
01263 - Personnel Assistant (Employment) III		19.90
01270 - Production Control Clerk		19.90
01280 - Receptionist		12.65
01290 - Rental Clerk		14.34
01300 - Scheduler, Maintenance		14.97
01311 - Secretary I		14.97
01312 - Secretary II		16.74
01313 - Secretary III		18.67
01320 - Service Order Dispatcher		15.40
01410 - Supply Technician		21.26
01420 - Survey Worker		17.81
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.66
01611 - Word Processor I		13.20
01612 - Word Processor II		14.34
01613 - Word Processor III		16.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.12
05010 - Automotive Electrician		15.51
05040 - Automotive Glass Installer		16.09
05070 - Automotive Worker		14.59
05110 - Mobile Equipment Servicer		12.68
05130 - Motor Equipment Metal Mechanic		16.42
05160 - Motor Equipment Metal Worker		14.59
05190 - Motor Vehicle Mechanic		16.42
05220 - Motor Vehicle Mechanic Helper		11.75
05250 - Motor Vehicle Upholstery Worker		13.63
05280 - Motor Vehicle Wrecker		14.59
05310 - Painter, Automotive		15.51
05340 - Radiator Repair Specialist		14.59
05370 - Tire Repairer		11.57
05400 - Transmission Repair Specialist		16.42
07000 - Food Preparation And Service Occupations		
07010 - Baker		9.56
07041 - Cook I		9.50
07042 - Cook II		10.96
07070 - Dishwasher		8.07
07130 - Food Service Worker		8.57

07210 - Meat Cutter	12.94
07260 - Waiter/Waitress	8.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	10.69
09080 - Furniture Refinisher	16.82
09090 - Furniture Refinisher Helper	12.71
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	16.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.41
11060 - Elevator Operator	8.69
11090 - Gardener	13.51
11122 - Housekeeping Aide	8.69
11150 - Janitor	8.69
11210 - Laborer, Grounds Maintenance	10.74
11240 - Maid or Houseman	8.65
11260 - Pruner	9.70
11270 - Tractor Operator	12.77
11330 - Trail Maintenance Worker	10.74
11360 - Window Cleaner	9.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	21.60
12020 - Dental Assistant	14.42
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.29
12035 - Electroneurodiagnostic Technologist	23.29
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	15.42
12072 - Licensed Practical Nurse II	17.25
12073 - Licensed Practical Nurse III	19.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	16.26
12160 - Medical Record Clerk	12.58
12190 - Medical Record Technician	14.08
12195 - Medical Transcriptionist	14.81
12210 - Nuclear Medicine Technologist	34.18
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.89
12223 - Nursing Assistant III	11.88
12224 - Nursing Assistant IV	13.33
12235 - Optical Dispenser	14.15
12236 - Optical Technician	14.26
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.33
12305 - Radiologic Technologist	22.90
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	28.51
12313 - Registered Nurse II, Specialist	28.51
12314 - Registered Nurse III	34.49
12315 - Registered Nurse III, Anesthetist	34.49
12316 - Registered Nurse IV	41.33
12317 - Scheduler (Drug and Alcohol Testing)	20.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.72
13012 - Exhibits Specialist II	21.83
13013 - Exhibits Specialist III	27.86
13041 - Illustrator I	18.72
13042 - Illustrator II	21.83
13043 - Illustrator III	28.27

13047 - Librarian		25.61
13050 - Library Aide/Clerk		10.64
13054 - Library Information Technology Systems Administrator		23.12
13058 - Library Technician		13.34
13061 - Media Specialist I		16.16
13062 - Media Specialist II		18.06
13063 - Media Specialist III		20.15
13071 - Photographer I		16.27
13072 - Photographer II		18.20
13073 - Photographer III		22.00
13074 - Photographer IV		26.91
13075 - Photographer V		32.35
13110 - Video Teleconference Technician		15.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.10
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.32
14045 - Computer Operator V		24.70
14071 - Computer Programmer I		20.71
14072 - Computer Programmer II		25.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.10
14160 - Personal Computer Support Technician		22.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		34.00
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10
15060 - Educational Technologist		29.29
15070 - Flight Instructor (Pilot)		40.74
15080 - Graphic Artist		20.53
15090 - Technical Instructor		21.14
15095 - Technical Instructor/Course Developer		25.86
15110 - Test Proctor		17.05
15120 - Tutor		17.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.63
19040 - Tool And Die Maker		21.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.75
21030 - Material Coordinator		19.18
21040 - Material Expediter		19.18
21050 - Material Handling Laborer		13.16
21071 - Order Filler		12.76
21080 - Production Line Worker (Food Processing)		14.75

21110 - Shipping Packer	13.84
21130 - Shipping/Receiving Clerk	13.84
21140 - Store Worker I	10.57
21150 - Stock Clerk	14.26
21210 - Tools And Parts Attendant	14.75
21410 - Warehouse Specialist	14.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.01
23021 - Aircraft Mechanic I	21.73
23022 - Aircraft Mechanic II	23.01
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	15.72
23050 - Aircraft, Painter	20.17
23060 - Aircraft Servicer	18.21
23080 - Aircraft Worker	19.52
23110 - Appliance Mechanic	16.21
23120 - Bicycle Repairer	10.52
23125 - Cable Splicer	23.39
23130 - Carpenter, Maintenance	15.24
23140 - Carpet Layer	16.36
23160 - Electrician, Maintenance	18.33
23181 - Electronics Technician Maintenance I	21.80
23182 - Electronics Technician Maintenance II	23.22
23183 - Electronics Technician Maintenance III	24.54
23260 - Fabric Worker	16.16
23290 - Fire Alarm System Mechanic	16.22
23310 - Fire Extinguisher Repairer	13.98
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	17.52
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	21.73
23381 - Ground Support Equipment Servicer	18.21
23382 - Ground Support Equipment Worker	19.52
23391 - Gunsmith I	13.98
23392 - Gunsmith II	16.08
23393 - Gunsmith III	18.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.78
23430 - Heavy Equipment Mechanic	18.76
23440 - Heavy Equipment Operator	16.38
23460 - Instrument Mechanic	18.10
23465 - Laboratory/Shelter Mechanic	17.13
23470 - Laborer	12.74
23510 - Locksmith	17.13
23530 - Machinery Maintenance Mechanic	20.59
23550 - Machinist, Maintenance	22.13
23580 - Maintenance Trades Helper	11.77
23591 - Metrology Technician I	18.10
23592 - Metrology Technician II	19.17
23593 - Metrology Technician III	20.97
23640 - Millwright	21.07
23710 - Office Appliance Repairer	19.18
23760 - Painter, Maintenance	14.32
23790 - Pipefitter, Maintenance	17.53
23810 - Plumber, Maintenance	16.87
23820 - Pneudraulic Systems Mechanic	18.10
23850 - Rigger	18.10
23870 - Scale Mechanic	16.06
23890 - Sheet-Metal Worker, Maintenance	16.26
23910 - Small Engine Mechanic	14.78
23931 - Telecommunications Mechanic I	22.42

23932 - Telecommunications Mechanic II	23.74
23950 - Telephone Lineman	18.05
23960 - Welder, Combination, Maintenance	19.57
23965 - Well Driller	18.10
23970 - Woodcraft Worker	18.10
23980 - Woodworker	12.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	8.91
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.24
25040 - Sewage Plant Operator	19.26
25070 - Stationary Engineer	21.24
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.36
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	15.64
27010 - Court Security Officer	16.48
27030 - Detection Dog Handler	13.99
27040 - Detention Officer	15.64
27070 - Firefighter	16.19
27101 - Guard I	11.53
27102 - Guard II	13.99
27131 - Police Officer I	17.59
27132 - Police Officer II	19.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.97
28042 - Carnival Equipment Repairer	9.65
28043 - Carnival Equpment Worker	8.72
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	16.86
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	13.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.11
29020 - Hatch Tender	17.11
29030 - Line Handler	17.11
29041 - Stevedore I	15.97
29042 - Stevedore II	18.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.82
30023 - Archeological Technician III	23.24
30030 - Cartographic Technician	23.24
30040 - Civil Engineering Technician	23.24
30061 - Drafter/CAD Operator I	17.71
30062 - Drafter/CAD Operator II	19.82
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	25.73
30081 - Engineering Technician I	16.38
30082 - Engineering Technician II	18.44

30083 - Engineering Technician III		21.58
30084 - Engineering Technician IV		26.40
30085 - Engineering Technician V		32.31
30086 - Engineering Technician VI		39.07
30090 - Environmental Technician		21.49
30210 - Laboratory Technician		20.73
30240 - Mathematical Technician		23.24
30361 - Paralegal/Legal Assistant I		17.74
30362 - Paralegal/Legal Assistant II		21.98
30363 - Paralegal/Legal Assistant III		26.89
30364 - Paralegal/Legal Assistant IV		32.53
30390 - Photo-Optics Technician		23.24
30461 - Technical Writer I		21.45
30462 - Technical Writer II		25.39
30463 - Technical Writer III		29.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	23.24
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.39
31030 - Bus Driver		11.57
31043 - Driver Courier		13.66
31260 - Parking and Lot Attendant		8.72
31290 - Shuttle Bus Driver		15.03
31310 - Taxi Driver		10.05
31361 - Truckdriver, Light		15.03
31362 - Truckdriver, Medium		16.70
31363 - Truckdriver, Heavy		19.23
31364 - Truckdriver, Tractor-Trailer		19.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.51
99050 - Desk Clerk		9.64
99095 - Embalmer		26.17
99251 - Laboratory Animal Caretaker I		11.21
99252 - Laboratory Animal Caretaker II		12.31
99310 - Mortician		26.17
99410 - Pest Controller		13.93
99510 - Photofinishing Worker		13.01
99710 - Recycling Laborer		11.98
99711 - Recycling Specialist		14.25
99730 - Refuse Collector		10.83
99810 - Sales Clerk		11.26
99820 - School Crossing Guard		11.78
99830 - Survey Party Chief		19.39
99831 - Surveying Aide		12.85
99832 - Surveying Technician		17.62
99840 - Vending Machine Attendant		11.74
99841 - Vending Machine Repairer		14.56
99842 - Vending Machine Repairer Helper		11.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2485 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.72
01012 - Accounting Clerk II		12.04
01013 - Accounting Clerk III		13.95
01020 - Administrative Assistant		17.58
01040 - Court Reporter		15.49
01051 - Data Entry Operator I		10.58
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.95
01070 - Document Preparation Clerk		11.05
01090 - Duplicating Machine Operator		11.05
01111 - General Clerk I		10.01
01112 - General Clerk II		10.97
01113 - General Clerk III		12.50
01120 - Housing Referral Assistant		15.88
01141 - Messenger Courier		9.33
01191 - Order Clerk I		10.95
01192 - Order Clerk II		11.95
01261 - Personnel Assistant (Employment) I		12.06
01262 - Personnel Assistant (Employment) II		13.63
01263 - Personnel Assistant (Employment) III		16.11
01270 - Production Control Clerk		16.37
01280 - Receptionist		10.46
01290 - Rental Clerk		9.49
01300 - Scheduler, Maintenance		11.27
01311 - Secretary I		11.27
01312 - Secretary II		12.61
01313 - Secretary III		15.88
01320 - Service Order Dispatcher		13.03
01410 - Supply Technician		17.58
01420 - Survey Worker		11.88
01531 - Travel Clerk I		11.24
01532 - Travel Clerk II		11.92
01533 - Travel Clerk III		12.61

01611 - Word Processor I	10.04
01612 - Word Processor II	11.27
01613 - Word Processor III	13.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.15
05010 - Automotive Electrician	16.37
05040 - Automotive Glass Installer	15.61
05070 - Automotive Worker	15.61
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.15
05160 - Motor Equipment Metal Worker	15.61
05190 - Motor Vehicle Mechanic	17.15
05220 - Motor Vehicle Mechanic Helper	13.22
05250 - Motor Vehicle Upholstery Worker	14.81
05280 - Motor Vehicle Wrecker	15.61
05310 - Painter, Automotive	16.37
05340 - Radiator Repair Specialist	15.61
05370 - Tire Repairer	10.75
05400 - Transmission Repair Specialist	17.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.62
07042 - Cook II	12.09
07070 - Dishwasher	7.97
07130 - Food Service Worker	8.50
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.67
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	16.67
09090 - Furniture Refinisher Helper	13.46
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.95
11090 - Gardener	12.76
11122 - Housekeeping Aide	9.95
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	10.53
11240 - Maid or Houseman	8.73
11260 - Pruner	9.63
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	10.28
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	18.49
12015 - Certified Physical Therapist Assistant	18.49
12020 - Dental Assistant	14.39
12025 - Dental Hygienist	26.57
12030 - EKG Technician	22.80
12035 - Electroneurodiagnostic Technologist	22.80
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	12.55
12072 - Licensed Practical Nurse II	14.04
12073 - Licensed Practical Nurse III	15.66
12100 - Medical Assistant	12.17
12130 - Medical Laboratory Technician	15.57
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.05

12195 - Medical Transcriptionist		13.46
12210 - Nuclear Medicine Technologist		29.62
12221 - Nursing Assistant I		9.42
12222 - Nursing Assistant II		10.59
12223 - Nursing Assistant III		11.56
12224 - Nursing Assistant IV		12.97
12235 - Optical Dispenser		13.13
12236 - Optical Technician		12.32
12250 - Pharmacy Technician		13.17
12280 - Phlebotomist		12.97
12305 - Radiologic Technologist		21.72
12311 - Registered Nurse I		18.46
12312 - Registered Nurse II		22.58
12313 - Registered Nurse II, Specialist		22.58
12314 - Registered Nurse III		27.32
12315 - Registered Nurse III, Anesthetist		27.32
12316 - Registered Nurse IV		32.75
12317 - Scheduler (Drug and Alcohol Testing)		18.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		13.72
13012 - Exhibits Specialist II		17.00
13013 - Exhibits Specialist III		20.78
13041 - Illustrator I		13.72
13042 - Illustrator II		17.00
13043 - Illustrator III		20.78
13047 - Librarian		18.82
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		17.00
13058 - Library Technician		12.29
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.54
13075 - Photographer V		26.05
13110 - Video Teleconference Technician		12.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.60
14042 - Computer Operator II		12.97
14043 - Computer Operator III		15.41
14044 - Computer Operator IV		16.16
14045 - Computer Operator V		20.32
14071 - Computer Programmer I		18.89
14072 - Computer Programmer II		23.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.60
14160 - Personal Computer Support Technician		24.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		33.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		23.68
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		17.93
15090 - Technical Instructor		16.89

15095 - Technical Instructor/Course Developer	18.95
15110 - Test Proctor	12.50
15120 - Tutor	12.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.45
16030 - Counter Attendant	8.45
16040 - Dry Cleaner	10.20
16070 - Finisher, Flatwork, Machine	8.45
16090 - Presser, Hand	8.45
16110 - Presser, Machine, Drycleaning	8.45
16130 - Presser, Machine, Shirts	8.45
16160 - Presser, Machine, Wearing Apparel, Laundry	8.45
16190 - Sewing Machine Operator	10.84
16220 - Tailor	11.40
16250 - Washer, Machine	8.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.94
19040 - Tool And Die Maker	20.17
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.15
21030 - Material Coordinator	16.37
21040 - Material Expediter	16.37
21050 - Material Handling Laborer	10.35
21071 - Order Filler	9.75
21080 - Production Line Worker (Food Processing)	13.15
21110 - Shipping Packer	12.96
21130 - Shipping/Receiving Clerk	12.96
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.18
21210 - Tools And Parts Attendant	13.15
21410 - Warehouse Specialist	13.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.83
23021 - Aircraft Mechanic I	22.12
23022 - Aircraft Mechanic II	24.83
23023 - Aircraft Mechanic III	25.95
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	18.34
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.00
23110 - Appliance Mechanic	16.66
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	24.56
23130 - Carpenter, Maintenance	14.66
23140 - Carpet Layer	15.68
23160 - Electrician, Maintenance	19.87
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	20.83
23183 - Electronics Technician Maintenance III	22.04
23260 - Fabric Worker	14.82
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	14.44
23311 - Fuel Distribution System Mechanic	23.27
23312 - Fuel Distribution System Operator	18.18
23370 - General Maintenance Worker	13.91
23380 - Ground Support Equipment Mechanic	22.12
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.00
23391 - Gunsmith I	14.44
23392 - Gunsmith II	16.44
23393 - Gunsmith III	18.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.52

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	19.20
23440 - Heavy Equipment Operator	16.55
23460 - Instrument Mechanic	18.48
23465 - Laboratory/Shelter Mechanic	17.47
23470 - Laborer	10.35
23510 - Locksmith	16.79
23530 - Machinery Maintenance Mechanic	18.37
23550 - Machinist, Maintenance	16.18
23580 - Maintenance Trades Helper	13.25
23591 - Metrology Technician I	18.48
23592 - Metrology Technician II	19.45
23593 - Metrology Technician III	20.41
23640 - Millwright	18.38
23710 - Office Appliance Repairer	17.41
23760 - Painter, Maintenance	15.55
23790 - Pipefitter, Maintenance	19.22
23810 - Plumber, Maintenance	17.71
23820 - Pneudraulic Systems Mechanic	18.48
23850 - Rigger	18.48
23870 - Scale Mechanic	16.44
23890 - Sheet-Metal Worker, Maintenance	16.50
23910 - Small Engine Mechanic	15.68
23931 - Telecommunications Mechanic I	23.72
23932 - Telecommunications Mechanic II	24.97
23950 - Telephone Lineman	20.10
23960 - Welder, Combination, Maintenance	14.11
23965 - Well Driller	17.64
23970 - Woodcraft Worker	18.48
23980 - Woodworker	14.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.39
24610 - Chore Aide	9.18
24620 - Family Readiness And Support Services Coordinator	10.94
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.51
25040 - Sewage Plant Operator	16.57
25070 - Stationary Engineer	17.51
25190 - Ventilation Equipment Tender	12.75
25210 - Water Treatment Plant Operator	16.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.15
27007 - Baggage Inspector	10.70
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.50
27030 - Detection Dog Handler	14.45
27040 - Detention Officer	14.99
27070 - Firefighter	17.46
27101 - Guard I	10.70
27102 - Guard II	13.38
27131 - Police Officer I	18.61
27132 - Police Officer II	20.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.27
28042 - Carnival Equipment Repairer	10.96
28043 - Carnival Equpment Worker	8.49
28210 - Gate Attendant/Gate Tender	14.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.75

28510 - Recreation Aide/Health Facility Attendant		11.50
28515 - Recreation Specialist		16.08
28630 - Sports Official		12.55
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.38
29020 - Hatch Tender		17.38
29030 - Line Handler		17.38
29041 - Stevedore I		16.04
29042 - Stevedore II		18.47
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.57
30022 - Archeological Technician II		16.30
30023 - Archeological Technician III		20.20
30030 - Cartographic Technician		20.01
30040 - Civil Engineering Technician		19.14
30061 - Drafter/CAD Operator I		14.57
30062 - Drafter/CAD Operator II		16.30
30063 - Drafter/CAD Operator III		18.18
30064 - Drafter/CAD Operator IV		22.36
30081 - Engineering Technician I		12.70
30082 - Engineering Technician II		14.26
30083 - Engineering Technician III		16.28
30084 - Engineering Technician IV		19.77
30085 - Engineering Technician V		24.17
30086 - Engineering Technician VI		29.25
30090 - Environmental Technician		18.90
30210 - Laboratory Technician		17.39
30240 - Mathematical Technician		20.20
30361 - Paralegal/Legal Assistant I		15.62
30362 - Paralegal/Legal Assistant II		19.36
30363 - Paralegal/Legal Assistant III		23.69
30364 - Paralegal/Legal Assistant IV		28.66
30390 - Photo-Optics Technician		20.20
30461 - Technical Writer I		21.02
30462 - Technical Writer II		25.71
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.18
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.44
31030 - Bus Driver		12.64
31043 - Driver Courier		11.71
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		13.61
31310 - Taxi Driver		11.67
31361 - Truckdriver, Light		13.61
31362 - Truckdriver, Medium		14.53
31363 - Truckdriver, Heavy		16.07
31364 - Truckdriver, Tractor-Trailer		16.07
99000 - Miscellaneous Occupations		
99030 - Cashier		8.46
99050 - Desk Clerk		8.84
99095 - Embalmer		24.34

99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.07
99310 - Mortician	24.34
99410 - Pest Controller	16.54
99510 - Photofinishing Worker	12.10
99710 - Recycling Laborer	13.04
99711 - Recycling Specialist	15.23
99730 - Refuse Collector	11.92
99810 - Sales Clerk	10.93
99820 - School Crossing Guard	11.33
99830 - Survey Party Chief	17.26
99831 - Surveying Aide	11.11
99832 - Surveying Technician	14.45
99840 - Vending Machine Attendant	14.12
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer Helper	12.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2486 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade,

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.72
01012 - Accounting Clerk II		12.04
01013 - Accounting Clerk III		13.95
01020 - Administrative Assistant		17.58
01040 - Court Reporter		15.49
01051 - Data Entry Operator I		10.58
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.95
01070 - Document Preparation Clerk		11.05
01090 - Duplicating Machine Operator		11.05
01111 - General Clerk I		10.01
01112 - General Clerk II		10.97
01113 - General Clerk III		12.50
01120 - Housing Referral Assistant		15.88
01141 - Messenger Courier		9.33
01191 - Order Clerk I		10.95
01192 - Order Clerk II		11.95
01261 - Personnel Assistant (Employment) I		12.06
01262 - Personnel Assistant (Employment) II		13.63
01263 - Personnel Assistant (Employment) III		16.11
01270 - Production Control Clerk		16.37
01280 - Receptionist		10.46
01290 - Rental Clerk		9.49
01300 - Scheduler, Maintenance		11.27
01311 - Secretary I		11.27
01312 - Secretary II		12.61
01313 - Secretary III		15.88
01320 - Service Order Dispatcher		13.03
01410 - Supply Technician		17.58
01420 - Survey Worker		11.88
01531 - Travel Clerk I		11.24
01532 - Travel Clerk II		11.92
01533 - Travel Clerk III		12.61
01611 - Word Processor I		10.04
01612 - Word Processor II		11.27
01613 - Word Processor III		13.24
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.15
05010 - Automotive Electrician		16.37
05040 - Automotive Glass Installer		15.61
05070 - Automotive Worker		15.61
05110 - Mobile Equipment Servicer		14.01
05130 - Motor Equipment Metal Mechanic		17.15
05160 - Motor Equipment Metal Worker		15.61
05190 - Motor Vehicle Mechanic		17.15
05220 - Motor Vehicle Mechanic Helper		13.22
05250 - Motor Vehicle Upholstery Worker		14.81
05280 - Motor Vehicle Wrecker		15.61
05310 - Painter, Automotive		16.37
05340 - Radiator Repair Specialist		15.61
05370 - Tire Repairer		10.75
05400 - Transmission Repair Specialist		17.15
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.46
07041 - Cook I		10.62

07042 - Cook II	12.09
07070 - Dishwasher	7.97
07130 - Food Service Worker	8.50
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.67
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	16.67
09090 - Furniture Refinisher Helper	13.46
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.95
11090 - Gardener	12.76
11122 - Housekeeping Aide	9.95
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	10.53
11240 - Maid or Houseman	8.73
11260 - Pruner	9.63
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	10.28
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	18.49
12015 - Certified Physical Therapist Assistant	18.49
12020 - Dental Assistant	14.39
12025 - Dental Hygienist	26.57
12030 - EKG Technician	22.80
12035 - Electroneurodiagnostic Technologist	22.80
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	12.55
12072 - Licensed Practical Nurse II	14.04
12073 - Licensed Practical Nurse III	15.66
12100 - Medical Assistant	12.17
12130 - Medical Laboratory Technician	15.57
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.05
12195 - Medical Transcriptionist	13.46
12210 - Nuclear Medicine Technologist	29.62
12221 - Nursing Assistant I	9.42
12222 - Nursing Assistant II	10.59
12223 - Nursing Assistant III	11.56
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	13.13
12236 - Optical Technician	12.32
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	12.97
12305 - Radiologic Technologist	21.72
12311 - Registered Nurse I	18.46
12312 - Registered Nurse II	22.58
12313 - Registered Nurse II, Specialist	22.58
12314 - Registered Nurse III	27.32
12315 - Registered Nurse III, Anesthetist	27.32
12316 - Registered Nurse IV	32.75
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.72
13012 - Exhibits Specialist II	17.00
13013 - Exhibits Specialist III	20.78

13041 - Illustrator I		13.72
13042 - Illustrator II		17.00
13043 - Illustrator III		20.78
13047 - Librarian		18.82
13050 - Library Aide/Clerk		10.92
13054 - Library Information Technology Systems Administrator		17.00
13058 - Library Technician		12.29
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.54
13075 - Photographer V		26.05
13110 - Video Teleconference Technician		12.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		11.60
14042 - Computer Operator II		12.97
14043 - Computer Operator III		15.41
14044 - Computer Operator IV		16.16
14045 - Computer Operator V		20.32
14071 - Computer Programmer I		18.89
14072 - Computer Programmer II		23.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		11.60
14160 - Personal Computer Support Technician		24.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		33.61
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		23.68
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		17.93
15090 - Technical Instructor		16.89
15095 - Technical Instructor/Course Developer		18.95
15110 - Test Proctor		12.50
15120 - Tutor		12.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.45
16030 - Counter Attendant		8.45
16040 - Dry Cleaner		10.20
16070 - Finisher, Flatwork, Machine		8.45
16090 - Presser, Hand		8.45
16110 - Presser, Machine, Drycleaning		8.45
16130 - Presser, Machine, Shirts		8.45
16160 - Presser, Machine, Wearing Apparel, Laundry		8.45
16190 - Sewing Machine Operator		10.84
16220 - Tailor		11.40
16250 - Washer, Machine		8.96
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.94
19040 - Tool And Die Maker		20.17
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.15
21030 - Material Coordinator		16.37
21040 - Material Expediter		16.37

21050 - Material Handling Laborer	10.35
21071 - Order Filler	9.75
21080 - Production Line Worker (Food Processing)	13.15
21110 - Shipping Packer	12.96
21130 - Shipping/Receiving Clerk	12.96
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.18
21210 - Tools And Parts Attendant	13.15
21410 - Warehouse Specialist	13.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.83
23021 - Aircraft Mechanic I	22.12
23022 - Aircraft Mechanic II	24.83
23023 - Aircraft Mechanic III	25.95
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	18.34
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.00
23110 - Appliance Mechanic	16.66
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	24.56
23130 - Carpenter, Maintenance	14.66
23140 - Carpet Layer	15.68
23160 - Electrician, Maintenance	19.87
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	20.83
23183 - Electronics Technician Maintenance III	22.04
23260 - Fabric Worker	14.82
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	14.44
23311 - Fuel Distribution System Mechanic	23.27
23312 - Fuel Distribution System Operator	18.18
23370 - General Maintenance Worker	13.91
23380 - Ground Support Equipment Mechanic	22.12
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.00
23391 - Gunsmith I	14.44
23392 - Gunsmith II	16.44
23393 - Gunsmith III	18.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	19.20
23440 - Heavy Equipment Operator	16.55
23460 - Instrument Mechanic	18.48
23465 - Laboratory/Shelter Mechanic	17.47
23470 - Laborer	10.35
23510 - Locksmith	16.79
23530 - Machinery Maintenance Mechanic	18.37
23550 - Machinist, Maintenance	16.18
23580 - Maintenance Trades Helper	13.25
23591 - Metrology Technician I	18.48
23592 - Metrology Technician II	19.45
23593 - Metrology Technician III	20.41
23640 - Millwright	18.38
23710 - Office Appliance Repairer	17.41
23760 - Painter, Maintenance	15.55
23790 - Pipefitter, Maintenance	19.22
23810 - Plumber, Maintenance	17.71
23820 - Pneudraulic Systems Mechanic	18.48
23850 - Rigger	18.48
23870 - Scale Mechanic	16.44

23890 - Sheet-Metal Worker, Maintenance	16.50
23910 - Small Engine Mechanic	15.68
23931 - Telecommunications Mechanic I	23.72
23932 - Telecommunications Mechanic II	24.97
23950 - Telephone Lineman	20.10
23960 - Welder, Combination, Maintenance	14.11
23965 - Well Driller	17.64
23970 - Woodcraft Worker	18.48
23980 - Woodworker	14.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.39
24610 - Chore Aide	9.18
24620 - Family Readiness And Support Services Coordinator	10.94
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.51
25040 - Sewage Plant Operator	16.57
25070 - Stationary Engineer	17.51
25190 - Ventilation Equipment Tender	12.75
25210 - Water Treatment Plant Operator	16.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.15
27007 - Baggage Inspector	10.70
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.50
27030 - Detection Dog Handler	14.45
27040 - Detention Officer	14.99
27070 - Firefighter	17.46
27101 - Guard I	10.70
27102 - Guard II	13.38
27131 - Police Officer I	18.61
27132 - Police Officer II	20.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.27
28042 - Carnival Equipment Repairer	10.96
28043 - Carnival Equpment Worker	8.49
28210 - Gate Attendant/Gate Tender	14.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.75
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	16.08
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.38
29020 - Hatch Tender	17.38
29030 - Line Handler	17.38
29041 - Stevedore I	16.04
29042 - Stevedore II	18.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.57
30022 - Archeological Technician II	16.30
30023 - Archeological Technician III	20.20
30030 - Cartographic Technician	20.01
30040 - Civil Engineering Technician	19.14
30061 - Drafter/CAD Operator I	14.57
30062 - Drafter/CAD Operator II	16.30
30063 - Drafter/CAD Operator III	18.18

30064 - Drafter/CAD Operator IV		22.36
30081 - Engineering Technician I		12.70
30082 - Engineering Technician II		14.26
30083 - Engineering Technician III		16.28
30084 - Engineering Technician IV		19.77
30085 - Engineering Technician V		24.17
30086 - Engineering Technician VI		29.25
30090 - Environmental Technician		18.90
30210 - Laboratory Technician		17.39
30240 - Mathematical Technician		20.20
30361 - Paralegal/Legal Assistant I		15.62
30362 - Paralegal/Legal Assistant II		19.36
30363 - Paralegal/Legal Assistant III		23.69
30364 - Paralegal/Legal Assistant IV		28.66
30390 - Photo-Optics Technician		20.20
30461 - Technical Writer I		21.02
30462 - Technical Writer II		25.71
30463 - Technical Writer III		31.10
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.18
30621 - Weather Observer, Senior	(see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.44
31030 - Bus Driver		12.64
31043 - Driver Courier		11.71
31260 - Parking and Lot Attendant		10.36
31290 - Shuttle Bus Driver		13.61
31310 - Taxi Driver		11.67
31361 - Truckdriver, Light		13.61
31362 - Truckdriver, Medium		14.53
31363 - Truckdriver, Heavy		16.07
31364 - Truckdriver, Tractor-Trailer		16.07
99000 - Miscellaneous Occupations		
99030 - Cashier		8.46
99050 - Desk Clerk		8.84
99095 - Embalmer		24.34
99251 - Laboratory Animal Caretaker I		13.13
99252 - Laboratory Animal Caretaker II		14.07
99310 - Mortician		24.34
99410 - Pest Controller		16.54
99510 - Photofinishing Worker		12.10
99710 - Recycling Laborer		13.04
99711 - Recycling Specialist		15.23
99730 - Refuse Collector		11.92
99810 - Sales Clerk		10.93
99820 - School Crossing Guard		11.33
99830 - Survey Party Chief		17.26
99831 - Surveying Aide		11.11
99832 - Surveying Technician		14.45
99840 - Vending Machine Attendant		14.12
99841 - Vending Machine Repairer		16.94
99842 - Vending Machine Repairer Helper		12.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2491 Revision No.: 13 Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		15.83
01020 - Administrative Assistant		18.45
01040 - Court Reporter		13.86
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		11.34
01112 - General Clerk II		12.81
01113 - General Clerk III		13.89
01120 - Housing Referral Assistant		16.37
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.53
01192 - Order Clerk II		12.57
01261 - Personnel Assistant (Employment) I		12.60
01262 - Personnel Assistant (Employment) II		14.57
01263 - Personnel Assistant (Employment) III		15.86
01270 - Production Control Clerk		19.20
01280 - Receptionist		11.46
01290 - Rental Clerk		11.13
01300 - Scheduler, Maintenance		13.12
01311 - Secretary I		13.12
01312 - Secretary II		14.67
01313 - Secretary III		16.37
01320 - Service Order Dispatcher		14.61
01410 - Supply Technician		18.45

01420 - Survey Worker	14.55
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	13.83
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.37
05010 - Automotive Electrician	18.03
05040 - Automotive Glass Installer	17.15
05070 - Automotive Worker	17.15
05110 - Mobile Equipment Servicer	15.38
05130 - Motor Equipment Metal Mechanic	18.87
05160 - Motor Equipment Metal Worker	17.15
05190 - Motor Vehicle Mechanic	17.44
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.15
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	17.15
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	9.34
07042 - Cook II	10.42
07070 - Dishwasher	7.95
07130 - Food Service Worker	8.34
07210 - Meat Cutter	12.93
07260 - Waiter/Waitress	8.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.19
09040 - Furniture Handler	11.43
09080 - Furniture Refinisher	16.51
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.96
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	10.19
11090 - Gardener	11.35
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.27
11240 - Maid or Houseman	8.31
11260 - Pruner	8.94
11270 - Tractor Operator	11.31
11330 - Trail Maintenance Worker	10.27
11360 - Window Cleaner	11.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.30
12011 - Breath Alcohol Technician	15.33
12012 - Certified Occupational Therapist Assistant	23.99
12015 - Certified Physical Therapist Assistant	23.70
12020 - Dental Assistant	15.16
12025 - Dental Hygienist	27.47
12030 - EKG Technician	21.96
12035 - Electroneurodiagnostic Technologist	21.96
12040 - Emergency Medical Technician	14.30
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.33
12073 - Licensed Practical Nurse III	17.10

12100 - Medical Assistant		13.24
12130 - Medical Laboratory Technician		16.59
12160 - Medical Record Clerk		12.53
12190 - Medical Record Technician		14.02
12195 - Medical Transcriptionist		15.54
12210 - Nuclear Medicine Technologist		32.54
12221 - Nursing Assistant I		10.45
12222 - Nursing Assistant II		11.75
12223 - Nursing Assistant III		12.82
12224 - Nursing Assistant IV		14.39
12235 - Optical Dispenser		16.99
12236 - Optical Technician		13.69
12250 - Pharmacy Technician		13.01
12280 - Phlebotomist		14.39
12305 - Radiologic Technologist		24.74
12311 - Registered Nurse I		20.15
12312 - Registered Nurse II		24.66
12313 - Registered Nurse II, Specialist		24.66
12314 - Registered Nurse III		29.84
12315 - Registered Nurse III, Anesthetist		29.84
12316 - Registered Nurse IV		35.75
12317 - Scheduler (Drug and Alcohol Testing)		18.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.85
13012 - Exhibits Specialist II		20.88
13013 - Exhibits Specialist III		25.55
13041 - Illustrator I		16.85
13042 - Illustrator II		20.88
13043 - Illustrator III		25.55
13047 - Librarian		23.12
13050 - Library Aide/Clerk		11.55
13054 - Library Information Technology Systems Administrator		20.88
13058 - Library Technician		14.21
13061 - Media Specialist I		15.06
13062 - Media Specialist II		16.85
13063 - Media Specialist III		18.79
13071 - Photographer I		12.26
13072 - Photographer II		13.71
13073 - Photographer III		16.52
13074 - Photographer IV		20.67
13075 - Photographer V		25.00
13110 - Video Teleconference Technician		15.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I		20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.97
15050 - Computer Based Training Specialist / Instructor		32.13

15060 - Educational Technologist	25.93
15070 - Flight Instructor (Pilot)	38.97
15080 - Graphic Artist	20.15
15090 - Technical Instructor	17.58
15095 - Technical Instructor/Course Developer	22.62
15110 - Test Proctor	15.19
15120 - Tutor	15.19
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.23
16030 - Counter Attendant	8.23
16040 - Dry Cleaner	10.34
16070 - Finisher, Flatwork, Machine	8.23
16090 - Presser, Hand	8.23
16110 - Presser, Machine, Drycleaning	8.23
16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.98
16220 - Tailor	11.62
16250 - Washer, Machine	8.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.80
19040 - Tool And Die Maker	18.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.37
21030 - Material Coordinator	19.20
21040 - Material Expediter	19.20
21050 - Material Handling Laborer	10.89
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	12.37
21110 - Shipping Packer	12.83
21130 - Shipping/Receiving Clerk	12.83
21140 - Store Worker I	11.83
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	12.37
21410 - Warehouse Specialist	12.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.87
23021 - Aircraft Mechanic I	20.83
23022 - Aircraft Mechanic II	21.87
23023 - Aircraft Mechanic III	22.97
23040 - Aircraft Mechanic Helper	15.66
23050 - Aircraft, Painter	18.79
23060 - Aircraft Servicer	17.64
23080 - Aircraft Worker	18.60
23110 - Appliance Mechanic	18.26
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	22.52
23130 - Carpenter, Maintenance	16.23
23140 - Carpet Layer	18.95
23160 - Electrician, Maintenance	21.18
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	20.36
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	20.36
23312 - Fuel Distribution System Operator	16.60
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.83
23381 - Ground Support Equipment Servicer	17.64
23382 - Ground Support Equipment Worker	18.60
23391 - Gunsmith I	18.29

23392 - Gunsmith II	18.95
23393 - Gunsmith III	20.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.57
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	16.68
23460 - Instrument Mechanic	20.83
23465 - Laboratory/Shelter Mechanic	19.91
23470 - Laborer	10.89
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	18.28
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	20.83
23592 - Metrology Technician II	21.87
23593 - Metrology Technician III	22.78
23640 - Millwright	21.70
23710 - Office Appliance Repairer	18.35
23760 - Painter, Maintenance	14.75
23790 - Pipefitter, Maintenance	19.78
23810 - Plumber, Maintenance	18.90
23820 - Pneudraulic Systems Mechanic	20.83
23850 - Rigger	20.83
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker, Maintenance	17.33
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	21.68
23932 - Telecommunications Mechanic II	22.70
23950 - Telephone Lineman	19.25
23960 - Welder, Combination, Maintenance	17.56
23965 - Well Driller	20.83
23970 - Woodcraft Worker	20.83
23980 - Woodworker	14.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	8.24
24620 - Family Readiness And Support Services Coordinator	14.32
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	15.75
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	15.88
25210 - Water Treatment Plant Operator	15.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.60
27007 - Baggage Inspector	12.76
27008 - Corrections Officer	15.43
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	14.27
27040 - Detention Officer	15.43
27070 - Firefighter	17.01
27101 - Guard I	12.76
27102 - Guard II	14.27
27131 - Police Officer I	16.62
27132 - Police Officer II	18.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21

28043 - Carnival Equpment Worker		8.35
28210 - Gate Attendant/Gate Tender		14.55
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		16.27
28510 - Recreation Aide/Health Facility Attendant		12.14
28515 - Recreation Specialist		17.73
28630 - Sports Official		12.96
28690 - Swimming Pool Operator		17.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.16
29020 - Hatch Tender		20.16
29030 - Line Handler		20.16
29041 - Stevedore I		19.09
29042 - Stevedore II		21.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.68
30022 - Archeological Technician II		17.83
30023 - Archeological Technician III		22.10
30030 - Cartographic Technician		22.10
30040 - Civil Engineering Technician		19.82
30061 - Drafter/CAD Operator I		16.68
30062 - Drafter/CAD Operator II		17.83
30063 - Drafter/CAD Operator III		20.11
30064 - Drafter/CAD Operator IV		24.47
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		22.10
30210 - Laboratory Technician		18.26
30240 - Mathematical Technician		22.10
30361 - Paralegal/Legal Assistant I		17.35
30362 - Paralegal/Legal Assistant II		20.93
30363 - Paralegal/Legal Assistant III		23.95
30364 - Paralegal/Legal Assistant IV		31.00
30390 - Photo-Optics Technician		22.10
30461 - Technical Writer I		21.75
30462 - Technical Writer II		26.59
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.11
30621 - Weather Observer, Senior	(see 2)	22.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.18
31030 - Bus Driver		16.16
31043 - Driver Courier		13.35
31260 - Parking and Lot Attendant		9.07
31290 - Shuttle Bus Driver		13.72
31310 - Taxi Driver		9.63
31361 - Truckdriver, Light		13.72
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.50
31364 - Truckdriver, Tractor-Trailer		18.50

99000 - Miscellaneous Occupations	
99030 - Cashier	7.85
99050 - Desk Clerk	9.60
99095 - Embalmer	21.68
99251 - Laboratory Animal Caretaker I	10.35
99252 - Laboratory Animal Caretaker II	10.87
99310 - Mortician	21.68
99410 - Pest Controller	13.66
99510 - Photofinishing Worker	12.96
99710 - Recycling Laborer	13.10
99711 - Recycling Specialist	16.90
99730 - Refuse Collector	12.53
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	16.67
99831 - Surveying Aide	10.87
99832 - Surveying Technician	14.95
99840 - Vending Machine Attendant	12.33
99841 - Vending Machine Repairer	14.64
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2492 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		15.83
01020 - Administrative Assistant		18.45
01040 - Court Reporter		13.86
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		11.34
01112 - General Clerk II		12.81
01113 - General Clerk III		13.89
01120 - Housing Referral Assistant		16.37
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.53
01192 - Order Clerk II		12.57
01261 - Personnel Assistant (Employment) I		12.60
01262 - Personnel Assistant (Employment) II		14.57
01263 - Personnel Assistant (Employment) III		15.86
01270 - Production Control Clerk		19.20
01280 - Receptionist		11.46
01290 - Rental Clerk		11.13
01300 - Scheduler, Maintenance		13.12
01311 - Secretary I		13.12
01312 - Secretary II		14.67
01313 - Secretary III		16.37
01320 - Service Order Dispatcher		14.61
01410 - Supply Technician		18.45
01420 - Survey Worker		14.55
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.72
01533 - Travel Clerk III		12.50
01611 - Word Processor I		13.83
01612 - Word Processor II		15.53
01613 - Word Processor III		17.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.37
05010 - Automotive Electrician		18.03
05040 - Automotive Glass Installer		17.15
05070 - Automotive Worker		17.15
05110 - Mobile Equipment Servicer		15.38
05130 - Motor Equipment Metal Mechanic		18.87
05160 - Motor Equipment Metal Worker		17.15
05190 - Motor Vehicle Mechanic		17.44
05220 - Motor Vehicle Mechanic Helper		14.45
05250 - Motor Vehicle Upholstery Worker		16.26
05280 - Motor Vehicle Wrecker		17.15
05310 - Painter, Automotive		18.03
05340 - Radiator Repair Specialist		17.15
05370 - Tire Repairer		11.58

05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	9.34
07042 - Cook II	10.42
07070 - Dishwasher	7.95
07130 - Food Service Worker	8.34
07210 - Meat Cutter	12.93
07260 - Waiter/Waitress	8.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.19
09040 - Furniture Handler	11.43
09080 - Furniture Refinisher	16.51
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.96
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	10.19
11090 - Gardener	11.35
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.27
11240 - Maid or Houseman	8.31
11260 - Pruner	8.94
11270 - Tractor Operator	11.31
11330 - Trail Maintenance Worker	10.27
11360 - Window Cleaner	11.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.30
12011 - Breath Alcohol Technician	15.33
12012 - Certified Occupational Therapist Assistant	23.99
12015 - Certified Physical Therapist Assistant	23.70
12020 - Dental Assistant	15.16
12025 - Dental Hygienist	27.47
12030 - EKG Technician	21.96
12035 - Electroneurodiagnostic Technologist	21.96
12040 - Emergency Medical Technician	14.30
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.33
12073 - Licensed Practical Nurse III	17.10
12100 - Medical Assistant	13.24
12130 - Medical Laboratory Technician	16.59
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	15.54
12210 - Nuclear Medicine Technologist	32.54
12221 - Nursing Assistant I	10.45
12222 - Nursing Assistant II	11.75
12223 - Nursing Assistant III	12.82
12224 - Nursing Assistant IV	14.39
12235 - Optical Dispenser	16.99
12236 - Optical Technician	13.69
12250 - Pharmacy Technician	13.01
12280 - Phlebotomist	14.39
12305 - Radiologic Technologist	24.74
12311 - Registered Nurse I	20.15
12312 - Registered Nurse II	24.66
12313 - Registered Nurse II, Specialist	24.66
12314 - Registered Nurse III	29.84
12315 - Registered Nurse III, Anesthetist	29.84
12316 - Registered Nurse IV	35.75
12317 - Scheduler (Drug and Alcohol Testing)	18.97

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.85
13012 - Exhibits Specialist II		20.88
13013 - Exhibits Specialist III		25.55
13041 - Illustrator I		16.85
13042 - Illustrator II		20.88
13043 - Illustrator III		25.55
13047 - Librarian		23.12
13050 - Library Aide/Clerk		11.55
13054 - Library Information Technology Systems Administrator		20.88
13058 - Library Technician		14.21
13061 - Media Specialist I		15.06
13062 - Media Specialist II		16.85
13063 - Media Specialist III		18.79
13071 - Photographer I		12.26
13072 - Photographer II		13.71
13073 - Photographer III		16.52
13074 - Photographer IV		20.67
13075 - Photographer V		25.00
13110 - Video Teleconference Technician		15.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.10
14044 - Computer Operator IV		21.52
14045 - Computer Operator V		23.19
14071 - Computer Programmer I		20.37
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		38.97
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		25.93
15070 - Flight Instructor (Pilot)		38.97
15080 - Graphic Artist		20.15
15090 - Technical Instructor		17.58
15095 - Technical Instructor/Course Developer		22.62
15110 - Test Proctor		15.19
15120 - Tutor		15.19
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.98
16220 - Tailor		11.62
16250 - Washer, Machine		8.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.80
19040 - Tool And Die Maker		18.84

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.37
21030 - Material Coordinator	19.20
21040 - Material Expediter	19.20
21050 - Material Handling Laborer	10.89
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	12.37
21110 - Shipping Packer	12.83
21130 - Shipping/Receiving Clerk	12.83
21140 - Store Worker I	11.83
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	12.37
21410 - Warehouse Specialist	12.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.87
23021 - Aircraft Mechanic I	20.83
23022 - Aircraft Mechanic II	21.87
23023 - Aircraft Mechanic III	22.97
23040 - Aircraft Mechanic Helper	15.66
23050 - Aircraft, Painter	18.79
23060 - Aircraft Servicer	17.64
23080 - Aircraft Worker	18.60
23110 - Appliance Mechanic	18.26
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	22.52
23130 - Carpenter, Maintenance	16.23
23140 - Carpet Layer	18.95
23160 - Electrician, Maintenance	21.18
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	20.36
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	20.36
23312 - Fuel Distribution System Operator	16.60
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.83
23381 - Ground Support Equipment Servicer	17.64
23382 - Ground Support Equipment Worker	18.60
23391 - Gunsmith I	18.29
23392 - Gunsmith II	18.95
23393 - Gunsmith III	20.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.57
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	16.68
23460 - Instrument Mechanic	20.83
23465 - Laboratory/Shelter Mechanic	19.91
23470 - Laborer	10.89
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	18.28
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	20.83
23592 - Metrology Technician II	21.87
23593 - Metrology Technician III	22.78
23640 - Millwright	21.70
23710 - Office Appliance Repairer	18.35
23760 - Painter, Maintenance	14.75
23790 - Pipefitter, Maintenance	19.78

23810 - Plumber, Maintenance	18.90
23820 - Pneudraulic Systems Mechanic	20.83
23850 - Rigger	20.83
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker, Maintenance	17.33
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	21.68
23932 - Telecommunications Mechanic II	22.70
23950 - Telephone Lineman	19.25
23960 - Welder, Combination, Maintenance	17.56
23965 - Well Driller	20.83
23970 - Woodcraft Worker	20.83
23980 - Woodworker	14.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	8.24
24620 - Family Readiness And Support Services Coordinator	14.32
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	15.75
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	15.88
25210 - Water Treatment Plant Operator	15.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.60
27007 - Baggage Inspector	12.76
27008 - Corrections Officer	15.43
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	14.27
27040 - Detention Officer	15.43
27070 - Firefighter	17.01
27101 - Guard I	12.76
27102 - Guard II	14.27
27131 - Police Officer I	16.62
27132 - Police Officer II	18.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	8.35
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.73
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.16
29020 - Hatch Tender	20.16
29030 - Line Handler	20.16
29041 - Stevedore I	19.09
29042 - Stevedore II	21.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.68
30022 - Archeological Technician II	17.83
30023 - Archeological Technician III	22.10
30030 - Cartographic Technician	22.10

30040 - Civil Engineering Technician		19.82
30061 - Drafter/CAD Operator I		16.68
30062 - Drafter/CAD Operator II		17.83
30063 - Drafter/CAD Operator III		20.11
30064 - Drafter/CAD Operator IV		24.47
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.94
30090 - Environmental Technician		22.10
30210 - Laboratory Technician		18.26
30240 - Mathematical Technician		22.10
30361 - Paralegal/Legal Assistant I		17.35
30362 - Paralegal/Legal Assistant II		20.93
30363 - Paralegal/Legal Assistant III		23.95
30364 - Paralegal/Legal Assistant IV		31.00
30390 - Photo-Optics Technician		22.10
30461 - Technical Writer I		21.75
30462 - Technical Writer II		26.59
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.11
30621 - Weather Observer, Senior	(see 2)	22.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.18
31030 - Bus Driver		16.16
31043 - Driver Courier		13.35
31260 - Parking and Lot Attendant		9.07
31290 - Shuttle Bus Driver		13.72
31310 - Taxi Driver		9.63
31361 - Truckdriver, Light		13.72
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.50
31364 - Truckdriver, Tractor-Trailer		18.50
99000 - Miscellaneous Occupations		
99030 - Cashier		7.85
99050 - Desk Clerk		9.60
99095 - Embalmer		21.68
99251 - Laboratory Animal Caretaker I		10.35
99252 - Laboratory Animal Caretaker II		10.87
99310 - Mortician		21.68
99410 - Pest Controller		13.66
99510 - Photofinishing Worker		12.96
99710 - Recycling Laborer		13.10
99711 - Recycling Specialist		16.90
99730 - Refuse Collector		12.53
99810 - Sales Clerk		12.50
99820 - School Crossing Guard		12.73
99830 - Survey Party Chief		16.67
99831 - Surveying Aide		10.87
99832 - Surveying Technician		14.95
99840 - Vending Machine Attendant		12.33
99841 - Vending Machine Repairer		14.64
99842 - Vending Machine Repairer Helper		12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2493 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.03
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		16.36
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.87
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		13.19
01060 - Dispatcher, Motor Vehicle		16.87

01070 - Document Preparation Clerk	12.91
01090 - Duplicating Machine Operator	12.91
01111 - General Clerk I	11.31
01112 - General Clerk II	12.58
01113 - General Clerk III	14.12
01120 - Housing Referral Assistant	19.92
01141 - Messenger Courier	11.54
01191 - Order Clerk I	11.86
01192 - Order Clerk II	13.65
01261 - Personnel Assistant (Employment) I	12.84
01262 - Personnel Assistant (Employment) II	16.41
01263 - Personnel Assistant (Employment) III	18.30
01270 - Production Control Clerk	18.25
01280 - Receptionist	11.72
01290 - Rental Clerk	13.05
01300 - Scheduler, Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.10
01313 - Secretary III	19.92
01320 - Service Order Dispatcher	17.05
01410 - Supply Technician	20.11
01420 - Survey Worker	17.19
01531 - Travel Clerk I	12.72
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.58
01611 - Word Processor I	12.27
01612 - Word Processor II	13.62
01613 - Word Processor III	16.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	16.03
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.68
05130 - Motor Equipment Metal Mechanic	16.78
05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.55
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	14.47
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	11.03
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.17
07041 - Cook I	10.08
07042 - Cook II	11.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.96
11060 - Elevator Operator	10.49
11090 - Gardener	13.21

11122 - Housekeeping Aide	10.49
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	10.88
11240 - Maid or Houseman	8.45
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.88
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	21.99
12015 - Certified Physical Therapist Assistant	20.94
12020 - Dental Assistant	15.28
12025 - Dental Hygienist	28.09
12030 - EKG Technician	18.35
12035 - Electroneurodiagnostic Technologist	18.35
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.82
12073 - Licensed Practical Nurse III	17.64
12100 - Medical Assistant	12.76
12130 - Medical Laboratory Technician	14.52
12160 - Medical Record Clerk	11.72
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.42
12210 - Nuclear Medicine Technologist	25.05
12221 - Nursing Assistant I	9.62
12222 - Nursing Assistant II	10.81
12223 - Nursing Assistant III	11.80
12224 - Nursing Assistant IV	13.24
12235 - Optical Dispenser	14.65
12236 - Optical Technician	13.21
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III, Anesthetist	31.51
12316 - Registered Nurse IV	37.40
12317 - Scheduler (Drug and Alcohol Testing)	18.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.90
13041 - Illustrator I	16.64
13042 - Illustrator II	21.18
13043 - Illustrator III	25.90
13047 - Librarian	23.03
13050 - Library Aide/Clerk	11.41
13054 - Library Information Technology Systems Administrator	20.21
13058 - Library Technician	13.65
13061 - Media Specialist I	13.27
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.63
13071 - Photographer I	15.35
13072 - Photographer II	17.17
13073 - Photographer III	21.27
13074 - Photographer IV	26.03
13075 - Photographer V	31.48

13110 - Video Teleconference Technician		16.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.77
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.67
14044 - Computer Operator IV		21.86
14045 - Computer Operator V		24.20
14071 - Computer Programmer I		22.54
14072 - Computer Programmer II		25.40
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.77
14160 - Personal Computer Support Technician		21.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.97
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		27.39
15070 - Flight Instructor (Pilot)		37.97
15080 - Graphic Artist		20.60
15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.78
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.68
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.31
16250 - Washer, Machine		10.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.19
19040 - Tool And Die Maker		21.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.12
21030 - Material Coordinator		18.25
21040 - Material Expediter		18.25
21050 - Material Handling Laborer		12.62
21071 - Order Filler		11.31
21080 - Production Line Worker (Food Processing)		13.12
21110 - Shipping Packer		13.01
21130 - Shipping/Receiving Clerk		13.01
21140 - Store Worker I		11.64
21150 - Stock Clerk		15.74
21210 - Tools And Parts Attendant		13.12
21410 - Warehouse Specialist		13.12
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.76
23021 - Aircraft Mechanic I		20.73
23022 - Aircraft Mechanic II		21.76
23023 - Aircraft Mechanic III		22.84
23040 - Aircraft Mechanic Helper		15.54
23050 - Aircraft, Painter		19.79

23060 - Aircraft Servicer	17.43
23080 - Aircraft Worker	18.43
23110 - Appliance Mechanic	17.46
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	16.19
23140 - Carpet Layer	16.89
23160 - Electrician, Maintenance	20.79
23181 - Electronics Technician Maintenance I	19.62
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.72
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23290 - Fire Alarm System Mechanic	17.63
23310 - Fire Extinguisher Repairer	14.94
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	16.16
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	17.43
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23391 - Gunsmith I	14.94
23392 - Gunsmith II	16.89
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23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.67
23430 - Heavy Equipment Mechanic	18.57
23440 - Heavy Equipment Operator	16.47
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.77
23470 - Laborer	12.10
23510 - Locksmith	17.77
23530 - Machinery Maintenance Mechanic	19.89
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	19.19
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	18.64
23810 - Plumber, Maintenance	17.78
23820 - Pneudraulic Systems Mechanic	18.71
23850 - Rigger	18.71
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	24.51
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	22.01
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	17.84
23970 - Woodcraft Worker	18.71
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	12.40
24630 - Homemaker	14.87

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	18.97
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	10.97
27008 - Corrections Officer	14.96
27010 - Court Security Officer	16.11
27030 - Detection Dog Handler	12.66
27040 - Detention Officer	14.96
27070 - Firefighter	17.33
27101 - Guard I	10.97
27102 - Guard II	12.66
27131 - Police Officer I	17.61
27132 - Police Officer II	19.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.58
28043 - Carnival Equpment Worker	8.63
28210 - Gate Attendant/Gate Tender	13.05
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	10.66
28515 - Recreation Specialist	16.58
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	16.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.16
29030 - Line Handler	18.16
29041 - Stevedore I	17.22
29042 - Stevedore II	19.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	17.39
30023 - Archeological Technician III	21.62
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	20.21
30061 - Drafter/CAD Operator I	15.66
30062 - Drafter/CAD Operator II	17.58
30063 - Drafter/CAD Operator III	21.02
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	20.11
30084 - Engineering Technician IV	24.92
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	27.69
30210 - Laboratory Technician	21.05
30240 - Mathematical Technician	21.56
30361 - Paralegal/Legal Assistant I	16.72
30362 - Paralegal/Legal Assistant II	20.02
30363 - Paralegal/Legal Assistant III	24.49
30364 - Paralegal/Legal Assistant IV	29.63
30390 - Photo-Optics Technician	22.28
30461 - Technical Writer I	19.92

30462 - Technical Writer II		24.36
30463 - Technical Writer III		29.48
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.72
31030 - Bus Driver		13.65
31043 - Driver Courier		14.65
31260 - Parking and Lot Attendant		9.36
31290 - Shuttle Bus Driver		15.63
31310 - Taxi Driver		11.14
31361 - Truckdriver, Light		15.63
31362 - Truckdriver, Medium		16.51
31363 - Truckdriver, Heavy		18.00
31364 - Truckdriver, Tractor-Trailer		18.00
99000 - Miscellaneous Occupations		
99030 - Cashier		9.65
99050 - Desk Clerk		10.96
99095 - Embalmer		25.37
99251 - Laboratory Animal Caretaker I		11.14
99252 - Laboratory Animal Caretaker II		13.06
99310 - Mortician		25.37
99410 - Pest Controller		15.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		13.25
99810 - Sales Clerk		11.51
99820 - School Crossing Guard		11.87
99830 - Survey Party Chief		18.72
99831 - Surveying Aide		12.40
99832 - Surveying Technician		17.02
99840 - Vending Machine Attendant		13.52
99841 - Vending Machine Repairer		16.05
99842 - Vending Machine Repairer Helper		13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2494 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.03
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		16.36
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.87
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		13.19
01060 - Dispatcher, Motor Vehicle		16.87
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		11.31
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		19.92
01141 - Messenger Courier		11.54
01191 - Order Clerk I		11.86
01192 - Order Clerk II		13.65
01261 - Personnel Assistant (Employment) I		12.84
01262 - Personnel Assistant (Employment) II		16.41
01263 - Personnel Assistant (Employment) III		18.30
01270 - Production Control Clerk		18.25
01280 - Receptionist		11.72
01290 - Rental Clerk		13.05
01300 - Scheduler, Maintenance		16.31
01311 - Secretary I		16.31
01312 - Secretary II		18.10
01313 - Secretary III		19.92
01320 - Service Order Dispatcher		17.05
01410 - Supply Technician		20.11
01420 - Survey Worker		17.19
01531 - Travel Clerk I		12.72
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.58
01611 - Word Processor I		12.27
01612 - Word Processor II		13.62
01613 - Word Processor III		16.87
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.72
05010 - Automotive Electrician		16.03
05040 - Automotive Glass Installer		15.26
05070 - Automotive Worker		15.26
05110 - Mobile Equipment Servicer		13.68
05130 - Motor Equipment Metal Mechanic		16.78
05160 - Motor Equipment Metal Worker		15.26
05190 - Motor Vehicle Mechanic		16.55
05220 - Motor Vehicle Mechanic Helper		13.06
05250 - Motor Vehicle Upholstery Worker		14.47
05280 - Motor Vehicle Wrecker		15.26
05310 - Painter, Automotive		18.18
05340 - Radiator Repair Specialist		15.26

05370 - Tire Repairer	11.03
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.17
07041 - Cook I	10.08
07042 - Cook II	11.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.96
11060 - Elevator Operator	10.49
11090 - Gardener	13.21
11122 - Housekeeping Aide	10.49
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	10.88
11240 - Maid or Houseman	8.45
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.88
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	21.99
12015 - Certified Physical Therapist Assistant	20.94
12020 - Dental Assistant	15.28
12025 - Dental Hygienist	28.09
12030 - EKG Technician	18.35
12035 - Electroneurodiagnostic Technologist	18.35
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.82
12073 - Licensed Practical Nurse III	17.64
12100 - Medical Assistant	12.76
12130 - Medical Laboratory Technician	14.52
12160 - Medical Record Clerk	11.72
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.42
12210 - Nuclear Medicine Technologist	25.05
12221 - Nursing Assistant I	9.62
12222 - Nursing Assistant II	10.81
12223 - Nursing Assistant III	11.80
12224 - Nursing Assistant IV	13.24
12235 - Optical Dispenser	14.65
12236 - Optical Technician	13.21
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III, Anesthetist	31.51
12316 - Registered Nurse IV	37.40

12317 - Scheduler (Drug and Alcohol Testing)		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.90
13041 - Illustrator I		16.64
13042 - Illustrator II		21.18
13043 - Illustrator III		25.90
13047 - Librarian		23.03
13050 - Library Aide/Clerk		11.41
13054 - Library Information Technology Systems Administrator		20.21
13058 - Library Technician		13.65
13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.63
13071 - Photographer I		15.35
13072 - Photographer II		17.17
13073 - Photographer III		21.27
13074 - Photographer IV		26.03
13075 - Photographer V		31.48
13110 - Video Teleconference Technician		16.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.77
14042 - Computer Operator II		17.64
14043 - Computer Operator III		19.67
14044 - Computer Operator IV		21.86
14045 - Computer Operator V		24.20
14071 - Computer Programmer I		22.54
14072 - Computer Programmer II		25.40
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.77
14160 - Personal Computer Support Technician		21.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		37.97
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		27.39
15070 - Flight Instructor (Pilot)		37.97
15080 - Graphic Artist		20.60
15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.78
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.68
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.31
16250 - Washer, Machine		10.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.19

19040 - Tool And Die Maker	21.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.12
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	12.62
21071 - Order Filler	11.31
21080 - Production Line Worker (Food Processing)	13.12
21110 - Shipping Packer	13.01
21130 - Shipping/Receiving Clerk	13.01
21140 - Store Worker I	11.64
21150 - Stock Clerk	15.74
21210 - Tools And Parts Attendant	13.12
21410 - Warehouse Specialist	13.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.76
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	21.76
23023 - Aircraft Mechanic III	22.84
23040 - Aircraft Mechanic Helper	15.54
23050 - Aircraft, Painter	19.79
23060 - Aircraft Servicer	17.43
23080 - Aircraft Worker	18.43
23110 - Appliance Mechanic	17.46
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	16.19
23140 - Carpet Layer	16.89
23160 - Electrician, Maintenance	20.79
23181 - Electronics Technician Maintenance I	19.62
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.72
23260 - Fabric Worker	15.86
23290 - Fire Alarm System Mechanic	17.63
23310 - Fire Extinguisher Repairer	14.94
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	16.16
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.43
23391 - Gunsmith I	14.94
23392 - Gunsmith II	16.89
23393 - Gunsmith III	18.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.67
23430 - Heavy Equipment Mechanic	18.57
23440 - Heavy Equipment Operator	16.47
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.77
23470 - Laborer	12.10
23510 - Locksmith	17.77
23530 - Machinery Maintenance Mechanic	19.89
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	19.19
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	17.03

23790 - Pipefitter, Maintenance	18.64
23810 - Plumber, Maintenance	17.78
23820 - Pneudraulic Systems Mechanic	18.71
23850 - Rigger	18.71
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	24.51
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	22.01
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	17.84
23970 - Woodcraft Worker	18.71
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	12.40
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	18.97
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	10.97
27008 - Corrections Officer	14.96
27010 - Court Security Officer	16.11
27030 - Detection Dog Handler	12.66
27040 - Detention Officer	14.96
27070 - Firefighter	17.33
27101 - Guard I	10.97
27102 - Guard II	12.66
27131 - Police Officer I	17.61
27132 - Police Officer II	19.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.58
28043 - Carnival Equpment Worker	8.63
28210 - Gate Attendant/Gate Tender	13.05
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	10.66
28515 - Recreation Specialist	16.58
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	16.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.16
29030 - Line Handler	18.16
29041 - Stevedore I	17.22
29042 - Stevedore II	19.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	17.39
30023 - Archeological Technician III	21.62

30030 - Cartographic Technician		23.50
30040 - Civil Engineering Technician		20.21
30061 - Drafter/CAD Operator I		15.66
30062 - Drafter/CAD Operator II		17.58
30063 - Drafter/CAD Operator III		21.02
30064 - Drafter/CAD Operator IV		26.04
30081 - Engineering Technician I		15.84
30082 - Engineering Technician II		17.79
30083 - Engineering Technician III		20.11
30084 - Engineering Technician IV		24.92
30085 - Engineering Technician V		30.15
30086 - Engineering Technician VI		36.50
30090 - Environmental Technician		27.69
30210 - Laboratory Technician		21.05
30240 - Mathematical Technician		21.56
30361 - Paralegal/Legal Assistant I		16.72
30362 - Paralegal/Legal Assistant II		20.02
30363 - Paralegal/Legal Assistant III		24.49
30364 - Paralegal/Legal Assistant IV		29.63
30390 - Photo-Optics Technician		22.28
30461 - Technical Writer I		19.92
30462 - Technical Writer II		24.36
30463 - Technical Writer III		29.48
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.72
31030 - Bus Driver		13.65
31043 - Driver Courier		14.65
31260 - Parking and Lot Attendant		9.36
31290 - Shuttle Bus Driver		15.63
31310 - Taxi Driver		11.14
31361 - Truckdriver, Light		15.63
31362 - Truckdriver, Medium		16.51
31363 - Truckdriver, Heavy		18.00
31364 - Truckdriver, Tractor-Trailer		18.00
99000 - Miscellaneous Occupations		
99030 - Cashier		9.65
99050 - Desk Clerk		10.96
99095 - Embalmer		25.37
99251 - Laboratory Animal Caretaker I		11.14
99252 - Laboratory Animal Caretaker II		13.06
99310 - Mortician		25.37
99410 - Pest Controller		15.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		13.25
99810 - Sales Clerk		11.51
99820 - School Crossing Guard		11.87
99830 - Survey Party Chief		18.72
99831 - Surveying Aide		12.40
99832 - Surveying Technician		17.02
99840 - Vending Machine Attendant		13.52
99841 - Vending Machine Repairer		16.05
99842 - Vending Machine Repairer Helper		13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2495 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01040 - Court Reporter		17.00
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		12.72
01060 - Dispatcher, Motor Vehicle		17.47
01070 - Document Preparation Clerk		12.64
01090 - Duplicating Machine Operator		12.64
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		20.25
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.37
01192 - Order Clerk II		13.50
01261 - Personnel Assistant (Employment) I		15.20

01262 - Personnel Assistant (Employment) II	17.00
01263 - Personnel Assistant (Employment) III	19.71
01270 - Production Control Clerk	20.56
01280 - Receptionist	13.23
01290 - Rental Clerk	15.13
01300 - Scheduler, Maintenance	15.74
01311 - Secretary I	15.74
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 - Service Order Dispatcher	15.81
01410 - Supply Technician	20.59
01420 - Survey Worker	17.19
01531 - Travel Clerk I	12.72
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.58
01611 - Word Processor I	12.06
01612 - Word Processor II	15.20
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	11.65
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	9.36
07042 - Cook II	10.99
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.21
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.58
11090 - Gardener	14.17
11122 - Housekeeping Aide	10.25
11150 - Janitor	11.16
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	9.21
11260 - Pruner	10.11
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.06

12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	19.86
12015 - Certified Physical Therapist Assistant	19.86
12020 - Dental Assistant	14.62
12025 - Dental Hygienist	28.57
12030 - EKG Technician	19.34
12035 - Electroneurodiagnostic Technologist	19.34
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.61
12073 - Licensed Practical Nurse III	18.52
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	16.05
12160 - Medical Record Clerk	13.06
12190 - Medical Record Technician	14.61
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	30.80
12221 - Nursing Assistant I	9.64
12222 - Nursing Assistant II	10.84
12223 - Nursing Assistant III	11.83
12224 - Nursing Assistant IV	13.75
12235 - Optical Dispenser	15.66
12236 - Optical Technician	13.51
12250 - Pharmacy Technician	13.61
12280 - Phlebotomist	13.75
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II, Specialist	30.43
12314 - Registered Nurse III	36.80
12315 - Registered Nurse III, Anesthetist	36.80
12316 - Registered Nurse IV	44.11
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.04
13012 - Exhibits Specialist II	19.79
13013 - Exhibits Specialist III	24.21
13041 - Illustrator I	16.96
13042 - Illustrator II	19.79
13043 - Illustrator III	24.21
13047 - Librarian	21.91
13050 - Library Aide/Clerk	11.83
13054 - Library Information Technology Systems Administrator	19.79
13058 - Library Technician	13.07
13061 - Media Specialist I	14.28
13062 - Media Specialist II	15.97
13063 - Media Specialist III	17.81
13071 - Photographer I	14.68
13072 - Photographer II	17.85
13073 - Photographer III	20.68
13074 - Photographer IV	23.22
13075 - Photographer V	28.10
13110 - Video Teleconference Technician	18.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.64
14042 - Computer Operator II	18.67
14043 - Computer Operator III	20.82
14044 - Computer Operator IV	23.14
14045 - Computer Operator V	25.61
14071 - Computer Programmer I	21.66
14072 - Computer Programmer II	26.85
14073 - Computer Programmer III (see 1)	

14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.64
14160 - Personal Computer Support Technician	21.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.88
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	27.88
15060 - Educational Technologist	24.67
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	23.07
15090 - Technical Instructor	21.83
15095 - Technical Instructor/Course Developer	26.71
15110 - Test Proctor	17.62
15120 - Tutor	17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.06
16030 - Counter Attendant	9.06
16040 - Dry Cleaner	11.68
16070 - Finisher, Flatwork, Machine	9.06
16090 - Presser, Hand	9.06
16110 - Presser, Machine, Drycleaning	9.06
16130 - Presser, Machine, Shirts	9.06
16160 - Presser, Machine, Wearing Apparel, Laundry	9.06
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.31
16250 - Washer, Machine	10.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.24
19040 - Tool And Die Maker	19.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.10
21030 - Material Coordinator	20.56
21040 - Material Expediter	20.56
21050 - Material Handling Laborer	13.47
21071 - Order Filler	11.07
21080 - Production Line Worker (Food Processing)	13.10
21110 - Shipping Packer	14.59
21130 - Shipping/Receiving Clerk	14.59
21140 - Store Worker I	10.43
21150 - Stock Clerk	14.76
21210 - Tools And Parts Attendant	13.35
21410 - Warehouse Specialist	13.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.88
23021 - Aircraft Mechanic I	21.79
23022 - Aircraft Mechanic II	22.88
23023 - Aircraft Mechanic III	24.02
23040 - Aircraft Mechanic Helper	14.19
23050 - Aircraft, Painter	20.60
23060 - Aircraft Servicer	16.34
23080 - Aircraft Worker	17.40
23110 - Appliance Mechanic	17.27
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	23.89
23130 - Carpenter, Maintenance	16.39
23140 - Carpet Layer	16.87
23160 - Electrician, Maintenance	20.81
23181 - Electronics Technician Maintenance I	21.17
23182 - Electronics Technician Maintenance II	22.66

23183 - Electronics Technician Maintenance III	24.13
23260 - Fabric Worker	15.27
23290 - Fire Alarm System Mechanic	18.55
23310 - Fire Extinguisher Repairer	14.10
23311 - Fuel Distribution System Mechanic	19.65
23312 - Fuel Distribution System Operator	17.03
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	19.81
23381 - Ground Support Equipment Servicer	14.85
23382 - Ground Support Equipment Worker	15.82
23391 - Gunsmith I	14.10
23392 - Gunsmith II	16.42
23393 - Gunsmith III	18.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	19.09
23440 - Heavy Equipment Operator	17.47
23460 - Instrument Mechanic	18.97
23465 - Laboratory/Shelter Mechanic	17.58
23470 - Laborer	12.46
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	20.73
23550 - Machinist, Maintenance	18.60
23580 - Maintenance Trades Helper	13.65
23591 - Metrology Technician I	18.97
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.80
23820 - Pneudraulic Systems Mechanic	18.72
23850 - Rigger	18.35
23870 - Scale Mechanic	16.42
23890 - Sheet-Metal Worker, Maintenance	18.72
23910 - Small Engine Mechanic	17.13
23931 - Telecommunications Mechanic I	21.79
23932 - Telecommunications Mechanic II	23.09
23950 - Telephone Lineman	20.01
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	19.79
23970 - Woodcraft Worker	18.72
23980 - Woodworker	14.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	8.83
24620 - Family Readiness And Support Services Coordinator	12.32
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.59
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	19.23

27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	12.35
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	9.93
27102 - Guard II	12.35
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	7.99
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	12.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.29
29020 - Hatch Tender	16.29
29030 - Line Handler	16.29
29041 - Stevedore I	15.93
29042 - Stevedore II	17.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
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30030 - Cartographic Technician	22.93
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30063 - Drafter/CAD Operator III	20.64
30064 - Drafter/CAD Operator IV	25.39
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30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	21.52
30084 - Engineering Technician IV	25.66
30085 - Engineering Technician V	30.95
30086 - Engineering Technician VI	37.45
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	19.58
30240 - Mathematical Technician	22.93
30361 - Paralegal/Legal Assistant I	18.81
30362 - Paralegal/Legal Assistant II	22.31
30363 - Paralegal/Legal Assistant III	27.20
30364 - Paralegal/Legal Assistant IV	33.01
30390 - Photo-Optics Technician	22.93
30461 - Technical Writer I	22.46
30462 - Technical Writer II	27.48
30463 - Technical Writer III	33.24
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.64
30621 - Weather Observer, Senior	23.38

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.67
31030 - Bus Driver	16.73
31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	8.51
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	10.04
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	15.04
31363 - Truckdriver, Heavy	20.14
31364 - Truckdriver, Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99030 - Cashier	8.92
99050 - Desk Clerk	9.53
99095 - Embalmer	24.26
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	13.40
99310 - Mortician	24.26
99410 - Pest Controller	15.45
99510 - Photofinishing Worker	11.96
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	11.66
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	12.67
99841 - Vending Machine Repairer	15.76
99842 - Vending Machine Repairer Helper	12.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2496 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01040 - Court Reporter		17.00
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		12.72
01060 - Dispatcher, Motor Vehicle		17.47
01070 - Document Preparation Clerk		12.64
01090 - Duplicating Machine Operator		12.64
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		20.25
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.37
01192 - Order Clerk II		13.50
01261 - Personnel Assistant (Employment) I		15.20
01262 - Personnel Assistant (Employment) II		17.00
01263 - Personnel Assistant (Employment) III		19.71
01270 - Production Control Clerk		20.56
01280 - Receptionist		13.23
01290 - Rental Clerk		15.13
01300 - Scheduler, Maintenance		15.74
01311 - Secretary I		15.74
01312 - Secretary II		17.61
01313 - Secretary III		19.63
01320 - Service Order Dispatcher		15.81
01410 - Supply Technician		20.59
01420 - Survey Worker		17.19
01531 - Travel Clerk I		12.72
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.58
01611 - Word Processor I		12.06
01612 - Word Processor II		15.20
01613 - Word Processor III		17.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.85
05010 - Automotive Electrician		19.23
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.21
05110 - Mobile Equipment Servicer		15.07
05130 - Motor Equipment Metal Mechanic		19.23
05160 - Motor Equipment Metal Worker		17.21
05190 - Motor Vehicle Mechanic		19.23
05220 - Motor Vehicle Mechanic Helper		13.97
05250 - Motor Vehicle Upholstery Worker		17.21
05280 - Motor Vehicle Wrecker		17.21
05310 - Painter, Automotive		18.23
05340 - Radiator Repair Specialist		17.21
05370 - Tire Repairer		11.65
05400 - Transmission Repair Specialist		18.98

07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	9.36
07042 - Cook II	10.99
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.21
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.58
11090 - Gardener	14.17
11122 - Housekeeping Aide	10.25
11150 - Janitor	11.16
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	9.21
11260 - Pruner	10.11
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	19.86
12015 - Certified Physical Therapist Assistant	19.86
12020 - Dental Assistant	14.62
12025 - Dental Hygienist	28.57
12030 - EKG Technician	19.34
12035 - Electroneurodiagnostic Technologist	19.34
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.61
12073 - Licensed Practical Nurse III	18.52
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	16.05
12160 - Medical Record Clerk	13.06
12190 - Medical Record Technician	14.61
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	30.80
12221 - Nursing Assistant I	9.64
12222 - Nursing Assistant II	10.84
12223 - Nursing Assistant III	11.83
12224 - Nursing Assistant IV	13.75
12235 - Optical Dispenser	15.66
12236 - Optical Technician	13.51
12250 - Pharmacy Technician	13.61
12280 - Phlebotomist	13.75
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II, Specialist	30.43
12314 - Registered Nurse III	36.80
12315 - Registered Nurse III, Anesthetist	36.80
12316 - Registered Nurse IV	44.11
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		16.04
13012 - Exhibits Specialist II		19.79
13013 - Exhibits Specialist III		24.21
13041 - Illustrator I		16.96
13042 - Illustrator II		19.79
13043 - Illustrator III		24.21
13047 - Librarian		21.91
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		19.79
13058 - Library Technician		13.07
13061 - Media Specialist I		14.28
13062 - Media Specialist II		15.97
13063 - Media Specialist III		17.81
13071 - Photographer I		14.68
13072 - Photographer II		17.85
13073 - Photographer III		20.68
13074 - Photographer IV		23.22
13075 - Photographer V		28.10
13110 - Video Teleconference Technician		18.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.14
14045 - Computer Operator V		25.61
14071 - Computer Programmer I		21.66
14072 - Computer Programmer II		26.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		21.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		24.67
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		23.07
15090 - Technical Instructor		21.83
15095 - Technical Instructor/Course Developer		26.71
15110 - Test Proctor		17.62
15120 - Tutor		17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.68
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.31
16250 - Washer, Machine		10.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.24
19040 - Tool And Die Maker		19.37
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	13.10
21030 - Material Coordinator	20.56
21040 - Material Expediter	20.56
21050 - Material Handling Laborer	13.47
21071 - Order Filler	11.07
21080 - Production Line Worker (Food Processing)	13.10
21110 - Shipping Packer	14.59
21130 - Shipping/Receiving Clerk	14.59
21140 - Store Worker I	10.43
21150 - Stock Clerk	14.76
21210 - Tools And Parts Attendant	13.35
21410 - Warehouse Specialist	13.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.88
23021 - Aircraft Mechanic I	21.79
23022 - Aircraft Mechanic II	22.88
23023 - Aircraft Mechanic III	24.02
23040 - Aircraft Mechanic Helper	14.19
23050 - Aircraft, Painter	20.60
23060 - Aircraft Servicer	16.34
23080 - Aircraft Worker	17.40
23110 - Appliance Mechanic	17.27
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	23.89
23130 - Carpenter, Maintenance	16.39
23140 - Carpet Layer	16.87
23160 - Electrician, Maintenance	20.81
23181 - Electronics Technician Maintenance I	21.17
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	24.13
23260 - Fabric Worker	15.27
23290 - Fire Alarm System Mechanic	18.55
23310 - Fire Extinguisher Repairer	14.10
23311 - Fuel Distribution System Mechanic	19.65
23312 - Fuel Distribution System Operator	17.03
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	19.81
23381 - Ground Support Equipment Servicer	14.85
23382 - Ground Support Equipment Worker	15.82
23391 - Gunsmith I	14.10
23392 - Gunsmith II	16.42
23393 - Gunsmith III	18.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	19.09
23440 - Heavy Equipment Operator	17.47
23460 - Instrument Mechanic	18.97
23465 - Laboratory/Shelter Mechanic	17.58
23470 - Laborer	12.46
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	20.73
23550 - Machinist, Maintenance	18.60
23580 - Maintenance Trades Helper	13.65
23591 - Metrology Technician I	18.97
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.80

23820 - Pneudraulic Systems Mechanic	18.72
23850 - Rigger	18.35
23870 - Scale Mechanic	16.42
23890 - Sheet-Metal Worker, Maintenance	18.72
23910 - Small Engine Mechanic	17.13
23931 - Telecommunications Mechanic I	21.79
23932 - Telecommunications Mechanic II	23.09
23950 - Telephone Lineman	20.01
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	19.79
23970 - Woodcraft Worker	18.72
23980 - Woodworker	14.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	8.83
24620 - Family Readiness And Support Services Coordinator	12.32
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.59
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	12.35
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	9.93
27102 - Guard II	12.35
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equpment Worker	7.99
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	12.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.29
29020 - Hatch Tender	16.29
29030 - Line Handler	16.29
29041 - Stevedore I	15.93
29042 - Stevedore II	17.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.54
30022 - Archeological Technician II	18.50
30023 - Archeological Technician III	22.93
30030 - Cartographic Technician	22.93
30040 - Civil Engineering Technician	20.36

30061 - Drafter/CAD Operator I		16.54
30062 - Drafter/CAD Operator II		18.50
30063 - Drafter/CAD Operator III		20.64
30064 - Drafter/CAD Operator IV		25.39
30081 - Engineering Technician I		17.14
30082 - Engineering Technician II		18.54
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		30.95
30086 - Engineering Technician VI		37.45
30090 - Environmental Technician		21.22
30210 - Laboratory Technician		19.58
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		18.81
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.20
30364 - Paralegal/Legal Assistant IV		33.01
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		22.46
30462 - Technical Writer II		27.48
30463 - Technical Writer III		33.24
30491 - Unexploded Ordnance (UXO) Technician I		22.74
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30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.64
30621 - Weather Observer, Senior	(see 2)	23.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.67
31030 - Bus Driver		16.73
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		8.51
31290 - Shuttle Bus Driver		13.89
31310 - Taxi Driver		10.04
31361 - Truckdriver, Light		13.89
31362 - Truckdriver, Medium		15.04
31363 - Truckdriver, Heavy		20.14
31364 - Truckdriver, Tractor-Trailer		20.14
99000 - Miscellaneous Occupations		
99030 - Cashier		8.92
99050 - Desk Clerk		9.53
99095 - Embalmer		24.26
99251 - Laboratory Animal Caretaker I		11.95
99252 - Laboratory Animal Caretaker II		13.40
99310 - Mortician		24.26
99410 - Pest Controller		15.45
99510 - Photofinishing Worker		11.96
99710 - Recycling Laborer		15.49
99711 - Recycling Specialist		16.25
99730 - Refuse Collector		13.79
99810 - Sales Clerk		11.81
99820 - School Crossing Guard		11.66
99830 - Survey Party Chief		19.49
99831 - Surveying Aide		12.77
99832 - Surveying Technician		17.49
99840 - Vending Machine Attendant		12.67
99841 - Vending Machine Repairer		15.76
99842 - Vending Machine Repairer Helper		12.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2497 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.23
01012 - Accounting Clerk II		14.85
01013 - Accounting Clerk III		16.61
01020 - Administrative Assistant		18.54
01040 - Court Reporter		19.75
01051 - Data Entry Operator I		12.35
01052 - Data Entry Operator II		13.48
01060 - Dispatcher, Motor Vehicle		17.02
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		12.54
01112 - General Clerk II		13.38
01113 - General Clerk III		15.02
01120 - Housing Referral Assistant		17.02
01141 - Messenger Courier		12.19
01191 - Order Clerk I		12.72
01192 - Order Clerk II		13.88
01261 - Personnel Assistant (Employment) I		15.11
01262 - Personnel Assistant (Employment) II		16.90
01263 - Personnel Assistant (Employment) III		18.85
01270 - Production Control Clerk		19.21
01280 - Receptionist		12.23
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		13.64

01311 - Secretary I	13.64
01312 - Secretary II	15.92
01313 - Secretary III	17.02
01320 - Service Order Dispatcher	14.00
01410 - Supply Technician	18.54
01420 - Survey Worker	14.27
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	12.77
01612 - Word Processor II	15.95
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.51
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter, Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	11.98
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	9.68
07042 - Cook II	10.83
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.15
07210 - Meat Cutter	13.40
07260 - Waiter/Waitress	8.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.86
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.12
11060 - Elevator Operator	10.12
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.77
11150 - Janitor	11.30
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	9.14
11260 - Pruner	10.54
11270 - Tractor Operator	13.76
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	16.39
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	26.30
12020 - Dental Assistant	15.62
12025 - Dental Hygienist	25.42
12030 - EKG Technician	23.57

12035 - Electroneurodiagnostic Technologist		23.57
12040 - Emergency Medical Technician		16.73
12071 - Licensed Practical Nurse I		14.65
12072 - Licensed Practical Nurse II		16.39
12073 - Licensed Practical Nurse III		18.28
12100 - Medical Assistant		13.43
12130 - Medical Laboratory Technician		16.91
12160 - Medical Record Clerk		15.14
12190 - Medical Record Technician		16.93
12195 - Medical Transcriptionist		16.66
12210 - Nuclear Medicine Technologist		31.29
12221 - Nursing Assistant I		10.15
12222 - Nursing Assistant II		11.41
12223 - Nursing Assistant III		12.45
12224 - Nursing Assistant IV		13.97
12235 - Optical Dispenser		18.18
12236 - Optical Technician		13.30
12250 - Pharmacy Technician		14.31
12280 - Phlebotomist		13.97
12305 - Radiologic Technologist		24.80
12311 - Registered Nurse I		24.32
12312 - Registered Nurse II		29.75
12313 - Registered Nurse II, Specialist		29.75
12314 - Registered Nurse III		35.99
12315 - Registered Nurse III, Anesthetist		35.99
12316 - Registered Nurse IV		43.13
12317 - Scheduler (Drug and Alcohol Testing)		20.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.26
13041 - Illustrator I		20.73
13042 - Illustrator II		25.68
13043 - Illustrator III		31.42
13047 - Librarian		23.30
13050 - Library Aide/Clerk		12.03
13054 - Library Information Technology Systems Administrator		21.05
13058 - Library Technician		16.21
13061 - Media Specialist I		15.18
13062 - Media Specialist II		16.98
13063 - Media Specialist III		18.94
13071 - Photographer I		15.25
13072 - Photographer II		17.06
13073 - Photographer III		21.14
13074 - Photographer IV		25.86
13075 - Photographer V		31.28
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.14
14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I		20.90
14072 - Computer Programmer II		24.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.14
14160 - Personal Computer Support Technician		21.34

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.75
15020 - Aircrew Training Devices Instructor (Rated)	35.78
15030 - Air Crew Training Devices Instructor (Pilot)	42.00
15050 - Computer Based Training Specialist / Instructor	30.75
15060 - Educational Technologist	25.24
15070 - Flight Instructor (Pilot)	42.00
15080 - Graphic Artist	18.69
15090 - Technical Instructor	18.77
15095 - Technical Instructor/Course Developer	22.96
15110 - Test Proctor	15.15
15120 - Tutor	15.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.23
16030 - Counter Attendant	8.23
16040 - Dry Cleaner	10.34
16070 - Finisher, Flatwork, Machine	8.23
16090 - Presser, Hand	8.23
16110 - Presser, Machine, Drycleaning	8.23
16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.98
16220 - Tailor	11.62
16250 - Washer, Machine	8.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.51
19040 - Tool And Die Maker	21.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.25
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	12.87
21071 - Order Filler	11.72
21080 - Production Line Worker (Food Processing)	15.25
21110 - Shipping Packer	13.38
21130 - Shipping/Receiving Clerk	13.38
21140 - Store Worker I	11.64
21150 - Stock Clerk	15.74
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	15.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.29
23021 - Aircraft Mechanic I	23.16
23022 - Aircraft Mechanic II	24.29
23023 - Aircraft Mechanic III	25.33
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft, Painter	27.35
23060 - Aircraft Servicer	21.64
23080 - Aircraft Worker	22.84
23110 - Appliance Mechanic	17.08
23120 - Bicycle Repairer	11.75
23125 - Cable Splicer	30.00
23130 - Carpenter, Maintenance	16.18
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	18.36
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.95
23183 - Electronics Technician Maintenance III	24.16
23260 - Fabric Worker	17.04
23290 - Fire Alarm System Mechanic	18.77
23310 - Fire Extinguisher Repairer	16.05
23311 - Fuel Distribution System Mechanic	23.77
23312 - Fuel Distribution System Operator	18.98

23370 - General Maintenance Worker	16.86
23380 - Ground Support Equipment Mechanic	23.16
23381 - Ground Support Equipment Servicer	21.64
23382 - Ground Support Equipment Worker	22.84
23391 - Gunsmith I	16.05
23392 - Gunsmith II	18.15
23393 - Gunsmith III	20.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.10
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	16.72
23460 - Instrument Mechanic	20.10
23465 - Laboratory/Shelter Mechanic	16.62
23470 - Laborer	11.22
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	20.18
23550 - Machinist, Maintenance	17.76
23580 - Maintenance Trades Helper	14.10
23591 - Metrology Technician I	20.10
23592 - Metrology Technician II	21.07
23593 - Metrology Technician III	21.97
23640 - Millwright	25.95
23710 - Office Appliance Repairer	18.89
23760 - Painter, Maintenance	15.86
23790 - Pipefitter, Maintenance	18.77
23810 - Plumber, Maintenance	18.41
23820 - Pneudraulic Systems Mechanic	20.10
23850 - Rigger	20.10
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	20.10
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.78
23932 - Telecommunications Mechanic II	27.03
23950 - Telephone Lineman	21.91
23960 - Welder, Combination, Maintenance	18.61
23965 - Well Driller	19.04
23970 - Woodcraft Worker	20.10
23980 - Woodworker	15.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.46
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	9.32
24620 - Family Readiness And Support Services Coordinator	13.76
24630 - Homemaker	13.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	17.47
25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	17.24
25210 - Water Treatment Plant Operator	17.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.64
27007 - Baggage Inspector	11.81
27008 - Corrections Officer	17.45
27010 - Court Security Officer	19.46
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	17.45
27070 - Firefighter	22.20
27101 - Guard I	11.81
27102 - Guard II	15.10

27131 - Police Officer I		19.83
27132 - Police Officer II		20.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.75
28042 - Carnival Equipment Repairer		13.49
28043 - Carnival Equpment Worker		10.06
28210 - Gate Attendant/Gate Tender		14.61
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		16.34
28510 - Recreation Aide/Health Facility Attendant		11.93
28515 - Recreation Specialist		13.77
28630 - Sports Official		13.02
28690 - Swimming Pool Operator		17.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.83
29020 - Hatch Tender		16.83
29030 - Line Handler		16.83
29041 - Stevedore I		15.57
29042 - Stevedore II		18.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.35
30022 - Archeological Technician II		19.70
30023 - Archeological Technician III		23.94
30030 - Cartographic Technician		24.40
30040 - Civil Engineering Technician		24.58
30061 - Drafter/CAD Operator I		17.35
30062 - Drafter/CAD Operator II		19.70
30063 - Drafter/CAD Operator III		21.97
30064 - Drafter/CAD Operator IV		26.34
30081 - Engineering Technician I		15.25
30082 - Engineering Technician II		16.67
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.20
30085 - Engineering Technician V		30.90
30086 - Engineering Technician VI		37.37
30090 - Environmental Technician		20.30
30210 - Laboratory Technician		20.99
30240 - Mathematical Technician		24.40
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.11
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30390 - Photo-Optics Technician		24.40
30461 - Technical Writer I		20.34
30462 - Technical Writer II		24.88
30463 - Technical Writer III		30.11
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer, Senior	(see 2)	23.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.43
31043 - Driver Courier		13.81
31260 - Parking and Lot Attendant		8.76
31290 - Shuttle Bus Driver		14.73

31310 - Taxi Driver	9.50
31361 - Truckdriver, Light	14.73
31362 - Truckdriver, Medium	19.71
31363 - Truckdriver, Heavy	18.90
31364 - Truckdriver, Tractor-Trailer	18.90
99000 - Miscellaneous Occupations	
99030 - Cashier	8.47
99050 - Desk Clerk	9.45
99095 - Embalmer	21.80
99251 - Laboratory Animal Caretaker I	10.13
99252 - Laboratory Animal Caretaker II	10.80
99310 - Mortician	21.80
99410 - Pest Controller	15.60
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	13.54
99711 - Recycling Specialist	16.01
99730 - Refuse Collector	12.39
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	11.62
99830 - Survey Party Chief	18.77
99831 - Surveying Aide	12.67
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	13.17
99841 - Vending Machine Repairer	15.70
99842 - Vending Machine Repairer Helper	13.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2498 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.23
01012 - Accounting Clerk II	14.85
01013 - Accounting Clerk III	16.61
01020 - Administrative Assistant	18.54
01040 - Court Reporter	19.75
01051 - Data Entry Operator I	12.35
01052 - Data Entry Operator II	13.48
01060 - Dispatcher, Motor Vehicle	17.02
01070 - Document Preparation Clerk	12.44
01090 - Duplicating Machine Operator	12.44
01111 - General Clerk I	12.54
01112 - General Clerk II	13.38
01113 - General Clerk III	15.02
01120 - Housing Referral Assistant	17.02
01141 - Messenger Courier	12.19
01191 - Order Clerk I	12.72
01192 - Order Clerk II	13.88
01261 - Personnel Assistant (Employment) I	15.11
01262 - Personnel Assistant (Employment) II	16.90
01263 - Personnel Assistant (Employment) III	18.85
01270 - Production Control Clerk	19.21
01280 - Receptionist	12.23
01290 - Rental Clerk	11.44
01300 - Scheduler, Maintenance	13.64
01311 - Secretary I	13.64
01312 - Secretary II	15.92
01313 - Secretary III	17.02
01320 - Service Order Dispatcher	14.00
01410 - Supply Technician	18.54
01420 - Survey Worker	14.27
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	12.77
01612 - Word Processor II	15.95
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.51
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.79
05110 - Mobile Equipment Servicer	16.48
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	19.33
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.33
05250 - Motor Vehicle Upholstery Worker	17.18
05280 - Motor Vehicle Wrecker	18.17
05310 - Painter, Automotive	18.42
05340 - Radiator Repair Specialist	18.17
05370 - Tire Repairer	11.98
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	9.68
07042 - Cook II	10.83
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.15
07210 - Meat Cutter	13.40
07260 - Waiter/Waitress	8.51
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	15.86
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.12
11060 - Elevator Operator	10.12
11090 - Gardener	13.76
11122 - Housekeeping Aide	9.77
11150 - Janitor	11.30
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	9.14
11260 - Pruner	10.54
11270 - Tractor Operator	13.76
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	16.39
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	26.30
12020 - Dental Assistant	15.62
12025 - Dental Hygienist	25.42
12030 - EKG Technician	23.57
12035 - Electroneurodiagnostic Technologist	23.57
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	14.65
12072 - Licensed Practical Nurse II	16.39
12073 - Licensed Practical Nurse III	18.28
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	16.91
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	16.93
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	10.15
12222 - Nursing Assistant II	11.41
12223 - Nursing Assistant III	12.45
12224 - Nursing Assistant IV	13.97
12235 - Optical Dispenser	18.18
12236 - Optical Technician	13.30
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	13.97
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II, Specialist	29.75
12314 - Registered Nurse III	35.99
12315 - Registered Nurse III, Anesthetist	35.99
12316 - Registered Nurse IV	43.13
12317 - Scheduler (Drug and Alcohol Testing)	20.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.38
13012 - Exhibits Specialist II	21.53
13013 - Exhibits Specialist III	26.26
13041 - Illustrator I	20.73
13042 - Illustrator II	25.68
13043 - Illustrator III	31.42
13047 - Librarian	23.30
13050 - Library Aide/Clerk	12.03
13054 - Library Information Technology Systems	21.05

Administrator		
13058 - Library Technician		16.21
13061 - Media Specialist I		15.18
13062 - Media Specialist II		16.98
13063 - Media Specialist III		18.94
13071 - Photographer I		15.25
13072 - Photographer II		17.06
13073 - Photographer III		21.14
13074 - Photographer IV		25.86
13075 - Photographer V		31.28
13110 - Video Teleconference Technician		17.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.14
14042 - Computer Operator II		15.82
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.70
14071 - Computer Programmer I		20.90
14072 - Computer Programmer II		24.85
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.14
14160 - Personal Computer Support Technician		21.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		25.24
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		18.69
15090 - Technical Instructor		18.77
15095 - Technical Instructor/Course Developer		22.96
15110 - Test Proctor		15.15
15120 - Tutor		15.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.23
16030 - Counter Attendant		8.23
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.23
16090 - Presser, Hand		8.23
16110 - Presser, Machine, Drycleaning		8.23
16130 - Presser, Machine, Shirts		8.23
16160 - Presser, Machine, Wearing Apparel, Laundry		8.23
16190 - Sewing Machine Operator		10.98
16220 - Tailor		11.62
16250 - Washer, Machine		8.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.51
19040 - Tool And Die Maker		21.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.25
21030 - Material Coordinator		19.21
21040 - Material Expediter		19.21
21050 - Material Handling Laborer		12.87
21071 - Order Filler		11.72
21080 - Production Line Worker (Food Processing)		15.25
21110 - Shipping Packer		13.38
21130 - Shipping/Receiving Clerk		13.38
21140 - Store Worker I		11.64

21150 - Stock Clerk	15.74
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	15.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.29
23021 - Aircraft Mechanic I	23.16
23022 - Aircraft Mechanic II	24.29
23023 - Aircraft Mechanic III	25.33
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft, Painter	27.35
23060 - Aircraft Servicer	21.64
23080 - Aircraft Worker	22.84
23110 - Appliance Mechanic	17.08
23120 - Bicycle Repairer	11.75
23125 - Cable Splicer	30.00
23130 - Carpenter, Maintenance	16.18
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	18.36
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	22.95
23183 - Electronics Technician Maintenance III	24.16
23260 - Fabric Worker	17.04
23290 - Fire Alarm System Mechanic	18.77
23310 - Fire Extinguisher Repairer	16.05
23311 - Fuel Distribution System Mechanic	23.77
23312 - Fuel Distribution System Operator	18.98
23370 - General Maintenance Worker	16.86
23380 - Ground Support Equipment Mechanic	23.16
23381 - Ground Support Equipment Servicer	21.64
23382 - Ground Support Equipment Worker	22.84
23391 - Gunsmith I	16.05
23392 - Gunsmith II	18.15
23393 - Gunsmith III	20.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.10
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	16.72
23460 - Instrument Mechanic	20.10
23465 - Laboratory/Shelter Mechanic	16.62
23470 - Laborer	11.22
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	20.18
23550 - Machinist, Maintenance	17.76
23580 - Maintenance Trades Helper	14.10
23591 - Metrology Technician I	20.10
23592 - Metrology Technician II	21.07
23593 - Metrology Technician III	21.97
23640 - Millwright	25.95
23710 - Office Appliance Repairer	18.89
23760 - Painter, Maintenance	15.86
23790 - Pipefitter, Maintenance	18.77
23810 - Plumber, Maintenance	18.41
23820 - Pneudraulic Systems Mechanic	20.10
23850 - Rigger	20.10
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	20.10
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.78
23932 - Telecommunications Mechanic II	27.03
23950 - Telephone Lineman	21.91
23960 - Welder, Combination, Maintenance	18.61

23965 - Well Driller	19.04
23970 - Woodcraft Worker	20.10
23980 - Woodworker	15.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.46
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	9.32
24620 - Family Readiness And Support Services Coordinator	13.76
24630 - Homemaker	13.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	17.47
25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	17.24
25210 - Water Treatment Plant Operator	17.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.64
27007 - Baggage Inspector	11.81
27008 - Corrections Officer	17.45
27010 - Court Security Officer	19.46
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	17.45
27070 - Firefighter	22.20
27101 - Guard I	11.81
27102 - Guard II	15.10
27131 - Police Officer I	19.83
27132 - Police Officer II	20.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Equpment Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	13.77
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.83
29020 - Hatch Tender	16.83
29030 - Line Handler	16.83
29041 - Stevedore I	15.57
29042 - Stevedore II	18.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.35
30022 - Archeological Technician II	19.70
30023 - Archeological Technician III	23.94
30030 - Cartographic Technician	24.40
30040 - Civil Engineering Technician	24.58
30061 - Drafter/CAD Operator I	17.35
30062 - Drafter/CAD Operator II	19.70
30063 - Drafter/CAD Operator III	21.97
30064 - Drafter/CAD Operator IV	26.34
30081 - Engineering Technician I	15.25
30082 - Engineering Technician II	16.67
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	25.20
30085 - Engineering Technician V	30.90

30086 - Engineering Technician VI		37.37
30090 - Environmental Technician		20.30
30210 - Laboratory Technician		20.99
30240 - Mathematical Technician		24.40
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.11
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV		31.10
30390 - Photo-Optics Technician		24.40
30461 - Technical Writer I		20.34
30462 - Technical Writer II		24.88
30463 - Technical Writer III		30.11
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer, Senior	(see 2)	23.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.04
31030 - Bus Driver		16.43
31043 - Driver Courier		13.81
31260 - Parking and Lot Attendant		8.76
31290 - Shuttle Bus Driver		14.73
31310 - Taxi Driver		9.50
31361 - Truckdriver, Light		14.73
31362 - Truckdriver, Medium		19.71
31363 - Truckdriver, Heavy		18.90
31364 - Truckdriver, Tractor-Trailer		18.90
99000 - Miscellaneous Occupations		
99030 - Cashier		8.47
99050 - Desk Clerk		9.45
99095 - Embalmer		21.80
99251 - Laboratory Animal Caretaker I		10.13
99252 - Laboratory Animal Caretaker II		10.80
99310 - Mortician		21.80
99410 - Pest Controller		15.60
99510 - Photofinishing Worker		13.36
99710 - Recycling Laborer		13.54
99711 - Recycling Specialist		16.01
99730 - Refuse Collector		12.39
99810 - Sales Clerk		11.53
99820 - School Crossing Guard		11.62
99830 - Survey Party Chief		18.77
99831 - Surveying Aide		12.67
99832 - Surveying Technician		16.84
99840 - Vending Machine Attendant		13.17
99841 - Vending Machine Repairer		15.70
99842 - Vending Machine Repairer Helper		13.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2499 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.92
01012 - Accounting Clerk II		13.39
01013 - Accounting Clerk III		14.98
01020 - Administrative Assistant		17.14
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		10.28
01052 - Data Entry Operator II		11.22
01060 - Dispatcher, Motor Vehicle		14.43
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		10.40
01112 - General Clerk II		12.30
01113 - General Clerk III		13.83
01120 - Housing Referral Assistant		15.79
01141 - Messenger Courier		9.97
01191 - Order Clerk I		12.20
01192 - Order Clerk II		13.31
01261 - Personnel Assistant (Employment) I		13.15
01262 - Personnel Assistant (Employment) II		14.71
01263 - Personnel Assistant (Employment) III		16.41
01270 - Production Control Clerk		18.70
01280 - Receptionist		10.71
01290 - Rental Clerk		10.93
01300 - Scheduler, Maintenance		11.85
01311 - Secretary I		11.85
01312 - Secretary II		14.80
01313 - Secretary III		15.79
01320 - Service Order Dispatcher		10.27
01410 - Supply Technician		17.14
01420 - Survey Worker		12.31
01531 - Travel Clerk I		12.07

01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	11.26
01612 - Word Processor II	13.44
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.75
05010 - Automotive Electrician	15.05
05040 - Automotive Glass Installer	14.39
05070 - Automotive Worker	14.39
05110 - Mobile Equipment Servicer	13.10
05130 - Motor Equipment Metal Mechanic	15.75
05160 - Motor Equipment Metal Worker	14.39
05190 - Motor Vehicle Mechanic	15.75
05220 - Motor Vehicle Mechanic Helper	12.36
05250 - Motor Vehicle Upholstery Worker	13.66
05280 - Motor Vehicle Wrecker	14.32
05310 - Painter, Automotive	14.96
05340 - Radiator Repair Specialist	14.32
05370 - Tire Repairer	10.33
05400 - Transmission Repair Specialist	15.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.31
07041 - Cook I	9.99
07042 - Cook II	11.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.45
07210 - Meat Cutter	12.61
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.70
09040 - Furniture Handler	10.63
09080 - Furniture Refinisher	14.70
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	9.24
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	9.55
11240 - Maid or Houseman	8.05
11260 - Pruner	8.80
11270 - Tractor Operator	11.07
11330 - Trail Maintenance Worker	9.55
11360 - Window Cleaner	10.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	24.38
12015 - Certified Physical Therapist Assistant	23.87
12020 - Dental Assistant	13.17
12025 - Dental Hygienist	25.73
12030 - EKG Technician	20.69
12035 - Electroneurodiagnostic Technologist	20.69
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	12.04
12130 - Medical Laboratory Technician	13.97

12160 - Medical Record Clerk		13.01
12190 - Medical Record Technician		15.02
12195 - Medical Transcriptionist		13.90
12210 - Nuclear Medicine Technologist		30.46
12221 - Nursing Assistant I		9.74
12222 - Nursing Assistant II		10.95
12223 - Nursing Assistant III		11.95
12224 - Nursing Assistant IV		13.41
12235 - Optical Dispenser		15.96
12236 - Optical Technician		14.09
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.41
12305 - Radiologic Technologist		21.44
12311 - Registered Nurse I		20.48
12312 - Registered Nurse II		25.05
12313 - Registered Nurse II, Specialist		25.05
12314 - Registered Nurse III		30.30
12315 - Registered Nurse III, Anesthetist		30.30
12316 - Registered Nurse IV		36.32
12317 - Scheduler (Drug and Alcohol Testing)		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		19.79
13013 - Exhibits Specialist III		24.19
13041 - Illustrator I		16.28
13042 - Illustrator II		19.79
13043 - Illustrator III		24.19
13047 - Librarian		21.38
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		19.30
13058 - Library Technician		13.56
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.68
13063 - Media Specialist III		18.59
13071 - Photographer I		14.27
13072 - Photographer II		16.28
13073 - Photographer III		19.79
13074 - Photographer IV		24.19
13075 - Photographer V		29.28
13110 - Video Teleconference Technician		13.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.47
14045 - Computer Operator V		22.68
14071 - Computer Programmer I		18.67
14072 - Computer Programmer II		23.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.76
14160 - Personal Computer Support Technician		20.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.06
15020 - Aircrew Training Devices Instructor (Rated)		30.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.19
15050 - Computer Based Training Specialist / Instructor		25.06
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		33.19

15080 - Graphic Artist	20.24
15090 - Technical Instructor	17.64
15095 - Technical Instructor/Course Developer	21.13
15110 - Test Proctor	15.10
15120 - Tutor	15.10
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.76
16030 - Counter Attendant	8.76
16040 - Dry Cleaner	10.80
16070 - Finisher, Flatwork, Machine	8.76
16090 - Presser, Hand	8.76
16110 - Presser, Machine, Drycleaning	8.76
16130 - Presser, Machine, Shirts	8.76
16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.74
19040 - Tool And Die Maker	19.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.72
21030 - Material Coordinator	18.70
21040 - Material Expediter	18.70
21050 - Material Handling Laborer	11.58
21071 - Order Filler	11.39
21080 - Production Line Worker (Food Processing)	14.72
21110 - Shipping Packer	12.85
21130 - Shipping/Receiving Clerk	12.85
21140 - Store Worker I	10.57
21150 - Stock Clerk	13.60
21210 - Tools And Parts Attendant	14.72
21410 - Warehouse Specialist	14.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.66
23021 - Aircraft Mechanic I	19.63
23022 - Aircraft Mechanic II	20.66
23023 - Aircraft Mechanic III	21.67
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	18.72
23060 - Aircraft Servicer	17.02
23080 - Aircraft Worker	17.87
23110 - Appliance Mechanic	17.50
23120 - Bicycle Repairer	11.15
23125 - Cable Splicer	23.57
23130 - Carpenter, Maintenance	14.70
23140 - Carpet Layer	16.54
23160 - Electrician, Maintenance	19.43
23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	15.58
23290 - Fire Alarm System Mechanic	18.41
23310 - Fire Extinguisher Repairer	14.66
23311 - Fuel Distribution System Mechanic	17.72
23312 - Fuel Distribution System Operator	14.10
23370 - General Maintenance Worker	15.97
23380 - Ground Support Equipment Mechanic	19.63
23381 - Ground Support Equipment Servicer	17.02
23382 - Ground Support Equipment Worker	17.87
23391 - Gunsmith I	14.66
23392 - Gunsmith II	16.54
23393 - Gunsmith III	18.63

23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.68
23430 - Heavy Equipment Mechanic	17.88
23440 - Heavy Equipment Operator	15.82
23460 - Instrument Mechanic	18.41
23465 - Laboratory/Shelter Mechanic	17.50
23470 - Laborer	9.72
23510 - Locksmith	17.50
23530 - Machinery Maintenance Mechanic	20.49
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.00
23591 - Metrology Technician I	18.41
23592 - Metrology Technician II	19.38
23593 - Metrology Technician III	20.33
23640 - Millwright	22.78
23710 - Office Appliance Repairer	15.54
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.22
23820 - Pneudraulic Systems Mechanic	18.41
23850 - Rigger	18.41
23870 - Scale Mechanic	16.54
23890 - Sheet-Metal Worker, Maintenance	15.40
23910 - Small Engine Mechanic	14.01
23931 - Telecommunications Mechanic I	21.53
23932 - Telecommunications Mechanic II	22.51
23950 - Telephone Lineman	18.27
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	18.41
23970 - Woodcraft Worker	18.41
23980 - Woodworker	14.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.75
24580 - Child Care Center Clerk	10.90
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	13.46
24630 - Homemaker	13.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	15.19
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	13.20
25210 - Water Treatment Plant Operator	15.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.12
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	15.65
27010 - Court Security Officer	16.09
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	15.65
27070 - Firefighter	15.65
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.74
27132 - Police Officer II	18.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.79
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.81

28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		15.45
28510 - Recreation Aide/Health Facility Attendant		11.28
28515 - Recreation Specialist		16.14
28630 - Sports Official		12.31
28690 - Swimming Pool Operator		16.50
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.63
29020 - Hatch Tender		16.63
29030 - Line Handler		16.63
29041 - Stevedore I		15.76
29042 - Stevedore II		17.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		20.70
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.42
30040 - Civil Engineering Technician		22.33
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		21.10
30063 - Drafter/CAD Operator III		23.79
30064 - Drafter/CAD Operator IV		27.31
30081 - Engineering Technician I		14.98
30082 - Engineering Technician II		16.81
30083 - Engineering Technician III		18.80
30084 - Engineering Technician IV		23.30
30085 - Engineering Technician V		28.50
30086 - Engineering Technician VI		34.48
30090 - Environmental Technician		24.65
30210 - Laboratory Technician		22.89
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		18.80
30362 - Paralegal/Legal Assistant II		22.83
30363 - Paralegal/Legal Assistant III		27.93
30364 - Paralegal/Legal Assistant IV		33.80
30390 - Photo-Optics Technician		25.42
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		33.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.79
30621 - Weather Observer, Senior	(see 2)	24.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.07
31030 - Bus Driver		12.81
31043 - Driver Courier		13.60
31260 - Parking and Lot Attendant		10.09
31290 - Shuttle Bus Driver		13.60
31310 - Taxi Driver		12.18
31361 - Truckdriver, Light		13.60
31362 - Truckdriver, Medium		14.26
31363 - Truckdriver, Heavy		18.01
31364 - Truckdriver, Tractor-Trailer		18.01
99000 - Miscellaneous Occupations		
99030 - Cashier		7.80

99050 - Desk Clerk	9.63
99095 - Embalmer	21.85
99251 - Laboratory Animal Caretaker I	10.68
99252 - Laboratory Animal Caretaker II	11.43
99310 - Mortician	21.85
99410 - Pest Controller	13.62
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.29
99711 - Recycling Specialist	14.89
99730 - Refuse Collector	11.60
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	11.19
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
99840 - Vending Machine Attendant	12.44
99841 - Vending Machine Repairer	14.53
99842 - Vending Machine Repairer Helper	12.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2500 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.92
01012 - Accounting Clerk II		13.39
01013 - Accounting Clerk III		14.98

01020 - Administrative Assistant	17.14
01040 - Court Reporter	14.80
01051 - Data Entry Operator I	10.28
01052 - Data Entry Operator II	11.22
01060 - Dispatcher, Motor Vehicle	14.43
01070 - Document Preparation Clerk	11.67
01090 - Duplicating Machine Operator	11.67
01111 - General Clerk I	10.40
01112 - General Clerk II	12.30
01113 - General Clerk III	13.83
01120 - Housing Referral Assistant	15.79
01141 - Messenger Courier	9.97
01191 - Order Clerk I	12.20
01192 - Order Clerk II	13.31
01261 - Personnel Assistant (Employment) I	13.15
01262 - Personnel Assistant (Employment) II	14.71
01263 - Personnel Assistant (Employment) III	16.41
01270 - Production Control Clerk	18.70
01280 - Receptionist	10.71
01290 - Rental Clerk	10.93
01300 - Scheduler, Maintenance	11.85
01311 - Secretary I	11.85
01312 - Secretary II	14.80
01313 - Secretary III	15.79
01320 - Service Order Dispatcher	10.27
01410 - Supply Technician	17.14
01420 - Survey Worker	12.31
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.84
01533 - Travel Clerk III	13.66
01611 - Word Processor I	11.26
01612 - Word Processor II	13.44
01613 - Word Processor III	15.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.75
05010 - Automotive Electrician	15.05
05040 - Automotive Glass Installer	14.39
05070 - Automotive Worker	14.39
05110 - Mobile Equipment Servicer	13.10
05130 - Motor Equipment Metal Mechanic	15.75
05160 - Motor Equipment Metal Worker	14.39
05190 - Motor Vehicle Mechanic	15.75
05220 - Motor Vehicle Mechanic Helper	12.36
05250 - Motor Vehicle Upholstery Worker	13.66
05280 - Motor Vehicle Wrecker	14.32
05310 - Painter, Automotive	14.96
05340 - Radiator Repair Specialist	14.32
05370 - Tire Repairer	10.33
05400 - Transmission Repair Specialist	15.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.31
07041 - Cook I	9.99
07042 - Cook II	11.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.45
07210 - Meat Cutter	12.61
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.70
09040 - Furniture Handler	10.63
09080 - Furniture Refinisher	14.70
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.35

09130 - Upholsterer	14.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	9.24
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	9.55
11240 - Maid or Houseman	8.05
11260 - Pruner	8.80
11270 - Tractor Operator	11.07
11330 - Trail Maintenance Worker	9.55
11360 - Window Cleaner	10.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	24.38
12015 - Certified Physical Therapist Assistant	23.87
12020 - Dental Assistant	13.17
12025 - Dental Hygienist	25.73
12030 - EKG Technician	20.69
12035 - Electroneurodiagnostic Technologist	20.69
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	12.04
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	13.90
12210 - Nuclear Medicine Technologist	30.46
12221 - Nursing Assistant I	9.74
12222 - Nursing Assistant II	10.95
12223 - Nursing Assistant III	11.95
12224 - Nursing Assistant IV	13.41
12235 - Optical Dispenser	15.96
12236 - Optical Technician	14.09
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.41
12305 - Radiologic Technologist	21.44
12311 - Registered Nurse I	20.48
12312 - Registered Nurse II	25.05
12313 - Registered Nurse II, Specialist	25.05
12314 - Registered Nurse III	30.30
12315 - Registered Nurse III, Anesthetist	30.30
12316 - Registered Nurse IV	36.32
12317 - Scheduler (Drug and Alcohol Testing)	20.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.79
13013 - Exhibits Specialist III	24.19
13041 - Illustrator I	16.28
13042 - Illustrator II	19.79
13043 - Illustrator III	24.19
13047 - Librarian	21.38
13050 - Library Aide/Clerk	10.65
13054 - Library Information Technology Systems Administrator	19.30
13058 - Library Technician	13.56
13061 - Media Specialist I	14.87
13062 - Media Specialist II	16.68
13063 - Media Specialist III	18.59

13071 - Photographer I		14.27
13072 - Photographer II		16.28
13073 - Photographer III		19.79
13074 - Photographer IV		24.19
13075 - Photographer V		29.28
13110 - Video Teleconference Technician		13.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.47
14045 - Computer Operator V		22.68
14071 - Computer Programmer I		18.67
14072 - Computer Programmer II		23.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.76
14160 - Personal Computer Support Technician		20.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.06
15020 - Aircrew Training Devices Instructor (Rated)		30.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.19
15050 - Computer Based Training Specialist / Instructor		25.06
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		33.19
15080 - Graphic Artist		20.24
15090 - Technical Instructor		17.64
15095 - Technical Instructor/Course Developer		21.13
15110 - Test Proctor		15.10
15120 - Tutor		15.10
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.76
16030 - Counter Attendant		8.76
16040 - Dry Cleaner		10.80
16070 - Finisher, Flatwork, Machine		8.76
16090 - Presser, Hand		8.76
16110 - Presser, Machine, Drycleaning		8.76
16130 - Presser, Machine, Shirts		8.76
16160 - Presser, Machine, Wearing Apparel, Laundry		8.76
16190 - Sewing Machine Operator		11.39
16220 - Tailor		12.13
16250 - Washer, Machine		9.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.74
19040 - Tool And Die Maker		19.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.72
21030 - Material Coordinator		18.70
21040 - Material Expediter		18.70
21050 - Material Handling Laborer		11.58
21071 - Order Filler		11.39
21080 - Production Line Worker (Food Processing)		14.72
21110 - Shipping Packer		12.85
21130 - Shipping/Receiving Clerk		12.85
21140 - Store Worker I		10.57
21150 - Stock Clerk		13.60
21210 - Tools And Parts Attendant		14.72
21410 - Warehouse Specialist		14.72
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.66

23021 - Aircraft Mechanic I	19.63
23022 - Aircraft Mechanic II	20.66
23023 - Aircraft Mechanic III	21.67
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	18.72
23060 - Aircraft Servicer	17.02
23080 - Aircraft Worker	17.87
23110 - Appliance Mechanic	17.50
23120 - Bicycle Repairer	11.15
23125 - Cable Splicer	23.57
23130 - Carpenter, Maintenance	14.70
23140 - Carpet Layer	16.54
23160 - Electrician, Maintenance	19.43
23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	15.58
23290 - Fire Alarm System Mechanic	18.41
23310 - Fire Extinguisher Repairer	14.66
23311 - Fuel Distribution System Mechanic	17.72
23312 - Fuel Distribution System Operator	14.10
23370 - General Maintenance Worker	15.97
23380 - Ground Support Equipment Mechanic	19.63
23381 - Ground Support Equipment Servicer	17.02
23382 - Ground Support Equipment Worker	17.87
23391 - Gunsmith I	14.66
23392 - Gunsmith II	16.54
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.68
23430 - Heavy Equipment Mechanic	17.88
23440 - Heavy Equipment Operator	15.82
23460 - Instrument Mechanic	18.41
23465 - Laboratory/Shelter Mechanic	17.50
23470 - Laborer	9.72
23510 - Locksmith	17.50
23530 - Machinery Maintenance Mechanic	20.49
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.00
23591 - Metrology Technician I	18.41
23592 - Metrology Technician II	19.38
23593 - Metrology Technician III	20.33
23640 - Millwright	22.78
23710 - Office Appliance Repairer	15.54
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.22
23820 - Pneudraulic Systems Mechanic	18.41
23850 - Rigger	18.41
23870 - Scale Mechanic	16.54
23890 - Sheet-Metal Worker, Maintenance	15.40
23910 - Small Engine Mechanic	14.01
23931 - Telecommunications Mechanic I	21.53
23932 - Telecommunications Mechanic II	22.51
23950 - Telephone Lineman	18.27
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	18.41
23970 - Woodcraft Worker	18.41
23980 - Woodworker	14.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.75

24580 - Child Care Center Clerk	10.90
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	13.46
24630 - Homemaker	13.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	15.19
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	13.20
25210 - Water Treatment Plant Operator	15.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.12
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	15.65
27010 - Court Security Officer	16.09
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	15.65
27070 - Firefighter	15.65
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.74
27132 - Police Officer II	18.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.79
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	16.14
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.63
29020 - Hatch Tender	16.63
29030 - Line Handler	16.63
29041 - Stevedore I	15.76
29042 - Stevedore II	17.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.48
30022 - Archeological Technician II	20.70
30023 - Archeological Technician III	25.64
30030 - Cartographic Technician	25.42
30040 - Civil Engineering Technician	22.33
30061 - Drafter/CAD Operator I	18.48
30062 - Drafter/CAD Operator II	21.10
30063 - Drafter/CAD Operator III	23.79
30064 - Drafter/CAD Operator IV	27.31
30081 - Engineering Technician I	14.98
30082 - Engineering Technician II	16.81
30083 - Engineering Technician III	18.80
30084 - Engineering Technician IV	23.30
30085 - Engineering Technician V	28.50
30086 - Engineering Technician VI	34.48
30090 - Environmental Technician	24.65
30210 - Laboratory Technician	22.89
30240 - Mathematical Technician	25.42
30361 - Paralegal/Legal Assistant I	18.80

30362 - Paralegal/Legal Assistant II		22.83
30363 - Paralegal/Legal Assistant III		27.93
30364 - Paralegal/Legal Assistant IV		33.80
30390 - Photo-Optics Technician		25.42
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		33.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.79
30621 - Weather Observer, Senior	(see 2)	24.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.07
31030 - Bus Driver		12.81
31043 - Driver Courier		13.60
31260 - Parking and Lot Attendant		10.09
31290 - Shuttle Bus Driver		13.60
31310 - Taxi Driver		12.18
31361 - Truckdriver, Light		13.60
31362 - Truckdriver, Medium		14.26
31363 - Truckdriver, Heavy		18.01
31364 - Truckdriver, Tractor-Trailer		18.01
99000 - Miscellaneous Occupations		
99030 - Cashier		7.80
99050 - Desk Clerk		9.63
99095 - Embalmer		21.85
99251 - Laboratory Animal Caretaker I		10.68
99252 - Laboratory Animal Caretaker II		11.43
99310 - Mortician		21.85
99410 - Pest Controller		13.62
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.29
99711 - Recycling Specialist		14.89
99730 - Refuse Collector		11.60
99810 - Sales Clerk		11.02
99820 - School Crossing Guard		11.19
99830 - Survey Party Chief		20.97
99831 - Surveying Aide		13.60
99832 - Surveying Technician		18.57
99840 - Vending Machine Attendant		12.44
99841 - Vending Machine Repairer		14.53
99842 - Vending Machine Repairer Helper		12.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2503 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		21.80
01040 - Court Reporter		19.69
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.22
01192 - Order Clerk II		14.30
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.19
01280 - Receptionist		12.75
01290 - Rental Clerk		14.07

01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.05
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01531 - Travel Clerk I	11.35
01532 - Travel Clerk II	12.26
01533 - Travel Clerk III	12.96
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.25
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	13.83
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.51
11260 - Pruner	10.05
11270 - Tractor Operator	12.89
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	21.88
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16

12030 - EKG Technician		25.29
12035 - Electroneurodiagnostic Technologist		25.29
12040 - Emergency Medical Technician		16.60
12071 - Licensed Practical Nurse I		17.79
12072 - Licensed Practical Nurse II		19.90
12073 - Licensed Practical Nurse III		22.20
12100 - Medical Assistant		13.73
12130 - Medical Laboratory Technician		16.52
12160 - Medical Record Clerk		13.54
12190 - Medical Record Technician		14.12
12195 - Medical Transcriptionist		15.23
12210 - Nuclear Medicine Technologist		33.57
12221 - Nursing Assistant I		10.67
12222 - Nursing Assistant II		12.00
12223 - Nursing Assistant III		13.10
12224 - Nursing Assistant IV		14.70
12235 - Optical Dispenser		13.97
12236 - Optical Technician		12.58
12250 - Pharmacy Technician		14.35
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		25.79
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.08

14160 - Personal Computer Support Technician	22.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.67
15050 - Computer Based Training Specialist / Instructor	31.03
15060 - Educational Technologist	33.26
15070 - Flight Instructor (Pilot)	44.67
15080 - Graphic Artist	22.13
15090 - Technical Instructor	21.85
15095 - Technical Instructor/Course Developer	26.73
15110 - Test Proctor	17.64
15120 - Tutor	17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	10.02
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.34
16250 - Washer, Machine	8.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.27
19040 - Tool And Die Maker	22.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.56
21030 - Material Coordinator	18.49
21040 - Material Expediter	18.49
21050 - Material Handling Laborer	10.99
21071 - Order Filler	11.64
21080 - Production Line Worker (Food Processing)	12.56
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.37
21210 - Tools And Parts Attendant	12.56
21410 - Warehouse Specialist	12.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.56
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23080 - Aircraft Worker	20.44
23110 - Appliance Mechanic	17.96
23120 - Bicycle Repairer	11.68
23125 - Cable Splicer	20.27
23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	19.03
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	14.81
23290 - Fire Alarm System Mechanic	18.10
23310 - Fire Extinguisher Repairer	14.72
23311 - Fuel Distribution System Mechanic	18.63

23312 - Fuel Distribution System Operator	14.44
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	14.72
23392 - Gunsmith II	16.90
23393 - Gunsmith III	18.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35
23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	18.98
23465 - Laboratory/Shelter Mechanic	17.96
23470 - Laborer	11.18
23510 - Locksmith	16.76
23530 - Machinery Maintenance Mechanic	21.45
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	18.98
23592 - Metrology Technician II	20.06
23593 - Metrology Technician III	22.11
23640 - Millwright	18.70
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	18.98
23850 - Rigger	18.98
23870 - Scale Mechanic	16.90
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	15.04
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	22.79
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	20.37
23970 - Woodcraft Worker	18.98
23980 - Woodworker	12.09
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	7.99
24620 - Family Readiness And Support Services Coordinator	12.34
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56

27102 - Guard II		16.19
27131 - Police Officer I		22.26
27132 - Police Officer II		24.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.39
28042 - Carnival Equipment Repairer		11.13
28043 - Carnival Equpment Worker		8.71
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.26
28515 - Recreation Specialist		14.94
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		15.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.62
29020 - Hatch Tender		15.62
29030 - Line Handler		15.62
29041 - Stevedore I		14.67
29042 - Stevedore II		16.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.60
30064 - Drafter/CAD Operator IV		28.80
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.71
30083 - Engineering Technician III		18.69
30084 - Engineering Technician IV		23.16
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		21.89
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30390 - Photo-Optics Technician		26.21
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.60
30621 - Weather Observer, Senior	(see 3)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		9.73

31290 - Shuttle Bus Driver	14.20
31310 - Taxi Driver	12.05
31361 - Truckdriver, Light	14.20
31362 - Truckdriver, Medium	15.21
31363 - Truckdriver, Heavy	16.33
31364 - Truckdriver, Tractor-Trailer	16.33
99000 - Miscellaneous Occupations	
99030 - Cashier	9.98
99050 - Desk Clerk	9.93
99095 - Embalmer	22.37
99251 - Laboratory Animal Caretaker I	10.28
99252 - Laboratory Animal Caretaker II	12.16
99310 - Mortician	27.05
99410 - Pest Controller	16.14
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.13
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	13.78
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	18.89
99831 - Surveying Aide	12.98
99832 - Surveying Technician	16.62
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2504 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		21.80
01040 - Court Reporter		19.69
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.22
01192 - Order Clerk II		14.30
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.19
01280 - Receptionist		12.75
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08
01313 - Secretary III		22.35
01320 - Service Order Dispatcher		15.05
01410 - Supply Technician		23.98
01420 - Survey Worker		16.01
01531 - Travel Clerk I		11.35
01532 - Travel Clerk II		12.26
01533 - Travel Clerk III		12.96
01611 - Word Processor I		14.86
01612 - Word Processor II		16.67
01613 - Word Processor III		18.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.11
05010 - Automotive Electrician		17.85
05040 - Automotive Glass Installer		18.00
05070 - Automotive Worker		16.92
05110 - Mobile Equipment Servicer		14.83
05130 - Motor Equipment Metal Mechanic		18.79
05160 - Motor Equipment Metal Worker		16.92
05190 - Motor Vehicle Mechanic		18.79
05220 - Motor Vehicle Mechanic Helper		13.73
05250 - Motor Vehicle Upholstery Worker		15.77
05280 - Motor Vehicle Wrecker		16.92
05310 - Painter, Automotive		17.85
05340 - Radiator Repair Specialist		16.92
05370 - Tire Repairer		11.68
05400 - Transmission Repair Specialist		18.80
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.50
07041 - Cook I		10.40
07042 - Cook II		11.75
07070 - Dishwasher		8.25
07130 - Food Service Worker		9.59

07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	13.83
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.51
11260 - Pruner	10.05
11270 - Tractor Operator	12.89
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	21.88
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.60
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	16.52
12160 - Medical Record Clerk	13.54
12190 - Medical Record Technician	14.12
12195 - Medical Transcriptionist	15.23
12210 - Nuclear Medicine Technologist	33.57
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.10
12224 - Nursing Assistant IV	14.70
12235 - Optical Dispenser	13.97
12236 - Optical Technician	12.58
12250 - Pharmacy Technician	14.35
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	25.79
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II, Specialist	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III, Anesthetist	34.47
12316 - Registered Nurse IV	41.31
12317 - Scheduler (Drug and Alcohol Testing)	22.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	27.60

13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.08
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		44.67
15080 - Graphic Artist		22.13
15090 - Technical Instructor		21.85
15095 - Technical Instructor/Course Developer		26.73
15110 - Test Proctor		17.64
15120 - Tutor		17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.21
16030 - Counter Attendant		8.21
16040 - Dry Cleaner		10.02
16070 - Finisher, Flatwork, Machine		8.21
16090 - Presser, Hand		8.21
16110 - Presser, Machine, Drycleaning		8.21
16130 - Presser, Machine, Shirts		8.21
16160 - Presser, Machine, Wearing Apparel, Laundry		8.21
16190 - Sewing Machine Operator		10.67
16220 - Tailor		11.34
16250 - Washer, Machine		8.71
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.27
19040 - Tool And Die Maker		22.62
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.56
21030 - Material Coordinator		18.49
21040 - Material Expediter		18.49
21050 - Material Handling Laborer		10.99
21071 - Order Filler		11.64
21080 - Production Line Worker (Food Processing)		12.56

21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.37
21210 - Tools And Parts Attendant	12.56
21410 - Warehouse Specialist	12.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.56
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23080 - Aircraft Worker	20.44
23110 - Appliance Mechanic	17.96
23120 - Bicycle Repairer	11.68
23125 - Cable Splicer	20.27
23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	19.03
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	14.81
23290 - Fire Alarm System Mechanic	18.10
23310 - Fire Extinguisher Repairer	14.72
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	14.44
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	14.72
23392 - Gunsmith II	16.90
23393 - Gunsmith III	18.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35
23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	18.98
23465 - Laboratory/Shelter Mechanic	17.96
23470 - Laborer	11.18
23510 - Locksmith	16.76
23530 - Machinery Maintenance Mechanic	21.45
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	18.98
23592 - Metrology Technician II	20.06
23593 - Metrology Technician III	22.11
23640 - Millwright	18.70
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	18.98
23850 - Rigger	18.98
23870 - Scale Mechanic	16.90
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	15.04
23931 - Telecommunications Mechanic I	24.08

23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	22.79
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	20.37
23970 - Woodcraft Worker	18.98
23980 - Woodworker	12.09
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	7.99
24620 - Family Readiness And Support Services Coordinator	12.34
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56
27102 - Guard II	16.19
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.39
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.71
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	14.94
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.62
29020 - Hatch Tender	15.62
29030 - Line Handler	15.62
29041 - Stevedore I	14.67
29042 - Stevedore II	16.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	25.78
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.60
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.71

30083 - Engineering Technician III		18.69
30084 - Engineering Technician IV		23.16
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		21.89
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30390 - Photo-Optics Technician		26.21
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	23.60
30621 - Weather Observer, Senior	(see 3)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		9.73
31290 - Shuttle Bus Driver		14.20
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.20
31362 - Truckdriver, Medium		15.21
31363 - Truckdriver, Heavy		16.33
31364 - Truckdriver, Tractor-Trailer		16.33
99000 - Miscellaneous Occupations		
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.28
99252 - Laboratory Animal Caretaker II		12.16
99310 - Mortician		27.05
99410 - Pest Controller		16.14
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.13
99711 - Recycling Specialist		17.79
99730 - Refuse Collector		13.78
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		11.06
99830 - Survey Party Chief		18.89
99831 - Surveying Aide		12.98
99832 - Surveying Technician		16.62
99840 - Vending Machine Attendant		11.69
99841 - Vending Machine Repairer		14.17
99842 - Vending Machine Repairer Helper		11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2505 Revision No.: 17 Date Of Last Revision: 08/22/2014

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01040 - Court Reporter		25.29
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		10.93
01112 - General Clerk II		14.23
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		9.94
01191 - Order Clerk I		10.20
01192 - Order Clerk II		11.13
01261 - Personnel Assistant (Employment) I		14.69
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		21.15
01280 - Receptionist		10.20
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		12.43

01311 - Secretary I	12.43
01312 - Secretary II	16.07
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	12.53
01410 - Supply Technician	19.66
01420 - Survey Worker	14.73
01531 - Travel Clerk I	11.07
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	13.01
01611 - Word Processor I	12.02
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	9.61
07042 - Cook II	11.20
07070 - Dishwasher	7.40
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.37
07260 - Waiter/Waitress	7.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.72
11060 - Elevator Operator	8.72
11090 - Gardener	13.60
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.01
11240 - Maid or Houseman	7.29
11260 - Pruner	8.47
11270 - Tractor Operator	11.50
11330 - Trail Maintenance Worker	10.01
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	14.74
12011 - Breath Alcohol Technician	15.80
12012 - Certified Occupational Therapist Assistant	21.53
12015 - Certified Physical Therapist Assistant	21.63
12020 - Dental Assistant	14.21
12025 - Dental Hygienist	29.28
12030 - EKG Technician	23.52

12035 - Electroneurodiagnostic Technologist		23.52
12040 - Emergency Medical Technician		14.74
12071 - Licensed Practical Nurse I		14.13
12072 - Licensed Practical Nurse II		15.80
12073 - Licensed Practical Nurse III		17.67
12100 - Medical Assistant		11.56
12130 - Medical Laboratory Technician		14.13
12160 - Medical Record Clerk		11.71
12190 - Medical Record Technician		14.56
12195 - Medical Transcriptionist		15.22
12210 - Nuclear Medicine Technologist		34.73
12221 - Nursing Assistant I		9.43
12222 - Nursing Assistant II		10.60
12223 - Nursing Assistant III		11.57
12224 - Nursing Assistant IV		12.99
12235 - Optical Dispenser		11.66
12236 - Optical Technician		11.22
12250 - Pharmacy Technician		13.69
12280 - Phlebotomist		12.99
12305 - Radiologic Technologist		20.53
12311 - Registered Nurse I		21.66
12312 - Registered Nurse II		26.50
12313 - Registered Nurse II, Specialist		26.50
12314 - Registered Nurse III		32.06
12315 - Registered Nurse III, Anesthetist		32.06
12316 - Registered Nurse IV		38.43
12317 - Scheduler (Drug and Alcohol Testing)		19.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		25.43
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		25.43
13047 - Librarian		23.03
13050 - Library Aide/Clerk		10.69
13054 - Library Information Technology Systems Administrator		20.94
13058 - Library Technician		12.24
13061 - Media Specialist I		14.99
13062 - Media Specialist II		16.77
13063 - Media Specialist III		18.70
13071 - Photographer I		13.80
13072 - Photographer II		18.46
13073 - Photographer III		21.75
13074 - Photographer IV		23.39
13075 - Photographer V		27.81
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.73
15020 - Aircrew Training Devices Instructor (Rated)	35.98
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	29.73
15060 - Educational Technologist	29.34
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	19.41
15090 - Technical Instructor	20.42
15095 - Technical Instructor/Course Developer	24.98
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.82
16030 - Counter Attendant	7.82
16040 - Dry Cleaner	9.58
16070 - Finisher, Flatwork, Machine	7.82
16090 - Presser, Hand	7.82
16110 - Presser, Machine, Drycleaning	7.82
16130 - Presser, Machine, Shirts	7.82
16160 - Presser, Machine, Wearing Apparel, Laundry	7.82
16190 - Sewing Machine Operator	11.30
16220 - Tailor	11.34
16250 - Washer, Machine	8.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.18
19040 - Tool And Die Maker	25.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	21.15
21040 - Material Expediter	21.15
21050 - Material Handling Laborer	10.34
21071 - Order Filler	10.21
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	14.77
21130 - Shipping/Receiving Clerk	14.77
21140 - Store Worker I	10.81
21150 - Stock Clerk	15.93
21210 - Tools And Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.68
23021 - Aircraft Mechanic I	20.16
23022 - Aircraft Mechanic II	21.68
23023 - Aircraft Mechanic III	22.22
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	19.25
23060 - Aircraft Servicer	17.48
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	22.14
23181 - Electronics Technician Maintenance I	20.89
23182 - Electronics Technician Maintenance II	26.41
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24

23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	20.16
23381 - Ground Support Equipment Servicer	17.48
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.60
23392 - Gunsmith II	17.32
23393 - Gunsmith III	19.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23465 - Laboratory/Shelter Mechanic	19.10
23470 - Laborer	10.34
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.16
23592 - Metrology Technician II	21.19
23593 - Metrology Technician III	22.23
23640 - Millwright	22.64
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	23.57
23810 - Plumber, Maintenance	20.89
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	21.17
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	21.31
23932 - Telecommunications Mechanic II	22.23
23950 - Telephone Lineman	23.02
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.16
23970 - Woodcraft Worker	20.16
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	12.05
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.49
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	15.82
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	15.82
27070 - Firefighter	22.28
27101 - Guard I	11.28
27102 - Guard II	13.94

27131 - Police Officer I		22.30
27132 - Police Officer II		24.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.36
28042 - Carnival Equipment Repairer		12.26
28043 - Carnival Equpment Worker		8.13
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		11.75
28350 - Park Attendant (Aide)		17.85
28510 - Recreation Aide/Health Facility Attendant		13.43
28515 - Recreation Specialist		17.36
28630 - Sports Official		15.14
28690 - Swimming Pool Operator		16.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.25
29020 - Hatch Tender		18.25
29030 - Line Handler		18.25
29041 - Stevedore I		16.89
29042 - Stevedore II		18.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.00
30022 - Archeological Technician II		19.15
30023 - Archeological Technician III		22.57
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		24.06
30061 - Drafter/CAD Operator I		16.26
30062 - Drafter/CAD Operator II		19.15
30063 - Drafter/CAD Operator III		20.70
30064 - Drafter/CAD Operator IV		24.95
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.99
30083 - Engineering Technician III		20.60
30084 - Engineering Technician IV		25.52
30085 - Engineering Technician V		30.94
30086 - Engineering Technician VI		34.88
30090 - Environmental Technician		20.75
30210 - Laboratory Technician		26.75
30240 - Mathematical Technician		25.52
30361 - Paralegal/Legal Assistant I		18.50
30362 - Paralegal/Legal Assistant II		22.92
30363 - Paralegal/Legal Assistant III		28.04
30364 - Paralegal/Legal Assistant IV		33.93
30390 - Photo-Optics Technician		24.22
30461 - Technical Writer I		22.38
30462 - Technical Writer II		27.39
30463 - Technical Writer III		29.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		24.54
30495 - Unexploded (UXO) Sweep Personnel		24.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.53
30621 - Weather Observer, Senior	(see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.49
31030 - Bus Driver		12.95
31043 - Driver Courier		10.98
31260 - Parking and Lot Attendant		8.11
31290 - Shuttle Bus Driver		11.93

31310 - Taxi Driver	8.52
31361 - Truckdriver, Light	11.93
31362 - Truckdriver, Medium	13.06
31363 - Truckdriver, Heavy	15.50
31364 - Truckdriver, Tractor-Trailer	15.50
99000 - Miscellaneous Occupations	
99030 - Cashier	8.02
99050 - Desk Clerk	9.41
99095 - Embalmer	26.74
99251 - Laboratory Animal Caretaker I	10.49
99252 - Laboratory Animal Caretaker II	11.63
99310 - Mortician	27.04
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	18.08
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	9.92
99830 - Survey Party Chief	21.26
99831 - Surveying Aide	12.10
99832 - Surveying Technician	15.87
99840 - Vending Machine Attendant	11.83
99841 - Vending Machine Repairer	14.91
99842 - Vending Machine Repairer Helper	11.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes

work such as screening, blending, dying, mixing, and pressing of sensitive ordnance,

explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

link to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ and through the Wage Determinations On-Line (WDOL) website at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage

rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2506 Revision No.: 17 Date Of Last Revision: 08/22/2014

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	13.34
01012 - Accounting Clerk II	16.60
01013 - Accounting Clerk III	24.22
01020 - Administrative Assistant	19.66
01040 - Court Reporter	25.29
01051 - Data Entry Operator I	12.23
01052 - Data Entry Operator II	14.86
01060 - Dispatcher, Motor Vehicle	17.32
01070 - Document Preparation Clerk	12.12
01090 - Duplicating Machine Operator	12.12
01111 - General Clerk I	10.93
01112 - General Clerk II	14.23
01113 - General Clerk III	14.98
01120 - Housing Referral Assistant	18.72
01141 - Messenger Courier	9.94
01191 - Order Clerk I	10.20
01192 - Order Clerk II	11.13
01261 - Personnel Assistant (Employment) I	14.69
01262 - Personnel Assistant (Employment) II	17.18
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	21.15
01280 - Receptionist	10.20
01290 - Rental Clerk	10.75
01300 - Scheduler, Maintenance	12.43
01311 - Secretary I	12.43
01312 - Secretary II	16.07
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	12.53
01410 - Supply Technician	19.66
01420 - Survey Worker	14.73
01531 - Travel Clerk I	11.07
01532 - Travel Clerk II	12.10
01533 - Travel Clerk III	13.01
01611 - Word Processor I	12.02
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	9.61
07042 - Cook II	11.20
07070 - Dishwasher	7.40
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.37
07260 - Waiter/Waitress	7.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33

09080 - Furniture Refinisher 19.25
09090 - Furniture Refinisher Helper 15.67
09110 - Furniture Repairer, Minor 17.48
09130 - Upholsterer 19.25
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 8.72
11060 - Elevator Operator 8.72
11090 - Gardener 13.60
11122 - Housekeeping Aide 9.15
11150 - Janitor 9.15
11210 - Laborer, Grounds Maintenance 10.01
11240 - Maid or Houseman 7.29
11260 - Pruner 8.47
11270 - Tractor Operator 11.50
11330 - Trail Maintenance Worker 10.01
11360 - Window Cleaner 10.51
12000 - Health Occupations
12010 - Ambulance Driver 14.74
12011 - Breath Alcohol Technician 15.80
12012 - Certified Occupational Therapist Assistant 21.53
12015 - Certified Physical Therapist Assistant 21.63
12020 - Dental Assistant 14.21
12025 - Dental Hygienist 29.28
12030 - EKG Technician 23.52
12035 - Electroneurodiagnostic Technologist 23.52
12040 - Emergency Medical Technician 14.74
12071 - Licensed Practical Nurse I 14.13
12072 - Licensed Practical Nurse II 15.80
12073 - Licensed Practical Nurse III 17.67
12100 - Medical Assistant 11.56
12130 - Medical Laboratory Technician 14.13
12160 - Medical Record Clerk 11.71
12190 - Medical Record Technician 14.56
12195 - Medical Transcriptionist 15.22
12210 - Nuclear Medicine Technologist 34.73
12221 - Nursing Assistant I 9.43
12222 - Nursing Assistant II 10.60
12223 - Nursing Assistant III 11.57
12224 - Nursing Assistant IV 12.99
12235 - Optical Dispenser 11.66
12236 - Optical Technician 11.22
12250 - Pharmacy Technician 13.69
12280 - Phlebotomist 12.99
12305 - Radiologic Technologist 20.53
12311 - Registered Nurse I 21.66
12312 - Registered Nurse II 26.50
12313 - Registered Nurse II, Specialist 26.50
12314 - Registered Nurse III 32.06
12315 - Registered Nurse III, Anesthetist 32.06
12316 - Registered Nurse IV 38.43
12317 - Scheduler (Drug and Alcohol Testing) 19.57
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.41
13012 - Exhibits Specialist II 24.06
13013 - Exhibits Specialist III 25.43
13041 - Illustrator I 20.41
13042 - Illustrator II 24.06
13043 - Illustrator III 25.43
13047 - Librarian 23.03
13050 - Library Aide/Clerk 10.69
13054 - Library Information Technology Systems Administrator 20.94
13058 - Library Technician 12.24

13061 - Media Specialist I		14.99
13062 - Media Specialist II		16.77
13063 - Media Specialist III		18.70
13071 - Photographer I		13.80
13072 - Photographer II		18.46
13073 - Photographer III		21.75
13074 - Photographer IV		23.39
13075 - Photographer V		27.81
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.48
14160 - Personal Computer Support Technician		25.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.73
15020 - Aircrew Training Devices Instructor (Rated)		35.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		29.34
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		19.41
15090 - Technical Instructor		20.42
15095 - Technical Instructor/Course Developer		24.98
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.82
16030 - Counter Attendant		7.82
16040 - Dry Cleaner		9.58
16070 - Finisher, Flatwork, Machine		7.82
16090 - Presser, Hand		7.82
16110 - Presser, Machine, Drycleaning		7.82
16130 - Presser, Machine, Shirts		7.82
16160 - Presser, Machine, Wearing Apparel, Laundry		7.82
16190 - Sewing Machine Operator		11.30
16220 - Tailor		11.34
16250 - Washer, Machine		8.45
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.18
19040 - Tool And Die Maker		25.10
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.40
21030 - Material Coordinator		21.15
21040 - Material Expediter		21.15
21050 - Material Handling Laborer		10.34
21071 - Order Filler		10.21
21080 - Production Line Worker (Food Processing)		15.40
21110 - Shipping Packer		14.77
21130 - Shipping/Receiving Clerk		14.77
21140 - Store Worker I		10.81
21150 - Stock Clerk		15.93
21210 - Tools And Parts Attendant		15.40

21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.68
23021 - Aircraft Mechanic I	20.16
23022 - Aircraft Mechanic II	21.68
23023 - Aircraft Mechanic III	22.22
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	19.25
23060 - Aircraft Servicer	17.48
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	22.14
23181 - Electronics Technician Maintenance I	20.89
23182 - Electronics Technician Maintenance II	26.41
23183 - Electronics Technician Maintenance III	28.01
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	20.16
23381 - Ground Support Equipment Servicer	17.48
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.60
23392 - Gunsmith II	17.32
23393 - Gunsmith III	19.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23465 - Laboratory/Shelter Mechanic	19.10
23470 - Laborer	10.34
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.16
23592 - Metrology Technician II	21.19
23593 - Metrology Technician III	22.23
23640 - Millwright	22.64
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	23.57
23810 - Plumber, Maintenance	20.89
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	21.17
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	21.31
23932 - Telecommunications Mechanic II	22.23
23950 - Telephone Lineman	23.02
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.16
23970 - Woodcraft Worker	20.16

23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	12.05
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.49
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	15.82
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	15.82
27070 - Firefighter	22.28
27101 - Guard I	11.28
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.36
28042 - Carnival Equipment Repairer	12.26
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.25
29020 - Hatch Tender	18.25
29030 - Line Handler	18.25
29041 - Stevedore I	16.89
29042 - Stevedore II	18.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.00
30022 - Archeological Technician II	19.15
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	24.06
30061 - Drafter/CAD Operator I	16.26
30062 - Drafter/CAD Operator II	19.15
30063 - Drafter/CAD Operator III	20.70
30064 - Drafter/CAD Operator IV	24.95
30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	16.99
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	34.88
30090 - Environmental Technician	20.75

30210 - Laboratory Technician		26.75
30240 - Mathematical Technician		25.52
30361 - Paralegal/Legal Assistant I		18.50
30362 - Paralegal/Legal Assistant II		22.92
30363 - Paralegal/Legal Assistant III		28.04
30364 - Paralegal/Legal Assistant IV		33.93
30390 - Photo-Optics Technician		24.22
30461 - Technical Writer I		22.38
30462 - Technical Writer II		27.39
30463 - Technical Writer III		29.27
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		24.54
30495 - Unexploded (UXO) Sweep Personnel		24.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.53
30621 - Weather Observer, Senior	(see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.49
31030 - Bus Driver		12.95
31043 - Driver Courier		10.98
31260 - Parking and Lot Attendant		8.11
31290 - Shuttle Bus Driver		11.93
31310 - Taxi Driver		8.52
31361 - Truckdriver, Light		11.93
31362 - Truckdriver, Medium		13.06
31363 - Truckdriver, Heavy		15.50
31364 - Truckdriver, Tractor-Trailer		15.50
99000 - Miscellaneous Occupations		
99030 - Cashier		8.02
99050 - Desk Clerk		9.41
99095 - Embalmer		26.74
99251 - Laboratory Animal Caretaker I		10.49
99252 - Laboratory Animal Caretaker II		11.63
99310 - Mortician		27.04
99410 - Pest Controller		15.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.15
99711 - Recycling Specialist		18.08
99730 - Refuse Collector		14.06
99810 - Sales Clerk		11.01
99820 - School Crossing Guard		9.92
99830 - Survey Party Chief		21.26
99831 - Surveying Aide		12.10
99832 - Surveying Technician		15.87
99840 - Vending Machine Attendant		11.83
99841 - Vending Machine Repairer		14.91
99842 - Vending Machine Repairer Helper		11.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes

work such as screening, blending, dying, mixing, and pressing of sensitive ordnance,

explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ and through the Wage Determinations On-Line (WDOL) website at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2507 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		14.55
01013 - Accounting Clerk III		16.27
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.11
01051 - Data Entry Operator I		10.21
01052 - Data Entry Operator II		12.12
01060 - Dispatcher, Motor Vehicle		15.58
01070 - Document Preparation Clerk		11.64
01090 - Duplicating Machine Operator		11.64
01111 - General Clerk I		11.40
01112 - General Clerk II		13.38
01113 - General Clerk III		15.06
01120 - Housing Referral Assistant		18.25
01141 - Messenger Courier		10.32
01191 - Order Clerk I		10.43
01192 - Order Clerk II		11.96
01261 - Personnel Assistant (Employment) I		15.03
01262 - Personnel Assistant (Employment) II		16.81
01263 - Personnel Assistant (Employment) III		18.75
01270 - Production Control Clerk		22.73

01280 - Receptionist	10.55
01290 - Rental Clerk	13.27
01300 - Scheduler, Maintenance	14.51
01311 - Secretary I	14.51
01312 - Secretary II	16.37
01313 - Secretary III	18.25
01320 - Service Order Dispatcher	15.58
01410 - Supply Technician	20.11
01420 - Survey Worker	15.95
01531 - Travel Clerk I	11.09
01532 - Travel Clerk II	12.21
01533 - Travel Clerk III	13.10
01611 - Word Processor I	12.31
01612 - Word Processor II	13.81
01613 - Word Processor III	15.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.21
05010 - Automotive Electrician	17.48
05040 - Automotive Glass Installer	16.74
05070 - Automotive Worker	16.74
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	18.21
05160 - Motor Equipment Metal Worker	16.74
05190 - Motor Vehicle Mechanic	18.21
05220 - Motor Vehicle Mechanic Helper	14.51
05250 - Motor Vehicle Upholstery Worker	16.01
05280 - Motor Vehicle Wrecker	16.74
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.74
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	18.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.21
07041 - Cook I	9.04
07042 - Cook II	10.08
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.55
07210 - Meat Cutter	12.89
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.25
09130 - Upholsterer	17.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	8.92
11090 - Gardener	12.98
11122 - Housekeeping Aide	8.92
11150 - Janitor	9.67
11210 - Laborer, Grounds Maintenance	10.24
11240 - Maid or Houseman	7.55
11260 - Pruner	9.86
11270 - Tractor Operator	12.15
11330 - Trail Maintenance Worker	10.24
11360 - Window Cleaner	10.67
12000 - Health Occupations	
12010 - Ambulance Driver	16.18
12011 - Breath Alcohol Technician	16.18
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	25.45

12020 - Dental Assistant		13.95
12025 - Dental Hygienist		26.11
12030 - EKG Technician		23.84
12035 - Electroneurodiagnostic Technologist		23.84
12040 - Emergency Medical Technician		16.18
12071 - Licensed Practical Nurse I		15.14
12072 - Licensed Practical Nurse II		16.93
12073 - Licensed Practical Nurse III		18.88
12100 - Medical Assistant		10.96
12130 - Medical Laboratory Technician		13.70
12160 - Medical Record Clerk		13.21
12190 - Medical Record Technician		16.14
12195 - Medical Transcriptionist		13.92
12210 - Nuclear Medicine Technologist		25.78
12221 - Nursing Assistant I		9.86
12222 - Nursing Assistant II		11.12
12223 - Nursing Assistant III		12.13
12224 - Nursing Assistant IV		13.62
12235 - Optical Dispenser		12.11
12236 - Optical Technician		11.26
12250 - Pharmacy Technician		12.34
12280 - Phlebotomist		13.62
12305 - Radiologic Technologist		22.62
12311 - Registered Nurse I		25.83
12312 - Registered Nurse II		31.60
12313 - Registered Nurse II, Specialist		31.60
12314 - Registered Nurse III		38.23
12315 - Registered Nurse III, Anesthetist		38.23
12316 - Registered Nurse IV		45.82
12317 - Scheduler (Drug and Alcohol Testing)		20.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.99
13012 - Exhibits Specialist II		20.82
13013 - Exhibits Specialist III		25.46
13041 - Illustrator I		16.99
13042 - Illustrator II		20.82
13043 - Illustrator III		25.46
13047 - Librarian		23.18
13050 - Library Aide/Clerk		10.03
13054 - Library Information Technology Systems Administrator		20.94
13058 - Library Technician		12.51
13061 - Media Specialist I		15.10
13062 - Media Specialist II		16.90
13063 - Media Specialist III		18.84
13071 - Photographer I		13.47
13072 - Photographer II		16.43
13073 - Photographer III		19.23
13074 - Photographer IV		23.46
13075 - Photographer V		28.47
13110 - Video Teleconference Technician		14.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.75
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	14.77
14160 - Personal Computer Support Technician	20.48
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.65
15020 - Aircrew Training Devices Instructor (Rated)	33.46
15030 - Air Crew Training Devices Instructor (Pilot)	39.29
15050 - Computer Based Training Specialist / Instructor	27.65
15060 - Educational Technologist	26.91
15070 - Flight Instructor (Pilot)	39.29
15080 - Graphic Artist	20.98
15090 - Technical Instructor	18.85
15095 - Technical Instructor/Course Developer	23.06
15110 - Test Proctor	15.22
15120 - Tutor	15.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	9.65
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.14
16220 - Tailor	10.68
16250 - Washer, Machine	8.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.54
19040 - Tool And Die Maker	21.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.29
21030 - Material Coordinator	23.55
21040 - Material Expediter	23.55
21050 - Material Handling Laborer	10.07
21071 - Order Filler	10.37
21080 - Production Line Worker (Food Processing)	11.29
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	13.50
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	11.77
21410 - Warehouse Specialist	11.77
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.10
23021 - Aircraft Mechanic I	24.06
23022 - Aircraft Mechanic II	25.10
23023 - Aircraft Mechanic III	26.15
23040 - Aircraft Mechanic Helper	19.17
23050 - Aircraft, Painter	20.41
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.35
23125 - Cable Splicer	20.98
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	17.64
23160 - Electrician, Maintenance	19.38
23181 - Electronics Technician Maintenance I	20.66
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.59
23260 - Fabric Worker	16.74
23290 - Fire Alarm System Mechanic	17.34

23310 - Fire Extinguisher Repairer	15.82
23311 - Fuel Distribution System Mechanic	24.91
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	14.41
23380 - Ground Support Equipment Mechanic	24.06
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	15.82
23392 - Gunsmith II	17.64
23393 - Gunsmith III	19.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.00
23430 - Heavy Equipment Mechanic	17.79
23440 - Heavy Equipment Operator	17.34
23460 - Instrument Mechanic	20.98
23465 - Laboratory/Shelter Mechanic	18.54
23470 - Laborer	12.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	21.16
23550 - Machinist, Maintenance	20.96
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.98
23592 - Metrology Technician II	21.88
23593 - Metrology Technician III	22.78
23640 - Millwright	19.39
23710 - Office Appliance Repairer	16.65
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	19.64
23810 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	19.39
23850 - Rigger	21.25
23870 - Scale Mechanic	17.64
23890 - Sheet-Metal Worker, Maintenance	23.54
23910 - Small Engine Mechanic	16.63
23931 - Telecommunications Mechanic I	20.85
23932 - Telecommunications Mechanic II	21.75
23950 - Telephone Lineman	23.11
23960 - Welder, Combination, Maintenance	18.30
23965 - Well Driller	19.15
23970 - Woodcraft Worker	19.39
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24610 - Chore Aide	8.36
24620 - Family Readiness And Support Services Coordinator	11.85
24630 - Homemaker	13.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.98
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	20.98
25190 - Ventilation Equipment Tender	15.93
25210 - Water Treatment Plant Operator	18.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.13
27007 - Baggage Inspector	10.84
27008 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27030 - Detection Dog Handler	13.78
27040 - Detention Officer	19.97

27070 - Firefighter		20.34
27101 - Guard I		10.84
27102 - Guard II		13.78
27131 - Police Officer I		23.49
27132 - Police Officer II		26.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.34
28042 - Carnival Equipment Repairer		12.85
28043 - Carnival Equpment Worker		10.10
28210 - Gate Attendant/Gate Tender		12.94
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.48
28510 - Recreation Aide/Health Facility Attendant		10.57
28515 - Recreation Specialist		17.94
28630 - Sports Official		11.54
28690 - Swimming Pool Operator		16.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.93
29020 - Hatch Tender		17.93
29030 - Line Handler		17.93
29041 - Stevedore I		17.11
29042 - Stevedore II		18.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.17
30030 - Cartographic Technician		25.17
30040 - Civil Engineering Technician		22.71
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.89
30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.64
30084 - Engineering Technician IV		24.33
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		22.96
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		25.17
30361 - Paralegal/Legal Assistant I		17.64
30362 - Paralegal/Legal Assistant II		21.86
30363 - Paralegal/Legal Assistant III		26.74
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		24.33
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.03
31030 - Bus Driver		14.79

31043 - Driver Courier	11.98
31260 - Parking and Lot Attendant	8.91
31290 - Shuttle Bus Driver	12.80
31310 - Taxi Driver	9.28
31361 - Truckdriver, Light	12.80
31362 - Truckdriver, Medium	15.17
31363 - Truckdriver, Heavy	15.38
31364 - Truckdriver, Tractor-Trailer	15.38
99000 - Miscellaneous Occupations	
99030 - Cashier	8.97
99050 - Desk Clerk	8.99
99095 - Embalmer	21.11
99251 - Laboratory Animal Caretaker I	9.41
99252 - Laboratory Animal Caretaker II	9.88
99310 - Mortician	21.11
99410 - Pest Controller	15.36
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.32
99711 - Recycling Specialist	17.01
99730 - Refuse Collector	12.97
99810 - Sales Clerk	10.96
99820 - School Crossing Guard	9.95
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.54
99832 - Surveying Technician	15.43
99840 - Vending Machine Attendant	10.82
99841 - Vending Machine Repairer	12.50
99842 - Vending Machine Repairer Helper	10.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2508 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		14.55
01013 - Accounting Clerk III		16.27
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.11
01051 - Data Entry Operator I		10.21
01052 - Data Entry Operator II		12.12
01060 - Dispatcher, Motor Vehicle		15.58
01070 - Document Preparation Clerk		11.64
01090 - Duplicating Machine Operator		11.64
01111 - General Clerk I		11.40
01112 - General Clerk II		13.38
01113 - General Clerk III		15.06
01120 - Housing Referral Assistant		18.25
01141 - Messenger Courier		10.32
01191 - Order Clerk I		10.43
01192 - Order Clerk II		11.96
01261 - Personnel Assistant (Employment) I		15.03
01262 - Personnel Assistant (Employment) II		16.81
01263 - Personnel Assistant (Employment) III		18.75
01270 - Production Control Clerk		22.73
01280 - Receptionist		10.55
01290 - Rental Clerk		13.27
01300 - Scheduler, Maintenance		14.51
01311 - Secretary I		14.51
01312 - Secretary II		16.37
01313 - Secretary III		18.25
01320 - Service Order Dispatcher		15.58
01410 - Supply Technician		20.11
01420 - Survey Worker		15.95
01531 - Travel Clerk I		11.09
01532 - Travel Clerk II		12.21
01533 - Travel Clerk III		13.10
01611 - Word Processor I		12.31
01612 - Word Processor II		13.81
01613 - Word Processor III		15.45
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.21
05010 - Automotive Electrician		17.48
05040 - Automotive Glass Installer		16.74
05070 - Automotive Worker		16.74
05110 - Mobile Equipment Servicer		15.29
05130 - Motor Equipment Metal Mechanic		18.21
05160 - Motor Equipment Metal Worker		16.74
05190 - Motor Vehicle Mechanic		18.21
05220 - Motor Vehicle Mechanic Helper		14.51
05250 - Motor Vehicle Upholstery Worker		16.01
05280 - Motor Vehicle Wrecker		16.74
05310 - Painter, Automotive		17.48
05340 - Radiator Repair Specialist		16.74
05370 - Tire Repairer		14.77
05400 - Transmission Repair Specialist		18.21
07000 - Food Preparation And Service Occupations		
07010 - Baker		9.21
07041 - Cook I		9.04
07042 - Cook II		10.08

07070 - Dishwasher	7.98
07130 - Food Service Worker	8.55
07210 - Meat Cutter	12.89
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.25
09130 - Upholsterer	17.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	8.92
11090 - Gardener	12.98
11122 - Housekeeping Aide	8.92
11150 - Janitor	9.67
11210 - Laborer, Grounds Maintenance	10.24
11240 - Maid or Houseman	7.55
11260 - Pruner	9.86
11270 - Tractor Operator	12.15
11330 - Trail Maintenance Worker	10.24
11360 - Window Cleaner	10.67
12000 - Health Occupations	
12010 - Ambulance Driver	16.18
12011 - Breath Alcohol Technician	16.18
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	25.45
12020 - Dental Assistant	13.95
12025 - Dental Hygienist	26.11
12030 - EKG Technician	23.84
12035 - Electroneurodiagnostic Technologist	23.84
12040 - Emergency Medical Technician	16.18
12071 - Licensed Practical Nurse I	15.14
12072 - Licensed Practical Nurse II	16.93
12073 - Licensed Practical Nurse III	18.88
12100 - Medical Assistant	10.96
12130 - Medical Laboratory Technician	13.70
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	16.14
12195 - Medical Transcriptionist	13.92
12210 - Nuclear Medicine Technologist	25.78
12221 - Nursing Assistant I	9.86
12222 - Nursing Assistant II	11.12
12223 - Nursing Assistant III	12.13
12224 - Nursing Assistant IV	13.62
12235 - Optical Dispenser	12.11
12236 - Optical Technician	11.26
12250 - Pharmacy Technician	12.34
12280 - Phlebotomist	13.62
12305 - Radiologic Technologist	22.62
12311 - Registered Nurse I	25.83
12312 - Registered Nurse II	31.60
12313 - Registered Nurse II, Specialist	31.60
12314 - Registered Nurse III	38.23
12315 - Registered Nurse III, Anesthetist	38.23
12316 - Registered Nurse IV	45.82
12317 - Scheduler (Drug and Alcohol Testing)	20.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.99
13012 - Exhibits Specialist II	20.82
13013 - Exhibits Specialist III	25.46
13041 - Illustrator I	16.99

13042 - Illustrator II		20.82
13043 - Illustrator III		25.46
13047 - Librarian		23.18
13050 - Library Aide/Clerk		10.03
13054 - Library Information Technology Systems Administrator		20.94
13058 - Library Technician		12.51
13061 - Media Specialist I		15.10
13062 - Media Specialist II		16.90
13063 - Media Specialist III		18.84
13071 - Photographer I		13.47
13072 - Photographer II		16.43
13073 - Photographer III		19.23
13074 - Photographer IV		23.46
13075 - Photographer V		28.47
13110 - Video Teleconference Technician		14.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.75
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		20.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.65
15020 - Aircrew Training Devices Instructor (Rated)		33.46
15030 - Air Crew Training Devices Instructor (Pilot)		39.29
15050 - Computer Based Training Specialist / Instructor		27.65
15060 - Educational Technologist		26.91
15070 - Flight Instructor (Pilot)		39.29
15080 - Graphic Artist		20.98
15090 - Technical Instructor		18.85
15095 - Technical Instructor/Course Developer		23.06
15110 - Test Proctor		15.22
15120 - Tutor		15.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.21
16030 - Counter Attendant		8.21
16040 - Dry Cleaner		9.65
16070 - Finisher, Flatwork, Machine		8.21
16090 - Presser, Hand		8.21
16110 - Presser, Machine, Drycleaning		8.21
16130 - Presser, Machine, Shirts		8.21
16160 - Presser, Machine, Wearing Apparel, Laundry		8.21
16190 - Sewing Machine Operator		10.14
16220 - Tailor		10.68
16250 - Washer, Machine		8.61
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.54
19040 - Tool And Die Maker		21.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		11.29
21030 - Material Coordinator		23.55
21040 - Material Expediter		23.55
21050 - Material Handling Laborer		10.07

21071 - Order Filler	10.37
21080 - Production Line Worker (Food Processing)	11.29
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	13.50
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	11.77
21410 - Warehouse Specialist	11.77
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.10
23021 - Aircraft Mechanic I	24.06
23022 - Aircraft Mechanic II	25.10
23023 - Aircraft Mechanic III	26.15
23040 - Aircraft Mechanic Helper	19.17
23050 - Aircraft, Painter	20.41
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.35
23125 - Cable Splicer	20.98
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	17.64
23160 - Electrician, Maintenance	19.38
23181 - Electronics Technician Maintenance I	20.66
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.59
23260 - Fabric Worker	16.74
23290 - Fire Alarm System Mechanic	17.34
23310 - Fire Extinguisher Repairer	15.82
23311 - Fuel Distribution System Mechanic	24.91
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	14.41
23380 - Ground Support Equipment Mechanic	24.06
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	15.82
23392 - Gunsmith II	17.64
23393 - Gunsmith III	19.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.00
23430 - Heavy Equipment Mechanic	17.79
23440 - Heavy Equipment Operator	17.34
23460 - Instrument Mechanic	20.98
23465 - Laboratory/Shelter Mechanic	18.54
23470 - Laborer	12.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	21.16
23550 - Machinist, Maintenance	20.96
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.98
23592 - Metrology Technician II	21.88
23593 - Metrology Technician III	22.78
23640 - Millwright	19.39
23710 - Office Appliance Repairer	16.65
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	19.64
23810 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	19.39
23850 - Rigger	21.25
23870 - Scale Mechanic	17.64
23890 - Sheet-Metal Worker, Maintenance	23.54

23910 - Small Engine Mechanic	16.63
23931 - Telecommunications Mechanic I	20.85
23932 - Telecommunications Mechanic II	21.75
23950 - Telephone Lineman	23.11
23960 - Welder, Combination, Maintenance	18.30
23965 - Well Driller	19.15
23970 - Woodcraft Worker	19.39
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24610 - Chore Aide	8.36
24620 - Family Readiness And Support Services Coordinator	11.85
24630 - Homemaker	13.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.98
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	20.98
25190 - Ventilation Equipment Tender	15.93
25210 - Water Treatment Plant Operator	18.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.13
27007 - Baggage Inspector	10.84
27008 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27030 - Detection Dog Handler	13.78
27040 - Detention Officer	19.97
27070 - Firefighter	20.34
27101 - Guard I	10.84
27102 - Guard II	13.78
27131 - Police Officer I	23.49
27132 - Police Officer II	26.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.34
28042 - Carnival Equipment Repairer	12.85
28043 - Carnival Equpment Worker	10.10
28210 - Gate Attendant/Gate Tender	12.94
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.48
28510 - Recreation Aide/Health Facility Attendant	10.57
28515 - Recreation Specialist	17.94
28630 - Sports Official	11.54
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.93
29020 - Hatch Tender	17.93
29030 - Line Handler	17.93
29041 - Stevedore I	17.11
29042 - Stevedore II	18.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.17
30022 - Archeological Technician II	20.32
30023 - Archeological Technician III	25.17
30030 - Cartographic Technician	25.17
30040 - Civil Engineering Technician	22.71
30061 - Drafter/CAD Operator I	18.17
30062 - Drafter/CAD Operator II	20.32
30063 - Drafter/CAD Operator III	22.67
30064 - Drafter/CAD Operator IV	27.89

30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.64
30084 - Engineering Technician IV		24.33
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		22.96
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		25.17
30361 - Paralegal/Legal Assistant I		17.64
30362 - Paralegal/Legal Assistant II		21.86
30363 - Paralegal/Legal Assistant III		26.74
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		24.33
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.03
31030 - Bus Driver		14.79
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.91
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.28
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		15.17
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.97
99050 - Desk Clerk		8.99
99095 - Embalmer		21.11
99251 - Laboratory Animal Caretaker I		9.41
99252 - Laboratory Animal Caretaker II		9.88
99310 - Mortician		21.11
99410 - Pest Controller		15.36
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.32
99711 - Recycling Specialist		17.01
99730 - Refuse Collector		12.97
99810 - Sales Clerk		10.96
99820 - School Crossing Guard		9.95
99830 - Survey Party Chief		18.65
99831 - Surveying Aide		12.54
99832 - Surveying Technician		15.43
99840 - Vending Machine Attendant		10.82
99841 - Vending Machine Repairer		12.50
99842 - Vending Machine Repairer Helper		10.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2509 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.86
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01280 - Receptionist		13.60
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32

01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	25.99
01420 - Survey Worker	17.29
01531 - Travel Clerk I	13.07
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	15.06
01611 - Word Processor I	12.80
01612 - Word Processor II	15.30
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.00
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.38
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.58
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89

12035 - Electroneurodiagnostic Technologist		28.89
12040 - Emergency Medical Technician		15.87
12071 - Licensed Practical Nurse I		18.42
12072 - Licensed Practical Nurse II		20.60
12073 - Licensed Practical Nurse III		22.96
12100 - Medical Assistant		15.37
12130 - Medical Laboratory Technician		19.22
12160 - Medical Record Clerk		15.45
12190 - Medical Record Technician		17.26
12195 - Medical Transcriptionist		17.87
12210 - Nuclear Medicine Technologist		33.52
12221 - Nursing Assistant I		10.43
12222 - Nursing Assistant II		11.72
12223 - Nursing Assistant III		12.80
12224 - Nursing Assistant IV		14.36
12235 - Optical Dispenser		15.48
12236 - Optical Technician		13.78
12250 - Pharmacy Technician		15.18
12280 - Phlebotomist		14.36
12305 - Radiologic Technologist		25.82
12311 - Registered Nurse I		25.82
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III, Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.29
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
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13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		20.78
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14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	41.90
15030 - Air Crew Training Devices Instructor (Pilot)	46.09
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	30.46
15070 - Flight Instructor (Pilot)	46.09
15080 - Graphic Artist	22.70
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	27.44
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.18
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.90
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	19.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	16.29

23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	13.22
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.28
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.71
23980 - Woodworker	14.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	18.17
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92

27131 - Police Officer I		27.08
27132 - Police Officer II		30.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.31
28042 - Carnival Equipment Repairer		13.07
28043 - Carnival Equpment Worker		9.50
28210 - Gate Attendant/Gate Tender		14.18
28310 - Lifeguard		11.19
28350 - Park Attendant (Aide)		15.86
28510 - Recreation Aide/Health Facility Attendant		11.57
28515 - Recreation Specialist		18.00
28630 - Sports Official		12.63
28690 - Swimming Pool Operator		21.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.83
29020 - Hatch Tender		18.83
29030 - Line Handler		18.83
29041 - Stevedore I		16.91
29042 - Stevedore II		18.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.72
30021 - Archeological Technician I		19.29
30022 - Archeological Technician II		22.30
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		23.51
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30210 - Laboratory Technician		22.28
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09

31310 - Taxi Driver	9.76
31361 - Truckdriver, Light	18.09
31362 - Truckdriver, Medium	19.69
31363 - Truckdriver, Heavy	21.04
31364 - Truckdriver, Tractor-Trailer	21.04
99000 - Miscellaneous Occupations	
99030 - Cashier	9.76
99050 - Desk Clerk	9.75
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.86
99252 - Laboratory Animal Caretaker II	11.87
99310 - Mortician	22.94
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	19.54
99730 - Refuse Collector	14.05
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	9.97
99830 - Survey Party Chief	23.31
99831 - Surveying Aide	13.96
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.03
99842 - Vending Machine Repairer Helper	14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2510 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03

01020 - Administrative Assistant	26.46
01040 - Court Reporter	17.29
01051 - Data Entry Operator I	13.20
01052 - Data Entry Operator II	14.41
01060 - Dispatcher, Motor Vehicle	21.36
01070 - Document Preparation Clerk	14.24
01090 - Duplicating Machine Operator	14.24
01111 - General Clerk I	11.32
01112 - General Clerk II	12.79
01113 - General Clerk III	15.78
01120 - Housing Referral Assistant	21.60
01141 - Messenger Courier	11.86
01191 - Order Clerk I	13.66
01192 - Order Clerk II	14.91
01261 - Personnel Assistant (Employment) I	16.75
01262 - Personnel Assistant (Employment) II	18.73
01263 - Personnel Assistant (Employment) III	20.88
01270 - Production Control Clerk	21.36
01280 - Receptionist	13.60
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	25.99
01420 - Survey Worker	17.29
01531 - Travel Clerk I	13.07
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	15.06
01611 - Word Processor I	12.80
01612 - Word Processor II	15.30
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.00
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.38
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78

09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.58
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	15.87
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	15.48
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.18
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology Systems Administrator	27.42
13058 - Library Technician	16.29
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67

13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.31
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		22.70
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.32
16090 - Presser, Hand		9.32
16110 - Presser, Machine, Drycleaning		9.32
16130 - Presser, Machine, Shirts		9.32
16160 - Presser, Machine, Wearing Apparel, Laundry		9.32
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.33
16250 - Washer, Machine		10.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.18
19040 - Tool And Die Maker		22.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		19.45
21040 - Material Expediter		19.45
21050 - Material Handling Laborer		12.80
21071 - Order Filler		13.57
21080 - Production Line Worker (Food Processing)		15.02
21110 - Shipping Packer		13.52
21130 - Shipping/Receiving Clerk		13.52
21140 - Store Worker I		11.85
21150 - Stock Clerk		15.94
21210 - Tools And Parts Attendant		15.02
21410 - Warehouse Specialist		15.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.47

23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.90
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	19.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	16.29
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	13.22
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.28
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.71
23980 - Woodworker	14.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73

24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	18.17
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Equpment Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.83
29020 - Hatch Tender	18.83
29030 - Line Handler	18.83
29041 - Stevedore I	16.91
29042 - Stevedore II	18.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.81
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.72
30021 - Archeological Technician I	19.29
30022 - Archeological Technician II	22.30
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	23.51
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	17.56
30082 - Engineering Technician II	19.70
30083 - Engineering Technician III	22.03
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.40
30086 - Engineering Technician VI	40.41
30090 - Environmental Technician	24.73
30210 - Laboratory Technician	22.28
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	18.92

30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		22.94
99410 - Pest Controller		18.98
99510 - Photofinishing Worker		14.89
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		19.54
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		9.97
99830 - Survey Party Chief		23.31
99831 - Surveying Aide		13.96
99832 - Surveying Technician		17.89
99840 - Vending Machine Attendant		14.09
99841 - Vending Machine Repairer		17.03
99842 - Vending Machine Repairer Helper		14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2511
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.78
01012 - Accounting Clerk II		14.46
01013 - Accounting Clerk III		16.18
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.70
01051 - Data Entry Operator I		9.57
01052 - Data Entry Operator II		10.56
01060 - Dispatcher, Motor Vehicle		13.41
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		9.61
01112 - General Clerk II		10.49
01113 - General Clerk III		11.77
01120 - Housing Referral Assistant		14.98
01141 - Messenger Courier		8.76
01191 - Order Clerk I		10.48
01192 - Order Clerk II		11.44
01261 - Personnel Assistant (Employment) I		12.80
01262 - Personnel Assistant (Employment) II		14.44
01263 - Personnel Assistant (Employment) III		15.99
01270 - Production Control Clerk		16.69
01280 - Receptionist		9.47
01290 - Rental Clerk		10.50
01300 - Scheduler, Maintenance		12.00
01311 - Secretary I		12.01
01312 - Secretary II		13.43
01313 - Secretary III		14.98
01320 - Service Order Dispatcher		11.77
01410 - Supply Technician		17.23
01420 - Survey Worker		13.70
01531 - Travel Clerk I		11.16
01532 - Travel Clerk II		12.20
01533 - Travel Clerk III		13.00
01611 - Word Processor I		12.87
01612 - Word Processor II		14.45
01613 - Word Processor III		16.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.41
05010 - Automotive Electrician		15.40
05040 - Automotive Glass Installer		14.37
05070 - Automotive Worker		14.37

05110 - Mobile Equipment Servicer	12.32
05130 - Motor Equipment Metal Mechanic	16.41
05160 - Motor Equipment Metal Worker	14.37
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	11.29
05250 - Motor Vehicle Upholstery Worker	13.34
05280 - Motor Vehicle Wrecker	14.37
05310 - Painter, Automotive	15.40
05340 - Radiator Repair Specialist	14.37
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	16.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.06
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	7.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.07
11060 - Elevator Operator	8.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.02
11150 - Janitor	9.02
11210 - Laborer, Grounds Maintenance	9.02
11240 - Maid or Houseman	7.74
11260 - Pruner	7.79
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	9.02
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	12.83
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.09
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	27.43
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42
12040 - Emergency Medical Technician	12.83
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.15
12100 - Medical Assistant	10.86
12130 - Medical Laboratory Technician	13.77
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	9.26
12222 - Nursing Assistant II	10.41
12223 - Nursing Assistant III	11.36
12224 - Nursing Assistant IV	12.75
12235 - Optical Dispenser	11.21
12236 - Optical Technician	9.30

12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		23.81
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		28.64
12313 - Registered Nurse II, Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III, Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		21.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		12.93
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		27.88
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.67
14160 - Personal Computer Support Technician		22.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.13
15020 - Aircrew Training Devices Instructor (Rated)		32.14
15030 - Air Crew Training Devices Instructor (Pilot)		37.89
15050 - Computer Based Training Specialist / Instructor		26.13
15060 - Educational Technologist		32.13
15070 - Flight Instructor (Pilot)		37.89
15080 - Graphic Artist		19.52
15090 - Technical Instructor		18.06
15095 - Technical Instructor/Course Developer		22.09
15110 - Test Proctor		14.58
15120 - Tutor		14.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.64
16030 - Counter Attendant		7.64
16040 - Dry Cleaner		9.31
16070 - Finisher, Flatwork, Machine		7.64

16090 - Presser, Hand	7.64
16110 - Presser, Machine, Drycleaning	7.64
16130 - Presser, Machine, Shirts	7.64
16160 - Presser, Machine, Wearing Apparel, Laundry	7.64
16190 - Sewing Machine Operator	9.84
16220 - Tailor	10.41
16250 - Washer, Machine	8.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.73
19040 - Tool And Die Maker	20.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.91
21030 - Material Coordinator	16.69
21040 - Material Expediter	16.69
21050 - Material Handling Laborer	9.14
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	10.48
21130 - Shipping/Receiving Clerk	10.49
21140 - Store Worker I	8.93
21150 - Stock Clerk	12.82
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft, Painter	18.67
23060 - Aircraft Servicer	19.25
23080 - Aircraft Worker	20.78
23110 - Appliance Mechanic	16.14
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	21.87
23130 - Carpenter, Maintenance	15.73
23140 - Carpet Layer	14.64
23160 - Electrician, Maintenance	18.27
23181 - Electronics Technician Maintenance I	19.57
23182 - Electronics Technician Maintenance II	21.02
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.46
23290 - Fire Alarm System Mechanic	16.62
23310 - Fire Extinguisher Repairer	12.26
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.64
23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	12.26
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.24
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	18.50
23465 - Laboratory/Shelter Mechanic	15.73
23470 - Laborer	9.14
23510 - Locksmith	15.73

23530 - Machinery Maintenance Mechanic	16.96
23550 - Machinist, Maintenance	16.31
23580 - Maintenance Trades Helper	11.27
23591 - Metrology Technician I	18.50
23592 - Metrology Technician II	19.66
23593 - Metrology Technician III	20.93
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.55
23820 - Pneudraulic Systems Mechanic	16.96
23850 - Rigger	16.96
23870 - Scale Mechanic	14.64
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	14.64
23931 - Telecommunications Mechanic I	21.99
23932 - Telecommunications Mechanic II	23.51
23950 - Telephone Lineman	19.48
23960 - Welder, Combination, Maintenance	16.96
23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	11.01
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19
25070 - Stationary Engineer	18.43
25190 - Ventilation Equipment Tender	12.83
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.38
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.38
27102 - Guard II	14.84
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.45
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.96
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	14.10
28630 - Sports Official	11.92
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.06
29020 - Hatch Tender	17.06
29030 - Line Handler	17.06

29041 - Stevedore I		15.68
29042 - Stevedore II		18.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.13
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		19.04
30061 - Drafter/CAD Operator I		15.03
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		19.33
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		16.54
30362 - Paralegal/Legal Assistant II		20.49
30363 - Paralegal/Legal Assistant III		25.07
30364 - Paralegal/Legal Assistant IV		30.33
30390 - Photo-Optics Technician		22.90
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	19.99
30621 - Weather Observer, Senior	(see 3)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.98
31030 - Bus Driver		15.52
31043 - Driver Courier		11.32
31260 - Parking and Lot Attendant		7.85
31290 - Shuttle Bus Driver		12.39
31310 - Taxi Driver		10.33
31361 - Truckdriver, Light		12.39
31362 - Truckdriver, Medium		14.19
31363 - Truckdriver, Heavy		17.82
31364 - Truckdriver, Tractor-Trailer		17.82
99000 - Miscellaneous Occupations		
99030 - Cashier		7.93
99050 - Desk Clerk		10.35
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.70
99252 - Laboratory Animal Caretaker II		10.76
99310 - Mortician		22.69
99410 - Pest Controller		14.84
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.26
99711 - Recycling Specialist		14.37
99730 - Refuse Collector		9.72

99810 - Sales Clerk	10.14
99820 - School Crossing Guard	8.48
99830 - Survey Party Chief	17.09
99831 - Surveying Aide	11.84
99832 - Surveying Technician	13.97
99840 - Vending Machine Attendant	9.87
99841 - Vending Machine Repairer	12.54
99842 - Vending Machine Repairer Helper	9.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2512 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.78
01012 - Accounting Clerk II		14.46
01013 - Accounting Clerk III		16.18
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.70
01051 - Data Entry Operator I		9.57
01052 - Data Entry Operator II		10.56
01060 - Dispatcher, Motor Vehicle		13.41
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		9.61

01112 - General Clerk II	10.49
01113 - General Clerk III	11.77
01120 - Housing Referral Assistant	14.98
01141 - Messenger Courier	8.76
01191 - Order Clerk I	10.48
01192 - Order Clerk II	11.44
01261 - Personnel Assistant (Employment) I	12.80
01262 - Personnel Assistant (Employment) II	14.44
01263 - Personnel Assistant (Employment) III	15.99
01270 - Production Control Clerk	16.69
01280 - Receptionist	9.47
01290 - Rental Clerk	10.50
01300 - Scheduler, Maintenance	12.00
01311 - Secretary I	12.01
01312 - Secretary II	13.43
01313 - Secretary III	14.98
01320 - Service Order Dispatcher	11.77
01410 - Supply Technician	17.23
01420 - Survey Worker	13.70
01531 - Travel Clerk I	11.16
01532 - Travel Clerk II	12.20
01533 - Travel Clerk III	13.00
01611 - Word Processor I	12.87
01612 - Word Processor II	14.45
01613 - Word Processor III	16.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.41
05010 - Automotive Electrician	15.40
05040 - Automotive Glass Installer	14.37
05070 - Automotive Worker	14.37
05110 - Mobile Equipment Servicer	12.32
05130 - Motor Equipment Metal Mechanic	16.41
05160 - Motor Equipment Metal Worker	14.37
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	11.29
05250 - Motor Vehicle Upholstery Worker	13.34
05280 - Motor Vehicle Wrecker	14.37
05310 - Painter, Automotive	15.40
05340 - Radiator Repair Specialist	14.37
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	16.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.06
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	7.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.07
11060 - Elevator Operator	8.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.02
11150 - Janitor	9.02
11210 - Laborer, Grounds Maintenance	9.02

11240 - Maid or Houseman	7.74
11260 - Pruner	7.79
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	9.02
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	12.83
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.09
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	27.43
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42
12040 - Emergency Medical Technician	12.83
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.15
12100 - Medical Assistant	10.86
12130 - Medical Laboratory Technician	13.77
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	9.26
12222 - Nursing Assistant II	10.41
12223 - Nursing Assistant III	11.36
12224 - Nursing Assistant IV	12.75
12235 - Optical Dispenser	11.21
12236 - Optical Technician	9.30
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	23.81
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II, Specialist	28.64
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III, Anesthetist	34.65
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol Testing)	21.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	27.03
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	27.03
13047 - Librarian	24.46
13050 - Library Aide/Clerk	11.49
13054 - Library Information Technology Systems Administrator	22.09
13058 - Library Technician	17.24
13061 - Media Specialist I	15.83
13062 - Media Specialist II	17.83
13063 - Media Specialist III	19.88
13071 - Photographer I	12.93
13072 - Photographer II	16.45
13073 - Photographer III	20.57
13074 - Photographer IV	24.45
13075 - Photographer V	27.88
13110 - Video Teleconference Technician	14.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.67

14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.67
14160 - Personal Computer Support Technician		22.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.13
15020 - Aircrew Training Devices Instructor (Rated)		32.14
15030 - Air Crew Training Devices Instructor (Pilot)		37.89
15050 - Computer Based Training Specialist / Instructor		26.13
15060 - Educational Technologist		32.13
15070 - Flight Instructor (Pilot)		37.89
15080 - Graphic Artist		19.52
15090 - Technical Instructor		18.06
15095 - Technical Instructor/Course Developer		22.09
15110 - Test Proctor		14.58
15120 - Tutor		14.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.64
16030 - Counter Attendant		7.64
16040 - Dry Cleaner		9.31
16070 - Finisher, Flatwork, Machine		7.64
16090 - Presser, Hand		7.64
16110 - Presser, Machine, Drycleaning		7.64
16130 - Presser, Machine, Shirts		7.64
16160 - Presser, Machine, Wearing Apparel, Laundry		7.64
16190 - Sewing Machine Operator		9.84
16220 - Tailor		10.41
16250 - Washer, Machine		8.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.73
19040 - Tool And Die Maker		20.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		10.91
21030 - Material Coordinator		16.69
21040 - Material Expediter		16.69
21050 - Material Handling Laborer		9.14
21071 - Order Filler		10.49
21080 - Production Line Worker (Food Processing)		10.91
21110 - Shipping Packer		10.48
21130 - Shipping/Receiving Clerk		10.49
21140 - Store Worker I		8.93
21150 - Stock Clerk		12.82
21210 - Tools And Parts Attendant		10.91
21410 - Warehouse Specialist		10.91
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.14
23021 - Aircraft Mechanic I		23.82
23022 - Aircraft Mechanic II		26.14
23023 - Aircraft Mechanic III		27.45
23040 - Aircraft Mechanic Helper		16.39
23050 - Aircraft, Painter		18.67
23060 - Aircraft Servicer		19.25
23080 - Aircraft Worker		20.78
23110 - Appliance Mechanic		16.14

23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	21.87
23130 - Carpenter, Maintenance	15.73
23140 - Carpet Layer	14.64
23160 - Electrician, Maintenance	18.27
23181 - Electronics Technician Maintenance I	19.57
23182 - Electronics Technician Maintenance II	21.02
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.46
23290 - Fire Alarm System Mechanic	16.62
23310 - Fire Extinguisher Repairer	12.26
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.64
23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	12.26
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.24
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	18.50
23465 - Laboratory/Shelter Mechanic	15.73
23470 - Laborer	9.14
23510 - Locksmith	15.73
23530 - Machinery Maintenance Mechanic	16.96
23550 - Machinist, Maintenance	16.31
23580 - Maintenance Trades Helper	11.27
23591 - Metrology Technician I	18.50
23592 - Metrology Technician II	19.66
23593 - Metrology Technician III	20.93
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.55
23820 - Pneudraulic Systems Mechanic	16.96
23850 - Rigger	16.96
23870 - Scale Mechanic	14.64
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	14.64
23931 - Telecommunications Mechanic I	21.99
23932 - Telecommunications Mechanic II	23.51
23950 - Telephone Lineman	19.48
23960 - Welder, Combination, Maintenance	16.96
23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	11.01
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19

25070 - Stationary Engineer	18.43
25190 - Ventilation Equipment Tender	12.83
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.38
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.38
27102 - Guard II	14.84
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.45
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.96
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	14.10
28630 - Sports Official	11.92
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.06
29020 - Hatch Tender	17.06
29030 - Line Handler	17.06
29041 - Stevedore I	15.68
29042 - Stevedore II	18.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.13
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.11
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	19.04
30061 - Drafter/CAD Operator I	15.03
30062 - Drafter/CAD Operator II	16.81
30063 - Drafter/CAD Operator III	19.99
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	15.71
30082 - Engineering Technician II	17.63
30083 - Engineering Technician III	20.27
30084 - Engineering Technician IV	24.96
30085 - Engineering Technician V	29.90
30086 - Engineering Technician VI	36.17
30090 - Environmental Technician	19.33
30210 - Laboratory Technician	19.91
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	16.54
30362 - Paralegal/Legal Assistant II	20.49
30363 - Paralegal/Legal Assistant III	25.07
30364 - Paralegal/Legal Assistant IV	30.33
30390 - Photo-Optics Technician	22.90
30461 - Technical Writer I	26.05
30462 - Technical Writer II	31.87
30463 - Technical Writer III	38.56
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	19.99
30621 - Weather Observer, Senior	(see 3)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.98
31030 - Bus Driver		15.52
31043 - Driver Courier		11.32
31260 - Parking and Lot Attendant		7.85
31290 - Shuttle Bus Driver		12.39
31310 - Taxi Driver		10.33
31361 - Truckdriver, Light		12.39
31362 - Truckdriver, Medium		14.19
31363 - Truckdriver, Heavy		17.82
31364 - Truckdriver, Tractor-Trailer		17.82
99000 - Miscellaneous Occupations		
99030 - Cashier		7.93
99050 - Desk Clerk		10.35
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.70
99252 - Laboratory Animal Caretaker II		10.76
99310 - Mortician		22.69
99410 - Pest Controller		14.84
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.26
99711 - Recycling Specialist		14.37
99730 - Refuse Collector		9.72
99810 - Sales Clerk		10.14
99820 - School Crossing Guard		8.48
99830 - Survey Party Chief		17.09
99831 - Surveying Aide		11.84
99832 - Surveying Technician		13.97
99840 - Vending Machine Attendant		9.87
99841 - Vending Machine Repairer		12.54
99842 - Vending Machine Repairer Helper		9.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2513
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01280 - Receptionist		13.60
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		18.82
01410 - Supply Technician		25.99
01420 - Survey Worker		17.29
01531 - Travel Clerk I		13.07
01532 - Travel Clerk II		14.04
01533 - Travel Clerk III		15.06
01611 - Word Processor I		12.80
01612 - Word Processor II		15.30
01613 - Word Processor III		17.29
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.31
05010 - Automotive Electrician		21.40
05040 - Automotive Glass Installer		21.40
05070 - Automotive Worker		21.93
05110 - Mobile Equipment Servicer		16.07
05130 - Motor Equipment Metal Mechanic		22.98

05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.43
05310 - Painter, Automotive	19.45
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.47
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	15.48
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.18
12280 - Phlebotomist	14.36

12305 - Radiologic Technologist		25.82
12311 - Registered Nurse I		25.82
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III, Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 3)	
14072 - Computer Programmer II	(see 3)	
14073 - Computer Programmer III	(see 3)	
14074 - Computer Programmer IV	(see 3)	
14101 - Computer Systems Analyst I	(see 3)	
14102 - Computer Systems Analyst II	(see 3)	
14103 - Computer Systems Analyst III	(see 3)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		50.81
15080 - Graphic Artist		22.70
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.32
16090 - Presser, Hand		9.32
16110 - Presser, Machine, Drycleaning		9.32

16130 - Presser, Machine, Shirts 9.32
16160 - Presser, Machine, Wearing Apparel, Laundry 9.32
16190 - Sewing Machine Operator 12.50
16220 - Tailor 13.33
16250 - Washer, Machine 10.19
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.91
19040 - Tool And Die Maker 22.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.02
21030 - Material Coordinator 19.45
21040 - Material Expediter 19.45
21050 - Material Handling Laborer 12.80
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 15.02
21110 - Shipping Packer 13.52
21130 - Shipping/Receiving Clerk 13.52
21140 - Store Worker I 11.85
21150 - Stock Clerk 15.94
21210 - Tools And Parts Attendant 15.02
21410 - Warehouse Specialist 15.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft, Painter 21.37
23060 - Aircraft Servicer 22.61
23080 - Aircraft Worker 23.52
23110 - Appliance Mechanic 17.18
23120 - Bicycle Repairer 11.39
23125 - Cable Splicer 21.60
23130 - Carpenter, Maintenance 17.25
23140 - Carpet Layer 15.34
23160 - Electrician, Maintenance 20.94
23181 - Electronics Technician Maintenance I 25.82
23182 - Electronics Technician Maintenance II 27.21
23183 - Electronics Technician Maintenance III 28.68
23260 - Fabric Worker 15.63
23290 - Fire Alarm System Mechanic 19.04
23310 - Fire Extinguisher Repairer 15.48
23311 - Fuel Distribution System Mechanic 19.28
23312 - Fuel Distribution System Operator 15.47
23370 - General Maintenance Worker 17.70
23380 - Ground Support Equipment Mechanic 29.07
23381 - Ground Support Equipment Servicer 22.61
23382 - Ground Support Equipment Worker 23.52
23391 - Gunsmith I 15.48
23392 - Gunsmith II 17.79
23393 - Gunsmith III 19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic 19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 20.44
23430 - Heavy Equipment Mechanic 19.71
23440 - Heavy Equipment Operator 16.87
23460 - Instrument Mechanic 22.51
23465 - Laboratory/Shelter Mechanic 18.74
23470 - Laborer 12.10
23510 - Locksmith 18.99
23530 - Machinery Maintenance Mechanic 21.04
23550 - Machinist, Maintenance 17.89

23580 - Maintenance Trades Helper	12.97
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.88
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	22.19
23932 - Telecommunications Mechanic II	23.17
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.76
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	21.13
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Equpment Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.83
29020 - Hatch Tender	18.83
29030 - Line Handler	18.83
29041 - Stevedore I	16.48
29042 - Stevedore II	18.79

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	37.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.72
30021 - Archeological Technician I		19.29
30022 - Archeological Technician II		22.30
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		24.64
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
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30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		20.05
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		23.40
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		9.97

99830 - Survey Party Chief	24.51
99831 - Surveying Aide	14.21
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.06
99842 - Vending Machine Repairer Helper	14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

3) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2514 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77

01191 - Order Clerk I	13.66
01192 - Order Clerk II	14.91
01261 - Personnel Assistant (Employment) I	16.75
01262 - Personnel Assistant (Employment) II	18.73
01263 - Personnel Assistant (Employment) III	20.88
01270 - Production Control Clerk	21.36
01280 - Receptionist	13.60
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	18.82
01410 - Supply Technician	25.99
01420 - Survey Worker	17.29
01531 - Travel Clerk I	13.07
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	15.06
01611 - Word Processor I	12.80
01612 - Word Processor II	15.30
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	16.07
05130 - Motor Equipment Metal Mechanic	22.98
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.43
05310 - Painter, Automotive	19.45
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.47
11330 - Trail Maintenance Worker	11.07

11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	15.48
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.18
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	25.82
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.77
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology Systems Administrator	27.42
13058 - Library Technician	15.98
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	16.50
13072 - Photographer II	18.46
13073 - Photographer III	22.87
13074 - Photographer IV	27.97
13075 - Photographer V	33.85
13110 - Video Teleconference Technician	21.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.91
14042 - Computer Operator II	17.80
14043 - Computer Operator III	21.23
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.62

14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.91
14160 - Personal Computer Support Technician	24.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	42.54
15030 - Air Crew Training Devices Instructor (Pilot)	50.81
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	30.46
15070 - Flight Instructor (Pilot)	50.81
15080 - Graphic Artist	22.70
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	27.44
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.91
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	21.37
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.52
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	21.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	15.34

23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	15.63
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	15.47
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.52
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	12.97
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.88
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	22.19
23932 - Telecommunications Mechanic II	23.17
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.76
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	

27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	21.13
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Equpment Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.83
29020 - Hatch Tender	18.83
29030 - Line Handler	18.83
29041 - Stevedore I	16.48
29042 - Stevedore II	18.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.81
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.72
30021 - Archeological Technician I	19.29
30022 - Archeological Technician II	22.30
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	24.64
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	17.56
30082 - Engineering Technician II	19.70
30083 - Engineering Technician III	22.03
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.40
30086 - Engineering Technician VI	40.41
30090 - Environmental Technician	24.73
30210 - Laboratory Technician	21.60
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	23.44
30363 - Paralegal/Legal Assistant III	28.67
30364 - Paralegal/Legal Assistant IV	34.70
30390 - Photo-Optics Technician	27.75
30461 - Technical Writer I	25.09
30462 - Technical Writer II	30.68
30463 - Technical Writer III	37.13
30491 - Unexploded Ordnance (UXO) Technician I	24.03
30492 - Unexploded Ordnance (UXO) Technician II	29.08
30493 - Unexploded Ordnance (UXO) Technician III	34.85
30494 - Unexploded (UXO) Safety Escort	24.03
30495 - Unexploded (UXO) Sweep Personnel	24.03

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		20.05
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		23.40
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		9.97
99830 - Survey Party Chief		24.51
99831 - Surveying Aide		14.21
99832 - Surveying Technician		17.89
99840 - Vending Machine Attendant		14.09
99841 - Vending Machine Repairer		17.06
99842 - Vending Machine Repairer Helper		14.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2515 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend,

Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.82
01020 - Administrative Assistant		25.91
01040 - Court Reporter		21.79
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		15.96
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		11.88
01112 - General Clerk II		13.27
01113 - General Clerk III		14.90
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.55
01191 - Order Clerk I		13.52
01192 - Order Clerk II		15.24
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.27
01263 - Personnel Assistant (Employment) III		19.25
01270 - Production Control Clerk		19.10
01280 - Receptionist		12.02
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		25.91
01420 - Survey Worker		17.79
01531 - Travel Clerk I		13.71
01532 - Travel Clerk II		14.81
01533 - Travel Clerk III		15.83
01611 - Word Processor I		14.29
01612 - Word Processor II		16.04
01613 - Word Processor III		17.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.76
05010 - Automotive Electrician		23.79
05040 - Automotive Glass Installer		21.96
05070 - Automotive Worker		21.96
05110 - Mobile Equipment Servicer		20.23
05130 - Motor Equipment Metal Mechanic		25.76
05160 - Motor Equipment Metal Worker		21.96
05190 - Motor Vehicle Mechanic		25.76
05220 - Motor Vehicle Mechanic Helper		19.40
05250 - Motor Vehicle Upholstery Worker		20.83
05280 - Motor Vehicle Wrecker		21.96
05310 - Painter, Automotive		23.79
05340 - Radiator Repair Specialist		22.88
05370 - Tire Repairer		14.40
05400 - Transmission Repair Specialist		25.76
07000 - Food Preparation And Service Occupations		

07010 - Baker	10.06
07041 - Cook I	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.82
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.84
11150 - Janitor	8.84
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.96
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	9.81
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	23.69
12015 - Certified Physical Therapist Assistant	24.52
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	12.50
12130 - Medical Laboratory Technician	16.63
12160 - Medical Record Clerk	14.53
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	8.57
12222 - Nursing Assistant II	10.36
12223 - Nursing Assistant III	11.31
12224 - Nursing Assistant IV	12.69
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.29
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	21.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30

13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.31
14042 - Computer Operator II		19.37
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		24.00
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.31
14160 - Personal Computer Support Technician		24.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		26.72
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course Developer		27.43
15110 - Test Proctor		18.43
15120 - Tutor		18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.40
16030 - Counter Attendant		9.40
16040 - Dry Cleaner		12.06
16070 - Finisher, Flatwork, Machine		9.40
16090 - Presser, Hand		9.40
16110 - Presser, Machine, Drycleaning		9.40
16130 - Presser, Machine, Shirts		9.40
16160 - Presser, Machine, Wearing Apparel, Laundry		9.40
16190 - Sewing Machine Operator		12.79
16220 - Tailor		13.75
16250 - Washer, Machine		10.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.71
19040 - Tool And Die Maker		23.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.25

21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	13.25
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.34
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	13.58
21410 - Warehouse Specialist	13.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23080 - Aircraft Worker	25.76
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81

23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness And Support Services Coordinator	13.83
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	11.56
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.63
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.12
29020 - Hatch Tender	20.12
29030 - Line Handler	20.12
29041 - Stevedore I	18.72
29042 - Stevedore II	21.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30061 - Drafter/CAD Operator I	21.56

30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30210 - Laboratory Technician		23.56
30240 - Mathematical Technician		30.62
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30390 - Photo-Optics Technician		30.62
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.35
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.17
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32
31364 - Truckdriver, Tractor-Trailer		20.32
99000 - Miscellaneous Occupations		
99030 - Cashier		10.01
99050 - Desk Clerk		11.72
99095 - Embalmer		23.71
99251 - Laboratory Animal Caretaker I		9.83
99252 - Laboratory Animal Caretaker II		10.71
99310 - Mortician		26.44
99410 - Pest Controller		15.80
99510 - Photofinishing Worker		12.62
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		20.06
99730 - Refuse Collector		14.67
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		10.96
99830 - Survey Party Chief		20.96
99831 - Surveying Aide		14.35
99832 - Surveying Technician		18.13
99840 - Vending Machine Attendant		12.00
99841 - Vending Machine Repairer		14.41
99842 - Vending Machine Repairer Helper		12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2516 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.82
01020 - Administrative Assistant		25.91
01040 - Court Reporter		21.79
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		15.96
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		11.88
01112 - General Clerk II		13.27
01113 - General Clerk III		14.90
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.55
01191 - Order Clerk I		13.52
01192 - Order Clerk II		15.24
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.27
01263 - Personnel Assistant (Employment) III		19.25
01270 - Production Control Clerk		19.10
01280 - Receptionist		12.02
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		25.91
01420 - Survey Worker		17.79
01531 - Travel Clerk I		13.71

01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.06
07041 - Cook I	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.82
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.84
11150 - Janitor	8.84
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.96
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	9.81
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	23.69
12015 - Certified Physical Therapist Assistant	24.52
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	12.50
12130 - Medical Laboratory Technician	16.63

12160 - Medical Record Clerk		14.53
12190 - Medical Record Technician		16.57
12195 - Medical Transcriptionist		16.81
12210 - Nuclear Medicine Technologist		35.13
12221 - Nursing Assistant I		8.57
12222 - Nursing Assistant II		10.36
12223 - Nursing Assistant III		11.31
12224 - Nursing Assistant IV		12.69
12235 - Optical Dispenser		16.79
12236 - Optical Technician		15.29
12250 - Pharmacy Technician		19.18
12280 - Phlebotomist		13.30
12305 - Radiologic Technologist		26.70
12311 - Registered Nurse I		30.36
12312 - Registered Nurse II		38.37
12313 - Registered Nurse II, Specialist		38.37
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III, Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		21.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.31
14042 - Computer Operator II		19.37
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		24.00
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.31
14160 - Personal Computer Support Technician		24.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		47.98

15080 - Graphic Artist	26.72
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	18.43
15120 - Tutor	18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.40
16030 - Counter Attendant	9.40
16040 - Dry Cleaner	12.06
16070 - Finisher, Flatwork, Machine	9.40
16090 - Presser, Hand	9.40
16110 - Presser, Machine, Drycleaning	9.40
16130 - Presser, Machine, Shirts	9.40
16160 - Presser, Machine, Wearing Apparel, Laundry	9.40
16190 - Sewing Machine Operator	12.79
16220 - Tailor	13.75
16250 - Washer, Machine	10.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.71
19040 - Tool And Die Maker	23.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.25
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	13.25
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.34
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	13.58
21410 - Warehouse Specialist	13.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23080 - Aircraft Worker	25.76
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81

23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness And Support Services Coordinator	13.83
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	11.56
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.63
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	13.90

28310 - Lifeguard		12.38
28350 - Park Attendant (Aide)		15.55
28510 - Recreation Aide/Health Facility Attendant		11.35
28515 - Recreation Specialist		17.83
28630 - Sports Official		12.38
28690 - Swimming Pool Operator		17.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.12
29020 - Hatch Tender		20.12
29030 - Line Handler		20.12
29041 - Stevedore I		18.72
29042 - Stevedore II		21.50
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30210 - Laboratory Technician		23.56
30240 - Mathematical Technician		30.62
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30390 - Photo-Optics Technician		30.62
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.35
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.17
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32
31364 - Truckdriver, Tractor-Trailer		20.32
99000 - Miscellaneous Occupations		
99030 - Cashier		10.01

99050 - Desk Clerk	11.72
99095 - Embalmer	23.71
99251 - Laboratory Animal Caretaker I	9.83
99252 - Laboratory Animal Caretaker II	10.71
99310 - Mortician	26.44
99410 - Pest Controller	15.80
99510 - Photofinishing Worker	12.62
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	20.06
99730 - Refuse Collector	14.67
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	10.96
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2517 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.71
01012 - Accounting Clerk II		14.26
01013 - Accounting Clerk III		15.96
01020 - Administrative Assistant		21.36
01040 - Court Reporter		16.93
01051 - Data Entry Operator I		10.92
01052 - Data Entry Operator II		11.91
01060 - Dispatcher, Motor Vehicle		16.39
01070 - Document Preparation Clerk		11.95
01090 - Duplicating Machine Operator		11.95
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		9.96
01191 - Order Clerk I		10.92
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		14.21
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		17.75
01280 - Receptionist		11.31
01290 - Rental Clerk		13.42
01300 - Scheduler, Maintenance		15.37
01311 - Secretary I		15.37
01312 - Secretary II		17.77
01313 - Secretary III		19.21
01320 - Service Order Dispatcher		14.63
01410 - Supply Technician		21.36
01420 - Survey Worker		15.22
01531 - Travel Clerk I		11.15
01532 - Travel Clerk II		12.06
01533 - Travel Clerk III		12.98
01611 - Word Processor I		12.98
01612 - Word Processor II		14.56
01613 - Word Processor III		16.29
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.73
05010 - Automotive Electrician		19.89
05040 - Automotive Glass Installer		18.62
05070 - Automotive Worker		18.62
05110 - Mobile Equipment Servicer		16.12
05130 - Motor Equipment Metal Mechanic		21.12
05160 - Motor Equipment Metal Worker		18.62
05190 - Motor Vehicle Mechanic		21.40
05220 - Motor Vehicle Mechanic Helper		14.89
05250 - Motor Vehicle Upholstery Worker		17.39
05280 - Motor Vehicle Wrecker		18.62
05310 - Painter, Automotive		19.89
05340 - Radiator Repair Specialist		18.62
05370 - Tire Repairer		12.90
05400 - Transmission Repair Specialist		21.12
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.56
07041 - Cook I		9.71
07042 - Cook II		11.25
07070 - Dishwasher		7.37

07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.38
11060 - Elevator Operator	8.38
11090 - Gardener	11.20
11122 - Housekeeping Aide	9.06
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.80
11260 - Pruner	8.70
11270 - Tractor Operator	11.66
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	13.32
12025 - Dental Hygienist	31.24
12030 - EKG Technician	23.07
12035 - Electroneurodiagnostic Technologist	23.07
12040 - Emergency Medical Technician	13.76
12071 - Licensed Practical Nurse I	14.18
12072 - Licensed Practical Nurse II	15.86
12073 - Licensed Practical Nurse III	17.68
12100 - Medical Assistant	11.62
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	12.51
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.78
12210 - Nuclear Medicine Technologist	29.70
12221 - Nursing Assistant I	9.59
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.76
12224 - Nursing Assistant IV	13.20
12235 - Optical Dispenser	12.88
12236 - Optical Technician	11.61
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	23.30
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	18.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.34
13012 - Exhibits Specialist II	20.25
13013 - Exhibits Specialist III	24.77
13041 - Illustrator I	16.34
13042 - Illustrator II	20.25

13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		13.30
13072 - Photographer II		15.63
13073 - Photographer III		18.41
13074 - Photographer IV		22.53
13075 - Photographer V		27.26
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		22.18
14072 - Computer Programmer II		27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.98
14160 - Personal Computer Support Technician		21.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.44
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		19.64
15090 - Technical Instructor		18.16
15095 - Technical Instructor/Course Developer		22.23
15110 - Test Proctor		17.77
15120 - Tutor		17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.21
16030 - Counter Attendant		8.21
16040 - Dry Cleaner		9.53
16070 - Finisher, Flatwork, Machine		8.21
16090 - Presser, Hand		8.21
16110 - Presser, Machine, Drycleaning		8.21
16130 - Presser, Machine, Shirts		8.21
16160 - Presser, Machine, Wearing Apparel, Laundry		8.21
16190 - Sewing Machine Operator		10.09
16220 - Tailor		10.61
16250 - Washer, Machine		9.45
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.96
19040 - Tool And Die Maker		24.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.57
21030 - Material Coordinator		17.75
21040 - Material Expediter		17.75
21050 - Material Handling Laborer		9.78
21071 - Order Filler		11.03

21080 - Production Line Worker (Food Processing)	14.57
21110 - Shipping Packer	12.38
21130 - Shipping/Receiving Clerk	12.38
21140 - Store Worker I	9.53
21150 - Stock Clerk	13.09
21210 - Tools And Parts Attendant	14.57
21410 - Warehouse Specialist	14.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.13
23021 - Aircraft Mechanic I	23.71
23022 - Aircraft Mechanic II	25.13
23023 - Aircraft Mechanic III	26.53
23040 - Aircraft Mechanic Helper	16.71
23050 - Aircraft, Painter	21.58
23060 - Aircraft Servicer	18.72
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.00
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	23.51
23260 - Fabric Worker	14.71
23290 - Fire Alarm System Mechanic	19.23
23310 - Fire Extinguisher Repairer	13.66
23311 - Fuel Distribution System Mechanic	18.22
23312 - Fuel Distribution System Operator	15.05
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	13.66
23392 - Gunsmith II	15.84
23393 - Gunsmith III	19.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.35
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	11.40
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	17.96
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.35
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.65
23640 - Millwright	19.35
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.35
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	19.24
23910 - Small Engine Mechanic	15.84

23931 - Telecommunications Mechanic I	21.03
23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	19.24
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.35
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.36
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	7.33
24620 - Family Readiness And Support Services Coordinator	9.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.90
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	18.90
25190 - Ventilation Equipment Tender	13.23
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	16.49
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	16.49
27070 - Firefighter	20.08
27101 - Guard I	12.58
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	10.43
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	15.20
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	14.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.39
29020 - Hatch Tender	18.39
29030 - Line Handler	18.39
29041 - Stevedore I	17.07
29042 - Stevedore II	19.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.30
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.58
30030 - Cartographic Technician	22.58
30040 - Civil Engineering Technician	21.39
30061 - Drafter/CAD Operator I	16.30
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.13
30081 - Engineering Technician I	15.07

30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		21.53
30210 - Laboratory Technician		20.09
30240 - Mathematical Technician		22.58
30361 - Paralegal/Legal Assistant I		16.90
30362 - Paralegal/Legal Assistant II		19.95
30363 - Paralegal/Legal Assistant III		24.84
30364 - Paralegal/Legal Assistant IV		29.73
30390 - Photo-Optics Technician		22.58
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		11.91
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		12.89
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.89
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		17.91
31364 - Truckdriver, Tractor-Trailer		17.91
99000 - Miscellaneous Occupations		
99030 - Cashier		8.73
99050 - Desk Clerk		11.45
99095 - Embalmer		24.07
99251 - Laboratory Animal Caretaker I		10.35
99252 - Laboratory Animal Caretaker II		11.21
99310 - Mortician		24.07
99410 - Pest Controller		14.59
99510 - Photofinishing Worker		11.42
99710 - Recycling Laborer		14.23
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		12.73
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		8.77
99830 - Survey Party Chief		14.51
99831 - Surveying Aide		10.10
99832 - Surveying Technician		13.85
99840 - Vending Machine Attendant		11.45
99841 - Vending Machine Repairer		14.36
99842 - Vending Machine Repairer Helper		11.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2518
Revision No.: 20
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.71
01012 - Accounting Clerk II		14.26
01013 - Accounting Clerk III		15.96
01020 - Administrative Assistant		21.36
01040 - Court Reporter		16.93
01051 - Data Entry Operator I		10.92
01052 - Data Entry Operator II		11.91
01060 - Dispatcher, Motor Vehicle		16.39
01070 - Document Preparation Clerk		11.95
01090 - Duplicating Machine Operator		11.95
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		9.96
01191 - Order Clerk I		10.92
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		14.21
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		17.75
01280 - Receptionist		11.31
01290 - Rental Clerk		13.42

01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	21.36
01420 - Survey Worker	15.22
01531 - Travel Clerk I	11.15
01532 - Travel Clerk II	12.06
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.98
01612 - Word Processor II	14.56
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.12
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	21.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.56
07041 - Cook I	9.71
07042 - Cook II	11.25
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.38
11060 - Elevator Operator	8.38
11090 - Gardener	11.20
11122 - Housekeeping Aide	9.06
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.80
11260 - Pruner	8.70
11270 - Tractor Operator	11.66
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	13.32
12025 - Dental Hygienist	31.24

12030 - EKG Technician		23.07
12035 - Electroneurodiagnostic Technologist		23.07
12040 - Emergency Medical Technician		13.76
12071 - Licensed Practical Nurse I		14.18
12072 - Licensed Practical Nurse II		15.86
12073 - Licensed Practical Nurse III		17.68
12100 - Medical Assistant		11.62
12130 - Medical Laboratory Technician		15.03
12160 - Medical Record Clerk		12.51
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		13.78
12210 - Nuclear Medicine Technologist		29.70
12221 - Nursing Assistant I		9.59
12222 - Nursing Assistant II		10.77
12223 - Nursing Assistant III		11.76
12224 - Nursing Assistant IV		13.20
12235 - Optical Dispenser		12.88
12236 - Optical Technician		11.61
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.20
12305 - Radiologic Technologist		23.30
12311 - Registered Nurse I		24.19
12312 - Registered Nurse II		29.61
12313 - Registered Nurse II, Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III, Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		13.30
13072 - Photographer II		15.63
13073 - Photographer III		18.41
13074 - Photographer IV		22.53
13075 - Photographer V		27.26
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		22.18
14072 - Computer Programmer II		27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.98

14160 - Personal Computer Support Technician	21.63
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.44
15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	40.60
15050 - Computer Based Training Specialist / Instructor	27.72
15060 - Educational Technologist	26.44
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	19.64
15090 - Technical Instructor	18.16
15095 - Technical Instructor/Course Developer	22.23
15110 - Test Proctor	17.77
15120 - Tutor	17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	9.53
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.09
16220 - Tailor	10.61
16250 - Washer, Machine	9.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.96
19040 - Tool And Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.57
21030 - Material Coordinator	17.75
21040 - Material Expediter	17.75
21050 - Material Handling Laborer	9.78
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	14.57
21110 - Shipping Packer	12.38
21130 - Shipping/Receiving Clerk	12.38
21140 - Store Worker I	9.53
21150 - Stock Clerk	13.09
21210 - Tools And Parts Attendant	14.57
21410 - Warehouse Specialist	14.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.13
23021 - Aircraft Mechanic I	23.71
23022 - Aircraft Mechanic II	25.13
23023 - Aircraft Mechanic III	26.53
23040 - Aircraft Mechanic Helper	16.71
23050 - Aircraft, Painter	21.58
23060 - Aircraft Servicer	18.72
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.00
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	23.51
23260 - Fabric Worker	14.71
23290 - Fire Alarm System Mechanic	19.23
23310 - Fire Extinguisher Repairer	13.66
23311 - Fuel Distribution System Mechanic	18.22

23312 - Fuel Distribution System Operator	15.05
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	13.66
23392 - Gunsmith II	15.84
23393 - Gunsmith III	19.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.35
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	11.40
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	17.96
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.35
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.65
23640 - Millwright	19.35
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.35
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	19.24
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.03
23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	19.24
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.35
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.36
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	7.33
24620 - Family Readiness And Support Services Coordinator	9.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.90
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	18.90
25190 - Ventilation Equipment Tender	13.23
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	16.49
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	16.49
27070 - Firefighter	20.08
27101 - Guard I	12.58

27102 - Guard II		15.74
27131 - Police Officer I		23.04
27132 - Police Officer II		25.57
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.01
28042 - Carnival Equipment Repairer		10.43
28043 - Carnival Equpment Worker		8.32
28210 - Gate Attendant/Gate Tender		13.35
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.94
28510 - Recreation Aide/Health Facility Attendant		10.90
28515 - Recreation Specialist		15.20
28630 - Sports Official		11.90
28690 - Swimming Pool Operator		14.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.39
29020 - Hatch Tender		18.39
29030 - Line Handler		18.39
29041 - Stevedore I		17.07
29042 - Stevedore II		19.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.30
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.58
30030 - Cartographic Technician		22.58
30040 - Civil Engineering Technician		21.39
30061 - Drafter/CAD Operator I		16.30
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.13
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		21.53
30210 - Laboratory Technician		20.09
30240 - Mathematical Technician		22.58
30361 - Paralegal/Legal Assistant I		16.90
30362 - Paralegal/Legal Assistant II		19.95
30363 - Paralegal/Legal Assistant III		24.84
30364 - Paralegal/Legal Assistant IV		29.73
30390 - Photo-Optics Technician		22.58
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		11.91
31260 - Parking and Lot Attendant		8.95

31290 - Shuttle Bus Driver	12.89
31310 - Taxi Driver	9.57
31361 - Truckdriver, Light	12.89
31362 - Truckdriver, Medium	15.45
31363 - Truckdriver, Heavy	17.91
31364 - Truckdriver, Tractor-Trailer	17.91
99000 - Miscellaneous Occupations	
99030 - Cashier	8.73
99050 - Desk Clerk	11.45
99095 - Embalmer	24.07
99251 - Laboratory Animal Caretaker I	10.35
99252 - Laboratory Animal Caretaker II	11.21
99310 - Mortician	24.07
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	11.42
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	8.77
99830 - Survey Party Chief	14.51
99831 - Surveying Aide	10.10
99832 - Surveying Technician	13.85
99840 - Vending Machine Attendant	11.45
99841 - Vending Machine Repairer	14.36
99842 - Vending Machine Repairer Helper	11.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2519 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	11.16
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	14.48
01020 - Administrative Assistant	16.86
01040 - Court Reporter	15.03
01051 - Data Entry Operator I	9.50
01052 - Data Entry Operator II	10.37
01060 - Dispatcher, Motor Vehicle	14.48
01070 - Document Preparation Clerk	10.46
01090 - Duplicating Machine Operator	10.46
01111 - General Clerk I	10.21
01112 - General Clerk II	11.16
01113 - General Clerk III	12.52
01120 - Housing Referral Assistant	16.69
01141 - Messenger Courier	9.90
01191 - Order Clerk I	9.70
01192 - Order Clerk II	10.59
01261 - Personnel Assistant (Employment) I	12.52
01262 - Personnel Assistant (Employment) II	15.33
01263 - Personnel Assistant (Employment) III	17.11
01270 - Production Control Clerk	13.34
01280 - Receptionist	9.51
01290 - Rental Clerk	12.52
01300 - Scheduler, Maintenance	12.90
01311 - Secretary I	12.90
01312 - Secretary II	14.43
01313 - Secretary III	16.10
01320 - Service Order Dispatcher	12.82
01410 - Supply Technician	16.86
01420 - Survey Worker	14.38
01531 - Travel Clerk I	10.71
01532 - Travel Clerk II	11.73
01533 - Travel Clerk III	12.58
01611 - Word Processor I	10.10
01612 - Word Processor II	12.50
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.72
05010 - Automotive Electrician	13.04
05040 - Automotive Glass Installer	12.21
05070 - Automotive Worker	12.21
05110 - Mobile Equipment Servicer	10.83
05130 - Motor Equipment Metal Mechanic	13.72
05160 - Motor Equipment Metal Worker	12.21
05190 - Motor Vehicle Mechanic	13.72
05220 - Motor Vehicle Mechanic Helper	10.29
05250 - Motor Vehicle Upholstery Worker	11.52
05280 - Motor Vehicle Wrecker	12.21
05310 - Painter, Automotive	13.04
05340 - Radiator Repair Specialist	12.21
05370 - Tire Repairer	10.10
05400 - Transmission Repair Specialist	13.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.31
07041 - Cook I	8.74
07042 - Cook II	9.34
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.27
07210 - Meat Cutter	10.65
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08

09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.68
11060 - Elevator Operator	8.45
11090 - Gardener	11.16
11122 - Housekeeping Aide	8.27
11150 - Janitor	9.29
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.25
11260 - Pruner	8.21
11270 - Tractor Operator	10.68
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	14.85
12011 - Breath Alcohol Technician	15.30
12012 - Certified Occupational Therapist Assistant	22.12
12015 - Certified Physical Therapist Assistant	22.99
12020 - Dental Assistant	13.22
12025 - Dental Hygienist	30.90
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.37
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	10.95
12130 - Medical Laboratory Technician	14.36
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	14.16
12210 - Nuclear Medicine Technologist	34.71
12221 - Nursing Assistant I	8.74
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.72
12224 - Nursing Assistant IV	12.03
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.36
12305 - Radiologic Technologist	22.15
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II, Specialist	31.68
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III, Anesthetist	38.30
12316 - Registered Nurse IV	45.94
12317 - Scheduler (Drug and Alcohol Testing)	20.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.38
13012 - Exhibits Specialist II	21.54
13013 - Exhibits Specialist III	26.37
13041 - Illustrator I	17.38
13042 - Illustrator II	21.54
13043 - Illustrator III	26.37
13047 - Librarian	23.88
13050 - Library Aide/Clerk	18.30
13054 - Library Information Technology Systems Administrator	21.54
13058 - Library Technician	13.22

13061 - Media Specialist I		15.54
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.39
13071 - Photographer I		14.67
13072 - Photographer II		16.41
13073 - Photographer III		20.35
13074 - Photographer IV		23.45
13075 - Photographer V		29.26
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	17.38
14072 - Computer Programmer II	(see 1)	20.63
14073 - Computer Programmer III	(see 1)	25.90
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.75
14102 - Computer Systems Analyst II	(see 1)	26.90
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.68
14160 - Personal Computer Support Technician		17.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.41
15020 - Aircrew Training Devices Instructor (Rated)		28.33
15030 - Air Crew Training Devices Instructor (Pilot)		33.51
15050 - Computer Based Training Specialist / Instructor		23.41
15060 - Educational Technologist		29.50
15070 - Flight Instructor (Pilot)		33.51
15080 - Graphic Artist		17.26
15090 - Technical Instructor		16.83
15095 - Technical Instructor/Course Developer		19.52
15110 - Test Proctor		11.18
15120 - Tutor		11.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.32
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.79
16220 - Tailor		10.31
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		13.84
19040 - Tool And Die Maker		16.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		10.16
21030 - Material Coordinator		14.22
21040 - Material Expediter		14.22
21050 - Material Handling Laborer		9.44
21071 - Order Filler		8.83
21080 - Production Line Worker (Food Processing)		10.22
21110 - Shipping Packer		10.00
21130 - Shipping/Receiving Clerk		10.00
21140 - Store Worker I		10.23
21150 - Stock Clerk		13.65
21210 - Tools And Parts Attendant		10.22

21410 - Warehouse Specialist	10.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	15.92
23021 - Aircraft Mechanic I	15.15
23022 - Aircraft Mechanic II	15.92
23023 - Aircraft Mechanic III	16.71
23040 - Aircraft Mechanic Helper	11.24
23050 - Aircraft, Painter	14.17
23060 - Aircraft Servicer	13.56
23080 - Aircraft Worker	13.59
23110 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.40
23125 - Cable Splicer	18.01
23130 - Carpenter, Maintenance	12.88
23140 - Carpet Layer	13.27
23160 - Electrician, Maintenance	13.97
23181 - Electronics Technician Maintenance I	12.65
23182 - Electronics Technician Maintenance II	14.54
23183 - Electronics Technician Maintenance III	17.58
23260 - Fabric Worker	12.51
23290 - Fire Alarm System Mechanic	15.10
23310 - Fire Extinguisher Repairer	11.64
23311 - Fuel Distribution System Mechanic	15.18
23312 - Fuel Distribution System Operator	11.00
23370 - General Maintenance Worker	11.71
23380 - Ground Support Equipment Mechanic	15.15
23381 - Ground Support Equipment Servicer	13.56
23382 - Ground Support Equipment Worker	13.59
23391 - Gunsmith I	11.44
23392 - Gunsmith II	13.08
23393 - Gunsmith III	14.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	12.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	12.95
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	12.08
23460 - Instrument Mechanic	15.10
23465 - Laboratory/Shelter Mechanic	13.88
23470 - Laborer	8.14
23510 - Locksmith	12.88
23530 - Machinery Maintenance Mechanic	15.39
23550 - Machinist, Maintenance	12.75
23580 - Maintenance Trades Helper	10.16
23591 - Metrology Technician I	15.10
23592 - Metrology Technician II	15.98
23593 - Metrology Technician III	16.85
23640 - Millwright	15.10
23710 - Office Appliance Repairer	11.99
23760 - Painter, Maintenance	11.71
23790 - Pipefitter, Maintenance	13.23
23810 - Plumber, Maintenance	12.87
23820 - Pneudraulic Systems Mechanic	15.10
23850 - Rigger	15.77
23870 - Scale Mechanic	13.41
23890 - Sheet-Metal Worker, Maintenance	12.32
23910 - Small Engine Mechanic	13.41
23931 - Telecommunications Mechanic I	18.04
23932 - Telecommunications Mechanic II	18.94
23950 - Telephone Lineman	15.15
23960 - Welder, Combination, Maintenance	13.27
23965 - Well Driller	15.10
23970 - Woodcraft Worker	14.91

23980 - Woodworker	10.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.31
24580 - Child Care Center Clerk	9.66
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	9.22
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.40
25040 - Sewage Plant Operator	12.03
25070 - Stationary Engineer	16.40
25190 - Ventilation Equipment Tender	11.90
25210 - Water Treatment Plant Operator	12.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.46
27007 - Baggage Inspector	10.02
27008 - Corrections Officer	14.94
27010 - Court Security Officer	17.35
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	14.94
27070 - Firefighter	17.58
27101 - Guard I	10.02
27102 - Guard II	14.63
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64
28042 - Carnival Equipment Repairer	10.18
28043 - Carnival Equpment Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.23
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	12.56
29020 - Hatch Tender	12.56
29030 - Line Handler	12.56
29041 - Stevedore I	12.20
29042 - Stevedore II	13.71
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.92
30022 - Archeological Technician II	14.74
30023 - Archeological Technician III	17.07
30030 - Cartographic Technician	17.08
30040 - Civil Engineering Technician	16.56
30061 - Drafter/CAD Operator I	13.11
30062 - Drafter/CAD Operator II	14.64
30063 - Drafter/CAD Operator III	16.36
30064 - Drafter/CAD Operator IV	18.60
30081 - Engineering Technician I	12.25
30082 - Engineering Technician II	13.77
30083 - Engineering Technician III	15.38
30084 - Engineering Technician IV	19.08
30085 - Engineering Technician V	22.36
30086 - Engineering Technician VI	27.40
30090 - Environmental Technician	19.00

30210 - Laboratory Technician		16.36
30240 - Mathematical Technician		18.17
30361 - Paralegal/Legal Assistant I		15.14
30362 - Paralegal/Legal Assistant II		17.38
30363 - Paralegal/Legal Assistant III		21.26
30364 - Paralegal/Legal Assistant IV		25.72
30390 - Photo-Optics Technician		18.17
30461 - Technical Writer I		18.17
30462 - Technical Writer II		20.91
30463 - Technical Writer III		24.95
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	16.36
30621 - Weather Observer, Senior	(see 3)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.33
31030 - Bus Driver		13.68
31043 - Driver Courier		10.40
31260 - Parking and Lot Attendant		8.00
31290 - Shuttle Bus Driver		11.20
31310 - Taxi Driver		7.32
31361 - Truckdriver, Light		11.20
31362 - Truckdriver, Medium		12.07
31363 - Truckdriver, Heavy		14.67
31364 - Truckdriver, Tractor-Trailer		14.67
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		7.75
99095 - Embalmer		23.19
99251 - Laboratory Animal Caretaker I		13.71
99252 - Laboratory Animal Caretaker II		14.39
99310 - Mortician		23.19
99410 - Pest Controller		13.33
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.54
99711 - Recycling Specialist		13.78
99730 - Refuse Collector		11.00
99810 - Sales Clerk		10.71
99820 - School Crossing Guard		11.36
99830 - Survey Party Chief		18.99
99831 - Surveying Aide		12.91
99832 - Surveying Technician		15.88
99840 - Vending Machine Attendant		10.70
99841 - Vending Machine Repairer		12.14
99842 - Vending Machine Repairer Helper		10.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2520 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.16
01012 - Accounting Clerk II		12.52
01013 - Accounting Clerk III		14.48
01020 - Administrative Assistant		16.86
01040 - Court Reporter		15.03
01051 - Data Entry Operator I		9.50
01052 - Data Entry Operator II		10.37
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		10.46
01090 - Duplicating Machine Operator		10.46
01111 - General Clerk I		10.21
01112 - General Clerk II		11.16
01113 - General Clerk III		12.52
01120 - Housing Referral Assistant		16.69
01141 - Messenger Courier		9.90
01191 - Order Clerk I		9.70
01192 - Order Clerk II		10.59
01261 - Personnel Assistant (Employment) I		12.52
01262 - Personnel Assistant (Employment) II		15.33
01263 - Personnel Assistant (Employment) III		17.11
01270 - Production Control Clerk		13.34
01280 - Receptionist		9.51
01290 - Rental Clerk		12.52
01300 - Scheduler, Maintenance		12.90
01311 - Secretary I		12.90
01312 - Secretary II		14.43
01313 - Secretary III		16.10
01320 - Service Order Dispatcher		12.82
01410 - Supply Technician		16.86
01420 - Survey Worker		14.38
01531 - Travel Clerk I		10.71
01532 - Travel Clerk II		11.73
01533 - Travel Clerk III		12.58
01611 - Word Processor I		10.10

01612 - Word Processor II	12.50
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.72
05010 - Automotive Electrician	13.04
05040 - Automotive Glass Installer	12.21
05070 - Automotive Worker	12.21
05110 - Mobile Equipment Servicer	10.83
05130 - Motor Equipment Metal Mechanic	13.72
05160 - Motor Equipment Metal Worker	12.21
05190 - Motor Vehicle Mechanic	13.72
05220 - Motor Vehicle Mechanic Helper	10.29
05250 - Motor Vehicle Upholstery Worker	11.52
05280 - Motor Vehicle Wrecker	12.21
05310 - Painter, Automotive	13.04
05340 - Radiator Repair Specialist	12.21
05370 - Tire Repairer	10.10
05400 - Transmission Repair Specialist	13.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.31
07041 - Cook I	8.74
07042 - Cook II	9.34
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.27
07210 - Meat Cutter	10.65
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08
09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.68
11060 - Elevator Operator	8.45
11090 - Gardener	11.16
11122 - Housekeeping Aide	8.27
11150 - Janitor	9.29
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.25
11260 - Pruner	8.21
11270 - Tractor Operator	10.68
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	14.85
12011 - Breath Alcohol Technician	15.30
12012 - Certified Occupational Therapist Assistant	22.12
12015 - Certified Physical Therapist Assistant	22.99
12020 - Dental Assistant	13.22
12025 - Dental Hygienist	30.90
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.37
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	10.95
12130 - Medical Laboratory Technician	14.36
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	14.16

12210 - Nuclear Medicine Technologist		34.71
12221 - Nursing Assistant I		8.74
12222 - Nursing Assistant II		9.82
12223 - Nursing Assistant III		10.72
12224 - Nursing Assistant IV		12.03
12235 - Optical Dispenser		15.79
12236 - Optical Technician		25.52
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		12.36
12305 - Radiologic Technologist		22.15
12311 - Registered Nurse I		25.88
12312 - Registered Nurse II		31.68
12313 - Registered Nurse II, Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III, Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		20.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.54
13013 - Exhibits Specialist III		26.37
13041 - Illustrator I		17.38
13042 - Illustrator II		21.54
13043 - Illustrator III		26.37
13047 - Librarian		23.88
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		21.54
13058 - Library Technician		13.22
13061 - Media Specialist I		15.54
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.39
13071 - Photographer I		14.67
13072 - Photographer II		16.41
13073 - Photographer III		20.35
13074 - Photographer IV		23.45
13075 - Photographer V		29.26
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	17.38
14072 - Computer Programmer II	(see 1)	20.63
14073 - Computer Programmer III	(see 1)	25.90
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.75
14102 - Computer Systems Analyst II	(see 1)	26.90
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.68
14160 - Personal Computer Support Technician		17.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.41
15020 - Aircrew Training Devices Instructor (Rated)		28.33
15030 - Air Crew Training Devices Instructor (Pilot)		33.51
15050 - Computer Based Training Specialist / Instructor		23.41
15060 - Educational Technologist		29.50
15070 - Flight Instructor (Pilot)		33.51
15080 - Graphic Artist		17.26
15090 - Technical Instructor		16.83
15095 - Technical Instructor/Course Developer		19.52

15110 - Test Proctor	11.18
15120 - Tutor	11.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.93
16030 - Counter Attendant	7.93
16040 - Dry Cleaner	9.32
16070 - Finisher, Flatwork, Machine	7.93
16090 - Presser, Hand	7.93
16110 - Presser, Machine, Drycleaning	7.93
16130 - Presser, Machine, Shirts	7.93
16160 - Presser, Machine, Wearing Apparel, Laundry	7.93
16190 - Sewing Machine Operator	9.79
16220 - Tailor	10.31
16250 - Washer, Machine	8.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	13.84
19040 - Tool And Die Maker	16.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.16
21030 - Material Coordinator	14.22
21040 - Material Expediter	14.22
21050 - Material Handling Laborer	9.44
21071 - Order Filler	8.83
21080 - Production Line Worker (Food Processing)	10.22
21110 - Shipping Packer	10.00
21130 - Shipping/Receiving Clerk	10.00
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.65
21210 - Tools And Parts Attendant	10.22
21410 - Warehouse Specialist	10.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	15.92
23021 - Aircraft Mechanic I	15.15
23022 - Aircraft Mechanic II	15.92
23023 - Aircraft Mechanic III	16.71
23040 - Aircraft Mechanic Helper	11.24
23050 - Aircraft, Painter	14.17
23060 - Aircraft Servicer	13.56
23080 - Aircraft Worker	13.59
23110 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.40
23125 - Cable Splicer	18.01
23130 - Carpenter, Maintenance	12.88
23140 - Carpet Layer	13.27
23160 - Electrician, Maintenance	13.97
23181 - Electronics Technician Maintenance I	12.65
23182 - Electronics Technician Maintenance II	14.54
23183 - Electronics Technician Maintenance III	17.58
23260 - Fabric Worker	12.51
23290 - Fire Alarm System Mechanic	15.10
23310 - Fire Extinguisher Repairer	11.64
23311 - Fuel Distribution System Mechanic	15.18
23312 - Fuel Distribution System Operator	11.00
23370 - General Maintenance Worker	11.71
23380 - Ground Support Equipment Mechanic	15.15
23381 - Ground Support Equipment Servicer	13.56
23382 - Ground Support Equipment Worker	13.59
23391 - Gunsmith I	11.44
23392 - Gunsmith II	13.08
23393 - Gunsmith III	14.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	12.33
23411 - Heating, Ventilation And Air Contditioning	12.95

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	12.08
23460 - Instrument Mechanic	15.10
23465 - Laboratory/Shelter Mechanic	13.88
23470 - Laborer	8.14
23510 - Locksmith	12.88
23530 - Machinery Maintenance Mechanic	15.39
23550 - Machinist, Maintenance	12.75
23580 - Maintenance Trades Helper	10.16
23591 - Metrology Technician I	15.10
23592 - Metrology Technician II	15.98
23593 - Metrology Technician III	16.85
23640 - Millwright	15.10
23710 - Office Appliance Repairer	11.99
23760 - Painter, Maintenance	11.71
23790 - Pipefitter, Maintenance	13.23
23810 - Plumber, Maintenance	12.87
23820 - Pneudraulic Systems Mechanic	15.10
23850 - Rigger	15.77
23870 - Scale Mechanic	13.41
23890 - Sheet-Metal Worker, Maintenance	12.32
23910 - Small Engine Mechanic	13.41
23931 - Telecommunications Mechanic I	18.04
23932 - Telecommunications Mechanic II	18.94
23950 - Telephone Lineman	15.15
23960 - Welder, Combination, Maintenance	13.27
23965 - Well Driller	15.10
23970 - Woodcraft Worker	14.91
23980 - Woodworker	10.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.31
24580 - Child Care Center Clerk	9.66
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	9.22
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.40
25040 - Sewage Plant Operator	12.03
25070 - Stationary Engineer	16.40
25190 - Ventilation Equipment Tender	11.90
25210 - Water Treatment Plant Operator	12.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.46
27007 - Baggage Inspector	10.02
27008 - Corrections Officer	14.94
27010 - Court Security Officer	17.35
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	14.94
27070 - Firefighter	17.58
27101 - Guard I	10.02
27102 - Guard II	14.63
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64
28042 - Carnival Equipment Repairer	10.18
28043 - Carnival Equpment Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09

28515 - Recreation Specialist		12.23
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		14.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		12.56
29020 - Hatch Tender		12.56
29030 - Line Handler		12.56
29041 - Stevedore I		12.20
29042 - Stevedore II		13.71
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		13.92
30022 - Archeological Technician II		14.74
30023 - Archeological Technician III		17.07
30030 - Cartographic Technician		17.08
30040 - Civil Engineering Technician		16.56
30061 - Drafter/CAD Operator I		13.11
30062 - Drafter/CAD Operator II		14.64
30063 - Drafter/CAD Operator III		16.36
30064 - Drafter/CAD Operator IV		18.60
30081 - Engineering Technician I		12.25
30082 - Engineering Technician II		13.77
30083 - Engineering Technician III		15.38
30084 - Engineering Technician IV		19.08
30085 - Engineering Technician V		22.36
30086 - Engineering Technician VI		27.40
30090 - Environmental Technician		19.00
30210 - Laboratory Technician		16.36
30240 - Mathematical Technician		18.17
30361 - Paralegal/Legal Assistant I		15.14
30362 - Paralegal/Legal Assistant II		17.38
30363 - Paralegal/Legal Assistant III		21.26
30364 - Paralegal/Legal Assistant IV		25.72
30390 - Photo-Optics Technician		18.17
30461 - Technical Writer I		18.17
30462 - Technical Writer II		20.91
30463 - Technical Writer III		24.95
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	16.36
30621 - Weather Observer, Senior	(see 3)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.33
31030 - Bus Driver		13.68
31043 - Driver Courier		10.40
31260 - Parking and Lot Attendant		8.00
31290 - Shuttle Bus Driver		11.20
31310 - Taxi Driver		7.32
31361 - Truckdriver, Light		11.20
31362 - Truckdriver, Medium		12.07
31363 - Truckdriver, Heavy		14.67
31364 - Truckdriver, Tractor-Trailer		14.67
99000 - Miscellaneous Occupations		
99030 - Cashier		8.43
99050 - Desk Clerk		7.75
99095 - Embalmer		23.19
99251 - Laboratory Animal Caretaker I		13.71

99252 - Laboratory Animal Caretaker II	14.39
99310 - Mortician	23.19
99410 - Pest Controller	13.33
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.54
99711 - Recycling Specialist	13.78
99730 - Refuse Collector	11.00
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	11.36
99830 - Survey Party Chief	18.99
99831 - Surveying Aide	12.91
99832 - Surveying Technician	15.88
99840 - Vending Machine Attendant	10.70
99841 - Vending Machine Repairer	12.14
99842 - Vending Machine Repairer Helper	10.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2521
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		21.96
01040 - Court Reporter		22.14
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.11
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.26
01112 - General Clerk II		13.21
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.49
01192 - Order Clerk II		13.63
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		18.59
01280 - Receptionist		11.89
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.86
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.26
01410 - Supply Technician		21.96
01420 - Survey Worker		16.65
01531 - Travel Clerk I		12.19
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.60
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		16.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.41
05010 - Automotive Electrician		17.75
05040 - Automotive Glass Installer		16.77
05070 - Automotive Worker		16.77
05110 - Mobile Equipment Servicer		14.96
05130 - Motor Equipment Metal Mechanic		18.68
05160 - Motor Equipment Metal Worker		16.77
05190 - Motor Vehicle Mechanic		18.41

05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	9.42
07042 - Cook II	11.33
07070 - Dishwasher	7.76
07130 - Food Service Worker	8.51
07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	7.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.02
11060 - Elevator Operator	9.02
11090 - Gardener	13.57
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.80
11260 - Pruner	10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.40
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	16.80
12160 - Medical Record Clerk	13.61
12190 - Medical Record Technician	14.86
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	29.68
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.71
12223 - Nursing Assistant III	12.78
12224 - Nursing Assistant IV	14.35
12235 - Optical Dispenser	14.94
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.35
12305 - Radiologic Technologist	24.06
12311 - Registered Nurse I	24.40

12312 - Registered Nurse II		29.85
12313 - Registered Nurse II, Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III, Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		18.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.29
13072 - Photographer II		16.15
13073 - Photographer III		18.92
13074 - Photographer IV		21.54
13075 - Photographer V		26.14
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		31.51
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		26.86
15070 - Flight Instructor (Pilot)		37.76
15080 - Graphic Artist		22.57
15090 - Technical Instructor		18.93
15095 - Technical Instructor/Course Developer		23.16
15110 - Test Proctor		15.28
15120 - Tutor		15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.64
16030 - Counter Attendant		8.64
16040 - Dry Cleaner		10.50
16070 - Finisher, Flatwork, Machine		8.64
16090 - Presser, Hand		8.64
16110 - Presser, Machine, Drycleaning		8.64
16130 - Presser, Machine, Shirts		8.64
16160 - Presser, Machine, Wearing Apparel, Laundry		8.64

16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.63
16250 - Washer, Machine	9.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.35
19040 - Tool And Die Maker	19.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.22
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	10.58
21071 - Order Filler	11.28
21080 - Production Line Worker (Food Processing)	12.22
21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.18
21210 - Tools And Parts Attendant	12.22
21410 - Warehouse Specialist	12.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.73
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.73
23023 - Aircraft Mechanic III	21.85
23040 - Aircraft Mechanic Helper	13.74
23050 - Aircraft, Painter	17.58
23060 - Aircraft Servicer	15.39
23080 - Aircraft Worker	16.41
23110 - Appliance Mechanic	17.25
23120 - Bicycle Repairer	11.12
23125 - Cable Splicer	19.50
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.04
23160 - Electrician, Maintenance	19.55
23181 - Electronics Technician Maintenance I	22.30
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	14.33
23290 - Fire Alarm System Mechanic	17.71
23310 - Fire Extinguisher Repairer	13.77
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.10
23382 - Ground Support Equipment Worker	16.10
23391 - Gunsmith I	14.33
23392 - Gunsmith II	15.37
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	17.55
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	16.41
23470 - Laborer	10.03
23510 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11

23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.02
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.13
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	15.37
23931 - Telecommunications Mechanic I	21.97
23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	20.66
23960 - Welder, Combination, Maintenance	17.15
23965 - Well Driller	17.15
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	10.76
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.19
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	18.19
25190 - Ventilation Equipment Tender	12.13
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	14.20
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.89
28042 - Carnival Equipment Repairer	10.39
28043 - Carnival Equpment Worker	8.25
28210 - Gate Attendant/Gate Tender	12.51
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	13.88
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	14.76
28630 - Sports Official	11.05
28690 - Swimming Pool Operator	13.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90
29020 - Hatch Tender	18.90
29030 - Line Handler	18.90
29041 - Stevedore I	17.63
29042 - Stevedore II	20.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.47
30022 - Archeological Technician II	17.18
30023 - Archeological Technician III	23.40
30030 - Cartographic Technician	23.74
30040 - Civil Engineering Technician	20.21
30061 - Drafter/CAD Operator I	17.13
30062 - Drafter/CAD Operator II	19.16
30063 - Drafter/CAD Operator III	21.37
30064 - Drafter/CAD Operator IV	26.29
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	19.98
30084 - Engineering Technician IV	24.75
30085 - Engineering Technician V	30.27
30086 - Engineering Technician VI	36.63
30090 - Environmental Technician	19.43
30210 - Laboratory Technician	19.16
30240 - Mathematical Technician	23.74
30361 - Paralegal/Legal Assistant I	16.70
30362 - Paralegal/Legal Assistant II	21.82
30363 - Paralegal/Legal Assistant III	26.68
30364 - Paralegal/Legal Assistant IV	32.25
30390 - Photo-Optics Technician	23.74
30461 - Technical Writer I	24.59
30462 - Technical Writer II	30.08
30463 - Technical Writer III	34.17
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	21.37
30621 - Weather Observer, Senior (see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.95
31030 - Bus Driver	16.78
31043 - Driver Courier	13.17
31260 - Parking and Lot Attendant	9.64
31290 - Shuttle Bus Driver	14.18
31310 - Taxi Driver	11.35
31361 - Truckdriver, Light	14.18
31362 - Truckdriver, Medium	15.07
31363 - Truckdriver, Heavy	16.69
31364 - Truckdriver, Tractor-Trailer	16.69
99000 - Miscellaneous Occupations	
99030 - Cashier	9.41
99050 - Desk Clerk	9.68
99095 - Embalmer	18.80
99251 - Laboratory Animal Caretaker I	10.07
99252 - Laboratory Animal Caretaker II	10.84
99310 - Mortician	22.43
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.34
99711 - Recycling Specialist	14.83
99730 - Refuse Collector	12.11
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	10.97
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	12.83

99832 - Surveying Technician	15.33
99840 - Vending Machine Attendant	11.39
99841 - Vending Machine Repairer	14.08
99842 - Vending Machine Repairer Helper	11.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2522 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

Fringe Benefits Required Follow the Occupational Listing

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01280 - Receptionist		11.89
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96

01311 - Secretary I	15.96
01312 - Secretary II	17.86
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	14.26
01410 - Supply Technician	21.96
01420 - Survey Worker	16.65
01531 - Travel Clerk I	12.19
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.60
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	16.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.41
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	16.77
05070 - Automotive Worker	16.77
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	9.42
07042 - Cook II	11.33
07070 - Dishwasher	7.76
07130 - Food Service Worker	8.51
07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	7.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.02
11060 - Elevator Operator	9.02
11090 - Gardener	13.57
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.80
11260 - Pruner	10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	23.56

12035 - Electroneurodiagnostic Technologist		23.56
12040 - Emergency Medical Technician		14.40
12071 - Licensed Practical Nurse I		15.73
12072 - Licensed Practical Nurse II		17.60
12073 - Licensed Practical Nurse III		19.62
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		16.80
12160 - Medical Record Clerk		13.61
12190 - Medical Record Technician		14.86
12195 - Medical Transcriptionist		13.76
12210 - Nuclear Medicine Technologist		29.68
12221 - Nursing Assistant I		10.42
12222 - Nursing Assistant II		11.71
12223 - Nursing Assistant III		12.78
12224 - Nursing Assistant IV		14.35
12235 - Optical Dispenser		14.94
12236 - Optical Technician		15.20
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.35
12305 - Radiologic Technologist		24.06
12311 - Registered Nurse I		24.40
12312 - Registered Nurse II		29.85
12313 - Registered Nurse II, Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III, Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		18.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.29
13072 - Photographer II		16.15
13073 - Photographer III		18.92
13074 - Photographer IV		21.54
13075 - Photographer V		26.14
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.31
15020 - Aircrew Training Devices Instructor (Rated)	31.51
15030 - Air Crew Training Devices Instructor (Pilot)	37.76
15050 - Computer Based Training Specialist / Instructor	26.31
15060 - Educational Technologist	26.86
15070 - Flight Instructor (Pilot)	37.76
15080 - Graphic Artist	22.57
15090 - Technical Instructor	18.93
15095 - Technical Instructor/Course Developer	23.16
15110 - Test Proctor	15.28
15120 - Tutor	15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.50
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.63
16250 - Washer, Machine	9.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.35
19040 - Tool And Die Maker	19.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.22
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	10.58
21071 - Order Filler	11.28
21080 - Production Line Worker (Food Processing)	12.22
21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.18
21210 - Tools And Parts Attendant	12.22
21410 - Warehouse Specialist	12.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.73
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.73
23023 - Aircraft Mechanic III	21.85
23040 - Aircraft Mechanic Helper	13.74
23050 - Aircraft, Painter	17.58
23060 - Aircraft Servicer	15.39
23080 - Aircraft Worker	16.41
23110 - Appliance Mechanic	17.25
23120 - Bicycle Repairer	11.12
23125 - Cable Splicer	19.50
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.04
23160 - Electrician, Maintenance	19.55
23181 - Electronics Technician Maintenance I	22.30
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	14.33
23290 - Fire Alarm System Mechanic	17.71
23310 - Fire Extinguisher Repairer	13.77
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33

23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.10
23382 - Ground Support Equipment Worker	16.10
23391 - Gunsmith I	14.33
23392 - Gunsmith II	15.37
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	17.55
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	16.41
23470 - Laborer	10.03
23510 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.02
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.13
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	15.37
23931 - Telecommunications Mechanic I	21.97
23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	20.66
23960 - Welder, Combination, Maintenance	17.15
23965 - Well Driller	17.15
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	10.76
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.19
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	18.19
25190 - Ventilation Equipment Tender	12.13
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	14.20

27131 - Police Officer I		23.14
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		9.89
28042 - Carnival Equipment Repairer		10.39
28043 - Carnival Equpment Worker		8.25
28210 - Gate Attendant/Gate Tender		12.51
28310 - Lifeguard		11.05
28350 - Park Attendant (Aide)		13.88
28510 - Recreation Aide/Health Facility Attendant		10.13
28515 - Recreation Specialist		14.76
28630 - Sports Official		11.05
28690 - Swimming Pool Operator		13.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.90
29020 - Hatch Tender		18.90
29030 - Line Handler		18.90
29041 - Stevedore I		17.63
29042 - Stevedore II		20.19
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.47
30022 - Archeological Technician II		17.18
30023 - Archeological Technician III		23.40
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		20.21
30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.29
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		19.43
30210 - Laboratory Technician		19.16
30240 - Mathematical Technician		23.74
30361 - Paralegal/Legal Assistant I		16.70
30362 - Paralegal/Legal Assistant II		21.82
30363 - Paralegal/Legal Assistant III		26.68
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		23.74
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		16.78
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		9.64
31290 - Shuttle Bus Driver		14.18

31310 - Taxi Driver	11.35
31361 - Truckdriver, Light	14.18
31362 - Truckdriver, Medium	15.07
31363 - Truckdriver, Heavy	16.69
31364 - Truckdriver, Tractor-Trailer	16.69
99000 - Miscellaneous Occupations	
99030 - Cashier	9.41
99050 - Desk Clerk	9.68
99095 - Embalmer	18.80
99251 - Laboratory Animal Caretaker I	10.07
99252 - Laboratory Animal Caretaker II	10.84
99310 - Mortician	22.43
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.34
99711 - Recycling Specialist	14.83
99730 - Refuse Collector	12.11
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	10.97
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	12.83
99832 - Surveying Technician	15.33
99840 - Vending Machine Attendant	11.39
99841 - Vending Machine Repairer	14.08
99842 - Vending Machine Repairer Helper	11.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2523 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.70

01012 - Accounting Clerk II	13.13
01013 - Accounting Clerk III	14.69
01020 - Administrative Assistant	19.47
01040 - Court Reporter	14.54
01051 - Data Entry Operator I	10.46
01052 - Data Entry Operator II	12.35
01060 - Dispatcher, Motor Vehicle	14.53
01070 - Document Preparation Clerk	11.12
01090 - Duplicating Machine Operator	11.12
01111 - General Clerk I	10.46
01112 - General Clerk II	12.55
01113 - General Clerk III	14.06
01120 - Housing Referral Assistant	14.76
01141 - Messenger Courier	10.45
01191 - Order Clerk I	12.32
01192 - Order Clerk II	13.45
01261 - Personnel Assistant (Employment) I	12.99
01262 - Personnel Assistant (Employment) II	14.60
01263 - Personnel Assistant (Employment) III	17.03
01270 - Production Control Clerk	16.12
01280 - Receptionist	10.41
01290 - Rental Clerk	11.44
01300 - Scheduler, Maintenance	11.81
01311 - Secretary I	11.81
01312 - Secretary II	13.39
01313 - Secretary III	14.76
01320 - Service Order Dispatcher	12.50
01410 - Supply Technician	19.47
01420 - Survey Worker	13.05
01531 - Travel Clerk I	11.59
01532 - Travel Clerk II	12.65
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.97
01612 - Word Processor II	13.43
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	16.71
05040 - Automotive Glass Installer	15.81
05070 - Automotive Worker	15.81
05110 - Mobile Equipment Servicer	13.84
05130 - Motor Equipment Metal Mechanic	17.63
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.63
05220 - Motor Vehicle Mechanic Helper	12.13
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	17.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.07
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	7.36
07130 - Food Service Worker	8.27
07210 - Meat Cutter	12.04
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59

09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.00
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	10.33
11240 - Maid or Houseman	7.72
11260 - Pruner	9.19
11270 - Tractor Operator	11.55
11330 - Trail Maintenance Worker	10.33
11360 - Window Cleaner	10.08
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	16.45
12012 - Certified Occupational Therapist Assistant	23.26
12015 - Certified Physical Therapist Assistant	23.37
12020 - Dental Assistant	15.27
12025 - Dental Hygienist	32.41
12030 - EKG Technician	25.72
12035 - Electroneurodiagnostic Technologist	25.72
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	17.02
12073 - Licensed Practical Nurse III	18.91
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	15.40
12160 - Medical Record Clerk	13.45
12190 - Medical Record Technician	15.99
12195 - Medical Transcriptionist	15.31
12210 - Nuclear Medicine Technologist	37.25
12221 - Nursing Assistant I	9.68
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	12.63
12224 - Nursing Assistant IV	14.17
12235 - Optical Dispenser	11.98
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	15.24
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	22.50
12311 - Registered Nurse I	20.88
12312 - Registered Nurse II	25.55
12313 - Registered Nurse II, Specialist	25.55
12314 - Registered Nurse III	30.91
12315 - Registered Nurse III, Anesthetist	30.91
12316 - Registered Nurse IV	37.05
12317 - Scheduler (Drug and Alcohol Testing)	18.91
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.66
13012 - Exhibits Specialist II	19.33
13013 - Exhibits Specialist III	23.65
13041 - Illustrator I	15.65
13042 - Illustrator II	19.33
13043 - Illustrator III	23.65
13047 - Librarian	21.45
13050 - Library Aide/Clerk	11.97
13054 - Library Information Technology Systems Administrator	19.33
13058 - Library Technician	15.66
13061 - Media Specialist I	14.32

13062 - Media Specialist II		16.03
13063 - Media Specialist III		17.86
13071 - Photographer I		13.94
13072 - Photographer II		15.66
13073 - Photographer III		19.31
13074 - Photographer IV		23.60
13075 - Photographer V		28.74
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.59
14042 - Computer Operator II		16.86
14043 - Computer Operator III		19.88
14044 - Computer Operator IV		22.02
14045 - Computer Operator V		24.38
14071 - Computer Programmer I		20.12
14072 - Computer Programmer II		24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		22.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.73
15020 - Aircrew Training Devices Instructor (Rated)		29.56
15030 - Air Crew Training Devices Instructor (Pilot)		35.43
15050 - Computer Based Training Specialist / Instructor		24.73
15060 - Educational Technologist		26.64
15070 - Flight Instructor (Pilot)		35.43
15080 - Graphic Artist		17.62
15090 - Technical Instructor		20.75
15095 - Technical Instructor/Course Developer		25.13
15110 - Test Proctor		17.61
15120 - Tutor		17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		10.24
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		11.04
16220 - Tailor		11.82
16250 - Washer, Machine		8.67
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.83
19040 - Tool And Die Maker		20.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.51
21030 - Material Coordinator		16.12
21040 - Material Expediter		16.12
21050 - Material Handling Laborer		10.06
21071 - Order Filler		10.77
21080 - Production Line Worker (Food Processing)		12.51
21110 - Shipping Packer		12.93
21130 - Shipping/Receiving Clerk		12.93
21140 - Store Worker I		9.38
21150 - Stock Clerk		13.16
21210 - Tools And Parts Attendant		12.51
21410 - Warehouse Specialist		12.51

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	22.04
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	22.04
23023 - Aircraft Mechanic III	23.16
23040 - Aircraft Mechanic Helper	13.86
23050 - Aircraft, Painter	18.61
23060 - Aircraft Servicer	15.99
23080 - Aircraft Worker	17.05
23110 - Appliance Mechanic	15.95
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	21.43
23130 - Carpenter, Maintenance	15.84
23140 - Carpet Layer	16.69
23160 - Electrician, Maintenance	19.86
23181 - Electronics Technician Maintenance I	19.30
23182 - Electronics Technician Maintenance II	20.62
23183 - Electronics Technician Maintenance III	22.36
23260 - Fabric Worker	15.56
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.42
23311 - Fuel Distribution System Mechanic	18.68
23312 - Fuel Distribution System Operator	14.42
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.05
23391 - Gunsmith I	14.42
23392 - Gunsmith II	16.69
23393 - Gunsmith III	18.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.05
23430 - Heavy Equipment Mechanic	17.29
23440 - Heavy Equipment Operator	16.86
23460 - Instrument Mechanic	20.38
23465 - Laboratory/Shelter Mechanic	18.02
23470 - Laborer	10.06
23510 - Locksmith	15.95
23530 - Machinery Maintenance Mechanic	18.94
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.38
23592 - Metrology Technician II	21.67
23593 - Metrology Technician III	22.98
23640 - Millwright	18.97
23710 - Office Appliance Repairer	15.95
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	20.16
23810 - Plumber, Maintenance	18.49
23820 - Pneudraulic Systems Mechanic	18.97
23850 - Rigger	18.97
23870 - Scale Mechanic	16.69
23890 - Sheet-Metal Worker, Maintenance	18.10
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	21.42
23960 - Welder, Combination, Maintenance	16.45
23965 - Well Driller	18.97
23970 - Woodcraft Worker	18.97
23980 - Woodworker	13.07

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.61
24620 - Family Readiness And Support Services Coordinator	11.38
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.97
25040 - Sewage Plant Operator	15.62
25070 - Stationary Engineer	18.97
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	15.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.29
27007 - Baggage Inspector	10.98
27008 - Corrections Officer	14.90
27010 - Court Security Officer	16.80
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	14.90
27070 - Firefighter	17.11
27101 - Guard I	10.98
27102 - Guard II	14.19
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.61
28043 - Carnival Equpment Worker	8.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.98
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.59
29020 - Hatch Tender	15.14
29030 - Line Handler	15.14
29041 - Stevedore I	14.17
29042 - Stevedore II	16.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.27
30022 - Archeological Technician II	15.58
30023 - Archeological Technician III	19.76
30030 - Cartographic Technician	23.36
30040 - Civil Engineering Technician	21.12
30061 - Drafter/CAD Operator I	14.80
30062 - Drafter/CAD Operator II	19.07
30063 - Drafter/CAD Operator III	20.51
30064 - Drafter/CAD Operator IV	22.72
30081 - Engineering Technician I	14.99
30082 - Engineering Technician II	18.07
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	26.53
30085 - Engineering Technician V	31.84
30086 - Engineering Technician VI	36.70
30090 - Environmental Technician	21.16
30210 - Laboratory Technician	21.14

30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		14.95
30362 - Paralegal/Legal Assistant II		18.88
30363 - Paralegal/Legal Assistant III		22.66
30364 - Paralegal/Legal Assistant IV		27.38
30390 - Photo-Optics Technician		24.19
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.94
30463 - Technical Writer III		32.59
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.68
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		10.87
31361 - Truckdriver, Light		12.35
31362 - Truckdriver, Medium		16.13
31363 - Truckdriver, Heavy		16.87
31364 - Truckdriver, Tractor-Trailer		16.87
99000 - Miscellaneous Occupations		
99030 - Cashier		7.99
99050 - Desk Clerk		9.49
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.41
99252 - Laboratory Animal Caretaker II		10.55
99310 - Mortician		22.74
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.49
99711 - Recycling Specialist		13.93
99730 - Refuse Collector		10.64
99810 - Sales Clerk		10.68
99820 - School Crossing Guard		10.64
99830 - Survey Party Chief		17.55
99831 - Surveying Aide		10.95
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		13.60
99841 - Vending Machine Repairer		16.65
99842 - Vending Machine Repairer Helper		13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2524 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.70
01012 - Accounting Clerk II		13.13
01013 - Accounting Clerk III		14.69
01020 - Administrative Assistant		19.47
01040 - Court Reporter		14.54
01051 - Data Entry Operator I		10.46
01052 - Data Entry Operator II		12.35
01060 - Dispatcher, Motor Vehicle		14.53
01070 - Document Preparation Clerk		11.12
01090 - Duplicating Machine Operator		11.12
01111 - General Clerk I		10.46
01112 - General Clerk II		12.55
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		14.76
01141 - Messenger Courier		10.45
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.45
01261 - Personnel Assistant (Employment) I		12.99
01262 - Personnel Assistant (Employment) II		14.60
01263 - Personnel Assistant (Employment) III		17.03
01270 - Production Control Clerk		16.12
01280 - Receptionist		10.41
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		11.81

01311 - Secretary I	11.81
01312 - Secretary II	13.39
01313 - Secretary III	14.76
01320 - Service Order Dispatcher	12.50
01410 - Supply Technician	19.47
01420 - Survey Worker	13.05
01531 - Travel Clerk I	11.59
01532 - Travel Clerk II	12.65
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.97
01612 - Word Processor II	13.43
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	16.71
05040 - Automotive Glass Installer	15.81
05070 - Automotive Worker	15.81
05110 - Mobile Equipment Servicer	13.84
05130 - Motor Equipment Metal Mechanic	17.63
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.63
05220 - Motor Vehicle Mechanic Helper	12.13
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	17.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.07
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	7.36
07130 - Food Service Worker	8.27
07210 - Meat Cutter	12.04
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.00
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	10.33
11240 - Maid or Houseman	7.72
11260 - Pruner	9.19
11270 - Tractor Operator	11.55
11330 - Trail Maintenance Worker	10.33
11360 - Window Cleaner	10.08
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	16.45
12012 - Certified Occupational Therapist Assistant	23.26
12015 - Certified Physical Therapist Assistant	23.37
12020 - Dental Assistant	15.27
12025 - Dental Hygienist	32.41
12030 - EKG Technician	25.72

12035 - Electroneurodiagnostic Technologist		25.72
12040 - Emergency Medical Technician		14.82
12071 - Licensed Practical Nurse I		15.13
12072 - Licensed Practical Nurse II		17.02
12073 - Licensed Practical Nurse III		18.91
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		15.40
12160 - Medical Record Clerk		13.45
12190 - Medical Record Technician		15.99
12195 - Medical Transcriptionist		15.31
12210 - Nuclear Medicine Technologist		37.25
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12236 - Optical Technician		15.13
12250 - Pharmacy Technician		15.24
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		22.50
12311 - Registered Nurse I		20.88
12312 - Registered Nurse II		25.55
12313 - Registered Nurse II, Specialist		25.55
12314 - Registered Nurse III		30.91
12315 - Registered Nurse III, Anesthetist		30.91
12316 - Registered Nurse IV		37.05
12317 - Scheduler (Drug and Alcohol Testing)		18.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.66
13012 - Exhibits Specialist II		19.33
13013 - Exhibits Specialist III		23.65
13041 - Illustrator I		15.65
13042 - Illustrator II		19.33
13043 - Illustrator III		23.65
13047 - Librarian		21.45
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		19.33
13058 - Library Technician		15.66
13061 - Media Specialist I		14.32
13062 - Media Specialist II		16.03
13063 - Media Specialist III		17.86
13071 - Photographer I		13.94
13072 - Photographer II		15.66
13073 - Photographer III		19.31
13074 - Photographer IV		23.60
13075 - Photographer V		28.74
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.59
14042 - Computer Operator II		16.86
14043 - Computer Operator III		19.88
14044 - Computer Operator IV		22.02
14045 - Computer Operator V		24.38
14071 - Computer Programmer I		20.12
14072 - Computer Programmer II		24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		22.02

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.73
15020 - Aircrew Training Devices Instructor (Rated)	29.56
15030 - Air Crew Training Devices Instructor (Pilot)	35.43
15050 - Computer Based Training Specialist / Instructor	24.73
15060 - Educational Technologist	26.64
15070 - Flight Instructor (Pilot)	35.43
15080 - Graphic Artist	17.62
15090 - Technical Instructor	20.75
15095 - Technical Instructor/Course Developer	25.13
15110 - Test Proctor	17.61
15120 - Tutor	17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.93
16030 - Counter Attendant	7.93
16040 - Dry Cleaner	10.24
16070 - Finisher, Flatwork, Machine	7.93
16090 - Presser, Hand	7.93
16110 - Presser, Machine, Drycleaning	7.93
16130 - Presser, Machine, Shirts	7.93
16160 - Presser, Machine, Wearing Apparel, Laundry	7.93
16190 - Sewing Machine Operator	11.04
16220 - Tailor	11.82
16250 - Washer, Machine	8.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.83
19040 - Tool And Die Maker	20.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.51
21030 - Material Coordinator	16.12
21040 - Material Expediter	16.12
21050 - Material Handling Laborer	10.06
21071 - Order Filler	10.77
21080 - Production Line Worker (Food Processing)	12.51
21110 - Shipping Packer	12.93
21130 - Shipping/Receiving Clerk	12.93
21140 - Store Worker I	9.38
21150 - Stock Clerk	13.16
21210 - Tools And Parts Attendant	12.51
21410 - Warehouse Specialist	12.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.04
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	22.04
23023 - Aircraft Mechanic III	23.16
23040 - Aircraft Mechanic Helper	13.86
23050 - Aircraft, Painter	18.61
23060 - Aircraft Servicer	15.99
23080 - Aircraft Worker	17.05
23110 - Appliance Mechanic	15.95
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	21.43
23130 - Carpenter, Maintenance	15.84
23140 - Carpet Layer	16.69
23160 - Electrician, Maintenance	19.86
23181 - Electronics Technician Maintenance I	19.30
23182 - Electronics Technician Maintenance II	20.62
23183 - Electronics Technician Maintenance III	22.36
23260 - Fabric Worker	15.56
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.42
23311 - Fuel Distribution System Mechanic	18.68
23312 - Fuel Distribution System Operator	14.42

23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.05
23391 - Gunsmith I	14.42
23392 - Gunsmith II	16.69
23393 - Gunsmith III	18.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.05
23430 - Heavy Equipment Mechanic	17.29
23440 - Heavy Equipment Operator	16.86
23460 - Instrument Mechanic	20.38
23465 - Laboratory/Shelter Mechanic	18.02
23470 - Laborer	10.06
23510 - Locksmith	15.95
23530 - Machinery Maintenance Mechanic	18.94
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.38
23592 - Metrology Technician II	21.67
23593 - Metrology Technician III	22.98
23640 - Millwright	18.97
23710 - Office Appliance Repairer	15.95
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	20.16
23810 - Plumber, Maintenance	18.49
23820 - Pneudraulic Systems Mechanic	18.97
23850 - Rigger	18.97
23870 - Scale Mechanic	16.69
23890 - Sheet-Metal Worker, Maintenance	18.10
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	21.42
23960 - Welder, Combination, Maintenance	16.45
23965 - Well Driller	18.97
23970 - Woodcraft Worker	18.97
23980 - Woodworker	13.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.61
24620 - Family Readiness And Support Services Coordinator	11.38
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.97
25040 - Sewage Plant Operator	15.62
25070 - Stationary Engineer	18.97
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	15.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.29
27007 - Baggage Inspector	10.98
27008 - Corrections Officer	14.90
27010 - Court Security Officer	16.80
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	14.90
27070 - Firefighter	17.11
27101 - Guard I	10.98
27102 - Guard II	14.19

27131 - Police Officer I		18.32
27132 - Police Officer II		20.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.62
28042 - Carnival Equipment Repairer		13.61
28043 - Carnival Equpment Worker		8.63
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		15.98
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.59
29020 - Hatch Tender		15.14
29030 - Line Handler		15.14
29041 - Stevedore I		14.17
29042 - Stevedore II		16.29
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.27
30022 - Archeological Technician II		15.58
30023 - Archeological Technician III		19.76
30030 - Cartographic Technician		23.36
30040 - Civil Engineering Technician		21.12
30061 - Drafter/CAD Operator I		14.80
30062 - Drafter/CAD Operator II		19.07
30063 - Drafter/CAD Operator III		20.51
30064 - Drafter/CAD Operator IV		22.72
30081 - Engineering Technician I		14.99
30082 - Engineering Technician II		18.07
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		26.53
30085 - Engineering Technician V		31.84
30086 - Engineering Technician VI		36.70
30090 - Environmental Technician		21.16
30210 - Laboratory Technician		21.14
30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		14.95
30362 - Paralegal/Legal Assistant II		18.88
30363 - Paralegal/Legal Assistant III		22.66
30364 - Paralegal/Legal Assistant IV		27.38
30390 - Photo-Optics Technician		24.19
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.94
30463 - Technical Writer III		32.59
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.68
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		13.59

31310 - Taxi Driver	10.87
31361 - Truckdriver, Light	12.35
31362 - Truckdriver, Medium	16.13
31363 - Truckdriver, Heavy	16.87
31364 - Truckdriver, Tractor-Trailer	16.87
99000 - Miscellaneous Occupations	
99030 - Cashier	7.99
99050 - Desk Clerk	9.49
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.41
99252 - Laboratory Animal Caretaker II	10.55
99310 - Mortician	22.74
99410 - Pest Controller	14.02
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.49
99711 - Recycling Specialist	13.93
99730 - Refuse Collector	10.64
99810 - Sales Clerk	10.68
99820 - School Crossing Guard	10.64
99830 - Survey Party Chief	17.55
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.60
99841 - Vending Machine Repairer	16.65
99842 - Vending Machine Repairer Helper	13.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2525
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman

Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.53
01012 - Accounting Clerk II		12.95
01013 - Accounting Clerk III		14.47
01020 - Administrative Assistant		17.80
01040 - Court Reporter		15.89
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.44
01090 - Duplicating Machine Operator		11.44
01111 - General Clerk I		9.97
01112 - General Clerk II		10.88
01113 - General Clerk III		12.21
01120 - Housing Referral Assistant		15.95
01141 - Messenger Courier		10.10
01191 - Order Clerk I		11.80
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		13.43
01262 - Personnel Assistant (Employment) II		15.02
01263 - Personnel Assistant (Employment) III		16.75
01270 - Production Control Clerk		19.95
01280 - Receptionist		10.48
01290 - Rental Clerk		11.06
01300 - Scheduler, Maintenance		11.78
01311 - Secretary I		11.78
01312 - Secretary II		13.18
01313 - Secretary III		15.95
01320 - Service Order Dispatcher		14.41
01410 - Supply Technician		17.80
01420 - Survey Worker		12.91
01531 - Travel Clerk I		11.48
01532 - Travel Clerk II		12.40
01533 - Travel Clerk III		13.07
01611 - Word Processor I		13.50
01612 - Word Processor II		15.07
01613 - Word Processor III		16.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.30
05010 - Automotive Electrician		16.16
05040 - Automotive Glass Installer		15.28
05070 - Automotive Worker		15.28
05110 - Mobile Equipment Servicer		13.54

05130 - Motor Equipment Metal Mechanic	17.04
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	17.04
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	17.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.84
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	16.84
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer, Minor	15.04
09130 - Upholsterer	16.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.08
11060 - Elevator Operator	9.68
11090 - Gardener	12.88
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer, Grounds Maintenance	10.98
11240 - Maid or Houseman	8.38
11260 - Pruner	10.13
11270 - Tractor Operator	12.64
11330 - Trail Maintenance Worker	10.98
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	13.54
12011 - Breath Alcohol Technician	14.99
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	13.65
12025 - Dental Hygienist	29.92
12030 - EKG Technician	22.62
12035 - Electroneurodiagnostic Technologist	22.62
12040 - Emergency Medical Technician	13.54
12071 - Licensed Practical Nurse I	13.40
12072 - Licensed Practical Nurse II	14.99
12073 - Licensed Practical Nurse III	16.72
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.85
12160 - Medical Record Clerk	11.58
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.82
12210 - Nuclear Medicine Technologist	32.81
12221 - Nursing Assistant I	9.36
12222 - Nursing Assistant II	10.52
12223 - Nursing Assistant III	11.48
12224 - Nursing Assistant IV	12.89
12235 - Optical Dispenser	13.77
12236 - Optical Technician	13.40
12250 - Pharmacy Technician	14.12

12280 - Phlebotomist		13.59
12305 - Radiologic Technologist		21.66
12311 - Registered Nurse I		18.70
12312 - Registered Nurse II		22.96
12313 - Registered Nurse II, Specialist		22.96
12314 - Registered Nurse III		27.67
12315 - Registered Nurse III, Anesthetist		27.67
12316 - Registered Nurse IV		33.16
12317 - Scheduler (Drug and Alcohol Testing)		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.60
13012 - Exhibits Specialist II		20.57
13013 - Exhibits Specialist III		25.16
13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		13.40
13072 - Photographer II		15.06
13073 - Photographer III		16.82
13074 - Photographer IV		20.17
13075 - Photographer V		24.42
13110 - Video Teleconference Technician		14.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I		19.41
14072 - Computer Programmer II		24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.10
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		37.74
15050 - Computer Based Training Specialist / Instructor		26.09
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		37.74
15080 - Graphic Artist		20.71
15090 - Technical Instructor		17.63
15095 - Technical Instructor/Course Developer		21.56
15110 - Test Proctor		14.23
15120 - Tutor		14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		10.19
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08

16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	10.87
16220 - Tailor	11.58
16250 - Washer, Machine	8.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.48
19040 - Tool And Die Maker	22.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.39
21030 - Material Coordinator	19.95
21040 - Material Expediter	19.95
21050 - Material Handling Laborer	10.20
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	13.39
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	11.85
21150 - Stock Clerk	14.96
21210 - Tools And Parts Attendant	13.39
21410 - Warehouse Specialist	13.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.70
23021 - Aircraft Mechanic I	21.64
23022 - Aircraft Mechanic II	22.70
23023 - Aircraft Mechanic III	23.78
23040 - Aircraft Mechanic Helper	16.08
23050 - Aircraft, Painter	20.50
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.40
23110 - Appliance Mechanic	18.18
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	21.21
23130 - Carpenter, Maintenance	16.87
23140 - Carpet Layer	16.81
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	16.23
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	15.26
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	21.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.40
23391 - Gunsmith I	15.26
23392 - Gunsmith II	17.22
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	18.78
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.18
23470 - Laborer	10.54
23510 - Locksmith	18.69
23530 - Machinery Maintenance Mechanic	20.20

23550 - Machinist, Maintenance	19.49
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.03
23640 - Millwright	18.74
23710 - Office Appliance Repairer	17.78
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	19.66
23810 - Plumber, Maintenance	18.93
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	17.22
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	17.04
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	8.51
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.36
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	17.36
25190 - Ventilation Equipment Tender	12.88
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	10.80
27008 - Corrections Officer	14.99
27010 - Court Security Officer	16.41
27030 - Detection Dog Handler	12.44
27040 - Detention Officer	14.99
27070 - Firefighter	17.35
27101 - Guard I	10.80
27102 - Guard II	12.44
27131 - Police Officer I	20.01
27132 - Police Officer II	22.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	15.86
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	12.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.22
29020 - Hatch Tender	17.22
29030 - Line Handler	17.22
29041 - Stevedore I	16.23

29042 - Stevedore II		18.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		14.66
30022 - Archeological Technician II		16.82
30023 - Archeological Technician III		20.32
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		22.91
30061 - Drafter/CAD Operator I		14.66
30062 - Drafter/CAD Operator II		16.82
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		22.50
30081 - Engineering Technician I		13.57
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		21.10
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		16.31
30362 - Paralegal/Legal Assistant II		20.20
30363 - Paralegal/Legal Assistant III		24.72
30364 - Paralegal/Legal Assistant IV		29.91
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.39
31030 - Bus Driver		13.70
31043 - Driver Courier		12.53
31260 - Parking and Lot Attendant		10.26
31290 - Shuttle Bus Driver		13.43
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.43
31362 - Truckdriver, Medium		13.70
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		8.74
99050 - Desk Clerk		8.68
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.87
99252 - Laboratory Animal Caretaker II		12.72
99310 - Mortician		25.36
99410 - Pest Controller		18.22
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.54
99711 - Recycling Specialist		16.78
99730 - Refuse Collector		13.43
99810 - Sales Clerk		10.80

99820 - School Crossing Guard	12.81
99830 - Survey Party Chief	17.97
99831 - Surveying Aide	12.07
99832 - Surveying Technician	16.31
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	16.81
99842 - Vending Machine Repairer Helper	13.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2526 Revision No.: 15 Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman

Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.53
01012 - Accounting Clerk II		12.95
01013 - Accounting Clerk III		14.47
01020 - Administrative Assistant		17.80
01040 - Court Reporter		15.89
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.44
01090 - Duplicating Machine Operator		11.44
01111 - General Clerk I		9.97
01112 - General Clerk II		10.88
01113 - General Clerk III		12.21
01120 - Housing Referral Assistant		15.95
01141 - Messenger Courier		10.10
01191 - Order Clerk I		11.80
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		13.43
01262 - Personnel Assistant (Employment) II		15.02

01263 - Personnel Assistant (Employment) III	16.75
01270 - Production Control Clerk	19.95
01280 - Receptionist	10.48
01290 - Rental Clerk	11.06
01300 - Scheduler, Maintenance	11.78
01311 - Secretary I	11.78
01312 - Secretary II	13.18
01313 - Secretary III	15.95
01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	17.80
01420 - Survey Worker	12.91
01531 - Travel Clerk I	11.48
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.07
01611 - Word Processor I	13.50
01612 - Word Processor II	15.07
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.30
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.28
05070 - Automotive Worker	15.28
05110 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	17.04
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	17.04
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	17.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.84
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	16.84
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer, Minor	15.04
09130 - Upholsterer	16.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.08
11060 - Elevator Operator	9.68
11090 - Gardener	12.88
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer, Grounds Maintenance	10.98
11240 - Maid or Houseman	8.38
11260 - Pruner	10.13
11270 - Tractor Operator	12.64
11330 - Trail Maintenance Worker	10.98
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	13.54
12011 - Breath Alcohol Technician	14.99

12012 - Certified Occupational Therapist Assistant		24.75
12015 - Certified Physical Therapist Assistant		24.13
12020 - Dental Assistant		13.65
12025 - Dental Hygienist		29.92
12030 - EKG Technician		22.62
12035 - Electroneurodiagnostic Technologist		22.62
12040 - Emergency Medical Technician		13.54
12071 - Licensed Practical Nurse I		13.40
12072 - Licensed Practical Nurse II		14.99
12073 - Licensed Practical Nurse III		16.72
12100 - Medical Assistant		12.66
12130 - Medical Laboratory Technician		16.85
12160 - Medical Record Clerk		11.58
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		13.82
12210 - Nuclear Medicine Technologist		32.81
12221 - Nursing Assistant I		9.36
12222 - Nursing Assistant II		10.52
12223 - Nursing Assistant III		11.48
12224 - Nursing Assistant IV		12.89
12235 - Optical Dispenser		13.77
12236 - Optical Technician		13.40
12250 - Pharmacy Technician		14.12
12280 - Phlebotomist		13.59
12305 - Radiologic Technologist		21.66
12311 - Registered Nurse I		18.70
12312 - Registered Nurse II		22.96
12313 - Registered Nurse II, Specialist		22.96
12314 - Registered Nurse III		27.67
12315 - Registered Nurse III, Anesthetist		27.67
12316 - Registered Nurse IV		33.16
12317 - Scheduler (Drug and Alcohol Testing)		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.60
13012 - Exhibits Specialist II		20.57
13013 - Exhibits Specialist III		25.16
13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		13.40
13072 - Photographer II		15.06
13073 - Photographer III		16.82
13074 - Photographer IV		20.17
13075 - Photographer V		24.42
13110 - Video Teleconference Technician		14.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I		19.41
14072 - Computer Programmer II		24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I		26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.10
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		37.74
15050 - Computer Based Training Specialist / Instructor		26.09
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		37.74
15080 - Graphic Artist		20.71
15090 - Technical Instructor		17.63
15095 - Technical Instructor/Course Developer		21.56
15110 - Test Proctor		14.23
15120 - Tutor		14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		10.19
16070 - Finisher, Flatwork, Machine		8.08
16090 - Presser, Hand		8.08
16110 - Presser, Machine, Drycleaning		8.08
16130 - Presser, Machine, Shirts		8.08
16160 - Presser, Machine, Wearing Apparel, Laundry		8.08
16190 - Sewing Machine Operator		10.87
16220 - Tailor		11.58
16250 - Washer, Machine		8.77
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.48
19040 - Tool And Die Maker		22.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.39
21030 - Material Coordinator		19.95
21040 - Material Expediter		19.95
21050 - Material Handling Laborer		10.20
21071 - Order Filler		10.93
21080 - Production Line Worker (Food Processing)		13.39
21110 - Shipping Packer		13.08
21130 - Shipping/Receiving Clerk		13.08
21140 - Store Worker I		11.85
21150 - Stock Clerk		14.96
21210 - Tools And Parts Attendant		13.39
21410 - Warehouse Specialist		13.39
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.70
23021 - Aircraft Mechanic I		21.64
23022 - Aircraft Mechanic II		22.70
23023 - Aircraft Mechanic III		23.78
23040 - Aircraft Mechanic Helper		16.08
23050 - Aircraft, Painter		20.50
23060 - Aircraft Servicer		18.30
23080 - Aircraft Worker		19.40
23110 - Appliance Mechanic		18.18
23120 - Bicycle Repairer		12.90
23125 - Cable Splicer		21.21
23130 - Carpenter, Maintenance		16.87
23140 - Carpet Layer		16.81
23160 - Electrician, Maintenance		22.64
23181 - Electronics Technician Maintenance I		21.07
23182 - Electronics Technician Maintenance II		22.24
23183 - Electronics Technician Maintenance III		23.44

23260 - Fabric Worker	16.23
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	15.26
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	21.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.40
23391 - Gunsmith I	15.26
23392 - Gunsmith II	17.22
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	18.78
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.18
23470 - Laborer	10.54
23510 - Locksmith	18.69
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	19.49
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.03
23640 - Millwright	18.74
23710 - Office Appliance Repairer	17.78
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	19.66
23810 - Plumber, Maintenance	18.93
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	17.22
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	17.04
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	8.51
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.36
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	17.36
25190 - Ventilation Equipment Tender	12.88
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	10.80
27008 - Corrections Officer	14.99
27010 - Court Security Officer	16.41

27030 - Detection Dog Handler		12.44
27040 - Detention Officer		14.99
27070 - Firefighter		17.35
27101 - Guard I		10.80
27102 - Guard II		12.44
27131 - Police Officer I		20.01
27132 - Police Officer II		22.24
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.11
28042 - Carnival Equipment Repairer		12.97
28043 - Carnival Equpment Worker		9.68
28210 - Gate Attendant/Gate Tender		14.46
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		16.18
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		15.86
28630 - Sports Official		12.89
28690 - Swimming Pool Operator		12.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.22
29020 - Hatch Tender		17.22
29030 - Line Handler		17.22
29041 - Stevedore I		16.23
29042 - Stevedore II		18.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		14.66
30022 - Archeological Technician II		16.82
30023 - Archeological Technician III		20.32
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		22.91
30061 - Drafter/CAD Operator I		14.66
30062 - Drafter/CAD Operator II		16.82
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		22.50
30081 - Engineering Technician I		13.57
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		21.10
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		16.31
30362 - Paralegal/Legal Assistant II		20.20
30363 - Paralegal/Legal Assistant III		24.72
30364 - Paralegal/Legal Assistant IV		29.91
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.32
31000 - Transportation/Mobile Equipment Operation Occupations		

31020 - Bus Aide	10.39
31030 - Bus Driver	13.70
31043 - Driver Courier	12.53
31260 - Parking and Lot Attendant	10.26
31290 - Shuttle Bus Driver	13.43
31310 - Taxi Driver	10.86
31361 - Truckdriver, Light	13.43
31362 - Truckdriver, Medium	13.70
31363 - Truckdriver, Heavy	16.27
31364 - Truckdriver, Tractor-Trailer	16.27
99000 - Miscellaneous Occupations	
99030 - Cashier	8.74
99050 - Desk Clerk	8.68
99095 - Embalmer	25.36
99251 - Laboratory Animal Caretaker I	11.87
99252 - Laboratory Animal Caretaker II	12.72
99310 - Mortician	25.36
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.54
99711 - Recycling Specialist	16.78
99730 - Refuse Collector	13.43
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.81
99830 - Survey Party Chief	17.97
99831 - Surveying Aide	12.07
99832 - Surveying Technician	16.31
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	16.81
99842 - Vending Machine Repairer Helper	13.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2531 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Utah

Area: Utah Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.81
01012 - Accounting Clerk II	14.38
01013 - Accounting Clerk III	16.09
01020 - Administrative Assistant	18.47
01040 - Court Reporter	19.50
01051 - Data Entry Operator I	11.89
01052 - Data Entry Operator II	12.98
01060 - Dispatcher, Motor Vehicle	16.80
01070 - Document Preparation Clerk	14.10
01090 - Duplicating Machine Operator	14.10
01111 - General Clerk I	11.54
01112 - General Clerk II	12.59
01113 - General Clerk III	14.13
01120 - Housing Referral Assistant	16.51
01141 - Messenger Courier	11.64
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	14.71
01262 - Personnel Assistant (Employment) II	16.45
01263 - Personnel Assistant (Employment) III	18.35
01270 - Production Control Clerk	17.99
01280 - Receptionist	10.46
01290 - Rental Clerk	11.44
01300 - Scheduler, Maintenance	13.23
01311 - Secretary I	13.23
01312 - Secretary II	14.80
01313 - Secretary III	16.51
01320 - Service Order Dispatcher	14.95
01410 - Supply Technician	18.43
01420 - Survey Worker	12.10
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.78
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.06
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	10.72
07042 - Cook II	12.42
07070 - Dishwasher	8.06
07130 - Food Service Worker	8.28
07210 - Meat Cutter	13.77
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	12.86
09110 - Furniture Repairer, Minor	14.77
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.62
11090 - Gardener	13.88
11122 - Housekeeping Aide	9.99
11150 - Janitor	9.99
11210 - Laborer, Grounds Maintenance	10.72
11240 - Maid or Houseman	8.86
11260 - Pruner	10.07
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	10.72
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	20.78
12015 - Certified Physical Therapist Assistant	18.90
12020 - Dental Assistant	13.03
12025 - Dental Hygienist	30.54
12030 - EKG Technician	23.74
12035 - Electroneurodiagnostic Technologist	23.74
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	14.56
12072 - Licensed Practical Nurse II	16.29
12073 - Licensed Practical Nurse III	18.17
12100 - Medical Assistant	12.85
12130 - Medical Laboratory Technician	13.99
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.45
12210 - Nuclear Medicine Technologist	31.97
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.26
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	15.17
12236 - Optical Technician	12.73
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	13.77
12305 - Radiologic Technologist	21.51
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	18.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I	18.72
13042 - Illustrator II	23.20
13043 - Illustrator III	28.30
13047 - Librarian	22.73
13050 - Library Aide/Clerk	10.45
13054 - Library Information Technology Systems	20.53

Administrator		
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		21.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		22.83
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.67
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course Developer		22.82
15110 - Test Proctor		15.04
15120 - Tutor		15.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04
16160 - Presser, Machine, Wearing Apparel, Laundry		9.04
16190 - Sewing Machine Operator		12.90
16220 - Tailor		13.67
16250 - Washer, Machine		10.09
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.68
19040 - Tool And Die Maker		21.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.31
21030 - Material Coordinator		18.38
21040 - Material Expediter		18.38
21050 - Material Handling Laborer		11.67
21071 - Order Filler		11.96
21080 - Production Line Worker (Food Processing)		14.31
21110 - Shipping Packer		13.08
21130 - Shipping/Receiving Clerk		13.08
21140 - Store Worker I		10.83

21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	14.31
21410 - Warehouse Specialist	14.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft, Painter	22.63
23060 - Aircraft Servicer	19.31
23080 - Aircraft Worker	20.59
23110 - Appliance Mechanic	18.84
23120 - Bicycle Repairer	12.41
23125 - Cable Splicer	25.98
23130 - Carpenter, Maintenance	17.48
23140 - Carpet Layer	16.82
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician Maintenance I	21.64
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	17.27
23290 - Fire Alarm System Mechanic	20.83
23310 - Fire Extinguisher Repairer	16.01
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	17.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.31
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.01
23392 - Gunsmith II	18.54
23393 - Gunsmith III	21.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.11
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.96
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	19.80
23470 - Laborer	11.11
23510 - Locksmith	16.75
23530 - Machinery Maintenance Mechanic	20.97
23550 - Machinist, Maintenance	18.47
23580 - Maintenance Trades Helper	13.08
23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.04
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	21.59
23810 - Plumber, Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	21.06
23850 - Rigger	21.06
23870 - Scale Mechanic	18.54
23890 - Sheet-Metal Worker, Maintenance	20.68
23910 - Small Engine Mechanic	17.46
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	20.43
23960 - Welder, Combination, Maintenance	17.45

23965 - Well Driller	21.48
23970 - Woodcraft Worker	21.06
23980 - Woodworker	14.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	9.86
24620 - Family Readiness And Support Services Coordinator	11.70
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	19.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.44
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	12.47
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.75
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	16.29
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98
29042 - Stevedore II	24.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.36
30022 - Archeological Technician II	18.37
30023 - Archeological Technician III	22.75
30030 - Cartographic Technician	22.75
30040 - Civil Engineering Technician	19.83
30061 - Drafter/CAD Operator I	17.36
30062 - Drafter/CAD Operator II	18.37
30063 - Drafter/CAD Operator III	20.48
30064 - Drafter/CAD Operator IV	24.96
30081 - Engineering Technician I	14.56
30082 - Engineering Technician II	16.34
30083 - Engineering Technician III	18.28
30084 - Engineering Technician IV	22.65
30085 - Engineering Technician V	27.71

30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		20.38
30210 - Laboratory Technician		19.00
30240 - Mathematical Technician		22.75
30361 - Paralegal/Legal Assistant I		17.20
30362 - Paralegal/Legal Assistant II		21.32
30363 - Paralegal/Legal Assistant III		26.08
30364 - Paralegal/Legal Assistant IV		31.55
30390 - Photo-Optics Technician		22.75
30461 - Technical Writer I		20.95
30462 - Technical Writer II		25.64
30463 - Technical Writer III		31.00
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.48
30621 - Weather Observer, Senior	(see 2)	22.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		15.04
31043 - Driver Courier		11.38
31260 - Parking and Lot Attendant		8.71
31290 - Shuttle Bus Driver		12.36
31310 - Taxi Driver		10.71
31361 - Truckdriver, Light		12.36
31362 - Truckdriver, Medium		16.84
31363 - Truckdriver, Heavy		18.99
31364 - Truckdriver, Tractor-Trailer		18.99
99000 - Miscellaneous Occupations		
99030 - Cashier		8.83
99050 - Desk Clerk		9.45
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		10.67
99310 - Mortician		33.91
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.77
99710 - Recycling Laborer		16.98
99711 - Recycling Specialist		20.20
99730 - Refuse Collector		15.21
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		9.59
99830 - Survey Party Chief		18.63
99831 - Surveying Aide		13.27
99832 - Surveying Technician		16.93
99840 - Vending Machine Attendant		15.14
99841 - Vending Machine Repairer		18.30
99842 - Vending Machine Repairer Helper		15.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2532
Revision No.: 15
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Utah

Area: Utah Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.81
01012 - Accounting Clerk II		14.38
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		18.47
01040 - Court Reporter		19.50
01051 - Data Entry Operator I		11.89
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		16.80
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		11.54
01112 - General Clerk II		12.59
01113 - General Clerk III		14.13
01120 - Housing Referral Assistant		16.51
01141 - Messenger Courier		11.64
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		14.71
01262 - Personnel Assistant (Employment) II		16.45
01263 - Personnel Assistant (Employment) III		18.35
01270 - Production Control Clerk		17.99
01280 - Receptionist		10.46
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		13.23
01311 - Secretary I		13.23
01312 - Secretary II		14.80
01313 - Secretary III		16.51
01320 - Service Order Dispatcher		14.95
01410 - Supply Technician		18.43
01420 - Survey Worker		12.10
01531 - Travel Clerk I		12.39
01532 - Travel Clerk II		13.15
01533 - Travel Clerk III		13.78
01611 - Word Processor I		13.94
01612 - Word Processor II		15.88
01613 - Word Processor III		17.61
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.06
05010 - Automotive Electrician		18.09
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.14
05110 - Mobile Equipment Servicer		15.24

05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	10.72
07042 - Cook II	12.42
07070 - Dishwasher	8.06
07130 - Food Service Worker	8.28
07210 - Meat Cutter	13.77
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	12.86
09110 - Furniture Repairer, Minor	14.77
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.62
11090 - Gardener	13.88
11122 - Housekeeping Aide	9.99
11150 - Janitor	9.99
11210 - Laborer, Grounds Maintenance	10.72
11240 - Maid or Houseman	8.86
11260 - Pruner	10.07
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	10.72
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	20.78
12015 - Certified Physical Therapist Assistant	18.90
12020 - Dental Assistant	13.03
12025 - Dental Hygienist	30.54
12030 - EKG Technician	23.74
12035 - Electroneurodiagnostic Technologist	23.74
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	14.56
12072 - Licensed Practical Nurse II	16.29
12073 - Licensed Practical Nurse III	18.17
12100 - Medical Assistant	12.85
12130 - Medical Laboratory Technician	13.99
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.45
12210 - Nuclear Medicine Technologist	31.97
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.26
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	15.17
12236 - Optical Technician	12.73
12250 - Pharmacy Technician	14.80

12280 - Phlebotomist		13.77
12305 - Radiologic Technologist		21.51
12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		33.76
12315 - Registered Nurse III, Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		18.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		21.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		22.83
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.67
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course Developer		22.82
15110 - Test Proctor		15.04
15120 - Tutor		15.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04

16110 - Presser, Machine, Drycleaning	9.04
16130 - Presser, Machine, Shirts	9.04
16160 - Presser, Machine, Wearing Apparel, Laundry	9.04
16190 - Sewing Machine Operator	12.90
16220 - Tailor	13.67
16250 - Washer, Machine	10.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.68
19040 - Tool And Die Maker	21.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.31
21030 - Material Coordinator	18.38
21040 - Material Expediter	18.38
21050 - Material Handling Laborer	11.67
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	14.31
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	10.83
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	14.31
21410 - Warehouse Specialist	14.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft, Painter	22.63
23060 - Aircraft Servicer	19.31
23080 - Aircraft Worker	20.59
23110 - Appliance Mechanic	18.84
23120 - Bicycle Repairer	12.41
23125 - Cable Splicer	25.98
23130 - Carpenter, Maintenance	17.48
23140 - Carpet Layer	16.82
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician Maintenance I	21.64
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	17.27
23290 - Fire Alarm System Mechanic	20.83
23310 - Fire Extinguisher Repairer	16.01
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	17.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.31
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.01
23392 - Gunsmith II	18.54
23393 - Gunsmith III	21.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.11
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.96
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	19.80
23470 - Laborer	11.11
23510 - Locksmith	16.75
23530 - Machinery Maintenance Mechanic	20.97

23550 - Machinist, Maintenance	18.47
23580 - Maintenance Trades Helper	13.08
23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.04
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	21.59
23810 - Plumber, Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	21.06
23850 - Rigger	21.06
23870 - Scale Mechanic	18.54
23890 - Sheet-Metal Worker, Maintenance	20.68
23910 - Small Engine Mechanic	17.46
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	20.43
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	21.48
23970 - Woodcraft Worker	21.06
23980 - Woodworker	14.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	9.86
24620 - Family Readiness And Support Services Coordinator	11.70
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	19.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.44
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	12.47
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.75
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	16.29
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98

29042 - Stevedore II		24.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.36
30022 - Archeological Technician II		18.37
30023 - Archeological Technician III		22.75
30030 - Cartographic Technician		22.75
30040 - Civil Engineering Technician		19.83
30061 - Drafter/CAD Operator I		17.36
30062 - Drafter/CAD Operator II		18.37
30063 - Drafter/CAD Operator III		20.48
30064 - Drafter/CAD Operator IV		24.96
30081 - Engineering Technician I		14.56
30082 - Engineering Technician II		16.34
30083 - Engineering Technician III		18.28
30084 - Engineering Technician IV		22.65
30085 - Engineering Technician V		27.71
30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		20.38
30210 - Laboratory Technician		19.00
30240 - Mathematical Technician		22.75
30361 - Paralegal/Legal Assistant I		17.20
30362 - Paralegal/Legal Assistant II		21.32
30363 - Paralegal/Legal Assistant III		26.08
30364 - Paralegal/Legal Assistant IV		31.55
30390 - Photo-Optics Technician		22.75
30461 - Technical Writer I		20.95
30462 - Technical Writer II		25.64
30463 - Technical Writer III		31.00
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.48
30621 - Weather Observer, Senior	(see 2)	22.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		15.04
31043 - Driver Courier		11.38
31260 - Parking and Lot Attendant		8.71
31290 - Shuttle Bus Driver		12.36
31310 - Taxi Driver		10.71
31361 - Truckdriver, Light		12.36
31362 - Truckdriver, Medium		16.84
31363 - Truckdriver, Heavy		18.99
31364 - Truckdriver, Tractor-Trailer		18.99
99000 - Miscellaneous Occupations		
99030 - Cashier		8.83
99050 - Desk Clerk		9.45
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		10.67
99310 - Mortician		33.91
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.77
99710 - Recycling Laborer		16.98
99711 - Recycling Specialist		20.20
99730 - Refuse Collector		15.21
99810 - Sales Clerk		11.95

99820 - School Crossing Guard	9.59
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	15.14
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	15.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2537 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Vermont

Area: Vermont Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		19.11
01040 - Court Reporter		14.88
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.61
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		13.20
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		16.59
01141 - Messenger Courier		11.97
01191 - Order Clerk I		13.64
01192 - Order Clerk II		14.88
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.65

01270 - Production Control Clerk	19.46
01280 - Receptionist	12.76
01290 - Rental Clerk	12.91
01300 - Scheduler, Maintenance	13.30
01311 - Secretary I	13.30
01312 - Secretary II	14.88
01313 - Secretary III	16.59
01320 - Service Order Dispatcher	15.86
01410 - Supply Technician	18.70
01420 - Survey Worker	12.53
01531 - Travel Clerk I	12.12
01532 - Travel Clerk II	13.20
01533 - Travel Clerk III	14.36
01611 - Word Processor I	12.34
01612 - Word Processor II	13.85
01613 - Word Processor III	15.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.55
05010 - Automotive Electrician	15.81
05040 - Automotive Glass Installer	15.14
05070 - Automotive Worker	15.14
05110 - Mobile Equipment Servicer	14.00
05130 - Motor Equipment Metal Mechanic	16.46
05160 - Motor Equipment Metal Worker	15.14
05190 - Motor Vehicle Mechanic	16.46
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	14.65
05280 - Motor Vehicle Wrecker	15.14
05310 - Painter, Automotive	15.81
05340 - Radiator Repair Specialist	15.14
05370 - Tire Repairer	13.13
05400 - Transmission Repair Specialist	16.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	11.48
07042 - Cook II	13.00
07070 - Dishwasher	9.47
07130 - Food Service Worker	9.75
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	11.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.45
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.08
11060 - Elevator Operator	12.09
11090 - Gardener	14.45
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87
11210 - Laborer, Grounds Maintenance	12.91
11240 - Maid or Houseman	10.43
11260 - Pruner	11.99
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.68
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.88
12011 - Breath Alcohol Technician	17.14
12012 - Certified Occupational Therapist Assistant	20.56

12015 - Certified Physical Therapist Assistant		20.82
12020 - Dental Assistant		16.86
12025 - Dental Hygienist		28.73
12030 - EKG Technician		23.62
12035 - Electroneurodiagnostic Technologist		23.62
12040 - Emergency Medical Technician		23.62
12071 - Licensed Practical Nurse I		15.53
12072 - Licensed Practical Nurse II		17.38
12073 - Licensed Practical Nurse III		19.38
12100 - Medical Assistant		15.00
12130 - Medical Laboratory Technician		16.29
12160 - Medical Record Clerk		15.32
12190 - Medical Record Technician		16.02
12195 - Medical Transcriptionist		14.79
12210 - Nuclear Medicine Technologist		34.28
12221 - Nursing Assistant I		11.04
12222 - Nursing Assistant II		12.41
12223 - Nursing Assistant III		13.54
12224 - Nursing Assistant IV		15.20
12235 - Optical Dispenser		18.51
12236 - Optical Technician		15.53
12250 - Pharmacy Technician		13.45
12280 - Phlebotomist		15.20
12305 - Radiologic Technologist		25.57
12311 - Registered Nurse I		22.91
12312 - Registered Nurse II		28.02
12313 - Registered Nurse II, Specialist		28.02
12314 - Registered Nurse III		30.81
12315 - Registered Nurse III, Anesthetist		30.81
12316 - Registered Nurse IV		36.37
12317 - Scheduler (Drug and Alcohol Testing)		19.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		18.80
13013 - Exhibits Specialist III		22.99
13041 - Illustrator I		20.19
13042 - Illustrator II		23.61
13043 - Illustrator III		28.82
13047 - Librarian		20.81
13050 - Library Aide/Clerk		11.86
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		13.53
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.16
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.09
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1,2)	22.88
14072 - Computer Programmer II	(see 1,2)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		26.12
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.63
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.46
16030 - Counter Attendant		9.46
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.46
16090 - Presser, Hand		9.46
16110 - Presser, Machine, Drycleaning		9.46
16130 - Presser, Machine, Shirts		9.46
16160 - Presser, Machine, Wearing Apparel, Laundry		9.46
16190 - Sewing Machine Operator		11.71
16220 - Tailor		12.39
16250 - Washer, Machine		10.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.19
19040 - Tool And Die Maker		21.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.24
21030 - Material Coordinator		19.46
21040 - Material Expediter		19.46
21050 - Material Handling Laborer		12.02
21071 - Order Filler		11.38
21080 - Production Line Worker (Food Processing)		14.25
21110 - Shipping Packer		14.07
21130 - Shipping/Receiving Clerk		14.07
21140 - Store Worker I		12.83
21150 - Stock Clerk		15.97
21210 - Tools And Parts Attendant		14.24
21410 - Warehouse Specialist		14.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.72
23021 - Aircraft Mechanic I		21.88
23022 - Aircraft Mechanic II		22.72
23023 - Aircraft Mechanic III		23.35
23040 - Aircraft Mechanic Helper		17.73
23050 - Aircraft, Painter		20.99
23060 - Aircraft Servicer		19.50
23080 - Aircraft Worker		20.14
23110 - Appliance Mechanic		15.84
23120 - Bicycle Repairer		12.32
23125 - Cable Splicer		26.93
23130 - Carpenter, Maintenance		18.48
23140 - Carpet Layer		16.46
23160 - Electrician, Maintenance		19.70
23181 - Electronics Technician Maintenance I		23.75
23182 - Electronics Technician Maintenance II		25.32
23183 - Electronics Technician Maintenance III		25.41
23260 - Fabric Worker		18.59

23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	17.00
23311 - Fuel Distribution System Mechanic	20.90
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	21.88
23381 - Ground Support Equipment Servicer	19.50
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	17.00
23392 - Gunsmith II	18.71
23393 - Gunsmith III	20.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.41
23430 - Heavy Equipment Mechanic	19.38
23440 - Heavy Equipment Operator	17.90
23460 - Instrument Mechanic	20.36
23465 - Laboratory/Shelter Mechanic	19.52
23470 - Laborer	12.02
23510 - Locksmith	19.52
23530 - Machinery Maintenance Mechanic	19.60
23550 - Machinist, Maintenance	17.59
23580 - Maintenance Trades Helper	12.17
23591 - Metrology Technician I	20.36
23592 - Metrology Technician II	21.16
23593 - Metrology Technician III	21.96
23640 - Millwright	20.48
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	16.75
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.17
23820 - Pneudraulic Systems Mechanic	20.36
23850 - Rigger	20.36
23870 - Scale Mechanic	18.71
23890 - Sheet-Metal Worker, Maintenance	18.03
23910 - Small Engine Mechanic	15.01
23931 - Telecommunications Mechanic I	22.47
23932 - Telecommunications Mechanic II	22.95
23950 - Telephone Lineman	25.86
23960 - Welder, Combination, Maintenance	16.66
23965 - Well Driller	16.95
23970 - Woodcraft Worker	20.36
23980 - Woodworker	13.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.51
24580 - Child Care Center Clerk	14.35
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	15.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.52
25040 - Sewage Plant Operator	18.26
25070 - Stationary Engineer	19.52
25190 - Ventilation Equipment Tender	14.61
25210 - Water Treatment Plant Operator	18.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.43
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	18.44
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.46

27040 - Detention Officer		18.44
27070 - Firefighter		16.38
27101 - Guard I		14.48
27102 - Guard II		16.46
27131 - Police Officer I		20.49
27132 - Police Officer II		22.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.96
28042 - Carnival Equipment Repairer		13.63
28043 - Carnival Equpment Worker		9.83
28210 - Gate Attendant/Gate Tender		14.69
28310 - Lifeguard		14.19
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health Facility Attendant		11.99
28515 - Recreation Specialist		17.47
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		18.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.08
29020 - Hatch Tender		17.08
29030 - Line Handler		17.08
29041 - Stevedore I		16.29
29042 - Stevedore II		19.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 3)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 3)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 3)	27.16
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30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		18.06
30210 - Laboratory Technician		19.63
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		36.09
30390 - Photo-Optics Technician		27.08
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.95
30463 - Technical Writer III		32.58
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57

31030 - Bus Driver	14.76
31043 - Driver Courier	14.40
31260 - Parking and Lot Attendant	11.89
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	12.21
31361 - Truckdriver, Light	14.74
31362 - Truckdriver, Medium	16.10
31363 - Truckdriver, Heavy	17.46
31364 - Truckdriver, Tractor-Trailer	17.46
99000 - Miscellaneous Occupations	
99030 - Cashier	9.45
99050 - Desk Clerk	11.43
99095 - Embalmer	26.11
99251 - Laboratory Animal Caretaker I	10.25
99252 - Laboratory Animal Caretaker II	10.88
99310 - Mortician	27.42
99410 - Pest Controller	18.40
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	13.70
99711 - Recycling Specialist	15.61
99730 - Refuse Collector	12.73
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	12.16
99830 - Survey Party Chief	19.62
99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2538 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Vermont

Area: Vermont Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		19.11
01040 - Court Reporter		14.88
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.61
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		13.20
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		16.59
01141 - Messenger Courier		11.97
01191 - Order Clerk I		13.64
01192 - Order Clerk II		14.88
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.65
01270 - Production Control Clerk		19.46
01280 - Receptionist		12.76
01290 - Rental Clerk		12.91
01300 - Scheduler, Maintenance		13.30
01311 - Secretary I		13.30
01312 - Secretary II		14.88
01313 - Secretary III		16.59
01320 - Service Order Dispatcher		15.86
01410 - Supply Technician		18.70
01420 - Survey Worker		12.53
01531 - Travel Clerk I		12.12
01532 - Travel Clerk II		13.20
01533 - Travel Clerk III		14.36
01611 - Word Processor I		12.34
01612 - Word Processor II		13.85
01613 - Word Processor III		15.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.55
05010 - Automotive Electrician		15.81
05040 - Automotive Glass Installer		15.14
05070 - Automotive Worker		15.14
05110 - Mobile Equipment Servicer		14.00
05130 - Motor Equipment Metal Mechanic		16.46
05160 - Motor Equipment Metal Worker		15.14
05190 - Motor Vehicle Mechanic		16.46
05220 - Motor Vehicle Mechanic Helper		13.33
05250 - Motor Vehicle Upholstery Worker		14.65
05280 - Motor Vehicle Wrecker		15.14
05310 - Painter, Automotive		15.81
05340 - Radiator Repair Specialist		15.14
05370 - Tire Repairer		13.13
05400 - Transmission Repair Specialist		16.46
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.21
07041 - Cook I		11.48
07042 - Cook II		13.00
07070 - Dishwasher		9.47
07130 - Food Service Worker		9.75
07210 - Meat Cutter		16.94
07260 - Waiter/Waitress		11.85

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.45
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.08
11060 - Elevator Operator	12.09
11090 - Gardener	14.45
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87
11210 - Laborer, Grounds Maintenance	12.91
11240 - Maid or Houseman	10.43
11260 - Pruner	11.99
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.68
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.88
12011 - Breath Alcohol Technician	17.14
12012 - Certified Occupational Therapist Assistant	20.56
12015 - Certified Physical Therapist Assistant	20.82
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.62
12035 - Electroneurodiagnostic Technologist	23.62
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	15.00
12130 - Medical Laboratory Technician	16.29
12160 - Medical Record Clerk	15.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	14.79
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.41
12223 - Nursing Assistant III	13.54
12224 - Nursing Assistant IV	15.20
12235 - Optical Dispenser	18.51
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.45
12280 - Phlebotomist	15.20
12305 - Radiologic Technologist	25.57
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II, Specialist	28.02
12314 - Registered Nurse III	30.81
12315 - Registered Nurse III, Anesthetist	30.81
12316 - Registered Nurse IV	36.37
12317 - Scheduler (Drug and Alcohol Testing)	19.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	20.81
13050 - Library Aide/Clerk	11.86

13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		13.53
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.16
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.09
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1,2)	22.88
14072 - Computer Programmer II	(see 1,2)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		26.12
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.63
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.46
16030 - Counter Attendant		9.46
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.46
16090 - Presser, Hand		9.46
16110 - Presser, Machine, Drycleaning		9.46
16130 - Presser, Machine, Shirts		9.46
16160 - Presser, Machine, Wearing Apparel, Laundry		9.46
16190 - Sewing Machine Operator		11.71
16220 - Tailor		12.39
16250 - Washer, Machine		10.01
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.19
19040 - Tool And Die Maker		21.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.24
21030 - Material Coordinator		19.46
21040 - Material Expediter		19.46
21050 - Material Handling Laborer		12.02
21071 - Order Filler		11.38
21080 - Production Line Worker (Food Processing)		14.25
21110 - Shipping Packer		14.07
21130 - Shipping/Receiving Clerk		14.07

21140 - Store Worker I	12.83
21150 - Stock Clerk	15.97
21210 - Tools And Parts Attendant	14.24
21410 - Warehouse Specialist	14.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.72
23021 - Aircraft Mechanic I	21.88
23022 - Aircraft Mechanic II	22.72
23023 - Aircraft Mechanic III	23.35
23040 - Aircraft Mechanic Helper	17.73
23050 - Aircraft, Painter	20.99
23060 - Aircraft Servicer	19.50
23080 - Aircraft Worker	20.14
23110 - Appliance Mechanic	15.84
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	26.93
23130 - Carpenter, Maintenance	18.48
23140 - Carpet Layer	16.46
23160 - Electrician, Maintenance	19.70
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.32
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	17.00
23311 - Fuel Distribution System Mechanic	20.90
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	21.88
23381 - Ground Support Equipment Servicer	19.50
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	17.00
23392 - Gunsmith II	18.71
23393 - Gunsmith III	20.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.41
23430 - Heavy Equipment Mechanic	19.38
23440 - Heavy Equipment Operator	17.90
23460 - Instrument Mechanic	20.36
23465 - Laboratory/Shelter Mechanic	19.52
23470 - Laborer	12.02
23510 - Locksmith	19.52
23530 - Machinery Maintenance Mechanic	19.60
23550 - Machinist, Maintenance	17.59
23580 - Maintenance Trades Helper	12.17
23591 - Metrology Technician I	20.36
23592 - Metrology Technician II	21.16
23593 - Metrology Technician III	21.96
23640 - Millwright	20.48
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	16.75
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.17
23820 - Pneudraulic Systems Mechanic	20.36
23850 - Rigger	20.36
23870 - Scale Mechanic	18.71
23890 - Sheet-Metal Worker, Maintenance	18.03
23910 - Small Engine Mechanic	15.01
23931 - Telecommunications Mechanic I	22.47
23932 - Telecommunications Mechanic II	22.95
23950 - Telephone Lineman	25.86

23960 - Welder, Combination, Maintenance	16.66
23965 - Well Driller	16.95
23970 - Woodcraft Worker	20.36
23980 - Woodworker	13.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.51
24580 - Child Care Center Clerk	14.35
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	15.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.52
25040 - Sewage Plant Operator	18.26
25070 - Stationary Engineer	19.52
25190 - Ventilation Equipment Tender	14.61
25210 - Water Treatment Plant Operator	18.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.43
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	18.44
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	18.44
27070 - Firefighter	16.38
27101 - Guard I	14.48
27102 - Guard II	16.46
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.96
28042 - Carnival Equipment Repairer	13.63
28043 - Carnival Equpment Worker	9.83
28210 - Gate Attendant/Gate Tender	14.69
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	17.47
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.08
29020 - Hatch Tender	17.08
29030 - Line Handler	17.08
29041 - Stevedore I	16.29
29042 - Stevedore II	19.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	27.16
30021 - Archeological Technician I	18.00
30022 - Archeological Technician II	19.13
30023 - Archeological Technician III	22.73
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	22.92
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	21.85
30063 - Drafter/CAD Operator III	24.37
30064 - Drafter/CAD Operator IV	27.75
30081 - Engineering Technician I	15.11
30082 - Engineering Technician II	16.95
30083 - Engineering Technician III	18.96
30084 - Engineering Technician IV	23.50

30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		18.06
30210 - Laboratory Technician		19.63
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
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31030 - Bus Driver		14.76
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		12.21
31361 - Truckdriver, Light		14.74
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		17.46
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99000 - Miscellaneous Occupations		
99030 - Cashier		9.45
99050 - Desk Clerk		11.43
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		10.25
99252 - Laboratory Animal Caretaker II		10.88
99310 - Mortician		27.42
99410 - Pest Controller		18.40
99510 - Photofinishing Worker		13.23
99710 - Recycling Laborer		13.70
99711 - Recycling Specialist		15.61
99730 - Refuse Collector		12.73
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		12.16
99830 - Survey Party Chief		19.62
99831 - Surveying Aide		12.99
99832 - Surveying Technician		17.83
99840 - Vending Machine Attendant		15.00
99841 - Vending Machine Repairer		17.51
99842 - Vending Machine Repairer Helper		15.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2543 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03
01012 - Accounting Clerk II		15.74
01013 - Accounting Clerk III		17.61
01020 - Administrative Assistant		22.28
01040 - Court Reporter		17.11
01051 - Data Entry Operator I		11.94
01052 - Data Entry Operator II		13.90
01060 - Dispatcher, Motor Vehicle		16.01
01070 - Document Preparation Clerk		13.21
01090 - Duplicating Machine Operator		13.21
01111 - General Clerk I		12.08
01112 - General Clerk II		13.78
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		19.08
01141 - Messenger Courier		12.22
01191 - Order Clerk I		13.46
01192 - Order Clerk II		17.61
01261 - Personnel Assistant (Employment) I		16.22
01262 - Personnel Assistant (Employment) II		18.14
01263 - Personnel Assistant (Employment) III		20.23
01270 - Production Control Clerk		23.57
01280 - Receptionist		12.28
01290 - Rental Clerk		14.15
01300 - Scheduler, Maintenance		15.30
01311 - Secretary I		15.30
01312 - Secretary II		17.11
01313 - Secretary III		19.08

01320 - Service Order Dispatcher	15.37
01410 - Supply Technician	22.28
01420 - Survey Worker	13.82
01531 - Travel Clerk I	11.49
01532 - Travel Clerk II	12.26
01533 - Travel Clerk III	13.09
01611 - Word Processor I	13.38
01612 - Word Processor II	15.02
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.47
05010 - Automotive Electrician	21.03
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	22.02
05160 - Motor Equipment Metal Worker	20.09
05190 - Motor Vehicle Mechanic	22.02
05220 - Motor Vehicle Mechanic Helper	17.13
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.11
07042 - Cook II	11.21
07070 - Dishwasher	8.12
07130 - Food Service Worker	9.74
07210 - Meat Cutter	15.33
07260 - Waiter/Waitress	8.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	17.63
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer, Minor	16.02
09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.41
11060 - Elevator Operator	11.41
11090 - Gardener	13.67
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.93
11260 - Pruner	11.63
11270 - Tractor Operator	12.88
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.09
12012 - Certified Occupational Therapist Assistant	24.34
12015 - Certified Physical Therapist Assistant	24.89
12020 - Dental Assistant	15.56
12025 - Dental Hygienist	33.25
12030 - EKG Technician	23.73
12035 - Electroneurodiagnostic Technologist	23.73
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	14.39

12072 - Licensed Practical Nurse II		16.09
12073 - Licensed Practical Nurse III		17.95
12100 - Medical Assistant		13.48
12130 - Medical Laboratory Technician		17.16
12160 - Medical Record Clerk		13.96
12190 - Medical Record Technician		15.61
12195 - Medical Transcriptionist		14.13
12210 - Nuclear Medicine Technologist		30.53
12221 - Nursing Assistant I		9.46
12222 - Nursing Assistant II		10.27
12223 - Nursing Assistant III		11.21
12224 - Nursing Assistant IV		12.58
12235 - Optical Dispenser		18.17
12236 - Optical Technician		15.08
12250 - Pharmacy Technician		17.33
12280 - Phlebotomist		12.58
12305 - Radiologic Technologist		25.40
12311 - Registered Nurse I		24.37
12312 - Registered Nurse II		29.81
12313 - Registered Nurse II, Specialist		29.81
12314 - Registered Nurse III		36.07
12315 - Registered Nurse III, Anesthetist		36.07
12316 - Registered Nurse IV		43.23
12317 - Scheduler (Drug and Alcohol Testing)		19.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36
13013 - Exhibits Specialist III		29.19
13041 - Illustrator I		20.00
13042 - Illustrator II		24.56
13043 - Illustrator III		29.80
13047 - Librarian		32.67
13050 - Library Aide/Clerk		10.41
13054 - Library Information Technology Systems Administrator		23.82
13058 - Library Technician		16.78
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.80
13071 - Photographer I		13.93
13072 - Photographer II		18.46
13073 - Photographer III		22.43
13074 - Photographer IV		24.90
13075 - Photographer V		30.14
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21

15030 - Air Crew Training Devices Instructor (Pilot)	48.04
15050 - Computer Based Training Specialist / Instructor	32.44
15060 - Educational Technologist	29.72
15070 - Flight Instructor (Pilot)	48.04
15080 - Graphic Artist	24.28
15090 - Technical Instructor	20.94
15095 - Technical Instructor/Course Developer	25.61
15110 - Test Proctor	17.61
15120 - Tutor	17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.70
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.22
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.51
19040 - Tool And Die Maker	24.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.55
21030 - Material Coordinator	23.57
21040 - Material Expediter	23.57
21050 - Material Handling Laborer	11.27
21071 - Order Filler	11.49
21080 - Production Line Worker (Food Processing)	15.55
21110 - Shipping Packer	13.83
21130 - Shipping/Receiving Clerk	13.83
21140 - Store Worker I	12.41
21150 - Stock Clerk	15.52
21210 - Tools And Parts Attendant	15.55
21410 - Warehouse Specialist	15.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.29
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.37
23040 - Aircraft Mechanic Helper	16.35
23050 - Aircraft, Painter	20.20
23060 - Aircraft Servicer	18.22
23080 - Aircraft Worker	19.17
23110 - Appliance Mechanic	19.24
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	23.93
23130 - Carpenter, Maintenance	19.24
23140 - Carpet Layer	18.79
23160 - Electrician, Maintenance	21.90
23181 - Electronics Technician Maintenance I	22.38
23182 - Electronics Technician Maintenance II	23.53
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	17.81
23290 - Fire Alarm System Mechanic	20.20
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	20.48
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	18.22

23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.33
23393 - Gunsmith III	20.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.20
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.31
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.52
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 - Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services Coordinator	13.31
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	12.01
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	12.01
27102 - Guard II	15.31
27131 - Police Officer I	22.07
27132 - Police Officer II	24.52
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		10.47
28042 - Carnival Equipment Repairer		10.99
28043 - Carnival Equpment Worker		8.21
28210 - Gate Attendant/Gate Tender		14.30
28310 - Lifeguard		12.22
28350 - Park Attendant (Aide)		15.60
28510 - Recreation Aide/Health Facility Attendant		11.68
28515 - Recreation Specialist		19.83
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		15.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.73
29020 - Hatch Tender		20.73
29030 - Line Handler		20.73
29041 - Stevedore I		19.71
29042 - Stevedore II		21.80
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.28
30022 - Archeological Technician II		19.03
30023 - Archeological Technician III		25.14
30030 - Cartographic Technician		26.68
30040 - Civil Engineering Technician		25.15
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.52
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		19.79
30083 - Engineering Technician III		22.59
30084 - Engineering Technician IV		27.42
30085 - Engineering Technician V		33.54
30086 - Engineering Technician VI		40.58
30090 - Environmental Technician		21.87
30210 - Laboratory Technician		20.41
30240 - Mathematical Technician		26.68
30361 - Paralegal/Legal Assistant I		16.04
30362 - Paralegal/Legal Assistant II		19.88
30363 - Paralegal/Legal Assistant III		24.32
30364 - Paralegal/Legal Assistant IV		29.42
30390 - Photo-Optics Technician		26.68
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.24
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.52
30621 - Weather Observer, Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.61
31030 - Bus Driver		14.66
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.25
31290 - Shuttle Bus Driver		14.22
31310 - Taxi Driver		11.32
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		15.59

31363 - Truckdriver, Heavy	17.75
31364 - Truckdriver, Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.95
99050 - Desk Clerk	9.12
99095 - Embalmer	23.61
99251 - Laboratory Animal Caretaker I	9.86
99252 - Laboratory Animal Caretaker II	10.47
99310 - Mortician	30.76
99410 - Pest Controller	15.66
99510 - Photofinishing Worker	11.61
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	11.30
99832 - Surveying Technician	16.46
99840 - Vending Machine Attendant	12.92
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2544 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03
01012 - Accounting Clerk II		15.74
01013 - Accounting Clerk III		17.61

01020 - Administrative Assistant	22.28
01040 - Court Reporter	17.11
01051 - Data Entry Operator I	11.94
01052 - Data Entry Operator II	13.90
01060 - Dispatcher, Motor Vehicle	16.01
01070 - Document Preparation Clerk	13.21
01090 - Duplicating Machine Operator	13.21
01111 - General Clerk I	12.08
01112 - General Clerk II	13.78
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	19.08
01141 - Messenger Courier	12.22
01191 - Order Clerk I	13.46
01192 - Order Clerk II	17.61
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.14
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	23.57
01280 - Receptionist	12.28
01290 - Rental Clerk	14.15
01300 - Scheduler, Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.11
01313 - Secretary III	19.08
01320 - Service Order Dispatcher	15.37
01410 - Supply Technician	22.28
01420 - Survey Worker	13.82
01531 - Travel Clerk I	11.49
01532 - Travel Clerk II	12.26
01533 - Travel Clerk III	13.09
01611 - Word Processor I	13.38
01612 - Word Processor II	15.02
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.47
05010 - Automotive Electrician	21.03
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	22.02
05160 - Motor Equipment Metal Worker	20.09
05190 - Motor Vehicle Mechanic	22.02
05220 - Motor Vehicle Mechanic Helper	17.13
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.11
07042 - Cook II	11.21
07070 - Dishwasher	8.12
07130 - Food Service Worker	9.74
07210 - Meat Cutter	15.33
07260 - Waiter/Waitress	8.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	17.63
09090 - Furniture Refinisher Helper	14.36
09110 - Furniture Repairer, Minor	16.02

09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.41
11060 - Elevator Operator	11.41
11090 - Gardener	13.67
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.93
11260 - Pruner	11.63
11270 - Tractor Operator	12.88
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.09
12012 - Certified Occupational Therapist Assistant	24.34
12015 - Certified Physical Therapist Assistant	24.89
12020 - Dental Assistant	15.56
12025 - Dental Hygienist	33.25
12030 - EKG Technician	23.73
12035 - Electroneurodiagnostic Technologist	23.73
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	14.39
12072 - Licensed Practical Nurse II	16.09
12073 - Licensed Practical Nurse III	17.95
12100 - Medical Assistant	13.48
12130 - Medical Laboratory Technician	17.16
12160 - Medical Record Clerk	13.96
12190 - Medical Record Technician	15.61
12195 - Medical Transcriptionist	14.13
12210 - Nuclear Medicine Technologist	30.53
12221 - Nursing Assistant I	9.46
12222 - Nursing Assistant II	10.27
12223 - Nursing Assistant III	11.21
12224 - Nursing Assistant IV	12.58
12235 - Optical Dispenser	18.17
12236 - Optical Technician	15.08
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	12.58
12305 - Radiologic Technologist	25.40
12311 - Registered Nurse I	24.37
12312 - Registered Nurse II	29.81
12313 - Registered Nurse II, Specialist	29.81
12314 - Registered Nurse III	36.07
12315 - Registered Nurse III, Anesthetist	36.07
12316 - Registered Nurse IV	43.23
12317 - Scheduler (Drug and Alcohol Testing)	19.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.46
13012 - Exhibits Specialist II	25.36
13013 - Exhibits Specialist III	29.19
13041 - Illustrator I	20.00
13042 - Illustrator II	24.56
13043 - Illustrator III	29.80
13047 - Librarian	32.67
13050 - Library Aide/Clerk	10.41
13054 - Library Information Technology Systems Administrator	23.82
13058 - Library Technician	16.78
13061 - Media Specialist I	16.68
13062 - Media Specialist II	18.66
13063 - Media Specialist III	20.80

13071 - Photographer I		13.93
13072 - Photographer II		18.46
13073 - Photographer III		22.43
13074 - Photographer IV		24.90
13075 - Photographer V		30.14
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		32.44
15060 - Educational Technologist		29.72
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		24.28
15090 - Technical Instructor		20.94
15095 - Technical Instructor/Course Developer		25.61
15110 - Test Proctor		17.61
15120 - Tutor		17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.54
16030 - Counter Attendant		8.54
16040 - Dry Cleaner		10.70
16070 - Finisher, Flatwork, Machine		8.54
16090 - Presser, Hand		8.54
16110 - Presser, Machine, Drycleaning		8.54
16130 - Presser, Machine, Shirts		8.54
16160 - Presser, Machine, Wearing Apparel, Laundry		8.54
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.22
16250 - Washer, Machine		9.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.51
19040 - Tool And Die Maker		24.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.55
21030 - Material Coordinator		23.57
21040 - Material Expediter		23.57
21050 - Material Handling Laborer		11.27
21071 - Order Filler		11.49
21080 - Production Line Worker (Food Processing)		15.55
21110 - Shipping Packer		13.83
21130 - Shipping/Receiving Clerk		13.83
21140 - Store Worker I		12.41
21150 - Stock Clerk		15.52
21210 - Tools And Parts Attendant		15.55
21410 - Warehouse Specialist		15.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.29

23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.37
23040 - Aircraft Mechanic Helper	16.35
23050 - Aircraft, Painter	20.20
23060 - Aircraft Servicer	18.22
23080 - Aircraft Worker	19.17
23110 - Appliance Mechanic	19.24
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	23.93
23130 - Carpenter, Maintenance	19.24
23140 - Carpet Layer	18.79
23160 - Electrician, Maintenance	21.90
23181 - Electronics Technician Maintenance I	22.38
23182 - Electronics Technician Maintenance II	23.53
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	17.81
23290 - Fire Alarm System Mechanic	20.20
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	20.48
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	18.22
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.33
23393 - Gunsmith III	20.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.20
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.31
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.52
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 - Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58

24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services Coordinator	13.31
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	12.01
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	12.01
27102 - Guard II	15.31
27131 - Police Officer I	22.07
27132 - Police Officer II	24.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.47
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.21
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.73
29020 - Hatch Tender	20.73
29030 - Line Handler	20.73
29041 - Stevedore I	19.71
29042 - Stevedore II	21.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.28
30022 - Archeological Technician II	19.03
30023 - Archeological Technician III	25.14
30030 - Cartographic Technician	26.68
30040 - Civil Engineering Technician	25.15
30061 - Drafter/CAD Operator I	18.85
30062 - Drafter/CAD Operator II	21.09
30063 - Drafter/CAD Operator III	23.52
30064 - Drafter/CAD Operator IV	28.93
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	19.79
30083 - Engineering Technician III	22.59
30084 - Engineering Technician IV	27.42
30085 - Engineering Technician V	33.54
30086 - Engineering Technician VI	40.58
30090 - Environmental Technician	21.87
30210 - Laboratory Technician	20.41
30240 - Mathematical Technician	26.68
30361 - Paralegal/Legal Assistant I	16.04

30362 - Paralegal/Legal Assistant II		19.88
30363 - Paralegal/Legal Assistant III		24.32
30364 - Paralegal/Legal Assistant IV		29.42
30390 - Photo-Optics Technician		26.68
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.24
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.52
30621 - Weather Observer, Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.61
31030 - Bus Driver		14.66
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.25
31290 - Shuttle Bus Driver		14.22
31310 - Taxi Driver		11.32
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		15.59
31363 - Truckdriver, Heavy		17.75
31364 - Truckdriver, Tractor-Trailer		17.75
99000 - Miscellaneous Occupations		
99030 - Cashier		8.95
99050 - Desk Clerk		9.12
99095 - Embalmer		23.61
99251 - Laboratory Animal Caretaker I		9.86
99252 - Laboratory Animal Caretaker II		10.47
99310 - Mortician		30.76
99410 - Pest Controller		15.66
99510 - Photofinishing Worker		11.61
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		18.57
99730 - Refuse Collector		15.17
99810 - Sales Clerk		11.04
99820 - School Crossing Guard		11.64
99830 - Survey Party Chief		18.10
99831 - Surveying Aide		11.30
99832 - Surveying Technician		16.46
99840 - Vending Machine Attendant		12.92
99841 - Vending Machine Repairer		15.13
99842 - Vending Machine Repairer Helper		12.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WDs_Revision_Received_10.9.2014

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2545
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		21.41
01040 - Court Reporter		20.21
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.55
01060 - Dispatcher, Motor Vehicle		18.37
01070 - Document Preparation Clerk		13.44
01090 - Duplicating Machine Operator		13.44
01111 - General Clerk I		12.06
01112 - General Clerk II		13.27
01113 - General Clerk III		17.46
01120 - Housing Referral Assistant		19.65
01141 - Messenger Courier		12.83
01191 - Order Clerk I		15.00
01192 - Order Clerk II		16.38
01261 - Personnel Assistant (Employment) I		15.94
01262 - Personnel Assistant (Employment) II		18.37
01263 - Personnel Assistant (Employment) III		21.22
01270 - Production Control Clerk		21.22
01280 - Receptionist		15.28
01290 - Rental Clerk		15.94
01300 - Scheduler, Maintenance		15.76
01311 - Secretary I		15.76
01312 - Secretary II		17.63
01313 - Secretary III		19.65
01320 - Service Order Dispatcher		16.34
01410 - Supply Technician		21.41
01420 - Survey Worker		18.37
01531 - Travel Clerk I		12.84
01532 - Travel Clerk II		13.64
01533 - Travel Clerk III		14.52
01611 - Word Processor I		13.44
01612 - Word Processor II		15.94
01613 - Word Processor III		18.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.01
05010 - Automotive Electrician		20.97

05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter, Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	9.94
07042 - Cook II	11.11
07070 - Dishwasher	8.68
07130 - Food Service Worker	9.72
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.92
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	10.42
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.45
11150 - Janitor	11.73
11210 - Laborer, Grounds Maintenance	11.31
11240 - Maid or Houseman	9.37
11260 - Pruner	9.79
11270 - Tractor Operator	12.92
11330 - Trail Maintenance Worker	11.31
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	20.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	37.02
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	17.06
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	15.95
12195 - Medical Transcriptionist	14.13
12210 - Nuclear Medicine Technologist	30.44
12221 - Nursing Assistant I	9.86
12222 - Nursing Assistant II	11.02
12223 - Nursing Assistant III	12.09
12224 - Nursing Assistant IV	13.58

12235 - Optical Dispenser		19.85
12236 - Optical Technician		15.18
12250 - Pharmacy Technician		13.59
12280 - Phlebotomist		13.57
12305 - Radiologic Technologist		24.97
12311 - Registered Nurse I		23.80
12312 - Registered Nurse II		29.10
12313 - Registered Nurse II, Specialist		29.10
12314 - Registered Nurse III		35.20
12315 - Registered Nurse III, Anesthetist		35.21
12316 - Registered Nurse IV		42.20
12317 - Scheduler (Drug and Alcohol Testing)		24.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		11.82
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		17.11
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		15.30
13072 - Photographer II		17.12
13073 - Photographer III		21.21
13074 - Photographer IV		25.94
13075 - Photographer V		31.38
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		30.06
15070 - Flight Instructor (Pilot)		45.27
15080 - Graphic Artist		24.04
15090 - Technical Instructor		22.71
15095 - Technical Instructor/Course Developer		27.77
15110 - Test Proctor		18.33
15120 - Tutor		18.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.11
16030 - Counter Attendant		9.10

16040 - Dry Cleaner	11.58
16070 - Finisher, Flatwork, Machine	9.11
16090 - Presser, Hand	9.11
16110 - Presser, Machine, Drycleaning	9.11
16130 - Presser, Machine, Shirts	9.11
16160 - Presser, Machine, Wearing Apparel, Laundry	9.11
16190 - Sewing Machine Operator	12.42
16220 - Tailor	13.17
16250 - Washer, Machine	9.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.53
19040 - Tool And Die Maker	23.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.19
21030 - Material Coordinator	21.72
21040 - Material Expediter	21.72
21050 - Material Handling Laborer	13.82
21071 - Order Filler	13.30
21080 - Production Line Worker (Food Processing)	16.19
21110 - Shipping Packer	15.18
21130 - Shipping/Receiving Clerk	15.18
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.37
21210 - Tools And Parts Attendant	16.19
21410 - Warehouse Specialist	16.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.15
23021 - Aircraft Mechanic I	24.99
23022 - Aircraft Mechanic II	26.15
23023 - Aircraft Mechanic III	27.35
23040 - Aircraft Mechanic Helper	19.46
23050 - Aircraft, Painter	24.03
23060 - Aircraft Servicer	21.46
23080 - Aircraft Worker	22.61
23110 - Appliance Mechanic	18.89
23120 - Bicycle Repairer	15.54
23125 - Cable Splicer	24.02
23130 - Carpenter, Maintenance	19.52
23140 - Carpet Layer	21.54
23160 - Electrician, Maintenance	24.34
23181 - Electronics Technician Maintenance I	22.39
23182 - Electronics Technician Maintenance II	23.85
23183 - Electronics Technician Maintenance III	25.03
23260 - Fabric Worker	17.87
23290 - Fire Alarm System Mechanic	19.82
23310 - Fire Extinguisher Repairer	16.34
23311 - Fuel Distribution System Mechanic	19.82
23312 - Fuel Distribution System Operator	16.08
23370 - General Maintenance Worker	18.27
23380 - Ground Support Equipment Mechanic	24.99
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.61
23391 - Gunsmith I	16.34
23392 - Gunsmith II	18.65
23393 - Gunsmith III	20.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.04
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	20.19
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	19.81

23470 - Laborer	12.44
23510 - Locksmith	22.37
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist, Maintenance	20.48
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.81
23640 - Millwright	22.89
23710 - Office Appliance Repairer	20.01
23760 - Painter, Maintenance	19.52
23790 - Pipefitter, Maintenance	21.83
23810 - Plumber, Maintenance	19.74
23820 - Pneudraulic Systems Mechanic	20.79
23850 - Rigger	20.79
23870 - Scale Mechanic	18.65
23890 - Sheet-Metal Worker, Maintenance	20.48
23910 - Small Engine Mechanic	17.94
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.39
23950 - Telephone Lineman	24.65
23960 - Welder, Combination, Maintenance	19.82
23965 - Well Driller	24.78
23970 - Woodcraft Worker	20.79
23980 - Woodworker	16.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	8.10
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	14.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	19.90
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	16.98
25210 - Water Treatment Plant Operator	19.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.29
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	18.21
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.67
27040 - Detention Officer	18.21
27070 - Firefighter	22.67
27101 - Guard I	12.22
27102 - Guard II	13.67
27131 - Police Officer I	23.07
27132 - Police Officer II	25.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.21
28042 - Carnival Equipment Repairer	10.86
28043 - Carnival Equpment Worker	8.31
28210 - Gate Attendant/Gate Tender	13.72
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.35
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.97
28630 - Sports Official	12.22
28690 - Swimming Pool Operator	15.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90

29020 - Hatch Tender		18.90
29030 - Line Handler		18.90
29041 - Stevedore I		17.64
29042 - Stevedore II		20.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.17
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.72
30021 - Archeological Technician I		17.41
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		24.13
30030 - Cartographic Technician		24.13
30040 - Civil Engineering Technician		24.53
30061 - Drafter/CAD Operator I		17.41
30062 - Drafter/CAD Operator II		19.48
30063 - Drafter/CAD Operator III		21.71
30064 - Drafter/CAD Operator IV		26.72
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.11
30084 - Engineering Technician IV		26.16
30085 - Engineering Technician V		32.00
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		20.53
30210 - Laboratory Technician		23.16
30240 - Mathematical Technician		24.14
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		24.16
30363 - Paralegal/Legal Assistant III		29.54
30364 - Paralegal/Legal Assistant IV		35.74
30390 - Photo-Optics Technician		24.14
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.85
30463 - Technical Writer III		34.14
30491 - Unexploded Ordnance (UXO) Technician I		23.20
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.64
30494 - Unexploded (UXO) Safety Escort		23.20
30495 - Unexploded (UXO) Sweep Personnel		23.20
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer, Senior	(see 2)	24.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.61
31030 - Bus Driver		14.82
31043 - Driver Courier		13.21
31260 - Parking and Lot Attendant		8.55
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		10.85
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		17.89
31363 - Truckdriver, Heavy		18.44
31364 - Truckdriver, Tractor-Trailer		18.44
99000 - Miscellaneous Occupations		
99030 - Cashier		9.69
99050 - Desk Clerk		10.71
99095 - Embalmer		27.31
99251 - Laboratory Animal Caretaker I		9.89
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		31.44
99410 - Pest Controller		17.91
99510 - Photofinishing Worker		13.94
99710 - Recycling Laborer		15.35

99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.75
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	13.08
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.80
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	12.86
99841 - Vending Machine Repairer	15.27
99842 - Vending Machine Repairer Helper	12.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2546 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		21.41
01040 - Court Reporter		20.21
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.55
01060 - Dispatcher, Motor Vehicle		18.37
01070 - Document Preparation Clerk		13.44
01090 - Duplicating Machine Operator		13.44
01111 - General Clerk I		12.06
01112 - General Clerk II		13.27
01113 - General Clerk III		17.46
01120 - Housing Referral Assistant		19.65

01141 - Messenger Courier	12.83
01191 - Order Clerk I	15.00
01192 - Order Clerk II	16.38
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	18.37
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	21.22
01280 - Receptionist	15.28
01290 - Rental Clerk	15.94
01300 - Scheduler, Maintenance	15.76
01311 - Secretary I	15.76
01312 - Secretary II	17.63
01313 - Secretary III	19.65
01320 - Service Order Dispatcher	16.34
01410 - Supply Technician	21.41
01420 - Survey Worker	18.37
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	13.44
01612 - Word Processor II	15.94
01613 - Word Processor III	18.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.01
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter, Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	9.94
07042 - Cook II	11.11
07070 - Dishwasher	8.68
07130 - Food Service Worker	9.72
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.92
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	10.42
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.45
11150 - Janitor	10.45
11210 - Laborer, Grounds Maintenance	11.31
11240 - Maid or Houseman	9.37
11260 - Pruner	9.79
11270 - Tractor Operator	12.92

11330 - Trail Maintenance Worker	11.31
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	20.08
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	37.02
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	17.06
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	15.95
12195 - Medical Transcriptionist	14.13
12210 - Nuclear Medicine Technologist	30.44
12221 - Nursing Assistant I	9.86
12222 - Nursing Assistant II	11.02
12223 - Nursing Assistant III	12.09
12224 - Nursing Assistant IV	13.58
12235 - Optical Dispenser	19.85
12236 - Optical Technician	15.18
12250 - Pharmacy Technician	13.59
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	24.97
12311 - Registered Nurse I	23.80
12312 - Registered Nurse II	29.10
12313 - Registered Nurse II, Specialist	29.10
12314 - Registered Nurse III	35.20
12315 - Registered Nurse III, Anesthetist	35.21
12316 - Registered Nurse IV	42.20
12317 - Scheduler (Drug and Alcohol Testing)	24.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.59
13012 - Exhibits Specialist II	24.26
13013 - Exhibits Specialist III	29.67
13041 - Illustrator I	20.45
13042 - Illustrator II	25.32
13043 - Illustrator III	30.97
13047 - Librarian	27.53
13050 - Library Aide/Clerk	11.82
13054 - Library Information Technology Systems Administrator	24.86
13058 - Library Technician	17.11
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.38
13071 - Photographer I	15.30
13072 - Photographer II	17.12
13073 - Photographer III	21.21
13074 - Photographer IV	25.94
13075 - Photographer V	31.38
13110 - Video Teleconference Technician	17.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.61
14042 - Computer Operator II	17.46
14043 - Computer Operator III	19.46
14044 - Computer Operator IV	21.63

14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		30.06
15070 - Flight Instructor (Pilot)		45.27
15080 - Graphic Artist		24.04
15090 - Technical Instructor		22.71
15095 - Technical Instructor/Course Developer		27.77
15110 - Test Proctor		18.33
15120 - Tutor		18.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.11
16030 - Counter Attendant		9.10
16040 - Dry Cleaner		11.58
16070 - Finisher, Flatwork, Machine		9.11
16090 - Presser, Hand		9.11
16110 - Presser, Machine, Drycleaning		9.11
16130 - Presser, Machine, Shirts		9.11
16160 - Presser, Machine, Wearing Apparel, Laundry		9.11
16190 - Sewing Machine Operator		12.42
16220 - Tailor		13.17
16250 - Washer, Machine		9.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.53
19040 - Tool And Die Maker		23.40
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.19
21030 - Material Coordinator		21.72
21040 - Material Expediter		21.72
21050 - Material Handling Laborer		13.82
21071 - Order Filler		13.30
21080 - Production Line Worker (Food Processing)		16.19
21110 - Shipping Packer		15.18
21130 - Shipping/Receiving Clerk		15.18
21140 - Store Worker I		11.73
21150 - Stock Clerk		16.37
21210 - Tools And Parts Attendant		16.19
21410 - Warehouse Specialist		16.19
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.15
23021 - Aircraft Mechanic I		24.99
23022 - Aircraft Mechanic II		26.15
23023 - Aircraft Mechanic III		27.35
23040 - Aircraft Mechanic Helper		19.46
23050 - Aircraft, Painter		24.03
23060 - Aircraft Servicer		21.46
23080 - Aircraft Worker		22.61
23110 - Appliance Mechanic		18.89
23120 - Bicycle Repairer		15.54
23125 - Cable Splicer		24.02
23130 - Carpenter, Maintenance		19.52

23140 - Carpet Layer	21.54
23160 - Electrician, Maintenance	24.34
23181 - Electronics Technician Maintenance I	22.39
23182 - Electronics Technician Maintenance II	23.85
23183 - Electronics Technician Maintenance III	25.03
23260 - Fabric Worker	17.87
23290 - Fire Alarm System Mechanic	19.82
23310 - Fire Extinguisher Repairer	16.34
23311 - Fuel Distribution System Mechanic	19.82
23312 - Fuel Distribution System Operator	16.08
23370 - General Maintenance Worker	18.27
23380 - Ground Support Equipment Mechanic	24.99
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.61
23391 - Gunsmith I	16.34
23392 - Gunsmith II	18.65
23393 - Gunsmith III	20.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.80
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.04
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	20.19
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	19.81
23470 - Laborer	12.44
23510 - Locksmith	22.37
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist, Maintenance	20.48
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.81
23640 - Millwright	22.89
23710 - Office Appliance Repairer	20.01
23760 - Painter, Maintenance	19.52
23790 - Pipefitter, Maintenance	21.83
23810 - Plumber, Maintenance	19.74
23820 - Pneudraulic Systems Mechanic	20.79
23850 - Rigger	20.79
23870 - Scale Mechanic	18.65
23890 - Sheet-Metal Worker, Maintenance	20.48
23910 - Small Engine Mechanic	17.94
23931 - Telecommunications Mechanic I	23.94
23932 - Telecommunications Mechanic II	25.39
23950 - Telephone Lineman	24.65
23960 - Welder, Combination, Maintenance	19.82
23965 - Well Driller	24.78
23970 - Woodcraft Worker	20.79
23980 - Woodworker	16.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	8.10
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	14.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.28
25040 - Sewage Plant Operator	19.90
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender	16.98
25210 - Water Treatment Plant Operator	19.90

27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.29
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	18.21
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	13.67
27040 - Detention Officer	18.21
27070 - Firefighter	22.67
27101 - Guard I	12.22
27102 - Guard II	13.67
27131 - Police Officer I	23.07
27132 - Police Officer II	25.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.21
28042 - Carnival Equipment Repairer	10.86
28043 - Carnival Equpment Worker	8.31
28210 - Gate Attendant/Gate Tender	13.72
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.35
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.97
28630 - Sports Official	12.22
28690 - Swimming Pool Operator	15.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90
29020 - Hatch Tender	18.90
29030 - Line Handler	18.90
29041 - Stevedore I	17.64
29042 - Stevedore II	20.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.72
30021 - Archeological Technician I	17.41
30022 - Archeological Technician II	19.48
30023 - Archeological Technician III	24.13
30030 - Cartographic Technician	24.13
30040 - Civil Engineering Technician	24.53
30061 - Drafter/CAD Operator I	17.41
30062 - Drafter/CAD Operator II	19.48
30063 - Drafter/CAD Operator III	21.71
30064 - Drafter/CAD Operator IV	26.72
30081 - Engineering Technician I	16.82
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	21.11
30084 - Engineering Technician IV	26.16
30085 - Engineering Technician V	32.00
30086 - Engineering Technician VI	38.72
30090 - Environmental Technician	20.53
30210 - Laboratory Technician	23.16
30240 - Mathematical Technician	24.14
30361 - Paralegal/Legal Assistant I	18.62
30362 - Paralegal/Legal Assistant II	24.16
30363 - Paralegal/Legal Assistant III	29.54
30364 - Paralegal/Legal Assistant IV	35.74
30390 - Photo-Optics Technician	24.14
30461 - Technical Writer I	25.23
30462 - Technical Writer II	30.85
30463 - Technical Writer III	34.14
30491 - Unexploded Ordnance (UXO) Technician I	23.20
30492 - Unexploded Ordnance (UXO) Technician II	28.06
30493 - Unexploded Ordnance (UXO) Technician III	33.64
30494 - Unexploded (UXO) Safety Escort	23.20

30495 - Unexploded (UXO) Sweep Personnel		23.20
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer, Senior	(see 2)	24.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.61
31030 - Bus Driver		14.82
31043 - Driver Courier		13.21
31260 - Parking and Lot Attendant		8.55
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		10.85
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		17.89
31363 - Truckdriver, Heavy		18.44
31364 - Truckdriver, Tractor-Trailer		18.44
99000 - Miscellaneous Occupations		
99030 - Cashier		9.69
99050 - Desk Clerk		10.71
99095 - Embalmer		27.31
99251 - Laboratory Animal Caretaker I		9.89
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		31.44
99410 - Pest Controller		17.91
99510 - Photofinishing Worker		13.94
99710 - Recycling Laborer		15.35
99711 - Recycling Specialist		17.59
99730 - Refuse Collector		13.75
99810 - Sales Clerk		13.16
99820 - School Crossing Guard		13.08
99830 - Survey Party Chief		19.56
99831 - Surveying Aide		12.80
99832 - Surveying Technician		17.53
99840 - Vending Machine Attendant		12.86
99841 - Vending Machine Repairer		15.27
99842 - Vending Machine Repairer Helper		12.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in

the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2547 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area: Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.94
01012 - Accounting Clerk II		13.41
01013 - Accounting Clerk III		15.00
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		10.81
01052 - Data Entry Operator II		12.07
01060 - Dispatcher, Motor Vehicle		15.90
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		10.51
01112 - General Clerk II		11.54
01113 - General Clerk III		12.91
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		10.88
01191 - Order Clerk I		11.10
01192 - Order Clerk II		12.11
01261 - Personnel Assistant (Employment) I		13.71
01262 - Personnel Assistant (Employment) II		15.33
01263 - Personnel Assistant (Employment) III		17.10
01270 - Production Control Clerk		19.20
01280 - Receptionist		10.28
01290 - Rental Clerk		11.61
01300 - Scheduler, Maintenance		12.94
01311 - Secretary I		12.94
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		14.91
01410 - Supply Technician		17.66
01420 - Survey Worker		13.67
01531 - Travel Clerk I		12.84
01532 - Travel Clerk II		13.64
01533 - Travel Clerk III		14.52
01611 - Word Processor I		12.07
01612 - Word Processor II		13.54
01613 - Word Processor III		15.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.67
05010 - Automotive Electrician		16.25
05040 - Automotive Glass Installer		15.64
05070 - Automotive Worker		15.64
05110 - Mobile Equipment Servicer		14.32
05130 - Motor Equipment Metal Mechanic		16.87
05160 - Motor Equipment Metal Worker		15.64
05190 - Motor Vehicle Mechanic		16.31
05220 - Motor Vehicle Mechanic Helper		13.42

05250 - Motor Vehicle Upholstery Worker	14.98
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter, Automotive	16.25
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	12.58
05400 - Transmission Repair Specialist	16.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.82
07041 - Cook I	10.45
07042 - Cook II	11.41
07070 - Dishwasher	7.59
07130 - Food Service Worker	8.69
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	8.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.25
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.20
09110 - Furniture Repairer, Minor	14.55
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	9.18
11090 - Gardener	11.51
11122 - Housekeeping Aide	9.18
11150 - Janitor	9.18
11210 - Laborer, Grounds Maintenance	9.71
11240 - Maid or Houseman	8.22
11260 - Pruner	9.18
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	9.71
11360 - Window Cleaner	10.25
12000 - Health Occupations	
12010 - Ambulance Driver	14.48
12011 - Breath Alcohol Technician	16.11
12012 - Certified Occupational Therapist Assistant	26.66
12015 - Certified Physical Therapist Assistant	25.52
12020 - Dental Assistant	13.92
12025 - Dental Hygienist	32.95
12030 - EKG Technician	25.45
12035 - Electroneurodiagnostic Technologist	25.45
12040 - Emergency Medical Technician	14.48
12071 - Licensed Practical Nurse I	14.40
12072 - Licensed Practical Nurse II	16.11
12073 - Licensed Practical Nurse III	17.97
12100 - Medical Assistant	11.82
12130 - Medical Laboratory Technician	17.27
12160 - Medical Record Clerk	12.78
12190 - Medical Record Technician	14.66
12195 - Medical Transcriptionist	13.38
12210 - Nuclear Medicine Technologist	35.41
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.75
12236 - Optical Technician	14.40
12250 - Pharmacy Technician	12.20
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	24.79
12311 - Registered Nurse I	20.23
12312 - Registered Nurse II	24.74

12313 - Registered Nurse II, Specialist		24.74
12314 - Registered Nurse III		29.93
12315 - Registered Nurse III, Anesthetist		29.93
12316 - Registered Nurse IV		35.87
12317 - Scheduler (Drug and Alcohol Testing)		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.94
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		25.95
13041 - Illustrator I		17.57
13042 - Illustrator II		21.87
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		10.99
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		12.35
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.59
13071 - Photographer I		14.83
13072 - Photographer II		16.59
13073 - Photographer III		21.77
13074 - Photographer IV		26.63
13075 - Photographer V		32.22
13110 - Video Teleconference Technician		15.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I		20.42
14072 - Computer Programmer II		22.36
14073 - Computer Programmer III		25.68
14074 - Computer Programmer IV		22.36
14101 - Computer Systems Analyst I		25.80
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.80
15020 - Aircrew Training Devices Instructor (Rated)		31.22
15030 - Air Crew Training Devices Instructor (Pilot)		34.34
15050 - Computer Based Training Specialist / Instructor		25.80
15060 - Educational Technologist		22.94
15070 - Flight Instructor (Pilot)		34.34
15080 - Graphic Artist		19.83
15090 - Technical Instructor		19.60
15095 - Technical Instructor/Course Developer		23.98
15110 - Test Proctor		15.83
15120 - Tutor		15.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.11
16030 - Counter Attendant		9.11
16040 - Dry Cleaner		11.58
16070 - Finisher, Flatwork, Machine		9.11
16090 - Presser, Hand		9.11
16110 - Presser, Machine, Drycleaning		9.11
16130 - Presser, Machine, Shirts		9.11
16160 - Presser, Machine, Wearing Apparel, Laundry		9.11
16190 - Sewing Machine Operator		12.42

16220 - Tailor	13.17
16250 - Washer, Machine	9.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.33
19040 - Tool And Die Maker	23.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.04
21030 - Material Coordinator	19.71
21040 - Material Expediter	19.71
21050 - Material Handling Laborer	11.01
21071 - Order Filler	10.04
21080 - Production Line Worker (Food Processing)	14.04
21110 - Shipping Packer	12.00
21130 - Shipping/Receiving Clerk	12.00
21140 - Store Worker I	11.73
21150 - Stock Clerk	16.37
21210 - Tools And Parts Attendant	14.04
21410 - Warehouse Specialist	14.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	18.18
23021 - Aircraft Mechanic I	17.38
23022 - Aircraft Mechanic II	18.18
23023 - Aircraft Mechanic III	19.02
23040 - Aircraft Mechanic Helper	12.94
23050 - Aircraft, Painter	16.56
23060 - Aircraft Servicer	14.84
23080 - Aircraft Worker	15.74
23110 - Appliance Mechanic	18.41
23120 - Bicycle Repairer	12.58
23125 - Cable Splicer	23.47
23130 - Carpenter, Maintenance	17.88
23140 - Carpet Layer	15.21
23160 - Electrician, Maintenance	17.75
23181 - Electronics Technician Maintenance I	19.73
23182 - Electronics Technician Maintenance II	20.96
23183 - Electronics Technician Maintenance III	21.99
23260 - Fabric Worker	14.61
23290 - Fire Alarm System Mechanic	17.56
23310 - Fire Extinguisher Repairer	15.08
23311 - Fuel Distribution System Mechanic	17.56
23312 - Fuel Distribution System Operator	14.08
23370 - General Maintenance Worker	16.36
23380 - Ground Support Equipment Mechanic	17.38
23381 - Ground Support Equipment Servicer	14.84
23382 - Ground Support Equipment Worker	15.74
23391 - Gunsmith I	15.08
23392 - Gunsmith II	15.59
23393 - Gunsmith III	17.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.84
23430 - Heavy Equipment Mechanic	17.91
23440 - Heavy Equipment Operator	14.71
23460 - Instrument Mechanic	17.38
23465 - Laboratory/Shelter Mechanic	16.56
23470 - Laborer	11.01
23510 - Locksmith	16.56
23530 - Machinery Maintenance Mechanic	22.63
23550 - Machinist, Maintenance	19.03
23580 - Maintenance Trades Helper	12.54
23591 - Metrology Technician I	17.38
23592 - Metrology Technician II	18.18

23593 - Metrology Technician III	19.02
23640 - Millwright	20.20
23710 - Office Appliance Repairer	16.56
23760 - Painter, Maintenance	16.25
23790 - Pipefitter, Maintenance	16.65
23810 - Plumber, Maintenance	15.91
23820 - Pneudraulic Systems Mechanic	17.38
23850 - Rigger	17.38
23870 - Scale Mechanic	15.59
23890 - Sheet-Metal Worker, Maintenance	16.87
23910 - Small Engine Mechanic	15.59
23931 - Telecommunications Mechanic I	24.65
23932 - Telecommunications Mechanic II	25.80
23950 - Telephone Lineman	23.76
23960 - Welder, Combination, Maintenance	16.80
23965 - Well Driller	17.38
23970 - Woodcraft Worker	17.38
23980 - Woodworker	13.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	10.89
24610 - Chore Aide	8.49
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	19.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.68
27007 - Baggage Inspector	10.54
27008 - Corrections Officer	15.60
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	11.78
27040 - Detention Officer	15.60
27070 - Firefighter	17.00
27101 - Guard I	10.54
27102 - Guard II	11.78
27131 - Police Officer I	18.52
27132 - Police Officer II	20.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.91
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Equpment Worker	7.88
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	16.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.99
29020 - Hatch Tender	18.99
29030 - Line Handler	18.99
29041 - Stevedore I	18.11
29042 - Stevedore II	19.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.63
30022 - Archeological Technician II		17.59
30023 - Archeological Technician III		21.73
30030 - Cartographic Technician		21.73
30040 - Civil Engineering Technician		22.07
30061 - Drafter/CAD Operator I		14.65
30062 - Drafter/CAD Operator II		16.39
30063 - Drafter/CAD Operator III		18.15
30064 - Drafter/CAD Operator IV		22.93
30081 - Engineering Technician I		12.86
30082 - Engineering Technician II		14.44
30083 - Engineering Technician III		16.56
30084 - Engineering Technician IV		20.00
30085 - Engineering Technician V		24.48
30086 - Engineering Technician VI		29.61
30090 - Environmental Technician		20.10
30210 - Laboratory Technician		21.13
30240 - Mathematical Technician		20.70
30361 - Paralegal/Legal Assistant I		16.06
30362 - Paralegal/Legal Assistant II		19.50
30363 - Paralegal/Legal Assistant III		23.83
30364 - Paralegal/Legal Assistant IV		28.84
30390 - Photo-Optics Technician		20.65
30461 - Technical Writer I		19.58
30462 - Technical Writer II		23.95
30463 - Technical Writer III		28.97
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.15
30621 - Weather Observer, Senior	(see 2)	20.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.41
31030 - Bus Driver		13.05
31043 - Driver Courier		12.62
31260 - Parking and Lot Attendant		9.27
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		12.50
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		13.73
31363 - Truckdriver, Heavy		15.11
31364 - Truckdriver, Tractor-Trailer		15.11
99000 - Miscellaneous Occupations		
99030 - Cashier		7.78
99050 - Desk Clerk		10.14
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.04
99252 - Laboratory Animal Caretaker II		10.81
99310 - Mortician		26.70
99410 - Pest Controller		15.47
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.73
99711 - Recycling Specialist		15.46
99730 - Refuse Collector		12.24
99810 - Sales Clerk		11.03
99820 - School Crossing Guard		12.72
99830 - Survey Party Chief		20.14
99831 - Surveying Aide		12.19
99832 - Surveying Technician		16.70

99840 - Vending Machine Attendant	14.52
99841 - Vending Machine Repairer	16.93
99842 - Vending Machine Repairer Helper	14.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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The process for preparing a conformance request is as follows:

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2548 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area:
Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.94
01012 - Accounting Clerk II		13.41
01013 - Accounting Clerk III		15.00
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.69
01051 - Data Entry Operator I		10.81
01052 - Data Entry Operator II		12.07
01060 - Dispatcher, Motor Vehicle		15.90
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		10.51
01112 - General Clerk II		11.54
01113 - General Clerk III		12.91
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		10.88
01191 - Order Clerk I		11.10
01192 - Order Clerk II		12.11
01261 - Personnel Assistant (Employment) I		13.71
01262 - Personnel Assistant (Employment) II		15.33

01263 - Personnel Assistant (Employment) III	17.10
01270 - Production Control Clerk	19.20
01280 - Receptionist	10.28
01290 - Rental Clerk	11.61
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	15.69
01313 - Secretary III	17.50
01320 - Service Order Dispatcher	14.91
01410 - Supply Technician	17.66
01420 - Survey Worker	13.67
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	12.07
01612 - Word Processor II	13.54
01613 - Word Processor III	15.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.67
05010 - Automotive Electrician	16.25
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64
05110 - Mobile Equipment Servicer	14.32
05130 - Motor Equipment Metal Mechanic	16.87
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	16.31
05220 - Motor Vehicle Mechanic Helper	13.42
05250 - Motor Vehicle Upholstery Worker	14.98
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter, Automotive	16.25
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	12.58
05400 - Transmission Repair Specialist	16.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.82
07041 - Cook I	10.45
07042 - Cook II	11.41
07070 - Dishwasher	7.59
07130 - Food Service Worker	8.69
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	8.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.25
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.20
09110 - Furniture Repairer, Minor	14.55
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.13
11060 - Elevator Operator	9.18
11090 - Gardener	11.51
11122 - Housekeeping Aide	9.18
11150 - Janitor	9.18
11210 - Laborer, Grounds Maintenance	9.71
11240 - Maid or Houseman	8.22
11260 - Pruner	9.18
11270 - Tractor Operator	12.44
11330 - Trail Maintenance Worker	9.71
11360 - Window Cleaner	10.25
12000 - Health Occupations	
12010 - Ambulance Driver	14.48
12011 - Breath Alcohol Technician	16.11

12012 - Certified Occupational Therapist Assistant	26.66
12015 - Certified Physical Therapist Assistant	25.52
12020 - Dental Assistant	13.92
12025 - Dental Hygienist	32.95
12030 - EKG Technician	25.45
12035 - Electroneurodiagnostic Technologist	25.45
12040 - Emergency Medical Technician	14.48
12071 - Licensed Practical Nurse I	14.40
12072 - Licensed Practical Nurse II	16.11
12073 - Licensed Practical Nurse III	17.97
12100 - Medical Assistant	11.82
12130 - Medical Laboratory Technician	17.27
12160 - Medical Record Clerk	12.78
12190 - Medical Record Technician	14.66
12195 - Medical Transcriptionist	13.38
12210 - Nuclear Medicine Technologist	35.41
12221 - Nursing Assistant I	9.67
12222 - Nursing Assistant II	10.87
12223 - Nursing Assistant III	11.86
12224 - Nursing Assistant IV	13.31
12235 - Optical Dispenser	16.75
12236 - Optical Technician	14.40
12250 - Pharmacy Technician	12.20
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	24.79
12311 - Registered Nurse I	20.23
12312 - Registered Nurse II	24.74
12313 - Registered Nurse II, Specialist	24.74
12314 - Registered Nurse III	29.93
12315 - Registered Nurse III, Anesthetist	29.93
12316 - Registered Nurse IV	35.87
12317 - Scheduler (Drug and Alcohol Testing)	19.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.94
13012 - Exhibits Specialist II	21.87
13013 - Exhibits Specialist III	25.95
13041 - Illustrator I	17.57
13042 - Illustrator II	21.87
13043 - Illustrator III	26.63
13047 - Librarian	24.10
13050 - Library Aide/Clerk	10.99
13054 - Library Information Technology Systems Administrator	21.77
13058 - Library Technician	12.35
13061 - Media Specialist I	15.70
13062 - Media Specialist II	17.57
13063 - Media Specialist III	19.59
13071 - Photographer I	14.83
13072 - Photographer II	16.59
13073 - Photographer III	21.77
13074 - Photographer IV	26.63
13075 - Photographer V	32.22
13110 - Video Teleconference Technician	15.79
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.45
14043 - Computer Operator III	18.60
14044 - Computer Operator IV	20.69
14045 - Computer Operator V	22.89
14071 - Computer Programmer I	20.42
14072 - Computer Programmer II	22.36
14073 - Computer Programmer III	25.68
14074 - Computer Programmer IV	22.36

14101 - Computer Systems Analyst I		25.80
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.80
15020 - Aircrew Training Devices Instructor (Rated)		31.22
15030 - Air Crew Training Devices Instructor (Pilot)		34.34
15050 - Computer Based Training Specialist / Instructor		25.80
15060 - Educational Technologist		22.94
15070 - Flight Instructor (Pilot)		34.34
15080 - Graphic Artist		19.83
15090 - Technical Instructor		19.60
15095 - Technical Instructor/Course Developer		23.98
15110 - Test Proctor		15.83
15120 - Tutor		15.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.11
16030 - Counter Attendant		9.11
16040 - Dry Cleaner		11.58
16070 - Finisher, Flatwork, Machine		9.11
16090 - Presser, Hand		9.11
16110 - Presser, Machine, Drycleaning		9.11
16130 - Presser, Machine, Shirts		9.11
16160 - Presser, Machine, Wearing Apparel, Laundry		9.11
16190 - Sewing Machine Operator		12.42
16220 - Tailor		13.17
16250 - Washer, Machine		9.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.33
19040 - Tool And Die Maker		23.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.04
21030 - Material Coordinator		19.71
21040 - Material Expediter		19.71
21050 - Material Handling Laborer		11.01
21071 - Order Filler		10.04
21080 - Production Line Worker (Food Processing)		14.04
21110 - Shipping Packer		12.00
21130 - Shipping/Receiving Clerk		12.00
21140 - Store Worker I		11.73
21150 - Stock Clerk		16.37
21210 - Tools And Parts Attendant		14.04
21410 - Warehouse Specialist		14.04
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		18.18
23021 - Aircraft Mechanic I		17.38
23022 - Aircraft Mechanic II		18.18
23023 - Aircraft Mechanic III		19.02
23040 - Aircraft Mechanic Helper		12.94
23050 - Aircraft, Painter		16.56
23060 - Aircraft Servicer		14.84
23080 - Aircraft Worker		15.74
23110 - Appliance Mechanic		18.41
23120 - Bicycle Repairer		12.58
23125 - Cable Splicer		23.47
23130 - Carpenter, Maintenance		17.88
23140 - Carpet Layer		15.21
23160 - Electrician, Maintenance		17.75
23181 - Electronics Technician Maintenance I		19.73
23182 - Electronics Technician Maintenance II		20.96
23183 - Electronics Technician Maintenance III		21.99

23260 - Fabric Worker	14.61
23290 - Fire Alarm System Mechanic	17.56
23310 - Fire Extinguisher Repairer	15.08
23311 - Fuel Distribution System Mechanic	17.56
23312 - Fuel Distribution System Operator	14.08
23370 - General Maintenance Worker	16.36
23380 - Ground Support Equipment Mechanic	17.38
23381 - Ground Support Equipment Servicer	14.84
23382 - Ground Support Equipment Worker	15.74
23391 - Gunsmith I	15.08
23392 - Gunsmith II	15.59
23393 - Gunsmith III	17.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.84
23430 - Heavy Equipment Mechanic	17.91
23440 - Heavy Equipment Operator	14.71
23460 - Instrument Mechanic	17.38
23465 - Laboratory/Shelter Mechanic	16.56
23470 - Laborer	11.01
23510 - Locksmith	16.56
23530 - Machinery Maintenance Mechanic	22.63
23550 - Machinist, Maintenance	19.03
23580 - Maintenance Trades Helper	12.54
23591 - Metrology Technician I	17.38
23592 - Metrology Technician II	18.18
23593 - Metrology Technician III	19.02
23640 - Millwright	20.20
23710 - Office Appliance Repairer	16.56
23760 - Painter, Maintenance	16.25
23790 - Pipefitter, Maintenance	16.65
23810 - Plumber, Maintenance	15.91
23820 - Pneudraulic Systems Mechanic	17.38
23850 - Rigger	17.38
23870 - Scale Mechanic	15.59
23890 - Sheet-Metal Worker, Maintenance	16.87
23910 - Small Engine Mechanic	15.59
23931 - Telecommunications Mechanic I	24.65
23932 - Telecommunications Mechanic II	25.80
23950 - Telephone Lineman	23.76
23960 - Welder, Combination, Maintenance	16.80
23965 - Well Driller	17.38
23970 - Woodcraft Worker	17.38
23980 - Woodworker	13.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	10.89
24610 - Chore Aide	8.49
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	19.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.68
27007 - Baggage Inspector	10.54
27008 - Corrections Officer	15.60
27010 - Court Security Officer	17.00

27030 - Detection Dog Handler		11.78
27040 - Detention Officer		15.60
27070 - Firefighter		17.00
27101 - Guard I		10.54
27102 - Guard II		11.78
27131 - Police Officer I		18.52
27132 - Police Officer II		20.57
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		9.91
28042 - Carnival Equipment Repairer		10.57
28043 - Carnival Equpment Worker		7.88
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		16.35
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.99
29020 - Hatch Tender		18.99
29030 - Line Handler		18.99
29041 - Stevedore I		18.11
29042 - Stevedore II		19.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.63
30022 - Archeological Technician II		17.59
30023 - Archeological Technician III		21.73
30030 - Cartographic Technician		21.73
30040 - Civil Engineering Technician		22.07
30061 - Drafter/CAD Operator I		14.65
30062 - Drafter/CAD Operator II		16.39
30063 - Drafter/CAD Operator III		18.15
30064 - Drafter/CAD Operator IV		22.93
30081 - Engineering Technician I		12.86
30082 - Engineering Technician II		14.44
30083 - Engineering Technician III		16.56
30084 - Engineering Technician IV		20.00
30085 - Engineering Technician V		24.48
30086 - Engineering Technician VI		29.61
30090 - Environmental Technician		20.10
30210 - Laboratory Technician		21.13
30240 - Mathematical Technician		20.70
30361 - Paralegal/Legal Assistant I		16.06
30362 - Paralegal/Legal Assistant II		19.50
30363 - Paralegal/Legal Assistant III		23.83
30364 - Paralegal/Legal Assistant IV		28.84
30390 - Photo-Optics Technician		20.65
30461 - Technical Writer I		19.58
30462 - Technical Writer II		23.95
30463 - Technical Writer III		28.97
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.15
30621 - Weather Observer, Senior	(see 2)	20.08
31000 - Transportation/Mobile Equipment Operation Occupations		

31020 - Bus Aide	9.41
31030 - Bus Driver	13.05
31043 - Driver Courier	12.62
31260 - Parking and Lot Attendant	9.27
31290 - Shuttle Bus Driver	13.12
31310 - Taxi Driver	12.50
31361 - Truckdriver, Light	13.12
31362 - Truckdriver, Medium	13.73
31363 - Truckdriver, Heavy	15.11
31364 - Truckdriver, Tractor-Trailer	15.11
99000 - Miscellaneous Occupations	
99030 - Cashier	7.78
99050 - Desk Clerk	10.14
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.04
99252 - Laboratory Animal Caretaker II	10.81
99310 - Mortician	26.70
99410 - Pest Controller	15.47
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.73
99711 - Recycling Specialist	15.46
99730 - Refuse Collector	12.24
99810 - Sales Clerk	11.03
99820 - School Crossing Guard	12.72
99830 - Survey Party Chief	20.14
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	14.52
99841 - Vending Machine Repairer	16.93
99842 - Vending Machine Repairer Helper	14.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2553 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.98
01012 - Accounting Clerk II	13.46
01013 - Accounting Clerk III	15.08
01020 - Administrative Assistant	16.97
01040 - Court Reporter	15.46
01051 - Data Entry Operator I	10.70
01052 - Data Entry Operator II	11.66
01060 - Dispatcher, Motor Vehicle	14.10
01070 - Document Preparation Clerk	12.28
01090 - Duplicating Machine Operator	12.28
01111 - General Clerk I	10.87
01112 - General Clerk II	11.86
01113 - General Clerk III	13.31
01120 - Housing Referral Assistant	17.25
01141 - Messenger Courier	10.52
01191 - Order Clerk I	11.32
01192 - Order Clerk II	12.28
01261 - Personnel Assistant (Employment) I	14.17
01262 - Personnel Assistant (Employment) II	15.92
01263 - Personnel Assistant (Employment) III	17.83
01270 - Production Control Clerk	18.52
01280 - Receptionist	11.30
01290 - Rental Clerk	9.80
01300 - Scheduler, Maintenance	13.80
01311 - Secretary I	13.80
01312 - Secretary II	15.46
01313 - Secretary III	17.25
01320 - Service Order Dispatcher	13.01
01410 - Supply Technician	16.97
01420 - Survey Worker	14.83
01531 - Travel Clerk I	11.37
01532 - Travel Clerk II	12.51
01533 - Travel Clerk III	13.79
01611 - Word Processor I	10.45
01612 - Word Processor II	11.70
01613 - Word Processor III	13.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	14.80
05010 - Automotive Electrician	13.41
05040 - Automotive Glass Installer	12.55
05070 - Automotive Worker	12.55
05110 - Mobile Equipment Servicer	10.56
05130 - Motor Equipment Metal Mechanic	13.73
05160 - Motor Equipment Metal Worker	11.84
05190 - Motor Vehicle Mechanic	15.79
05220 - Motor Vehicle Mechanic Helper	10.69
05250 - Motor Vehicle Upholstery Worker	11.95
05280 - Motor Vehicle Wrecker	12.55
05310 - Painter, Automotive	13.14
05340 - Radiator Repair Specialist	12.55
05370 - Tire Repairer	8.13
05400 - Transmission Repair Specialist	13.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.65
07042 - Cook II	11.82
07070 - Dishwasher	8.61
07130 - Food Service Worker	8.68
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.43

09040 - Furniture Handler	8.90
09080 - Furniture Refinisher	12.21
09090 - Furniture Refinisher Helper	10.00
09110 - Furniture Repairer, Minor	11.10
09130 - Upholsterer	13.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	12.53
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	9.19
11260 - Pruner	9.60
11270 - Tractor Operator	11.50
11330 - Trail Maintenance Worker	10.63
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	14.83
12012 - Certified Occupational Therapist Assistant	20.27
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	13.49
12025 - Dental Hygienist	31.00
12030 - EKG Technician	22.41
12035 - Electroneurodiagnostic Technologist	22.41
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	13.18
12072 - Licensed Practical Nurse II	14.83
12073 - Licensed Practical Nurse III	16.48
12100 - Medical Assistant	13.56
12130 - Medical Laboratory Technician	15.05
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	13.56
12210 - Nuclear Medicine Technologist	32.47
12221 - Nursing Assistant I	8.95
12222 - Nursing Assistant II	10.07
12223 - Nursing Assistant III	10.99
12224 - Nursing Assistant IV	12.33
12235 - Optical Dispenser	14.83
12236 - Optical Technician	13.18
12250 - Pharmacy Technician	14.51
12280 - Phlebotomist	12.33
12305 - Radiologic Technologist	22.41
12311 - Registered Nurse I	18.43
12312 - Registered Nurse II	22.47
12313 - Registered Nurse II, Specialist	22.47
12314 - Registered Nurse III	27.19
12315 - Registered Nurse III, Anesthetist	27.19
12316 - Registered Nurse IV	32.58
12317 - Scheduler (Drug and Alcohol Testing)	18.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.59
13012 - Exhibits Specialist II	19.22
13013 - Exhibits Specialist III	23.49
13041 - Illustrator I	15.59
13042 - Illustrator II	19.22
13043 - Illustrator III	23.49
13047 - Librarian	21.35
13050 - Library Aide/Clerk	11.90
13054 - Library Information Technology Systems Administrator	19.22

13058 - Library Technician		11.17
13061 - Media Specialist I		13.88
13062 - Media Specialist II		15.59
13063 - Media Specialist III		17.29
13071 - Photographer I		13.88
13072 - Photographer II		15.70
13073 - Photographer III		19.43
13074 - Photographer IV		23.78
13075 - Photographer V		28.61
13110 - Video Teleconference Technician		13.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.50
14042 - Computer Operator II		14.00
14043 - Computer Operator III		15.63
14044 - Computer Operator IV		17.69
14045 - Computer Operator V		19.61
14071 - Computer Programmer I		21.27
14072 - Computer Programmer II		26.27
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.50
14160 - Personal Computer Support Technician		19.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.85
15020 - Aircrew Training Devices Instructor (Rated)		27.62
15030 - Air Crew Training Devices Instructor (Pilot)		33.32
15050 - Computer Based Training Specialist / Instructor		23.85
15060 - Educational Technologist		32.20
15070 - Flight Instructor (Pilot)		33.32
15080 - Graphic Artist		22.34
15090 - Technical Instructor		17.53
15095 - Technical Instructor/Course Developer		21.45
15110 - Test Proctor		14.16
15120 - Tutor		14.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.81
16030 - Counter Attendant		8.81
16040 - Dry Cleaner		9.70
16070 - Finisher, Flatwork, Machine		8.81
16090 - Presser, Hand		8.81
16110 - Presser, Machine, Drycleaning		8.81
16130 - Presser, Machine, Shirts		8.81
16160 - Presser, Machine, Wearing Apparel, Laundry		8.81
16190 - Sewing Machine Operator		10.01
16220 - Tailor		10.29
16250 - Washer, Machine		9.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.08
19040 - Tool And Die Maker		22.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.68
21030 - Material Coordinator		18.52
21040 - Material Expediter		18.52
21050 - Material Handling Laborer		10.72
21071 - Order Filler		8.92
21080 - Production Line Worker (Food Processing)		13.68
21110 - Shipping Packer		11.39
21130 - Shipping/Receiving Clerk		11.39
21140 - Store Worker I		9.09
21150 - Stock Clerk		12.10

21210 - Tools And Parts Attendant	13.68
21410 - Warehouse Specialist	13.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.53
23021 - Aircraft Mechanic I	19.53
23022 - Aircraft Mechanic II	20.53
23023 - Aircraft Mechanic III	21.36
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	17.63
23060 - Aircraft Servicer	17.03
23080 - Aircraft Worker	17.88
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	8.43
23125 - Cable Splicer	19.53
23130 - Carpenter, Maintenance	18.75
23140 - Carpet Layer	17.59
23160 - Electrician, Maintenance	20.54
23181 - Electronics Technician Maintenance I	18.83
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	20.59
23260 - Fabric Worker	16.69
23290 - Fire Alarm System Mechanic	19.53
23310 - Fire Extinguisher Repairer	15.85
23311 - Fuel Distribution System Mechanic	22.58
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	13.10
23380 - Ground Support Equipment Mechanic	19.53
23381 - Ground Support Equipment Servicer	17.03
23382 - Ground Support Equipment Worker	17.88
23391 - Gunsmith I	15.85
23392 - Gunsmith II	17.59
23393 - Gunsmith III	19.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.17
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.53
23465 - Laboratory/Shelter Mechanic	18.59
23470 - Laborer	10.72
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	22.70
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	13.71
23591 - Metrology Technician I	19.53
23592 - Metrology Technician II	20.53
23593 - Metrology Technician III	21.38
23640 - Millwright	19.53
23710 - Office Appliance Repairer	18.59
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	21.07
23810 - Plumber, Maintenance	20.18
23820 - Pneudraulic Systems Mechanic	19.53
23850 - Rigger	19.53
23870 - Scale Mechanic	17.59
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.59
23931 - Telecommunications Mechanic I	19.62
23932 - Telecommunications Mechanic II	20.48
23950 - Telephone Lineman	19.53
23960 - Welder, Combination, Maintenance	20.36
23965 - Well Driller	19.53

23970 - Woodcraft Worker	19.53
23980 - Woodworker	15.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	11.53
24630 - Homemaker	14.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.66
25040 - Sewage Plant Operator	14.89
25070 - Stationary Engineer	16.66
25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	14.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.89
27007 - Baggage Inspector	9.68
27008 - Corrections Officer	16.73
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	10.89
27040 - Detention Officer	16.73
27070 - Firefighter	16.73
27101 - Guard I	9.68
27102 - Guard II	10.84
27131 - Police Officer I	18.66
27132 - Police Officer II	19.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25
28042 - Carnival Equipment Repairer	12.71
28043 - Carnival Equpment Worker	10.12
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.06
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.35
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.59
29020 - Hatch Tender	17.59
29030 - Line Handler	17.59
29041 - Stevedore I	16.69
29042 - Stevedore II	18.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	13.86
30022 - Archeological Technician II	15.28
30023 - Archeological Technician III	19.69
30030 - Cartographic Technician	18.56
30040 - Civil Engineering Technician	18.51
30061 - Drafter/CAD Operator I	13.92
30062 - Drafter/CAD Operator II	16.70
30063 - Drafter/CAD Operator III	17.35
30064 - Drafter/CAD Operator IV	20.52
30081 - Engineering Technician I	12.08
30082 - Engineering Technician II	15.27
30083 - Engineering Technician III	17.58
30084 - Engineering Technician IV	19.69
30085 - Engineering Technician V	26.64
30086 - Engineering Technician VI	32.43

30090 - Environmental Technician		18.46
30210 - Laboratory Technician		18.19
30240 - Mathematical Technician		18.51
30361 - Paralegal/Legal Assistant I		14.86
30362 - Paralegal/Legal Assistant II		18.46
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.24
30390 - Photo-Optics Technician		18.51
30461 - Technical Writer I		18.56
30462 - Technical Writer II		23.16
30463 - Technical Writer III		28.04
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.29
30621 - Weather Observer, Senior	(see 2)	18.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.88
31030 - Bus Driver		13.41
31043 - Driver Courier		11.68
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		12.62
31310 - Taxi Driver		10.96
31361 - Truckdriver, Light		12.62
31362 - Truckdriver, Medium		13.52
31363 - Truckdriver, Heavy		15.25
31364 - Truckdriver, Tractor-Trailer		15.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.32
99050 - Desk Clerk		10.01
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.88
99252 - Laboratory Animal Caretaker II		12.83
99310 - Mortician		22.74
99410 - Pest Controller		11.35
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		9.81
99711 - Recycling Specialist		11.77
99730 - Refuse Collector		9.00
99810 - Sales Clerk		10.72
99820 - School Crossing Guard		9.00
99830 - Survey Party Chief		12.58
99831 - Surveying Aide		10.96
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		11.82
99841 - Vending Machine Repairer		14.24
99842 - Vending Machine Repairer Helper		12.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2554 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.98
01012 - Accounting Clerk II		13.46
01013 - Accounting Clerk III		15.08
01020 - Administrative Assistant		16.97
01040 - Court Reporter		15.46
01051 - Data Entry Operator I		10.70
01052 - Data Entry Operator II		11.66
01060 - Dispatcher, Motor Vehicle		14.10
01070 - Document Preparation Clerk		12.28
01090 - Duplicating Machine Operator		12.28
01111 - General Clerk I		10.87
01112 - General Clerk II		11.86
01113 - General Clerk III		13.31
01120 - Housing Referral Assistant		17.25
01141 - Messenger Courier		10.52
01191 - Order Clerk I		11.32
01192 - Order Clerk II		12.28
01261 - Personnel Assistant (Employment) I		14.17
01262 - Personnel Assistant (Employment) II		15.92
01263 - Personnel Assistant (Employment) III		17.83
01270 - Production Control Clerk		18.52
01280 - Receptionist		11.30
01290 - Rental Clerk		9.80
01300 - Scheduler, Maintenance		13.80
01311 - Secretary I		13.80

01312 - Secretary II	15.46
01313 - Secretary III	17.25
01320 - Service Order Dispatcher	13.01
01410 - Supply Technician	16.97
01420 - Survey Worker	14.83
01531 - Travel Clerk I	11.37
01532 - Travel Clerk II	12.51
01533 - Travel Clerk III	13.79
01611 - Word Processor I	10.45
01612 - Word Processor II	11.70
01613 - Word Processor III	13.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	14.80
05010 - Automotive Electrician	13.41
05040 - Automotive Glass Installer	12.55
05070 - Automotive Worker	12.55
05110 - Mobile Equipment Servicer	10.56
05130 - Motor Equipment Metal Mechanic	13.73
05160 - Motor Equipment Metal Worker	11.84
05190 - Motor Vehicle Mechanic	15.79
05220 - Motor Vehicle Mechanic Helper	10.69
05250 - Motor Vehicle Upholstery Worker	11.95
05280 - Motor Vehicle Wrecker	12.55
05310 - Painter, Automotive	13.14
05340 - Radiator Repair Specialist	12.55
05370 - Tire Repairer	8.13
05400 - Transmission Repair Specialist	13.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.65
07042 - Cook II	11.82
07070 - Dishwasher	8.61
07130 - Food Service Worker	8.68
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.43
09040 - Furniture Handler	8.90
09080 - Furniture Refinisher	12.21
09090 - Furniture Refinisher Helper	10.00
09110 - Furniture Repairer, Minor	11.10
09130 - Upholsterer	13.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	12.53
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	9.19
11260 - Pruner	9.60
11270 - Tractor Operator	11.50
11330 - Trail Maintenance Worker	10.63
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	14.83
12012 - Certified Occupational Therapist Assistant	20.27
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	13.49
12025 - Dental Hygienist	31.00
12030 - EKG Technician	22.41
12035 - Electroneurodiagnostic Technologist	22.41

12040 - Emergency Medical Technician		17.50
12071 - Licensed Practical Nurse I		13.18
12072 - Licensed Practical Nurse II		14.83
12073 - Licensed Practical Nurse III		16.48
12100 - Medical Assistant		13.56
12130 - Medical Laboratory Technician		15.05
12160 - Medical Record Clerk		13.88
12190 - Medical Record Technician		15.53
12195 - Medical Transcriptionist		13.56
12210 - Nuclear Medicine Technologist		32.47
12221 - Nursing Assistant I		8.95
12222 - Nursing Assistant II		10.07
12223 - Nursing Assistant III		10.99
12224 - Nursing Assistant IV		12.33
12235 - Optical Dispenser		14.83
12236 - Optical Technician		13.18
12250 - Pharmacy Technician		14.51
12280 - Phlebotomist		12.33
12305 - Radiologic Technologist		22.41
12311 - Registered Nurse I		18.43
12312 - Registered Nurse II		22.47
12313 - Registered Nurse II, Specialist		22.47
12314 - Registered Nurse III		27.19
12315 - Registered Nurse III, Anesthetist		27.19
12316 - Registered Nurse IV		32.58
12317 - Scheduler (Drug and Alcohol Testing)		18.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.59
13012 - Exhibits Specialist II		19.22
13013 - Exhibits Specialist III		23.49
13041 - Illustrator I		15.59
13042 - Illustrator II		19.22
13043 - Illustrator III		23.49
13047 - Librarian		21.35
13050 - Library Aide/Clerk		11.90
13054 - Library Information Technology Systems Administrator		19.22
13058 - Library Technician		11.17
13061 - Media Specialist I		13.88
13062 - Media Specialist II		15.59
13063 - Media Specialist III		17.29
13071 - Photographer I		13.88
13072 - Photographer II		15.70
13073 - Photographer III		19.43
13074 - Photographer IV		23.78
13075 - Photographer V		28.61
13110 - Video Teleconference Technician		13.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.50
14042 - Computer Operator II		14.00
14043 - Computer Operator III		15.63
14044 - Computer Operator IV		17.69
14045 - Computer Operator V		19.61
14071 - Computer Programmer I		21.27
14072 - Computer Programmer II		26.27
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.45
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.50
14160 - Personal Computer Support Technician		19.33
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	23.85
15020 - Aircrew Training Devices Instructor (Rated)	27.62
15030 - Air Crew Training Devices Instructor (Pilot)	33.32
15050 - Computer Based Training Specialist / Instructor	23.85
15060 - Educational Technologist	32.20
15070 - Flight Instructor (Pilot)	33.32
15080 - Graphic Artist	22.34
15090 - Technical Instructor	17.53
15095 - Technical Instructor/Course Developer	21.45
15110 - Test Proctor	14.16
15120 - Tutor	14.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.81
16030 - Counter Attendant	8.81
16040 - Dry Cleaner	9.70
16070 - Finisher, Flatwork, Machine	8.81
16090 - Presser, Hand	8.81
16110 - Presser, Machine, Drycleaning	8.81
16130 - Presser, Machine, Shirts	8.81
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81
16190 - Sewing Machine Operator	10.01
16220 - Tailor	10.29
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.08
19040 - Tool And Die Maker	22.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.68
21030 - Material Coordinator	18.52
21040 - Material Expediter	18.52
21050 - Material Handling Laborer	10.72
21071 - Order Filler	8.92
21080 - Production Line Worker (Food Processing)	13.68
21110 - Shipping Packer	11.39
21130 - Shipping/Receiving Clerk	11.39
21140 - Store Worker I	9.09
21150 - Stock Clerk	12.10
21210 - Tools And Parts Attendant	13.68
21410 - Warehouse Specialist	13.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.53
23021 - Aircraft Mechanic I	19.53
23022 - Aircraft Mechanic II	20.53
23023 - Aircraft Mechanic III	21.36
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	17.63
23060 - Aircraft Servicer	17.03
23080 - Aircraft Worker	17.88
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	8.43
23125 - Cable Splicer	19.53
23130 - Carpenter, Maintenance	18.75
23140 - Carpet Layer	17.59
23160 - Electrician, Maintenance	20.54
23181 - Electronics Technician Maintenance I	18.83
23182 - Electronics Technician Maintenance II	19.72
23183 - Electronics Technician Maintenance III	20.59
23260 - Fabric Worker	16.69
23290 - Fire Alarm System Mechanic	19.53
23310 - Fire Extinguisher Repairer	15.85
23311 - Fuel Distribution System Mechanic	22.58
23312 - Fuel Distribution System Operator	18.71
23370 - General Maintenance Worker	13.10

23380 - Ground Support Equipment Mechanic	19.53
23381 - Ground Support Equipment Servicer	17.03
23382 - Ground Support Equipment Worker	17.88
23391 - Gunsmith I	15.85
23392 - Gunsmith II	17.59
23393 - Gunsmith III	19.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.17
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.53
23465 - Laboratory/Shelter Mechanic	18.59
23470 - Laborer	10.72
23510 - Locksmith	18.54
23530 - Machinery Maintenance Mechanic	22.70
23550 - Machinist, Maintenance	19.53
23580 - Maintenance Trades Helper	13.71
23591 - Metrology Technician I	19.53
23592 - Metrology Technician II	20.53
23593 - Metrology Technician III	21.38
23640 - Millwright	19.53
23710 - Office Appliance Repairer	18.59
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	21.07
23810 - Plumber, Maintenance	20.18
23820 - Pneudraulic Systems Mechanic	19.53
23850 - Rigger	19.53
23870 - Scale Mechanic	17.59
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.59
23931 - Telecommunications Mechanic I	19.62
23932 - Telecommunications Mechanic II	20.48
23950 - Telephone Lineman	19.53
23960 - Welder, Combination, Maintenance	20.36
23965 - Well Driller	19.53
23970 - Woodcraft Worker	19.53
23980 - Woodworker	15.85
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	11.53
24630 - Homemaker	14.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.66
25040 - Sewage Plant Operator	14.89
25070 - Stationary Engineer	16.66
25190 - Ventilation Equipment Tender	12.31
25210 - Water Treatment Plant Operator	14.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.89
27007 - Baggage Inspector	9.68
27008 - Corrections Officer	16.73
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	10.89
27040 - Detention Officer	16.73
27070 - Firefighter	16.73
27101 - Guard I	9.68
27102 - Guard II	10.84
27131 - Police Officer I	18.66

27132 - Police Officer II		19.59
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.25
28042 - Carnival Equipment Repairer		12.71
28043 - Carnival Equpment Worker		10.12
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.06
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		16.35
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		15.86
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.59
29020 - Hatch Tender		17.59
29030 - Line Handler		17.59
29041 - Stevedore I		16.69
29042 - Stevedore II		18.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		13.86
30022 - Archeological Technician II		15.28
30023 - Archeological Technician III		19.69
30030 - Cartographic Technician		18.56
30040 - Civil Engineering Technician		18.51
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		16.70
30063 - Drafter/CAD Operator III		17.35
30064 - Drafter/CAD Operator IV		20.52
30081 - Engineering Technician I		12.08
30082 - Engineering Technician II		15.27
30083 - Engineering Technician III		17.58
30084 - Engineering Technician IV		19.69
30085 - Engineering Technician V		26.64
30086 - Engineering Technician VI		32.43
30090 - Environmental Technician		18.46
30210 - Laboratory Technician		18.19
30240 - Mathematical Technician		18.51
30361 - Paralegal/Legal Assistant I		14.86
30362 - Paralegal/Legal Assistant II		18.46
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.24
30390 - Photo-Optics Technician		18.51
30461 - Technical Writer I		18.56
30462 - Technical Writer II		23.16
30463 - Technical Writer III		28.04
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.29
30621 - Weather Observer, Senior	(see 2)	18.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.88
31030 - Bus Driver		13.41
31043 - Driver Courier		11.68
31260 - Parking and Lot Attendant		8.53
31290 - Shuttle Bus Driver		12.62
31310 - Taxi Driver		10.96

31361 - Truckdriver, Light	12.62
31362 - Truckdriver, Medium	13.52
31363 - Truckdriver, Heavy	15.25
31364 - Truckdriver, Tractor-Trailer	15.25
99000 - Miscellaneous Occupations	
99030 - Cashier	8.32
99050 - Desk Clerk	10.01
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.88
99252 - Laboratory Animal Caretaker II	12.83
99310 - Mortician	22.74
99410 - Pest Controller	11.35
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	9.81
99711 - Recycling Specialist	11.77
99730 - Refuse Collector	9.00
99810 - Sales Clerk	10.72
99820 - School Crossing Guard	9.00
99830 - Survey Party Chief	12.58
99831 - Surveying Aide	10.96
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	11.82
99841 - Vending Machine Repairer	14.24
99842 - Vending Machine Repairer Helper	12.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2559
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01
01531 - Travel Clerk I		13.37
01532 - Travel Clerk II		14.50
01533 - Travel Clerk III		15.53
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.34
05010 - Automotive Electrician		22.06
05040 - Automotive Glass Installer		21.36
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.93
05130 - Motor Equipment Metal Mechanic		22.82
05160 - Motor Equipment Metal Worker		21.36
05190 - Motor Vehicle Mechanic		22.78
05220 - Motor Vehicle Mechanic Helper		19.20

05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.95
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	16.15
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer, Minor	19.22
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	23.10
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	23.10
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.53
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	20.16
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.46
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.12
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.01
13062 - Media Specialist II		21.29
13063 - Media Specialist III		23.72
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.07
15020 - Aircrew Training Devices Instructor (Rated)		38.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.69
15050 - Computer Based Training Specialist / Instructor		32.07
15060 - Educational Technologist		29.69
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.83
16030 - Counter Attendant		9.83
16040 - Dry Cleaner		11.72
16070 - Finisher, Flatwork, Machine		9.83
16090 - Presser, Hand		9.83
16110 - Presser, Machine, Drycleaning		9.83
16130 - Presser, Machine, Shirts		9.83
16160 - Presser, Machine, Wearing Apparel, Laundry		9.83
16190 - Sewing Machine Operator		12.49

16220 - Tailor	13.24
16250 - Washer, Machine	10.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.47
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.36
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	30.23
23130 - Carpenter, Maintenance	26.86
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	26.78
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.73
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	26.39
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	17.86
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22

23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.68
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	30.23
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.39
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	21.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.39
29020 - Hatch Tender	29.39
29030 - Line Handler	29.39
29041 - Stevedore I	28.19
29042 - Stevedore II	30.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32

30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		27.59
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.25
30362 - Paralegal/Legal Assistant II		27.57
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		40.80
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.75
30462 - Technical Writer II		32.71
30463 - Technical Writer III		39.58
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		13.65
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		15.74
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		10.88
99095 - Embalmer		26.13
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		26.13
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.87
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		13.59
99832 - Surveying Technician		20.52

99840 - Vending Machine Attendant	20.04
99841 - Vending Machine Repairer	21.14
99842 - Vending Machine Repairer Helper	20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2560 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39

01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.68
01112 - General Clerk II	14.80
01113 - General Clerk III	16.82
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	13.25
01191 - Order Clerk I	14.60
01192 - Order Clerk II	16.10
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	21.10
01280 - Receptionist	14.47
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.53
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.95
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	16.15
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer, Minor	19.22
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28

11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	23.10
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	23.10
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.53
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12190 - Medical Record Technician	18.27
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13061 - Media Specialist I	19.01
13062 - Media Specialist II	21.29
13063 - Media Specialist III	23.72
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74

13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.07
15020 - Aircrew Training Devices Instructor (Rated)		38.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.69
15050 - Computer Based Training Specialist / Instructor		32.07
15060 - Educational Technologist		29.69
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.83
16030 - Counter Attendant		9.83
16040 - Dry Cleaner		11.72
16070 - Finisher, Flatwork, Machine		9.83
16090 - Presser, Hand		9.83
16110 - Presser, Machine, Drycleaning		9.83
16130 - Presser, Machine, Shirts		9.83
16160 - Presser, Machine, Wearing Apparel, Laundry		9.83
16190 - Sewing Machine Operator		12.49
16220 - Tailor		13.24
16250 - Washer, Machine		10.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.86
19040 - Tool And Die Maker		29.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		21.10
21040 - Material Expediter		21.10
21050 - Material Handling Laborer		15.41
21071 - Order Filler		14.47
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		15.39
21150 - Stock Clerk		19.42
21210 - Tools And Parts Attendant		19.87
21410 - Warehouse Specialist		19.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.37
23021 - Aircraft Mechanic I		28.50
23022 - Aircraft Mechanic II		29.37
23023 - Aircraft Mechanic III		30.25
23040 - Aircraft Mechanic Helper		22.11
23050 - Aircraft, Painter		27.36

23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	30.23
23130 - Carpenter, Maintenance	26.86
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	26.78
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.73
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	26.39
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	17.86
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.68
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	30.23
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.50
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.61

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.39
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	21.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.39
29020 - Hatch Tender	29.39
29030 - Line Handler	29.39
29041 - Stevedore I	28.19
29042 - Stevedore II	30.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	27.59
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.27
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30210 - Laboratory Technician	27.78
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.25
30362 - Paralegal/Legal Assistant II	27.57
30363 - Paralegal/Legal Assistant III	33.72
30364 - Paralegal/Legal Assistant IV	40.80
30390 - Photo-Optics Technician	30.86
30461 - Technical Writer I	26.75

30462 - Technical Writer II		32.71
30463 - Technical Writer III		39.58
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		13.65
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		15.74
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		10.88
99095 - Embalmer		26.13
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		26.13
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.87
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		13.59
99832 - Surveying Technician		20.52
99840 - Vending Machine Attendant		20.04
99841 - Vending Machine Repairer		21.14
99842 - Vending Machine Repairer Helper		20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of	Wage Determination No.: 2005-2561 Revision No.: 19

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.93
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01
01531 - Travel Clerk I		13.82
01532 - Travel Clerk II		15.00
01533 - Travel Clerk III		15.94
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.34
05010 - Automotive Electrician		22.06
05040 - Automotive Glass Installer		20.44
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.78
05130 - Motor Equipment Metal Mechanic		22.82
05160 - Motor Equipment Metal Worker		21.36
05190 - Motor Vehicle Mechanic		22.78
05220 - Motor Vehicle Mechanic Helper		18.83
05250 - Motor Vehicle Upholstery Worker		20.65
05280 - Motor Vehicle Wrecker		21.36
05310 - Painter, Automotive		22.06

05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	15.74
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	14.96
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.25
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	19.51
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.13
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.94
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.56
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.80
13063 - Media Specialist III		22.06
13071 - Photographer I		19.70
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.07
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37
16130 - Presser, Machine, Shirts		10.37
16160 - Presser, Machine, Wearing Apparel, Laundry		10.37
16190 - Sewing Machine Operator		13.99
16220 - Tailor		14.89
16250 - Washer, Machine		11.26
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	17.57
21130 - Shipping/Receiving Clerk	17.57
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.37
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.33
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.50
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	22.75
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88

23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	25.65
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	20.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91

30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		27.59
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.17
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		11.28
99095 - Embalmer		26.77
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		26.77
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		16.46
99832 - Surveying Technician		22.56
99840 - Vending Machine Attendant		18.44
99841 - Vending Machine Repairer		19.80
99842 - Vending Machine Repairer Helper		18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2562 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.93
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01

01531 - Travel Clerk I	13.82
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	15.94
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.78
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	18.83
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	15.74
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	14.96
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.25
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54

12130 - Medical Laboratory Technician		19.51
12160 - Medical Record Clerk		16.33
12190 - Medical Record Technician		18.27
12195 - Medical Transcriptionist		18.13
12210 - Nuclear Medicine Technologist		39.01
12221 - Nursing Assistant I		12.06
12222 - Nursing Assistant II		13.58
12223 - Nursing Assistant III		14.80
12224 - Nursing Assistant IV		16.61
12235 - Optical Dispenser		19.94
12236 - Optical Technician		18.57
12250 - Pharmacy Technician		18.96
12280 - Phlebotomist		16.61
12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.56
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		17.68
13062 - Media Specialist II		19.80
13063 - Media Specialist III		22.06
13071 - Photographer I		19.70
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07

15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	32.32
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.37
16030 - Counter Attendant	10.37
16040 - Dry Cleaner	13.07
16070 - Finisher, Flatwork, Machine	10.37
16090 - Presser, Hand	10.37
16110 - Presser, Machine, Drycleaning	10.37
16130 - Presser, Machine, Shirts	10.37
16160 - Presser, Machine, Wearing Apparel, Laundry	10.37
16190 - Sewing Machine Operator	13.99
16220 - Tailor	14.89
16250 - Washer, Machine	11.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	17.57
21130 - Shipping/Receiving Clerk	17.57
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.37
23060 - Aircraft Servicer	24.97
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23110 - Appliance Mechanic	24.65
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23392 - Gunsmith II	24.79

23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	25.65
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02

28210 - Gate Attendant/Gate Tender		14.84
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health Facility Attendant		11.98
28515 - Recreation Specialist		19.12
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		20.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.78
29020 - Hatch Tender		29.78
29030 - Line Handler		29.78
29041 - Stevedore I		28.19
29042 - Stevedore II		31.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		27.59
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.17
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		

99030 - Cashier	12.32
99050 - Desk Clerk	11.28
99095 - Embalmer	26.77
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	26.77
99410 - Pest Controller	19.07
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2563 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39

01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.68
01112 - General Clerk II	14.80
01113 - General Clerk III	16.82
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	13.25
01191 - Order Clerk I	15.29
01192 - Order Clerk II	16.10
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	21.10
01280 - Receptionist	14.47
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.96
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.08
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28

11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.83
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	20.16
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.79
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	21.79
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.19
13050 - Library Aide/Clerk	13.60
13054 - Library Information Technology Systems Administrator	26.06
13058 - Library Technician	18.78
13061 - Media Specialist I	19.46
13062 - Media Specialist II	21.79
13063 - Media Specialist III	24.28
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74

13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		29.85
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.07
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37
16130 - Presser, Machine, Shirts		10.37
16160 - Presser, Machine, Wearing Apparel, Laundry		10.37
16190 - Sewing Machine Operator		13.99
16220 - Tailor		14.89
16250 - Washer, Machine		11.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.06
19040 - Tool And Die Maker		29.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		21.10
21040 - Material Expediter		21.10
21050 - Material Handling Laborer		15.41
21071 - Order Filler		14.20
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		15.40
21150 - Stock Clerk		19.42
21210 - Tools And Parts Attendant		19.87
21410 - Warehouse Specialist		19.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.37
23021 - Aircraft Mechanic I		28.50
23022 - Aircraft Mechanic II		29.37
23023 - Aircraft Mechanic III		30.25
23040 - Aircraft Mechanic Helper		22.11
23050 - Aircraft, Painter		27.52

23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.22
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
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23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
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24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.55

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.41
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.26
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	22.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.19
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	28.02
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30210 - Laboratory Technician	27.78
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	33.72
30364 - Paralegal/Legal Assistant IV	41.93
30390 - Photo-Optics Technician	30.86
30461 - Technical Writer I	26.15

30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		23.75
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.22
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.29
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		10.88
99095 - Embalmer		28.38
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		28.38
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		14.16
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		16.46
99832 - Surveying Technician		22.56
99840 - Vending Machine Attendant		18.44
99841 - Vending Machine Repairer		19.80
99842 - Vending Machine Repairer Helper		18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2564 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		15.29
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01
01531 - Travel Clerk I		13.96
01532 - Travel Clerk II		15.00
01533 - Travel Clerk III		16.08
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.34
05010 - Automotive Electrician		22.06
05040 - Automotive Glass Installer		21.36
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.93
05130 - Motor Equipment Metal Mechanic		22.82
05160 - Motor Equipment Metal Worker		21.36
05190 - Motor Vehicle Mechanic		22.78
05220 - Motor Vehicle Mechanic Helper		19.20
05250 - Motor Vehicle Upholstery Worker		20.65
05280 - Motor Vehicle Wrecker		21.36
05310 - Painter, Automotive		22.06
05340 - Radiator Repair Specialist		21.36
05370 - Tire Repairer		16.61
05400 - Transmission Repair Specialist		22.82

07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.83
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	20.16
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		21.79
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		21.79
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.46
13062 - Media Specialist II		21.79
13063 - Media Specialist III		24.28
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		29.85
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.07
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37
16130 - Presser, Machine, Shirts		10.37
16160 - Presser, Machine, Wearing Apparel, Laundry		10.37
16190 - Sewing Machine Operator		13.99
16220 - Tailor		14.89
16250 - Washer, Machine		11.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.06
19040 - Tool And Die Maker		29.25
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.40
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.22
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70

23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.84
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.41
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
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28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
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30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		23.75
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.22
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.29
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		10.88
99095 - Embalmer		28.38
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		28.38
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		14.16
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		16.46
99832 - Surveying Technician		22.56
99840 - Vending Machine Attendant		18.44
99841 - Vending Machine Repairer		19.80
99842 - Vending Machine Repairer Helper		18.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2565 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.07
01020 - Administrative Assistant		21.14
01040 - Court Reporter		17.53
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		16.07
01070 - Document Preparation Clerk		13.58
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		11.77
01112 - General Clerk II		12.84
01113 - General Clerk III		14.41
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.94
01191 - Order Clerk I		12.85
01192 - Order Clerk II		14.02
01261 - Personnel Assistant (Employment) I		16.71
01262 - Personnel Assistant (Employment) II		18.69
01263 - Personnel Assistant (Employment) III		20.84
01270 - Production Control Clerk		19.49
01280 - Receptionist		11.85
01290 - Rental Clerk		11.97
01300 - Scheduler, Maintenance		15.68
01311 - Secretary I		15.68
01312 - Secretary II		17.53
01313 - Secretary III		19.56
01320 - Service Order Dispatcher		17.27

01410 - Supply Technician	21.14
01420 - Survey Worker	11.69
01531 - Travel Clerk I	12.69
01532 - Travel Clerk II	13.52
01533 - Travel Clerk III	14.47
01611 - Word Processor I	13.69
01612 - Word Processor II	15.37
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.24
05070 - Automotive Worker	18.24
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	19.82
05160 - Motor Equipment Metal Worker	18.24
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	15.68
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	13.22
05400 - Transmission Repair Specialist	19.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	12.04
07042 - Cook II	13.48
07070 - Dishwasher	10.20
07130 - Food Service Worker	10.20
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.39
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.39
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.76
09130 - Upholsterer	17.39
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	10.63
11090 - Gardener	13.37
11122 - Housekeeping Aide	10.81
11150 - Janitor	12.25
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	9.83
11260 - Pruner	11.87
11270 - Tractor Operator	13.48
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	21.83
12015 - Certified Physical Therapist Assistant	21.29
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	36.32
12030 - EKG Technician	25.44
12035 - Electroneurodiagnostic Technologist	25.44
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.18

12073 - Licensed Practical Nurse III		20.34
12100 - Medical Assistant		13.97
12130 - Medical Laboratory Technician		18.69
12160 - Medical Record Clerk		12.97
12190 - Medical Record Technician		14.50
12195 - Medical Transcriptionist		15.49
12210 - Nuclear Medicine Technologist		40.08
12221 - Nursing Assistant I		9.62
12222 - Nursing Assistant II		10.81
12223 - Nursing Assistant III		11.80
12224 - Nursing Assistant IV		13.25
12235 - Optical Dispenser		17.21
12236 - Optical Technician		15.03
12250 - Pharmacy Technician		15.99
12280 - Phlebotomist		13.25
12305 - Radiologic Technologist		25.10
12311 - Registered Nurse I		23.90
12312 - Registered Nurse II		29.21
12313 - Registered Nurse II, Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III, Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.86
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		19.25
13042 - Illustrator II		23.85
13043 - Illustrator III		29.18
13047 - Librarian		26.41
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		23.86
13058 - Library Technician		15.90
13061 - Media Specialist I		17.57
13062 - Media Specialist II		19.65
13063 - Media Specialist III		21.91
13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		30.59
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.06
14160 - Personal Computer Support Technician		27.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.80

15050 - Computer Based Training Specialist / Instructor	28.40
15060 - Educational Technologist	30.38
15070 - Flight Instructor (Pilot)	37.80
15080 - Graphic Artist	22.86
15090 - Technical Instructor	19.78
15095 - Technical Instructor/Course Developer	24.20
15110 - Test Proctor	16.26
15120 - Tutor	16.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.69
16030 - Counter Attendant	9.69
16040 - Dry Cleaner	11.60
16070 - Finisher, Flatwork, Machine	9.69
16090 - Presser, Hand	9.69
16110 - Presser, Machine, Drycleaning	9.69
16130 - Presser, Machine, Shirts	9.69
16160 - Presser, Machine, Wearing Apparel, Laundry	9.69
16190 - Sewing Machine Operator	12.29
16220 - Tailor	12.99
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.67
19040 - Tool And Die Maker	21.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.65
21030 - Material Coordinator	19.49
21040 - Material Expediter	19.49
21050 - Material Handling Laborer	12.49
21071 - Order Filler	14.11
21080 - Production Line Worker (Food Processing)	15.65
21110 - Shipping Packer	13.97
21130 - Shipping/Receiving Clerk	13.62
21140 - Store Worker I	12.38
21150 - Stock Clerk	15.87
21210 - Tools And Parts Attendant	15.65
21410 - Warehouse Specialist	15.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.83
23021 - Aircraft Mechanic I	23.66
23022 - Aircraft Mechanic II	24.83
23023 - Aircraft Mechanic III	26.08
23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	20.58
23080 - Aircraft Worker	21.77
23110 - Appliance Mechanic	19.38
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	26.53
23130 - Carpenter, Maintenance	20.53
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	21.33
23181 - Electronics Technician Maintenance I	23.57
23182 - Electronics Technician Maintenance II	24.91
23183 - Electronics Technician Maintenance III	26.24
23260 - Fabric Worker	18.40
23290 - Fire Alarm System Mechanic	19.24
23310 - Fire Extinguisher Repairer	17.29
23311 - Fuel Distribution System Mechanic	20.42
23312 - Fuel Distribution System Operator	17.29
23370 - General Maintenance Worker	17.69
23380 - Ground Support Equipment Mechanic	23.66
23381 - Ground Support Equipment Servicer	20.58
23382 - Ground Support Equipment Worker	21.77

23391 - Gunsmith I	17.29
23392 - Gunsmith II	19.50
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	21.47
23440 - Heavy Equipment Operator	23.64
23460 - Instrument Mechanic	21.71
23465 - Laboratory/Shelter Mechanic	20.80
23470 - Laborer	12.49
23510 - Locksmith	20.80
23530 - Machinery Maintenance Mechanic	21.23
23550 - Machinist, Maintenance	17.88
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	21.71
23592 - Metrology Technician II	22.91
23593 - Metrology Technician III	23.93
23640 - Millwright	23.41
23710 - Office Appliance Repairer	20.66
23760 - Painter, Maintenance	17.60
23790 - Pipefitter, Maintenance	26.03
23810 - Plumber, Maintenance	23.76
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.50
23890 - Sheet-Metal Worker, Maintenance	20.42
23910 - Small Engine Mechanic	15.83
23931 - Telecommunications Mechanic I	26.54
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	21.13
23960 - Welder, Combination, Maintenance	16.77
23965 - Well Driller	19.94
23970 - Woodcraft Worker	21.71
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	13.06
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	13.01
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.57
25040 - Sewage Plant Operator	20.56
25070 - Stationary Engineer	24.57
25190 - Ventilation Equipment Tender	17.64
25210 - Water Treatment Plant Operator	20.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	24.11
27010 - Court Security Officer	25.50
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	24.11
27070 - Firefighter	22.01
27101 - Guard I	12.22
27102 - Guard II	15.98
27131 - Police Officer I	28.39
27132 - Police Officer II	31.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.85

28042 - Carnival Equipment Repairer		11.41
28043 - Carnival Equpment Worker		10.13
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		11.43
28515 - Recreation Specialist		16.61
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		15.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.66
29020 - Hatch Tender		20.66
29030 - Line Handler		20.47
29041 - Stevedore I		19.35
29042 - Stevedore II		22.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.81
30022 - Archeological Technician II		18.80
30023 - Archeological Technician III		23.29
30030 - Cartographic Technician		23.29
30040 - Civil Engineering Technician		23.02
30061 - Drafter/CAD Operator I		16.81
30062 - Drafter/CAD Operator II		18.80
30063 - Drafter/CAD Operator III		20.97
30064 - Drafter/CAD Operator IV		25.80
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.01
30084 - Engineering Technician IV		23.58
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.90
30090 - Environmental Technician		23.22
30210 - Laboratory Technician		20.54
30240 - Mathematical Technician		23.29
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30390 - Photo-Optics Technician		23.29
30461 - Technical Writer I		20.72
30462 - Technical Writer II		27.13
30463 - Technical Writer III		32.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.83
31030 - Bus Driver		17.01
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		10.23
31290 - Shuttle Bus Driver		13.08
31310 - Taxi Driver		12.53
31361 - Truckdriver, Light		13.08
31362 - Truckdriver, Medium		17.52
31363 - Truckdriver, Heavy		18.65

31364 - Truckdriver, Tractor-Trailer	18.65
99000 - Miscellaneous Occupations	
99030 - Cashier	10.64
99050 - Desk Clerk	10.35
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.51
99252 - Laboratory Animal Caretaker II	12.30
99310 - Mortician	22.74
99410 - Pest Controller	16.97
99510 - Photofinishing Worker	12.16
99710 - Recycling Laborer	15.72
99711 - Recycling Specialist	16.64
99730 - Refuse Collector	14.50
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	13.98
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	13.13
99841 - Vending Machine Repairer	15.08
99842 - Vending Machine Repairer Helper	13.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2566 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.07
01020 - Administrative Assistant		21.14
01040 - Court Reporter		17.53
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.85

01060 - Dispatcher, Motor Vehicle	16.07
01070 - Document Preparation Clerk	13.58
01090 - Duplicating Machine Operator	13.59
01111 - General Clerk I	11.77
01112 - General Clerk II	12.84
01113 - General Clerk III	14.41
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	11.94
01191 - Order Clerk I	12.85
01192 - Order Clerk II	14.02
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	19.49
01280 - Receptionist	11.85
01290 - Rental Clerk	11.97
01300 - Scheduler, Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	17.27
01410 - Supply Technician	21.14
01420 - Survey Worker	11.69
01531 - Travel Clerk I	12.69
01532 - Travel Clerk II	13.52
01533 - Travel Clerk III	14.47
01611 - Word Processor I	13.69
01612 - Word Processor II	15.37
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.24
05070 - Automotive Worker	18.24
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	19.82
05160 - Motor Equipment Metal Worker	18.24
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	15.68
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	13.22
05400 - Transmission Repair Specialist	19.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	12.04
07042 - Cook II	13.48
07070 - Dishwasher	10.20
07130 - Food Service Worker	10.20
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.39
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.39
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.76
09130 - Upholsterer	17.39
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.63
11060 - Elevator Operator	10.63

11090 - Gardener	13.37
11122 - Housekeeping Aide	10.81
11150 - Janitor	12.25
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	9.83
11260 - Pruner	11.87
11270 - Tractor Operator	13.48
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	21.83
12015 - Certified Physical Therapist Assistant	21.29
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	36.32
12030 - EKG Technician	25.44
12035 - Electroneurodiagnostic Technologist	25.44
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.18
12073 - Licensed Practical Nurse III	20.34
12100 - Medical Assistant	13.97
12130 - Medical Laboratory Technician	18.69
12160 - Medical Record Clerk	12.97
12190 - Medical Record Technician	14.50
12195 - Medical Transcriptionist	15.49
12210 - Nuclear Medicine Technologist	40.08
12221 - Nursing Assistant I	9.62
12222 - Nursing Assistant II	10.81
12223 - Nursing Assistant III	11.80
12224 - Nursing Assistant IV	13.25
12235 - Optical Dispenser	17.21
12236 - Optical Technician	15.03
12250 - Pharmacy Technician	15.99
12280 - Phlebotomist	13.25
12305 - Radiologic Technologist	25.10
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II, Specialist	29.21
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III, Anesthetist	35.35
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	20.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.25
13012 - Exhibits Specialist II	23.86
13013 - Exhibits Specialist III	29.18
13041 - Illustrator I	19.25
13042 - Illustrator II	23.85
13043 - Illustrator III	29.18
13047 - Librarian	26.41
13050 - Library Aide/Clerk	11.83
13054 - Library Information Technology Systems Administrator	23.86
13058 - Library Technician	15.90
13061 - Media Specialist I	17.57
13062 - Media Specialist II	19.65
13063 - Media Specialist III	21.91
13071 - Photographer I	15.82
13072 - Photographer II	17.70
13073 - Photographer III	21.88
13074 - Photographer IV	26.77

13075 - Photographer V		30.59
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.06
14160 - Personal Computer Support Technician		27.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.80
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		30.38
15070 - Flight Instructor (Pilot)		37.80
15080 - Graphic Artist		22.86
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		16.26
15120 - Tutor		16.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.69
16030 - Counter Attendant		9.69
16040 - Dry Cleaner		11.60
16070 - Finisher, Flatwork, Machine		9.69
16090 - Presser, Hand		9.69
16110 - Presser, Machine, Drycleaning		9.69
16130 - Presser, Machine, Shirts		9.69
16160 - Presser, Machine, Wearing Apparel, Laundry		9.69
16190 - Sewing Machine Operator		12.29
16220 - Tailor		12.99
16250 - Washer, Machine		10.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.67
19040 - Tool And Die Maker		21.74
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.65
21030 - Material Coordinator		19.49
21040 - Material Expediter		19.49
21050 - Material Handling Laborer		12.49
21071 - Order Filler		14.11
21080 - Production Line Worker (Food Processing)		15.65
21110 - Shipping Packer		13.97
21130 - Shipping/Receiving Clerk		13.62
21140 - Store Worker I		12.38
21150 - Stock Clerk		15.87
21210 - Tools And Parts Attendant		15.65
21410 - Warehouse Specialist		15.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.83
23021 - Aircraft Mechanic I		23.66
23022 - Aircraft Mechanic II		24.83
23023 - Aircraft Mechanic III		26.08
23040 - Aircraft Mechanic Helper		18.43

23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	20.58
23080 - Aircraft Worker	21.77
23110 - Appliance Mechanic	19.38
23120 - Bicycle Repairer	14.53
23125 - Cable Splicer	26.53
23130 - Carpenter, Maintenance	20.53
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	21.33
23181 - Electronics Technician Maintenance I	23.57
23182 - Electronics Technician Maintenance II	24.91
23183 - Electronics Technician Maintenance III	26.24
23260 - Fabric Worker	18.40
23290 - Fire Alarm System Mechanic	19.24
23310 - Fire Extinguisher Repairer	17.29
23311 - Fuel Distribution System Mechanic	20.42
23312 - Fuel Distribution System Operator	17.29
23370 - General Maintenance Worker	17.69
23380 - Ground Support Equipment Mechanic	23.66
23381 - Ground Support Equipment Servicer	20.58
23382 - Ground Support Equipment Worker	21.77
23391 - Gunsmith I	17.29
23392 - Gunsmith II	19.50
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	21.47
23440 - Heavy Equipment Operator	23.64
23460 - Instrument Mechanic	21.71
23465 - Laboratory/Shelter Mechanic	20.80
23470 - Laborer	12.49
23510 - Locksmith	20.80
23530 - Machinery Maintenance Mechanic	21.23
23550 - Machinist, Maintenance	17.88
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	21.71
23592 - Metrology Technician II	22.91
23593 - Metrology Technician III	23.93
23640 - Millwright	23.41
23710 - Office Appliance Repairer	20.66
23760 - Painter, Maintenance	17.60
23790 - Pipefitter, Maintenance	26.03
23810 - Plumber, Maintenance	23.76
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.50
23890 - Sheet-Metal Worker, Maintenance	20.42
23910 - Small Engine Mechanic	15.83
23931 - Telecommunications Mechanic I	26.54
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	21.13
23960 - Welder, Combination, Maintenance	16.77
23965 - Well Driller	19.94
23970 - Woodcraft Worker	21.71
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	13.06
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	13.01

24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.57
25040 - Sewage Plant Operator	20.56
25070 - Stationary Engineer	24.57
25190 - Ventilation Equipment Tender	17.64
25210 - Water Treatment Plant Operator	20.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	12.22
27008 - Corrections Officer	24.11
27010 - Court Security Officer	25.50
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	24.11
27070 - Firefighter	22.01
27101 - Guard I	12.22
27102 - Guard II	15.98
27131 - Police Officer I	28.39
27132 - Police Officer II	31.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.85
28042 - Carnival Equipment Repairer	11.41
28043 - Carnival Equpment Worker	10.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	16.61
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.66
29020 - Hatch Tender	20.66
29030 - Line Handler	20.47
29041 - Stevedore I	19.35
29042 - Stevedore II	22.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.81
30022 - Archeological Technician II	18.80
30023 - Archeological Technician III	23.29
30030 - Cartographic Technician	23.29
30040 - Civil Engineering Technician	23.02
30061 - Drafter/CAD Operator I	16.81
30062 - Drafter/CAD Operator II	18.80
30063 - Drafter/CAD Operator III	20.97
30064 - Drafter/CAD Operator IV	25.80
30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	16.93
30083 - Engineering Technician III	19.01
30084 - Engineering Technician IV	23.58
30085 - Engineering Technician V	28.75
30086 - Engineering Technician VI	34.90
30090 - Environmental Technician	23.22
30210 - Laboratory Technician	20.54
30240 - Mathematical Technician	23.29
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.33
30363 - Paralegal/Legal Assistant III	29.77
30364 - Paralegal/Legal Assistant IV	36.02
30390 - Photo-Optics Technician	23.29

30461 - Technical Writer I		20.72
30462 - Technical Writer II		27.13
30463 - Technical Writer III		32.83
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer, Senior	(see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.83
31030 - Bus Driver		17.01
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		10.23
31290 - Shuttle Bus Driver		13.08
31310 - Taxi Driver		12.53
31361 - Truckdriver, Light		13.08
31362 - Truckdriver, Medium		17.52
31363 - Truckdriver, Heavy		18.65
31364 - Truckdriver, Tractor-Trailer		18.65
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		10.35
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.51
99252 - Laboratory Animal Caretaker II		12.30
99310 - Mortician		22.74
99410 - Pest Controller		16.97
99510 - Photofinishing Worker		12.16
99710 - Recycling Laborer		15.72
99711 - Recycling Specialist		16.64
99730 - Refuse Collector		14.50
99810 - Sales Clerk		13.51
99820 - School Crossing Guard		13.98
99830 - Survey Party Chief		22.89
99831 - Surveying Aide		12.79
99832 - Surveying Technician		17.50
99840 - Vending Machine Attendant		13.13
99841 - Vending Machine Repairer		15.08
99842 - Vending Machine Repairer Helper		13.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2567 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.60
01192 - Order Clerk II		15.94
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37

01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.60
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.11
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17

12100 - Medical Assistant		16.54
12130 - Medical Laboratory Technician		20.78
12160 - Medical Record Clerk		16.33
12190 - Medical Record Technician		18.27
12195 - Medical Transcriptionist		19.48
12210 - Nuclear Medicine Technologist		39.01
12221 - Nursing Assistant I		12.06
12222 - Nursing Assistant II		13.58
12223 - Nursing Assistant III		14.80
12224 - Nursing Assistant IV		16.61
12235 - Optical Dispenser		19.98
12236 - Optical Technician		18.57
12250 - Pharmacy Technician		18.96
12280 - Phlebotomist		16.61
12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.17
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		20.46
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		18.32
13062 - Media Specialist II		20.53
13063 - Media Specialist III		22.87
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20

15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	30.26
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.41
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.23
16220 - Tailor	14.04
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.86
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.39
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.36
23312 - Fuel Distribution System Operator	24.00
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12

23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23

28043 - Carnival Equpment Worker		10.02
28210 - Gate Attendant/Gate Tender		14.84
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health Facility Attendant		11.98
28515 - Recreation Specialist		18.46
28630 - Sports Official		12.53
28690 - Swimming Pool Operator		15.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.78
29020 - Hatch Tender		29.78
29030 - Line Handler		29.78
29041 - Stevedore I		28.19
29042 - Stevedore II		31.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		28.02
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		25.04
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		35.62
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.29
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63

99000 - Miscellaneous Occupations	
99030 - Cashier	12.33
99050 - Desk Clerk	10.88
99095 - Embalmer	26.13
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.02
99310 - Mortician	28.38
99410 - Pest Controller	20.11
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.73
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.61
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	15.97
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2568 Revision No.: 19 Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60

01111 - General Clerk I	12.68
01112 - General Clerk II	14.80
01113 - General Clerk III	16.82
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	13.25
01191 - Order Clerk I	14.60
01192 - Order Clerk II	15.94
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	21.10
01280 - Receptionist	14.47
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.37
01420 - Survey Worker	19.01
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.60
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	13.11
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32

11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.98
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	25.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.17
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	20.46
13042 - Illustrator II	25.34
13043 - Illustrator III	31.00
13047 - Librarian	31.19
13050 - Library Aide/Clerk	13.60
13054 - Library Information Technology Systems Administrator	26.06
13058 - Library Technician	18.78
13061 - Media Specialist I	18.32
13062 - Media Specialist II	20.53
13063 - Media Specialist III	22.87
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13110 - Video Teleconference Technician	20.43
14000 - Information Technology Occupations	

14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		30.26
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.87
16030 - Counter Attendant		9.87
16040 - Dry Cleaner		12.41
16070 - Finisher, Flatwork, Machine		9.87
16090 - Presser, Hand		9.87
16110 - Presser, Machine, Drycleaning		9.87
16130 - Presser, Machine, Shirts		9.87
16160 - Presser, Machine, Wearing Apparel, Laundry		9.87
16190 - Sewing Machine Operator		13.23
16220 - Tailor		14.04
16250 - Washer, Machine		10.81
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.86
19040 - Tool And Die Maker		29.25
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.87
21030 - Material Coordinator		21.10
21040 - Material Expediter		21.10
21050 - Material Handling Laborer		15.41
21071 - Order Filler		14.20
21080 - Production Line Worker (Food Processing)		19.87
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		15.39
21150 - Stock Clerk		19.42
21210 - Tools And Parts Attendant		19.87
21410 - Warehouse Specialist		19.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.37
23021 - Aircraft Mechanic I		28.50
23022 - Aircraft Mechanic II		29.37
23023 - Aircraft Mechanic III		30.25
23040 - Aircraft Mechanic Helper		22.11
23050 - Aircraft, Painter		27.52
23060 - Aircraft Servicer		24.97
23080 - Aircraft Worker		26.38

23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.36
23312 - Fuel Distribution System Operator	24.00
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.42
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38

25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	18.46
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.99
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	28.02
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30210 - Laboratory Technician	25.04
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	35.62
30390 - Photo-Optics Technician	30.86
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71

30491 - Unexploded Ordnance (UXO) Technician I		24.26
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.29
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.33
99050 - Desk Clerk		10.88
99095 - Embalmer		26.13
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		28.38
99410 - Pest Controller		20.11
99510 - Photofinishing Worker		13.73
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61
99830 - Survey Party Chief		28.70
99831 - Surveying Aide		16.46
99832 - Surveying Technician		22.56
99840 - Vending Machine Attendant		15.97
99841 - Vending Machine Repairer		19.80
99842 - Vending Machine Repairer Helper		17.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2569 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		22.41
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		12.94
01090 - Duplicating Machine Operator		12.94
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		12.44
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		26.54
01280 - Receptionist		12.83
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		22.80
01420 - Survey Worker		17.33
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		15.95
01533 - Travel Clerk III		17.09
01611 - Word Processor I		15.07
01612 - Word Processor II		16.91
01613 - Word Processor III		18.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.71
05010 - Automotive Electrician		18.82
05040 - Automotive Glass Installer		17.82
05070 - Automotive Worker		17.82
05110 - Mobile Equipment Servicer		15.82
05130 - Motor Equipment Metal Mechanic		19.80
05160 - Motor Equipment Metal Worker		17.82
05190 - Motor Vehicle Mechanic		19.80
05220 - Motor Vehicle Mechanic Helper		14.82
05250 - Motor Vehicle Upholstery Worker		16.81
05280 - Motor Vehicle Wrecker		17.82

05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.88
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	16.89
11122 - Housekeeping Aide	13.41
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	9.88
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.83
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.78
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	16.83
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	16.01
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	17.33
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	26.57
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68

12315 - Registered Nurse III, Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		21.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.38
13012 - Exhibits Specialist II		25.26
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		20.38
13042 - Illustrator II		25.26
13043 - Illustrator III		30.90
13047 - Librarian		27.96
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		25.26
13058 - Library Technician		18.10
13061 - Media Specialist I		18.22
13062 - Media Specialist II		20.40
13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.45
14160 - Personal Computer Support Technician		26.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.49
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.90
16030 - Counter Attendant		10.90
16040 - Dry Cleaner		13.76
16070 - Finisher, Flatwork, Machine		10.90
16090 - Presser, Hand		10.90
16110 - Presser, Machine, Drycleaning		10.90
16130 - Presser, Machine, Shirts		10.90
16160 - Presser, Machine, Wearing Apparel, Laundry		10.90
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.67
16250 - Washer, Machine		11.84

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.88
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	14.88
21110 - Shipping Packer	13.22
21130 - Shipping/Receiving Clerk	13.22
21140 - Store Worker I	11.35
21150 - Stock Clerk	16.17
21210 - Tools And Parts Attendant	14.88
21410 - Warehouse Specialist	14.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.78
23021 - Aircraft Mechanic I	24.50
23022 - Aircraft Mechanic II	25.78
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	22.96
23060 - Aircraft Servicer	20.21
23080 - Aircraft Worker	21.45
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	34.15
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.37
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	24.50
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	18.63
23392 - Gunsmith II	21.74
23393 - Gunsmith III	24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.70
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	12.28
23510 - Locksmith	20.45
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04

23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.83
23850 - Rigger	24.83
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	19.59
23931 - Telecommunications Mechanic I	25.46
23932 - Telecommunications Mechanic II	26.79
23950 - Telephone Lineman	23.94
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.83
23970 - Woodcraft Worker	24.83
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	14.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	23.29
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	23.96
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	28.67
27132 - Police Officer II	31.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Equpment Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.14

30022 - Archeological Technician II		18.43
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		24.78
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43
30063 - Drafter/CAD Operator III		20.55
30064 - Drafter/CAD Operator IV		24.77
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		18.35
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.43
30085 - Engineering Technician V		31.11
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30210 - Laboratory Technician		23.90
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.36
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49
99810 - Sales Clerk		12.30
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		16.41
99841 - Vending Machine Repairer		20.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2570 Revision No.: 16 Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27

01013 - Accounting Clerk III	17.08
01020 - Administrative Assistant	22.41
01040 - Court Reporter	18.59
01051 - Data Entry Operator I	13.38
01052 - Data Entry Operator II	14.60
01060 - Dispatcher, Motor Vehicle	18.77
01070 - Document Preparation Clerk	12.94
01090 - Duplicating Machine Operator	12.94
01111 - General Clerk I	13.10
01112 - General Clerk II	14.30
01113 - General Clerk III	16.05
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.57
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01280 - Receptionist	12.83
01290 - Rental Clerk	15.00
01300 - Scheduler, Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.33
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.88
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17

09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	16.89
11122 - Housekeeping Aide	13.41
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	9.88
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.83
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.78
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	16.83
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	16.01
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	17.33
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	26.57
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18
13054 - Library Information Technology Systems Administrator	25.26
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40

13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.45
14160 - Personal Computer Support Technician		26.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.49
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.90
16030 - Counter Attendant		10.90
16040 - Dry Cleaner		13.76
16070 - Finisher, Flatwork, Machine		10.90
16090 - Presser, Hand		10.90
16110 - Presser, Machine, Drycleaning		10.90
16130 - Presser, Machine, Shirts		10.90
16160 - Presser, Machine, Wearing Apparel, Laundry		10.90
16190 - Sewing Machine Operator		14.71
16220 - Tailor		15.67
16250 - Washer, Machine		11.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.95
19040 - Tool And Die Maker		29.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.88
21030 - Material Coordinator		26.54
21040 - Material Expediter		26.54
21050 - Material Handling Laborer		13.19
21071 - Order Filler		13.22
21080 - Production Line Worker (Food Processing)		14.88
21110 - Shipping Packer		13.22
21130 - Shipping/Receiving Clerk		13.22
21140 - Store Worker I		11.35
21150 - Stock Clerk		16.17
21210 - Tools And Parts Attendant		14.88
21410 - Warehouse Specialist		14.88
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	25.78
23021 - Aircraft Mechanic I	24.50
23022 - Aircraft Mechanic II	25.78
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	22.96
23060 - Aircraft Servicer	20.21
23080 - Aircraft Worker	21.45
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	34.15
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.37
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	24.50
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	18.63
23392 - Gunsmith II	21.74
23393 - Gunsmith III	24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.70
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	12.28
23510 - Locksmith	20.45
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.83
23850 - Rigger	24.83
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	19.59
23931 - Telecommunications Mechanic I	25.46
23932 - Telecommunications Mechanic II	26.79
23950 - Telephone Lineman	23.94
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.83
23970 - Woodcraft Worker	24.83
23980 - Woodworker	18.63

24000 - Personal Needs Occupations

24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	14.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	23.29
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	23.96
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	28.67
27132 - Police Officer II	31.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Equpment Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.14
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	24.78
30061 - Drafter/CAD Operator I	16.14
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30210 - Laboratory Technician	23.90
30240 - Mathematical Technician	22.36

30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.36
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49
99810 - Sales Clerk		12.30
99820 - School Crossing Guard		14.43
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		16.41
99841 - Vending Machine Repairer		20.45
99842 - Vending Machine Repairer Helper		16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2573 Revision No.: 17 Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson
Note: West Virginia include all counties except Berkeley and Jefferson counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		18.16
01040 - Court Reporter		21.39
01051 - Data Entry Operator I		11.63
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		14.02
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		11.33

01112 - General Clerk II	12.37
01113 - General Clerk III	13.88
01120 - Housing Referral Assistant	14.85
01141 - Messenger Courier	10.02
01191 - Order Clerk I	11.17
01192 - Order Clerk II	13.28
01261 - Personnel Assistant (Employment) I	16.55
01262 - Personnel Assistant (Employment) II	18.51
01263 - Personnel Assistant (Employment) III	20.65
01270 - Production Control Clerk	17.72
01280 - Receptionist	9.81
01290 - Rental Clerk	11.99
01300 - Scheduler, Maintenance	11.99
01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	18.16
01420 - Survey Worker	13.41
01531 - Travel Clerk I	12.77
01532 - Travel Clerk II	13.63
01533 - Travel Clerk III	14.53
01611 - Word Processor I	13.64
01612 - Word Processor II	15.31
01613 - Word Processor III	16.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.24
05010 - Automotive Electrician	14.72
05040 - Automotive Glass Installer	14.22
05070 - Automotive Worker	14.22
05110 - Mobile Equipment Servicer	13.17
05130 - Motor Equipment Metal Mechanic	15.24
05160 - Motor Equipment Metal Worker	14.22
05190 - Motor Vehicle Mechanic	15.24
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	13.72
05280 - Motor Vehicle Wrecker	14.22
05310 - Painter, Automotive	14.72
05340 - Radiator Repair Specialist	14.22
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.16
07041 - Cook I	9.11
07042 - Cook II	10.44
07070 - Dishwasher	7.77
07130 - Food Service Worker	8.57
07210 - Meat Cutter	12.29
07260 - Waiter/Waitress	8.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.93
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.68
11060 - Elevator Operator	8.73
11090 - Gardener	11.52
11122 - Housekeeping Aide	9.27
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	9.31

11240 - Maid or Houseman	8.40
11260 - Pruner	8.73
11270 - Tractor Operator	10.65
11330 - Trail Maintenance Worker	9.31
11360 - Window Cleaner	10.37
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.47
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	18.46
12020 - Dental Assistant	12.57
12025 - Dental Hygienist	22.28
12030 - EKG Technician	18.60
12035 - Electroneurodiagnostic Technologist	18.60
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	13.59
12072 - Licensed Practical Nurse II	15.20
12073 - Licensed Practical Nurse III	16.95
12100 - Medical Assistant	10.61
12130 - Medical Laboratory Technician	16.47
12160 - Medical Record Clerk	11.43
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	12.40
12210 - Nuclear Medicine Technologist	27.32
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14
12223 - Nursing Assistant III	12.16
12224 - Nursing Assistant IV	13.62
12235 - Optical Dispenser	14.94
12236 - Optical Technician	11.02
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.64
12305 - Radiologic Technologist	20.10
12311 - Registered Nurse I	20.57
12312 - Registered Nurse II	25.16
12313 - Registered Nurse II, Specialist	25.16
12314 - Registered Nurse III	30.44
12315 - Registered Nurse III, Anesthetist	30.44
12316 - Registered Nurse IV	36.48
12317 - Scheduler (Drug and Alcohol Testing)	17.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.85
13012 - Exhibits Specialist II	18.41
13013 - Exhibits Specialist III	22.52
13041 - Illustrator I	14.85
13042 - Illustrator II	18.41
13043 - Illustrator III	22.52
13047 - Librarian	20.38
13050 - Library Aide/Clerk	8.56
13054 - Library Information Technology Systems Administrator	18.41
13058 - Library Technician	14.75
13061 - Media Specialist I	13.28
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.57
13071 - Photographer I	13.62
13072 - Photographer II	15.23
13073 - Photographer III	18.87
13074 - Photographer IV	23.08
13075 - Photographer V	27.93
13110 - Video Teleconference Technician	13.50
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.63

14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.00
15050 - Computer Based Training Specialist / Instructor		28.11
15060 - Educational Technologist		23.29
15070 - Flight Instructor (Pilot)		41.00
15080 - Graphic Artist		18.11
15090 - Technical Instructor		17.34
15095 - Technical Instructor/Course Developer		21.61
15110 - Test Proctor		15.38
15120 - Tutor		15.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.21
16030 - Counter Attendant		9.21
16040 - Dry Cleaner		11.65
16070 - Finisher, Flatwork, Machine		9.21
16090 - Presser, Hand		9.21
16110 - Presser, Machine, Drycleaning		9.21
16130 - Presser, Machine, Shirts		9.21
16160 - Presser, Machine, Wearing Apparel, Laundry		9.21
16190 - Sewing Machine Operator		12.45
16220 - Tailor		13.23
16250 - Washer, Machine		9.96
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.78
19040 - Tool And Die Maker		19.14
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.30
21030 - Material Coordinator		17.72
21040 - Material Expediter		17.72
21050 - Material Handling Laborer		10.73
21071 - Order Filler		10.71
21080 - Production Line Worker (Food Processing)		15.30
21110 - Shipping Packer		13.86
21130 - Shipping/Receiving Clerk		13.86
21140 - Store Worker I		11.95
21150 - Stock Clerk		16.06
21210 - Tools And Parts Attendant		15.30
21410 - Warehouse Specialist		15.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.20
23021 - Aircraft Mechanic I		22.05
23022 - Aircraft Mechanic II		23.20
23023 - Aircraft Mechanic III		24.21
23040 - Aircraft Mechanic Helper		17.81
23050 - Aircraft, Painter		20.59
23060 - Aircraft Servicer		19.35
23080 - Aircraft Worker		20.06
23110 - Appliance Mechanic		17.29

23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	24.87
23130 - Carpenter, Maintenance	17.29
23140 - Carpet Layer	16.79
23160 - Electrician, Maintenance	22.17
23181 - Electronics Technician Maintenance I	15.53
23182 - Electronics Technician Maintenance II	21.96
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	15.42
23290 - Fire Alarm System Mechanic	18.13
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50
23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	22.05
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.00
23392 - Gunsmith II	17.19
23393 - Gunsmith III	19.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.08
23430 - Heavy Equipment Mechanic	18.91
23440 - Heavy Equipment Operator	18.13
23460 - Instrument Mechanic	21.62
23465 - Laboratory/Shelter Mechanic	18.30
23470 - Laborer	10.73
23510 - Locksmith	17.29
23530 - Machinery Maintenance Mechanic	20.05
23550 - Machinist, Maintenance	18.31
23580 - Maintenance Trades Helper	13.15
23591 - Metrology Technician I	21.62
23592 - Metrology Technician II	22.59
23593 - Metrology Technician III	23.35
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.29
23760 - Painter, Maintenance	17.29
23790 - Pipefitter, Maintenance	20.73
23810 - Plumber, Maintenance	20.73
23820 - Pneudraulic Systems Mechanic	19.19
23850 - Rigger	19.65
23870 - Scale Mechanic	17.19
23890 - Sheet-Metal Worker, Maintenance	18.97
23910 - Small Engine Mechanic	16.23
23931 - Telecommunications Mechanic I	22.73
23932 - Telecommunications Mechanic II	23.93
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.13
23965 - Well Driller	21.12
23970 - Woodcraft Worker	19.19
23980 - Woodworker	15.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.21
24580 - Child Care Center Clerk	9.80
24610 - Chore Aide	7.80
24620 - Family Readiness And Support Services Coordinator	9.12
24630 - Homemaker	10.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.38
25040 - Sewage Plant Operator	16.85

25070 - Stationary Engineer	21.38
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.72
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	15.11
27010 - Court Security Officer	15.70
27030 - Detection Dog Handler	11.31
27040 - Detention Officer	15.11
27070 - Firefighter	16.40
27101 - Guard I	9.99
27102 - Guard II	11.31
27131 - Police Officer I	16.86
27132 - Police Officer II	18.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.09
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Equpment Worker	8.26
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.69
28630 - Sports Official	10.67
28690 - Swimming Pool Operator	13.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.35
29020 - Hatch Tender	16.35
29030 - Line Handler	16.35
29041 - Stevedore I	15.33
29042 - Stevedore II	17.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.95
30022 - Archeological Technician II	20.83
30023 - Archeological Technician III	26.27
30030 - Cartographic Technician	26.27
30040 - Civil Engineering Technician	18.42
30061 - Drafter/CAD Operator I	18.95
30062 - Drafter/CAD Operator II	21.20
30063 - Drafter/CAD Operator III	23.64
30064 - Drafter/CAD Operator IV	27.30
30081 - Engineering Technician I	15.68
30082 - Engineering Technician II	17.59
30083 - Engineering Technician III	22.90
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	31.55
30086 - Engineering Technician VI	38.17
30090 - Environmental Technician	17.30
30210 - Laboratory Technician	25.55
30240 - Mathematical Technician	26.27
30361 - Paralegal/Legal Assistant I	17.61
30362 - Paralegal/Legal Assistant II	21.35
30363 - Paralegal/Legal Assistant III	26.14
30364 - Paralegal/Legal Assistant IV	31.63
30390 - Photo-Optics Technician	26.27
30461 - Technical Writer I	20.51
30462 - Technical Writer II	25.09
30463 - Technical Writer III	30.35
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.80
31030 - Bus Driver		12.09
31043 - Driver Courier		10.51
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		11.32
31310 - Taxi Driver		8.94
31361 - Truckdriver, Light		11.32
31362 - Truckdriver, Medium		12.69
31363 - Truckdriver, Heavy		15.02
31364 - Truckdriver, Tractor-Trailer		15.02
99000 - Miscellaneous Occupations		
99030 - Cashier		7.80
99050 - Desk Clerk		8.20
99095 - Embalmer		20.91
99251 - Laboratory Animal Caretaker I		9.21
99252 - Laboratory Animal Caretaker II		9.92
99310 - Mortician		30.90
99410 - Pest Controller		13.35
99510 - Photofinishing Worker		10.65
99710 - Recycling Laborer		11.68
99711 - Recycling Specialist		13.46
99730 - Refuse Collector		10.58
99810 - Sales Clerk		10.77
99820 - School Crossing Guard		10.14
99830 - Survey Party Chief		18.51
99831 - Surveying Aide		11.45
99832 - Surveying Technician		15.72
99840 - Vending Machine Attendant		11.40
99841 - Vending Machine Repairer		12.83
99842 - Vending Machine Repairer Helper		11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2574 Revision No.: 18 Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson
Note: West Virginia include all counties except Berkeley and Jefferson counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		18.16
01040 - Court Reporter		21.39
01051 - Data Entry Operator I		11.63
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		14.02
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		11.33
01112 - General Clerk II		12.37
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		14.85
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.17
01192 - Order Clerk II		13.28
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		17.72
01280 - Receptionist		9.81
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		11.99

01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	18.16
01420 - Survey Worker	13.41
01531 - Travel Clerk I	12.77
01532 - Travel Clerk II	13.63
01533 - Travel Clerk III	14.53
01611 - Word Processor I	13.64
01612 - Word Processor II	15.31
01613 - Word Processor III	16.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.24
05010 - Automotive Electrician	14.72
05040 - Automotive Glass Installer	14.22
05070 - Automotive Worker	14.22
05110 - Mobile Equipment Servicer	13.17
05130 - Motor Equipment Metal Mechanic	15.24
05160 - Motor Equipment Metal Worker	14.22
05190 - Motor Vehicle Mechanic	15.24
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	13.72
05280 - Motor Vehicle Wrecker	14.22
05310 - Painter, Automotive	14.72
05340 - Radiator Repair Specialist	14.22
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.16
07041 - Cook I	9.11
07042 - Cook II	10.44
07070 - Dishwasher	7.77
07130 - Food Service Worker	8.57
07210 - Meat Cutter	12.29
07260 - Waiter/Waitress	8.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.93
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.68
11060 - Elevator Operator	8.73
11090 - Gardener	11.52
11122 - Housekeeping Aide	9.27
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	9.31
11240 - Maid or Houseman	8.40
11260 - Pruner	8.73
11270 - Tractor Operator	10.65
11330 - Trail Maintenance Worker	9.31
11360 - Window Cleaner	10.37
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	14.47
12012 - Certified Occupational Therapist Assistant	21.71
12015 - Certified Physical Therapist Assistant	18.46
12020 - Dental Assistant	12.57
12025 - Dental Hygienist	22.28
12030 - EKG Technician	18.60

12035 - Electroneurodiagnostic Technologist		18.60
12040 - Emergency Medical Technician		12.02
12071 - Licensed Practical Nurse I		13.59
12072 - Licensed Practical Nurse II		15.20
12073 - Licensed Practical Nurse III		16.95
12100 - Medical Assistant		10.61
12130 - Medical Laboratory Technician		16.47
12160 - Medical Record Clerk		11.43
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		12.40
12210 - Nuclear Medicine Technologist		27.32
12221 - Nursing Assistant I		9.91
12222 - Nursing Assistant II		11.14
12223 - Nursing Assistant III		12.16
12224 - Nursing Assistant IV		13.62
12235 - Optical Dispenser		14.94
12236 - Optical Technician		11.02
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.64
12305 - Radiologic Technologist		20.10
12311 - Registered Nurse I		20.57
12312 - Registered Nurse II		25.16
12313 - Registered Nurse II, Specialist		25.16
12314 - Registered Nurse III		30.44
12315 - Registered Nurse III, Anesthetist		30.44
12316 - Registered Nurse IV		36.48
12317 - Scheduler (Drug and Alcohol Testing)		17.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		8.56
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		13.62
13072 - Photographer II		15.23
13073 - Photographer III		18.87
13074 - Photographer IV		23.08
13075 - Photographer V		27.93
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.32
15020 - Aircrew Training Devices Instructor (Rated)	34.26
15030 - Air Crew Training Devices Instructor (Pilot)	41.00
15050 - Computer Based Training Specialist / Instructor	28.11
15060 - Educational Technologist	23.29
15070 - Flight Instructor (Pilot)	41.00
15080 - Graphic Artist	18.11
15090 - Technical Instructor	17.34
15095 - Technical Instructor/Course Developer	21.61
15110 - Test Proctor	15.38
15120 - Tutor	15.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.21
16030 - Counter Attendant	9.21
16040 - Dry Cleaner	11.65
16070 - Finisher, Flatwork, Machine	9.21
16090 - Presser, Hand	9.21
16110 - Presser, Machine, Drycleaning	9.21
16130 - Presser, Machine, Shirts	9.21
16160 - Presser, Machine, Wearing Apparel, Laundry	9.21
16190 - Sewing Machine Operator	12.45
16220 - Tailor	13.23
16250 - Washer, Machine	9.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.78
19040 - Tool And Die Maker	19.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	17.72
21040 - Material Expediter	17.72
21050 - Material Handling Laborer	10.73
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	13.86
21140 - Store Worker I	11.95
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.20
23021 - Aircraft Mechanic I	22.05
23022 - Aircraft Mechanic II	23.20
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	17.81
23050 - Aircraft, Painter	20.59
23060 - Aircraft Servicer	19.35
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	17.29
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	24.87
23130 - Carpenter, Maintenance	17.29
23140 - Carpet Layer	16.79
23160 - Electrician, Maintenance	22.17
23181 - Electronics Technician Maintenance I	15.53
23182 - Electronics Technician Maintenance II	21.96
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	15.42
23290 - Fire Alarm System Mechanic	18.13
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50

23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	22.05
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.00
23392 - Gunsmith II	17.19
23393 - Gunsmith III	19.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.08
23430 - Heavy Equipment Mechanic	18.91
23440 - Heavy Equipment Operator	18.13
23460 - Instrument Mechanic	21.62
23465 - Laboratory/Shelter Mechanic	18.30
23470 - Laborer	10.73
23510 - Locksmith	17.29
23530 - Machinery Maintenance Mechanic	20.05
23550 - Machinist, Maintenance	18.31
23580 - Maintenance Trades Helper	13.15
23591 - Metrology Technician I	21.62
23592 - Metrology Technician II	22.59
23593 - Metrology Technician III	23.35
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.29
23760 - Painter, Maintenance	17.29
23790 - Pipefitter, Maintenance	20.73
23810 - Plumber, Maintenance	20.73
23820 - Pneudraulic Systems Mechanic	19.19
23850 - Rigger	19.65
23870 - Scale Mechanic	17.19
23890 - Sheet-Metal Worker, Maintenance	18.97
23910 - Small Engine Mechanic	16.23
23931 - Telecommunications Mechanic I	22.73
23932 - Telecommunications Mechanic II	23.93
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.13
23965 - Well Driller	21.12
23970 - Woodcraft Worker	19.19
23980 - Woodworker	15.46
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.21
24580 - Child Care Center Clerk	9.80
24610 - Chore Aide	7.80
24620 - Family Readiness And Support Services Coordinator	9.12
24630 - Homemaker	10.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.38
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	21.38
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.72
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	15.11
27010 - Court Security Officer	15.70
27030 - Detection Dog Handler	11.31
27040 - Detention Officer	15.11
27070 - Firefighter	16.40
27101 - Guard I	9.99
27102 - Guard II	11.31

27131 - Police Officer I		16.86
27132 - Police Officer II		18.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.09
28042 - Carnival Equipment Repairer		10.57
28043 - Carnival Equpment Worker		8.26
28210 - Gate Attendant/Gate Tender		13.60
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.03
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		14.69
28630 - Sports Official		10.67
28690 - Swimming Pool Operator		13.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.35
29020 - Hatch Tender		16.35
29030 - Line Handler		16.35
29041 - Stevedore I		15.33
29042 - Stevedore II		17.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		20.83
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		18.42
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.30
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		17.30
30210 - Laboratory Technician		25.55
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		17.61
30362 - Paralegal/Legal Assistant II		21.35
30363 - Paralegal/Legal Assistant III		26.14
30364 - Paralegal/Legal Assistant IV		31.63
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		20.51
30462 - Technical Writer II		25.09
30463 - Technical Writer III		30.35
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.80
31030 - Bus Driver		12.09
31043 - Driver Courier		10.51
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		11.32

31310 - Taxi Driver	8.94
31361 - Truckdriver, Light	11.32
31362 - Truckdriver, Medium	12.69
31363 - Truckdriver, Heavy	15.02
31364 - Truckdriver, Tractor-Trailer	15.02
99000 - Miscellaneous Occupations	
99030 - Cashier	7.80
99050 - Desk Clerk	8.20
99095 - Embalmer	20.91
99251 - Laboratory Animal Caretaker I	9.21
99252 - Laboratory Animal Caretaker II	9.92
99310 - Mortician	30.90
99410 - Pest Controller	13.35
99510 - Photofinishing Worker	10.65
99710 - Recycling Laborer	11.68
99711 - Recycling Specialist	13.46
99730 - Refuse Collector	10.58
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	18.51
99831 - Surveying Aide	11.45
99832 - Surveying Technician	15.72
99840 - Vending Machine Attendant	11.40
99841 - Vending Machine Repairer	12.83
99842 - Vending Machine Repairer Helper	11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2575
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Brown, Calumet, Door, Florence, Fond Du Lac, Forest, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Shawano, Sheboygan, Vilas, Waupaca, Waushara, Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.76
01012 - Accounting Clerk II		14.43
01013 - Accounting Clerk III		16.22
01020 - Administrative Assistant		18.47
01040 - Court Reporter		17.06
01051 - Data Entry Operator I		11.32
01052 - Data Entry Operator II		12.35
01060 - Dispatcher, Motor Vehicle		17.62
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		11.83
01112 - General Clerk II		12.91
01113 - General Clerk III		14.49
01120 - Housing Referral Assistant		18.05
01141 - Messenger Courier		12.20
01191 - Order Clerk I		13.45
01192 - Order Clerk II		15.36
01261 - Personnel Assistant (Employment) I		13.55
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.90
01270 - Production Control Clerk		19.61
01280 - Receptionist		12.31
01290 - Rental Clerk		10.71
01300 - Scheduler, Maintenance		14.47
01311 - Secretary I		14.47
01312 - Secretary II		16.19
01313 - Secretary III		18.05
01320 - Service Order Dispatcher		16.04
01410 - Supply Technician		18.47
01420 - Survey Worker		13.91
01531 - Travel Clerk I		13.94
01532 - Travel Clerk II		15.05
01533 - Travel Clerk III		16.18
01611 - Word Processor I		12.10
01612 - Word Processor II		13.58
01613 - Word Processor III		15.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.13
05010 - Automotive Electrician		19.16

05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal Mechanic	19.76
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	18.78
05220 - Motor Vehicle Mechanic Helper	16.20
05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter, Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	13.57
05400 - Transmission Repair Specialist	19.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	11.75
07042 - Cook II	13.08
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.11
07210 - Meat Cutter	14.91
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.44
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	17.44
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer, Minor	16.17
09130 - Upholsterer	17.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.20
11090 - Gardener	14.41
11122 - Housekeeping Aide	11.41
11150 - Janitor	11.41
11210 - Laborer, Grounds Maintenance	12.71
11240 - Maid or Houseman	9.49
11260 - Pruner	11.63
11270 - Tractor Operator	14.50
11330 - Trail Maintenance Worker	12.71
11360 - Window Cleaner	12.24
12000 - Health Occupations	
12010 - Ambulance Driver	13.44
12011 - Breath Alcohol Technician	16.76
12012 - Certified Occupational Therapist Assistant	23.03
12015 - Certified Physical Therapist Assistant	21.96
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	30.17
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	13.44
12071 - Licensed Practical Nurse I	14.98
12072 - Licensed Practical Nurse II	16.76
12073 - Licensed Practical Nurse III	18.95
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	18.09
12160 - Medical Record Clerk	14.38
12190 - Medical Record Technician	16.09
12195 - Medical Transcriptionist	15.83
12210 - Nuclear Medicine Technologist	35.19
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85

12235 - Optical Dispenser		15.10
12236 - Optical Technician		15.20
12250 - Pharmacy Technician		15.04
12280 - Phlebotomist		13.85
12305 - Radiologic Technologist		25.51
12311 - Registered Nurse I		24.38
12312 - Registered Nurse II		29.82
12313 - Registered Nurse II, Specialist		29.82
12314 - Registered Nurse III		36.08
12315 - Registered Nurse III, Anesthetist		36.08
12316 - Registered Nurse IV		43.24
12317 - Scheduler (Drug and Alcohol Testing)		21.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.60
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		19.89
13042 - Illustrator II		24.64
13043 - Illustrator III		30.15
13047 - Librarian		25.87
13050 - Library Aide/Clerk		12.66
13054 - Library Information Technology Systems Administrator		23.37
13058 - Library Technician		13.77
13061 - Media Specialist I		16.86
13062 - Media Specialist II		18.83
13063 - Media Specialist III		21.03
13071 - Photographer I		14.68
13072 - Photographer II		16.42
13073 - Photographer III		20.34
13074 - Photographer IV		24.89
13075 - Photographer V		30.11
13110 - Video Teleconference Technician		19.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.88
14042 - Computer Operator II		18.88
14043 - Computer Operator III		21.06
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		26.59
14071 - Computer Programmer I		22.42
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		39.11
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.63
15070 - Flight Instructor (Pilot)		39.11
15080 - Graphic Artist		21.93
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.13
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.13
16030 - Counter Attendant		11.13

16040 - Dry Cleaner	13.96
16070 - Finisher, Flatwork, Machine	11.13
16090 - Presser, Hand	11.13
16110 - Presser, Machine, Drycleaning	11.13
16130 - Presser, Machine, Shirts	11.13
16160 - Presser, Machine, Wearing Apparel, Laundry	11.13
16190 - Sewing Machine Operator	14.80
16220 - Tailor	15.62
16250 - Washer, Machine	12.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.33
19040 - Tool And Die Maker	22.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.68
21030 - Material Coordinator	19.61
21040 - Material Expediter	19.61
21050 - Material Handling Laborer	12.33
21071 - Order Filler	12.24
21080 - Production Line Worker (Food Processing)	14.68
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	13.31
21150 - Stock Clerk	16.87
21210 - Tools And Parts Attendant	14.68
21410 - Warehouse Specialist	14.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.58
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	24.79
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.60
23060 - Aircraft Servicer	19.85
23080 - Aircraft Worker	20.64
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.57
23125 - Cable Splicer	26.63
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	24.48
23160 - Electrician, Maintenance	25.14
23181 - Electronics Technician Maintenance I	21.45
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.01
23260 - Fabric Worker	19.67
23290 - Fire Alarm System Mechanic	21.03
23310 - Fire Extinguisher Repairer	18.68
23311 - Fuel Distribution System Mechanic	23.09
23312 - Fuel Distribution System Operator	20.55
23370 - General Maintenance Worker	20.33
23380 - Ground Support Equipment Mechanic	22.58
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.64
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.73
23393 - Gunsmith III	22.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.67
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.53
23430 - Heavy Equipment Mechanic	22.32
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	24.99
23465 - Laboratory/Shelter Mechanic	21.74

23470 - Laborer	12.33
23510 - Locksmith	20.85
23530 - Machinery Maintenance Mechanic	22.55
23550 - Machinist, Maintenance	21.78
23580 - Maintenance Trades Helper	16.20
23591 - Metrology Technician I	24.99
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.04
23640 - Millwright	25.29
23710 - Office Appliance Repairer	18.31
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	28.71
23810 - Plumber, Maintenance	25.18
23820 - Pneudraulic Systems Mechanic	22.72
23850 - Rigger	22.72
23870 - Scale Mechanic	20.73
23890 - Sheet-Metal Worker, Maintenance	26.37
23910 - Small Engine Mechanic	19.91
23931 - Telecommunications Mechanic I	23.77
23932 - Telecommunications Mechanic II	24.58
23950 - Telephone Lineman	23.00
23960 - Welder, Combination, Maintenance	21.74
23965 - Well Driller	22.63
23970 - Woodcraft Worker	22.72
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	9.92
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.40
25040 - Sewage Plant Operator	21.15
25070 - Stationary Engineer	25.40
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	21.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34
27101 - Guard I	12.53
27102 - Guard II	14.89
27131 - Police Officer I	23.06
27132 - Police Officer II	25.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Equpment Worker	10.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	17.71
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.71

29020 - Hatch Tender		19.71
29030 - Line Handler		19.71
29041 - Stevedore I		18.70
29042 - Stevedore II		20.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.33
30022 - Archeological Technician II		20.50
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		21.56
30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.50
30063 - Drafter/CAD Operator III		22.86
30064 - Drafter/CAD Operator IV		28.13
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		18.41
30083 - Engineering Technician III		20.86
30084 - Engineering Technician IV		25.84
30085 - Engineering Technician V		31.61
30086 - Engineering Technician VI		38.25
30090 - Environmental Technician		23.49
30210 - Laboratory Technician		20.68
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.13
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.84
30390 - Photo-Optics Technician		25.41
30461 - Technical Writer I		22.67
30462 - Technical Writer II		27.72
30463 - Technical Writer III		31.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.86
30621 - Weather Observer, Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.75
31030 - Bus Driver		15.09
31043 - Driver Courier		11.72
31260 - Parking and Lot Attendant		9.71
31290 - Shuttle Bus Driver		12.52
31310 - Taxi Driver		10.63
31361 - Truckdriver, Light		12.41
31362 - Truckdriver, Medium		13.11
31363 - Truckdriver, Heavy		19.23
31364 - Truckdriver, Tractor-Trailer		19.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.84
99050 - Desk Clerk		9.40
99095 - Embalmer		32.56
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.22
99310 - Mortician		32.56
99410 - Pest Controller		17.06
99510 - Photofinishing Worker		13.35
99710 - Recycling Laborer		18.56

99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	10.82
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.00
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2576 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Brown, Calumet, Door, Florence, Fond Du Lac, Forest, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Shawano, Sheboygan, Vilas, Waupaca, Waushara, Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.76
01012 - Accounting Clerk II		14.43
01013 - Accounting Clerk III		16.22
01020 - Administrative Assistant		18.47
01040 - Court Reporter		17.06
01051 - Data Entry Operator I		11.32
01052 - Data Entry Operator II		12.35
01060 - Dispatcher, Motor Vehicle		17.62
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		11.83
01112 - General Clerk II		12.91
01113 - General Clerk III		14.49
01120 - Housing Referral Assistant		18.05
01141 - Messenger Courier		12.20
01191 - Order Clerk I		13.45
01192 - Order Clerk II		15.36

01261 - Personnel Assistant (Employment) I	13.55
01262 - Personnel Assistant (Employment) II	15.15
01263 - Personnel Assistant (Employment) III	16.90
01270 - Production Control Clerk	19.61
01280 - Receptionist	12.31
01290 - Rental Clerk	10.71
01300 - Scheduler, Maintenance	14.47
01311 - Secretary I	14.47
01312 - Secretary II	16.19
01313 - Secretary III	18.05
01320 - Service Order Dispatcher	16.04
01410 - Supply Technician	18.47
01420 - Survey Worker	13.91
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.05
01533 - Travel Clerk III	16.18
01611 - Word Processor I	12.10
01612 - Word Processor II	13.58
01613 - Word Processor III	15.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.13
05010 - Automotive Electrician	19.16
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal Mechanic	19.76
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	18.78
05220 - Motor Vehicle Mechanic Helper	16.20
05250 - Motor Vehicle Upholstery Worker	17.77
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter, Automotive	19.16
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	13.57
05400 - Transmission Repair Specialist	19.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	11.75
07042 - Cook II	13.08
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.11
07210 - Meat Cutter	14.91
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.44
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	17.44
09090 - Furniture Refinisher Helper	14.73
09110 - Furniture Repairer, Minor	16.17
09130 - Upholsterer	17.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.20
11090 - Gardener	14.41
11122 - Housekeeping Aide	11.41
11150 - Janitor	11.41
11210 - Laborer, Grounds Maintenance	12.71
11240 - Maid or Houseman	9.49
11260 - Pruner	11.63
11270 - Tractor Operator	14.50
11330 - Trail Maintenance Worker	12.71
11360 - Window Cleaner	12.24
12000 - Health Occupations	

12010 - Ambulance Driver	13.44
12011 - Breath Alcohol Technician	16.76
12012 - Certified Occupational Therapist Assistant	23.03
12015 - Certified Physical Therapist Assistant	21.96
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	30.17
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	13.44
12071 - Licensed Practical Nurse I	14.98
12072 - Licensed Practical Nurse II	16.76
12073 - Licensed Practical Nurse III	18.95
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	18.09
12160 - Medical Record Clerk	14.38
12190 - Medical Record Technician	16.09
12195 - Medical Transcriptionist	15.83
12210 - Nuclear Medicine Technologist	35.19
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	15.10
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	25.51
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II, Specialist	29.82
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III, Anesthetist	36.08
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol Testing)	21.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.60
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	19.89
13042 - Illustrator II	24.64
13043 - Illustrator III	30.15
13047 - Librarian	25.87
13050 - Library Aide/Clerk	12.66
13054 - Library Information Technology Systems Administrator	23.37
13058 - Library Technician	13.77
13061 - Media Specialist I	16.86
13062 - Media Specialist II	18.83
13063 - Media Specialist III	21.03
13071 - Photographer I	14.68
13072 - Photographer II	16.42
13073 - Photographer III	20.34
13074 - Photographer IV	24.89
13075 - Photographer V	30.11
13110 - Video Teleconference Technician	19.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.88
14042 - Computer Operator II	18.88
14043 - Computer Operator III	21.06
14044 - Computer Operator IV	23.40
14045 - Computer Operator V	26.59
14071 - Computer Programmer I	22.42
14072 - Computer Programmer II (see 1)	

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.88
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		39.11
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.63
15070 - Flight Instructor (Pilot)		39.11
15080 - Graphic Artist		21.93
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.13
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.13
16030 - Counter Attendant		11.13
16040 - Dry Cleaner		13.96
16070 - Finisher, Flatwork, Machine		11.13
16090 - Presser, Hand		11.13
16110 - Presser, Machine, Drycleaning		11.13
16130 - Presser, Machine, Shirts		11.13
16160 - Presser, Machine, Wearing Apparel, Laundry		11.13
16190 - Sewing Machine Operator		14.80
16220 - Tailor		15.62
16250 - Washer, Machine		12.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.33
19040 - Tool And Die Maker		22.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.68
21030 - Material Coordinator		19.61
21040 - Material Expediter		19.61
21050 - Material Handling Laborer		12.33
21071 - Order Filler		12.24
21080 - Production Line Worker (Food Processing)		14.68
21110 - Shipping Packer		14.48
21130 - Shipping/Receiving Clerk		14.48
21140 - Store Worker I		13.31
21150 - Stock Clerk		16.87
21210 - Tools And Parts Attendant		14.68
21410 - Warehouse Specialist		14.68
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.48
23021 - Aircraft Mechanic I		22.58
23022 - Aircraft Mechanic II		23.48
23023 - Aircraft Mechanic III		24.79
23040 - Aircraft Mechanic Helper		18.03
23050 - Aircraft, Painter		21.60
23060 - Aircraft Servicer		19.85
23080 - Aircraft Worker		20.64
23110 - Appliance Mechanic		19.18
23120 - Bicycle Repairer		13.57
23125 - Cable Splicer		26.63
23130 - Carpenter, Maintenance		20.92
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23910 - Small Engine Mechanic	19.91
23931 - Telecommunications Mechanic I	23.77
23932 - Telecommunications Mechanic II	24.58
23950 - Telephone Lineman	23.00
23960 - Welder, Combination, Maintenance	21.74
23965 - Well Driller	22.63
23970 - Woodcraft Worker	22.72
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	9.92
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.40
25040 - Sewage Plant Operator	21.15
25070 - Stationary Engineer	25.40
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	21.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	12.53

27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34
27101 - Guard I	12.53
27102 - Guard II	14.89
27131 - Police Officer I	23.06
27132 - Police Officer II	25.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Equpment Worker	10.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	17.71
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.71
29020 - Hatch Tender	19.71
29030 - Line Handler	19.71
29041 - Stevedore I	18.70
29042 - Stevedore II	20.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.33
30022 - Archeological Technician II	20.50
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.41
30040 - Civil Engineering Technician	21.56
30061 - Drafter/CAD Operator I	18.33
30062 - Drafter/CAD Operator II	20.50
30063 - Drafter/CAD Operator III	22.86
30064 - Drafter/CAD Operator IV	28.13
30081 - Engineering Technician I	15.40
30082 - Engineering Technician II	18.41
30083 - Engineering Technician III	20.86
30084 - Engineering Technician IV	25.84
30085 - Engineering Technician V	31.61
30086 - Engineering Technician VI	38.25
30090 - Environmental Technician	23.49
30210 - Laboratory Technician	20.68
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	17.91
30362 - Paralegal/Legal Assistant II	22.13
30363 - Paralegal/Legal Assistant III	27.14
30364 - Paralegal/Legal Assistant IV	32.84
30390 - Photo-Optics Technician	25.41
30461 - Technical Writer I	22.67
30462 - Technical Writer II	27.72
30463 - Technical Writer III	31.57
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	22.86

30621 - Weather Observer, Senior	25.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.75
31030 - Bus Driver	15.09
31043 - Driver Courier	11.72
31260 - Parking and Lot Attendant	9.71
31290 - Shuttle Bus Driver	12.52
31310 - Taxi Driver	10.63
31361 - Truckdriver, Light	12.41
31362 - Truckdriver, Medium	13.11
31363 - Truckdriver, Heavy	19.23
31364 - Truckdriver, Tractor-Trailer	19.23
99000 - Miscellaneous Occupations	
99030 - Cashier	8.84
99050 - Desk Clerk	9.40
99095 - Embalmer	32.56
99251 - Laboratory Animal Caretaker I	10.53
99252 - Laboratory Animal Caretaker II	11.22
99310 - Mortician	32.56
99410 - Pest Controller	17.06
99510 - Photofinishing Worker	13.35
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	10.82
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.00
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2577 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.38
01012 - Accounting Clerk II		15.01
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		17.99
01040 - Court Reporter		15.32
01051 - Data Entry Operator I		11.06
01052 - Data Entry Operator II		12.33
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		11.20
01090 - Duplicating Machine Operator		11.20
01111 - General Clerk I		11.64
01112 - General Clerk II		12.70
01113 - General Clerk III		14.25
01120 - Housing Referral Assistant		17.10
01141 - Messenger Courier		11.60
01191 - Order Clerk I		12.28
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		13.70
01262 - Personnel Assistant (Employment) II		15.32
01263 - Personnel Assistant (Employment) III		17.09
01270 - Production Control Clerk		18.59
01280 - Receptionist		11.58
01290 - Rental Clerk		10.76
01300 - Scheduler, Maintenance		13.70
01311 - Secretary I		13.70
01312 - Secretary II		15.32
01313 - Secretary III		17.09
01320 - Service Order Dispatcher		13.12
01410 - Supply Technician		18.99
01420 - Survey Worker		14.54
01531 - Travel Clerk I		13.94
01532 - Travel Clerk II		15.05
01533 - Travel Clerk III		16.18
01611 - Word Processor I		11.98
01612 - Word Processor II		13.66
01613 - Word Processor III		15.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.21
05010 - Automotive Electrician		18.28
05040 - Automotive Glass Installer		17.51
05070 - Automotive Worker		15.36
05110 - Mobile Equipment Servicer		15.77
05130 - Motor Equipment Metal Mechanic		19.26
05160 - Motor Equipment Metal Worker		17.51
05190 - Motor Vehicle Mechanic		16.98
05220 - Motor Vehicle Mechanic Helper		15.20
05250 - Motor Vehicle Upholstery Worker		16.73
05280 - Motor Vehicle Wrecker		17.51
05310 - Painter, Automotive		18.28
05340 - Radiator Repair Specialist		17.51
05370 - Tire Repairer		12.77
05400 - Transmission Repair Specialist		19.26
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.97
07041 - Cook I		11.30
07042 - Cook II		12.68

07070 - Dishwasher	8.07
07130 - Food Service Worker	9.45
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	8.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.20
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	16.20
09090 - Furniture Refinisher Helper	13.47
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34
11060 - Elevator Operator	9.34
11090 - Gardener	13.66
11122 - Housekeeping Aide	11.66
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.51
11240 - Maid or Houseman	9.27
11260 - Pruner	11.46
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	11.51
11360 - Window Cleaner	12.88
12000 - Health Occupations	
12010 - Ambulance Driver	12.85
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	19.39
12015 - Certified Physical Therapist Assistant	20.59
12020 - Dental Assistant	15.70
12025 - Dental Hygienist	28.45
12030 - EKG Technician	19.41
12035 - Electroneurodiagnostic Technologist	19.41
12040 - Emergency Medical Technician	12.85
12071 - Licensed Practical Nurse I	14.73
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	14.05
12130 - Medical Laboratory Technician	19.88
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	30.31
12221 - Nursing Assistant I	10.08
12222 - Nursing Assistant II	11.33
12223 - Nursing Assistant III	12.37
12224 - Nursing Assistant IV	13.88
12235 - Optical Dispenser	14.76
12236 - Optical Technician	13.20
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.88
12305 - Radiologic Technologist	24.57
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96
12313 - Registered Nurse II, Specialist	29.96
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III, Anesthetist	36.24
12316 - Registered Nurse IV	41.98
12317 - Scheduler (Drug and Alcohol Testing)	20.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.66
13012 - Exhibits Specialist II	20.65
13013 - Exhibits Specialist III	25.26
13041 - Illustrator I	16.66

13042 - Illustrator II		20.65
13043 - Illustrator III		25.26
13047 - Librarian		23.03
13050 - Library Aide/Clerk		10.46
13054 - Library Information Technology Systems Administrator		20.65
13058 - Library Technician		15.04
13061 - Media Specialist I		14.90
13062 - Media Specialist II		16.66
13063 - Media Specialist III		18.58
13071 - Photographer I		14.42
13072 - Photographer II		16.54
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.33
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.31
14042 - Computer Operator II		14.88
14043 - Computer Operator III		16.68
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.63
14160 - Personal Computer Support Technician		20.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38
15020 - Aircrew Training Devices Instructor (Rated)		31.91
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.32
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course Developer		23.52
15110 - Test Proctor		15.55
15120 - Tutor		15.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.13
16030 - Counter Attendant		11.13
16040 - Dry Cleaner		13.96
16070 - Finisher, Flatwork, Machine		11.13
16090 - Presser, Hand		11.13
16110 - Presser, Machine, Drycleaning		11.13
16130 - Presser, Machine, Shirts		11.13
16160 - Presser, Machine, Wearing Apparel, Laundry		11.13
16190 - Sewing Machine Operator		14.80
16220 - Tailor		15.62
16250 - Washer, Machine		12.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.20
19040 - Tool And Die Maker		21.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.29
21030 - Material Coordinator		18.59
21040 - Material Expediter		18.59
21050 - Material Handling Laborer		11.75

21071 - Order Filler	12.50
21080 - Production Line Worker (Food Processing)	14.29
21110 - Shipping Packer	14.43
21130 - Shipping/Receiving Clerk	14.43
21140 - Store Worker I	11.98
21150 - Stock Clerk	15.11
21210 - Tools And Parts Attendant	14.29
21410 - Warehouse Specialist	14.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.13
23021 - Aircraft Mechanic I	22.06
23022 - Aircraft Mechanic II	23.13
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	16.65
23050 - Aircraft, Painter	20.97
23060 - Aircraft Servicer	18.82
23080 - Aircraft Worker	19.87
23110 - Appliance Mechanic	18.54
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	29.22
23130 - Carpenter, Maintenance	18.91
23140 - Carpet Layer	19.13
23160 - Electrician, Maintenance	26.77
23181 - Electronics Technician Maintenance I	19.12
23182 - Electronics Technician Maintenance II	20.56
23183 - Electronics Technician Maintenance III	23.12
23260 - Fabric Worker	18.81
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	18.28
23370 - General Maintenance Worker	16.25
23380 - Ground Support Equipment Mechanic	22.06
23381 - Ground Support Equipment Servicer	18.82
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.90
23393 - Gunsmith III	22.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.34
23430 - Heavy Equipment Mechanic	20.72
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	20.99
23470 - Laborer	11.75
23510 - Locksmith	20.18
23530 - Machinery Maintenance Mechanic	21.55
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	24.21
23640 - Millwright	22.06
23710 - Office Appliance Repairer	21.13
23760 - Painter, Maintenance	17.17
23790 - Pipefitter, Maintenance	26.69
23810 - Plumber, Maintenance	22.17
23820 - Pneudraulic Systems Mechanic	22.06
23850 - Rigger	22.06
23870 - Scale Mechanic	19.90
23890 - Sheet-Metal Worker, Maintenance	22.53

23910 - Small Engine Mechanic	16.78
23931 - Telecommunications Mechanic I	21.20
23932 - Telecommunications Mechanic II	22.18
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	22.06
23970 - Woodcraft Worker	22.06
23980 - Woodworker	16.64
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	12.60
24610 - Chore Aide	9.64
24620 - Family Readiness And Support Services Coordinator	15.71
24630 - Homemaker	15.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	19.95
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	19.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.89
27007 - Baggage Inspector	11.52
27008 - Corrections Officer	18.85
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	14.16
27040 - Detention Officer	18.90
27070 - Firefighter	17.50
27101 - Guard I	11.52
27102 - Guard II	14.16
27131 - Police Officer I	22.51
27132 - Police Officer II	25.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.42
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.66
28210 - Gate Attendant/Gate Tender	13.78
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.41
28510 - Recreation Aide/Health Facility Attendant	11.25
28515 - Recreation Specialist	19.05
28630 - Sports Official	12.27
28690 - Swimming Pool Operator	15.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.90
29020 - Hatch Tender	19.90
29030 - Line Handler	19.90
29041 - Stevedore I	18.81
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.62
30022 - Archeological Technician II	18.39
30023 - Archeological Technician III	23.15
30030 - Cartographic Technician	23.15
30040 - Civil Engineering Technician	21.88
30061 - Drafter/CAD Operator I	15.62
30062 - Drafter/CAD Operator II	18.39
30063 - Drafter/CAD Operator III	20.84
30064 - Drafter/CAD Operator IV	25.64

30081 - Engineering Technician I		13.27
30082 - Engineering Technician II		14.89
30083 - Engineering Technician III		17.44
30084 - Engineering Technician IV		21.30
30085 - Engineering Technician V		25.34
30086 - Engineering Technician VI		30.54
30090 - Environmental Technician		21.88
30210 - Laboratory Technician		19.55
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		17.13
30362 - Paralegal/Legal Assistant II		21.09
30363 - Paralegal/Legal Assistant III		25.78
30364 - Paralegal/Legal Assistant IV		31.21
30390 - Photo-Optics Technician		23.15
30461 - Technical Writer I		23.15
30462 - Technical Writer II		28.32
30463 - Technical Writer III		34.26
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.84
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.32
31030 - Bus Driver		14.39
31043 - Driver Courier		13.31
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		14.63
31310 - Taxi Driver		10.81
31361 - Truckdriver, Light		14.63
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		18.60
31364 - Truckdriver, Tractor-Trailer		18.60
99000 - Miscellaneous Occupations		
99030 - Cashier		8.73
99050 - Desk Clerk		9.63
99095 - Embalmer		26.25
99251 - Laboratory Animal Caretaker I		9.35
99252 - Laboratory Animal Caretaker II		9.94
99310 - Mortician		28.88
99410 - Pest Controller		18.90
99510 - Photofinishing Worker		12.62
99710 - Recycling Laborer		14.54
99711 - Recycling Specialist		16.37
99730 - Refuse Collector		13.45
99810 - Sales Clerk		11.75
99820 - School Crossing Guard		13.48
99830 - Survey Party Chief		26.89
99831 - Surveying Aide		15.72
99832 - Surveying Technician		20.64
99840 - Vending Machine Attendant		15.04
99841 - Vending Machine Repairer		17.51
99842 - Vending Machine Repairer Helper		15.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2578 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.38
01012 - Accounting Clerk II		15.01
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		17.99
01040 - Court Reporter		15.32
01051 - Data Entry Operator I		11.06
01052 - Data Entry Operator II		12.33
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		11.20
01090 - Duplicating Machine Operator		11.20
01111 - General Clerk I		11.64
01112 - General Clerk II		12.70
01113 - General Clerk III		14.25
01120 - Housing Referral Assistant		17.10
01141 - Messenger Courier		11.60
01191 - Order Clerk I		12.28
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		13.70
01262 - Personnel Assistant (Employment) II		15.32
01263 - Personnel Assistant (Employment) III		17.09
01270 - Production Control Clerk		18.59
01280 - Receptionist		11.58
01290 - Rental Clerk		10.76
01300 - Scheduler, Maintenance		13.70
01311 - Secretary I		13.70
01312 - Secretary II		15.32
01313 - Secretary III		17.09
01320 - Service Order Dispatcher		13.12
01410 - Supply Technician		18.99
01420 - Survey Worker		14.54
01531 - Travel Clerk I		13.94
01532 - Travel Clerk II		15.05
01533 - Travel Clerk III		16.18
01611 - Word Processor I		11.98
01612 - Word Processor II		13.66

01613 - Word Processor III	15.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.21
05010 - Automotive Electrician	18.28
05040 - Automotive Glass Installer	17.51
05070 - Automotive Worker	15.36
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.26
05160 - Motor Equipment Metal Worker	17.51
05190 - Motor Vehicle Mechanic	16.98
05220 - Motor Vehicle Mechanic Helper	15.20
05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter, Automotive	18.28
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	12.77
05400 - Transmission Repair Specialist	19.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.97
07041 - Cook I	11.30
07042 - Cook II	12.68
07070 - Dishwasher	8.07
07130 - Food Service Worker	9.45
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	8.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.20
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	16.20
09090 - Furniture Refinisher Helper	13.47
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.34
11060 - Elevator Operator	9.34
11090 - Gardener	13.66
11122 - Housekeeping Aide	11.66
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.51
11240 - Maid or Houseman	9.27
11260 - Pruner	11.46
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	11.51
11360 - Window Cleaner	12.88
12000 - Health Occupations	
12010 - Ambulance Driver	12.85
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	19.39
12015 - Certified Physical Therapist Assistant	20.59
12020 - Dental Assistant	15.70
12025 - Dental Hygienist	28.45
12030 - EKG Technician	19.41
12035 - Electroneurodiagnostic Technologist	19.41
12040 - Emergency Medical Technician	12.85
12071 - Licensed Practical Nurse I	14.73
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	14.05
12130 - Medical Laboratory Technician	19.88
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	16.06
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	30.31

12221 - Nursing Assistant I		10.08
12222 - Nursing Assistant II		11.33
12223 - Nursing Assistant III		12.37
12224 - Nursing Assistant IV		13.88
12235 - Optical Dispenser		14.76
12236 - Optical Technician		13.20
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.88
12305 - Radiologic Technologist		24.57
12311 - Registered Nurse I		24.49
12312 - Registered Nurse II		29.96
12313 - Registered Nurse II, Specialist		29.96
12314 - Registered Nurse III		36.24
12315 - Registered Nurse III, Anesthetist		36.24
12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		20.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.66
13012 - Exhibits Specialist II		20.65
13013 - Exhibits Specialist III		25.26
13041 - Illustrator I		16.66
13042 - Illustrator II		20.65
13043 - Illustrator III		25.26
13047 - Librarian		23.03
13050 - Library Aide/Clerk		10.46
13054 - Library Information Technology Systems Administrator		20.65
13058 - Library Technician		15.04
13061 - Media Specialist I		14.90
13062 - Media Specialist II		16.66
13063 - Media Specialist III		18.58
13071 - Photographer I		14.42
13072 - Photographer II		16.54
13073 - Photographer III		20.49
13074 - Photographer IV		25.07
13075 - Photographer V		30.33
13110 - Video Teleconference Technician		19.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.31
14042 - Computer Operator II		14.88
14043 - Computer Operator III		16.68
14044 - Computer Operator IV		20.04
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	22.12
14073 - Computer Programmer III	(see 1)	26.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.63
14160 - Personal Computer Support Technician		20.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38
15020 - Aircrew Training Devices Instructor (Rated)		31.91
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		27.52
15060 - Educational Technologist		26.30
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.32
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course Developer		23.52
15110 - Test Proctor		15.55

15120 - Tutor	15.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.13
16030 - Counter Attendant	11.13
16040 - Dry Cleaner	13.96
16070 - Finisher, Flatwork, Machine	11.13
16090 - Presser, Hand	11.13
16110 - Presser, Machine, Drycleaning	11.13
16130 - Presser, Machine, Shirts	11.13
16160 - Presser, Machine, Wearing Apparel, Laundry	11.13
16190 - Sewing Machine Operator	14.80
16220 - Tailor	15.62
16250 - Washer, Machine	12.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.20
19040 - Tool And Die Maker	21.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.29
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	11.75
21071 - Order Filler	12.50
21080 - Production Line Worker (Food Processing)	14.29
21110 - Shipping Packer	14.43
21130 - Shipping/Receiving Clerk	14.43
21140 - Store Worker I	11.98
21150 - Stock Clerk	15.11
21210 - Tools And Parts Attendant	14.29
21410 - Warehouse Specialist	14.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.13
23021 - Aircraft Mechanic I	22.06
23022 - Aircraft Mechanic II	23.13
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	16.65
23050 - Aircraft, Painter	20.97
23060 - Aircraft Servicer	18.82
23080 - Aircraft Worker	19.87
23110 - Appliance Mechanic	18.54
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	29.22
23130 - Carpenter, Maintenance	18.91
23140 - Carpet Layer	19.13
23160 - Electrician, Maintenance	26.77
23181 - Electronics Technician Maintenance I	19.12
23182 - Electronics Technician Maintenance II	20.56
23183 - Electronics Technician Maintenance III	23.12
23260 - Fabric Worker	18.81
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	18.28
23370 - General Maintenance Worker	16.25
23380 - Ground Support Equipment Mechanic	22.06
23381 - Ground Support Equipment Servicer	18.82
23382 - Ground Support Equipment Worker	19.87
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.90
23393 - Gunsmith III	22.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.34

23430 - Heavy Equipment Mechanic	20.72
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	22.06
23465 - Laboratory/Shelter Mechanic	20.99
23470 - Laborer	11.75
23510 - Locksmith	20.18
23530 - Machinery Maintenance Mechanic	21.55
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	22.06
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	24.21
23640 - Millwright	22.06
23710 - Office Appliance Repairer	21.13
23760 - Painter, Maintenance	17.17
23790 - Pipefitter, Maintenance	26.69
23810 - Plumber, Maintenance	22.17
23820 - Pneudraulic Systems Mechanic	22.06
23850 - Rigger	22.06
23870 - Scale Mechanic	19.90
23890 - Sheet-Metal Worker, Maintenance	22.53
23910 - Small Engine Mechanic	16.78
23931 - Telecommunications Mechanic I	21.20
23932 - Telecommunications Mechanic II	22.18
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	22.06
23970 - Woodcraft Worker	22.06
23980 - Woodworker	16.64
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	12.60
24610 - Chore Aide	9.64
24620 - Family Readiness And Support Services Coordinator	15.71
24630 - Homemaker	15.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	19.95
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	19.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.89
27007 - Baggage Inspector	11.52
27008 - Corrections Officer	18.85
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	14.16
27040 - Detention Officer	18.90
27070 - Firefighter	17.50
27101 - Guard I	11.52
27102 - Guard II	14.16
27131 - Police Officer I	22.51
27132 - Police Officer II	25.01
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.42
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.66
28210 - Gate Attendant/Gate Tender	13.78
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.41
28510 - Recreation Aide/Health Facility Attendant	11.25
28515 - Recreation Specialist	19.05

28630 - Sports Official		12.27
28690 - Swimming Pool Operator		15.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.90
29020 - Hatch Tender		19.90
29030 - Line Handler		19.90
29041 - Stevedore I		18.81
29042 - Stevedore II		20.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
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30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.32
31030 - Bus Driver		14.39
31043 - Driver Courier		13.31
31260 - Parking and Lot Attendant		11.08
31290 - Shuttle Bus Driver		14.63
31310 - Taxi Driver		10.81
31361 - Truckdriver, Light		14.63
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		18.60
31364 - Truckdriver, Tractor-Trailer		18.60
99000 - Miscellaneous Occupations		
99030 - Cashier		8.73
99050 - Desk Clerk		9.63
99095 - Embalmer		26.25
99251 - Laboratory Animal Caretaker I		9.35
99252 - Laboratory Animal Caretaker II		9.94

99310 - Mortician	28.88
99410 - Pest Controller	18.90
99510 - Photofinishing Worker	12.62
99710 - Recycling Laborer	14.54
99711 - Recycling Specialist	16.37
99730 - Refuse Collector	13.45
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	15.04
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2579 Revision No.: 12 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson, Lafayette, Rock, Sauk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		15.12
01013 - Accounting Clerk III		16.91
01020 - Administrative Assistant		20.72
01040 - Court Reporter		17.14
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.93
01060 - Dispatcher, Motor Vehicle		17.63
01070 - Document Preparation Clerk		13.76
01090 - Duplicating Machine Operator		13.76
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65

01113 - General Clerk III	15.46
01120 - Housing Referral Assistant	19.54
01141 - Messenger Courier	12.98
01191 - Order Clerk I	13.10
01192 - Order Clerk II	14.63
01261 - Personnel Assistant (Employment) I	14.96
01262 - Personnel Assistant (Employment) II	16.73
01263 - Personnel Assistant (Employment) III	18.77
01270 - Production Control Clerk	20.77
01280 - Receptionist	13.12
01290 - Rental Clerk	12.76
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.14
01313 - Secretary III	19.54
01320 - Service Order Dispatcher	15.89
01410 - Supply Technician	20.72
01420 - Survey Worker	13.88
01531 - Travel Clerk I	13.14
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.37
01611 - Word Processor I	14.14
01612 - Word Processor II	15.87
01613 - Word Processor III	17.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.60
05010 - Automotive Electrician	18.47
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	15.56
05130 - Motor Equipment Metal Mechanic	19.01
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	19.01
05220 - Motor Vehicle Mechanic Helper	15.05
05250 - Motor Vehicle Upholstery Worker	17.50
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter, Automotive	17.76
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	12.71
05400 - Transmission Repair Specialist	19.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.18
07041 - Cook I	11.28
07042 - Cook II	12.65
07070 - Dishwasher	8.79
07130 - Food Service Worker	9.79
07210 - Meat Cutter	15.30
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.55
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.18
09130 - Upholsterer	17.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.39
11060 - Elevator Operator	12.39
11090 - Gardener	15.94
11122 - Housekeeping Aide	11.52
11150 - Janitor	11.74
11210 - Laborer, Grounds Maintenance	13.41
11240 - Maid or Houseman	9.88

11260 - Pruner	12.43
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	13.41
11360 - Window Cleaner	12.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.58
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.44
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	29.83
12030 - EKG Technician	26.74
12035 - Electroneurodiagnostic Technologist	26.74
12040 - Emergency Medical Technician	14.58
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.70
12100 - Medical Assistant	15.26
12130 - Medical Laboratory Technician	19.04
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	32.90
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.88
12223 - Nursing Assistant III	12.96
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	14.84
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	14.46
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	25.54
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.59
12313 - Registered Nurse II, Specialist	29.59
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III, Anesthetist	35.80
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	21.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.13
13012 - Exhibits Specialist II	23.70
13013 - Exhibits Specialist III	28.99
13041 - Illustrator I	19.13
13042 - Illustrator II	23.70
13043 - Illustrator III	28.99
13047 - Librarian	26.24
13050 - Library Aide/Clerk	12.42
13054 - Library Information Technology Systems Administrator	22.67
13058 - Library Technician	14.64
13061 - Media Specialist I	16.27
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33
13071 - Photographer I	15.74
13072 - Photographer II	17.61
13073 - Photographer III	21.82
13074 - Photographer IV	26.69
13075 - Photographer V	32.29
13110 - Video Teleconference Technician	17.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.58
14042 - Computer Operator II	19.66

14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I		22.65
14072 - Computer Programmer II		26.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		32.22
15030 - Air Crew Training Devices Instructor (Pilot)		37.37
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		28.86
15070 - Flight Instructor (Pilot)		37.37
15080 - Graphic Artist		20.97
15090 - Technical Instructor		18.25
15095 - Technical Instructor/Course Developer		22.33
15110 - Test Proctor		14.74
15120 - Tutor		14.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.17
16030 - Counter Attendant		9.17
16040 - Dry Cleaner		11.85
16070 - Finisher, Flatwork, Machine		9.17
16090 - Presser, Hand		9.17
16110 - Presser, Machine, Drycleaning		9.17
16130 - Presser, Machine, Shirts		9.17
16160 - Presser, Machine, Wearing Apparel, Laundry		9.17
16190 - Sewing Machine Operator		12.70
16220 - Tailor		13.60
16250 - Washer, Machine		10.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.79
19040 - Tool And Die Maker		23.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.16
21030 - Material Coordinator		20.77
21040 - Material Expediter		20.77
21050 - Material Handling Laborer		12.91
21071 - Order Filler		11.95
21080 - Production Line Worker (Food Processing)		15.16
21110 - Shipping Packer		14.37
21130 - Shipping/Receiving Clerk		14.37
21140 - Store Worker I		14.11
21150 - Stock Clerk		17.81
21210 - Tools And Parts Attendant		15.16
21410 - Warehouse Specialist		15.16
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.78
23021 - Aircraft Mechanic I		26.46
23022 - Aircraft Mechanic II		27.78
23023 - Aircraft Mechanic III		29.16
23040 - Aircraft Mechanic Helper		22.20
23050 - Aircraft, Painter		24.98
23060 - Aircraft Servicer		24.56
23080 - Aircraft Worker		25.75
23110 - Appliance Mechanic		17.76
23120 - Bicycle Repairer		12.64

23125 - Cable Splicer	25.44
23130 - Carpenter, Maintenance	20.33
23140 - Carpet Layer	20.87
23160 - Electrician, Maintenance	25.62
23181 - Electronics Technician Maintenance I	20.49
23182 - Electronics Technician Maintenance II	21.60
23183 - Electronics Technician Maintenance III	22.80
23260 - Fabric Worker	19.29
23290 - Fire Alarm System Mechanic	22.69
23310 - Fire Extinguisher Repairer	18.19
23311 - Fuel Distribution System Mechanic	21.83
23312 - Fuel Distribution System Operator	17.58
23370 - General Maintenance Worker	17.83
23380 - Ground Support Equipment Mechanic	26.46
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	25.75
23391 - Gunsmith I	18.19
23392 - Gunsmith II	20.40
23393 - Gunsmith III	22.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	21.29
23440 - Heavy Equipment Operator	26.28
23460 - Instrument Mechanic	22.43
23465 - Laboratory/Shelter Mechanic	21.50
23470 - Laborer	12.91
23510 - Locksmith	20.14
23530 - Machinery Maintenance Mechanic	20.57
23550 - Machinist, Maintenance	20.11
23580 - Maintenance Trades Helper	13.92
23591 - Metrology Technician I	22.43
23592 - Metrology Technician II	23.51
23593 - Metrology Technician III	24.63
23640 - Millwright	22.69
23710 - Office Appliance Repairer	21.78
23760 - Painter, Maintenance	19.23
23790 - Pipefitter, Maintenance	30.88
23810 - Plumber, Maintenance	29.99
23820 - Pneudraulic Systems Mechanic	22.69
23850 - Rigger	22.69
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	16.72
23931 - Telecommunications Mechanic I	25.63
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	21.65
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	19.97
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	10.46
24620 - Family Readiness And Support Services Coordinator	14.94
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.69
25040 - Sewage Plant Operator	21.50
25070 - Stationary Engineer	22.69

25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	21.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	12.29
27008 - Corrections Officer	20.15
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	16.81
27040 - Detention Officer	20.15
27070 - Firefighter	17.91
27101 - Guard I	12.29
27102 - Guard II	16.81
27131 - Police Officer I	23.46
27132 - Police Officer II	26.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.37
28042 - Carnival Equipment Repairer	11.80
28043 - Carnival Equpment Worker	9.66
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	15.24
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.11
29020 - Hatch Tender	21.01
29030 - Line Handler	21.01
29041 - Stevedore I	19.29
29042 - Stevedore II	22.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.19
30022 - Archeological Technician II	18.04
30023 - Archeological Technician III	22.07
30030 - Cartographic Technician	22.07
30040 - Civil Engineering Technician	21.51
30061 - Drafter/CAD Operator I	16.08
30062 - Drafter/CAD Operator II	17.81
30063 - Drafter/CAD Operator III	19.87
30064 - Drafter/CAD Operator IV	24.45
30081 - Engineering Technician I	15.26
30082 - Engineering Technician II	16.29
30083 - Engineering Technician III	18.22
30084 - Engineering Technician IV	22.58
30085 - Engineering Technician V	27.62
30086 - Engineering Technician VI	33.41
30090 - Environmental Technician	19.92
30210 - Laboratory Technician	19.86
30240 - Mathematical Technician	22.07
30361 - Paralegal/Legal Assistant I	16.11
30362 - Paralegal/Legal Assistant II	20.43
30363 - Paralegal/Legal Assistant III	23.68
30364 - Paralegal/Legal Assistant IV	28.65
30390 - Photo-Optics Technician	22.07
30461 - Technical Writer I	21.20
30462 - Technical Writer II	25.94
30463 - Technical Writer III	31.38
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.87
30621 - Weather Observer, Senior	(see 2)	22.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.67
31030 - Bus Driver		16.48
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		15.13
31310 - Taxi Driver		12.68
31361 - Truckdriver, Light		15.13
31362 - Truckdriver, Medium		16.48
31363 - Truckdriver, Heavy		20.02
31364 - Truckdriver, Tractor-Trailer		20.02
99000 - Miscellaneous Occupations		
99030 - Cashier		9.51
99050 - Desk Clerk		9.85
99095 - Embalmer		29.30
99251 - Laboratory Animal Caretaker I		11.41
99252 - Laboratory Animal Caretaker II		12.14
99310 - Mortician		30.33
99410 - Pest Controller		20.54
99510 - Photofinishing Worker		13.09
99710 - Recycling Laborer		14.64
99711 - Recycling Specialist		18.63
99730 - Refuse Collector		16.21
99810 - Sales Clerk		12.91
99820 - School Crossing Guard		11.89
99830 - Survey Party Chief		24.43
99831 - Surveying Aide		18.06
99832 - Surveying Technician		18.91
99840 - Vending Machine Attendant		15.23
99841 - Vending Machine Repairer		17.80
99842 - Vending Machine Repairer Helper		15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2580 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson, Lafayette, Rock, Sauk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		15.12
01013 - Accounting Clerk III		16.91
01020 - Administrative Assistant		20.72
01040 - Court Reporter		17.14
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.93
01060 - Dispatcher, Motor Vehicle		17.63
01070 - Document Preparation Clerk		13.76
01090 - Duplicating Machine Operator		13.76
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.46
01120 - Housing Referral Assistant		19.54
01141 - Messenger Courier		12.98
01191 - Order Clerk I		13.10
01192 - Order Clerk II		14.63
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.77
01270 - Production Control Clerk		20.77
01280 - Receptionist		13.12
01290 - Rental Clerk		12.76
01300 - Scheduler, Maintenance		15.32
01311 - Secretary I		15.32
01312 - Secretary II		17.14
01313 - Secretary III		19.54
01320 - Service Order Dispatcher		15.89
01410 - Supply Technician		20.72
01420 - Survey Worker		13.88
01531 - Travel Clerk I		13.14
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.37
01611 - Word Processor I		14.14
01612 - Word Processor II		15.87
01613 - Word Processor III		17.75

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.60
05010 - Automotive Electrician	18.47
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	15.56
05130 - Motor Equipment Metal Mechanic	19.01
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	19.01
05220 - Motor Vehicle Mechanic Helper	15.05
05250 - Motor Vehicle Upholstery Worker	17.50
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter, Automotive	17.76
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	12.71
05400 - Transmission Repair Specialist	19.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.18
07041 - Cook I	11.28
07042 - Cook II	12.65
07070 - Dishwasher	8.79
07130 - Food Service Worker	9.79
07210 - Meat Cutter	15.30
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.55
09040 - Furniture Handler	14.87
09080 - Furniture Refinisher	15.55
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.18
09130 - Upholsterer	17.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.39
11060 - Elevator Operator	12.39
11090 - Gardener	15.94
11122 - Housekeeping Aide	11.52
11150 - Janitor	11.74
11210 - Laborer, Grounds Maintenance	13.41
11240 - Maid or Houseman	9.88
11260 - Pruner	12.43
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	13.41
11360 - Window Cleaner	12.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.58
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.44
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	29.83
12030 - EKG Technician	26.74
12035 - Electroneurodiagnostic Technologist	26.74
12040 - Emergency Medical Technician	14.58
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.70
12100 - Medical Assistant	15.26
12130 - Medical Laboratory Technician	19.04
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	32.90
12221 - Nursing Assistant I	10.56

12222 - Nursing Assistant II		11.88
12223 - Nursing Assistant III		12.96
12224 - Nursing Assistant IV		14.54
12235 - Optical Dispenser		14.84
12236 - Optical Technician		15.17
12250 - Pharmacy Technician		14.46
12280 - Phlebotomist		14.54
12305 - Radiologic Technologist		25.54
12311 - Registered Nurse I		24.18
12312 - Registered Nurse II		29.59
12313 - Registered Nurse II, Specialist		29.59
12314 - Registered Nurse III		35.80
12315 - Registered Nurse III, Anesthetist		35.80
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		21.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.13
13012 - Exhibits Specialist II		23.70
13013 - Exhibits Specialist III		28.99
13041 - Illustrator I		19.13
13042 - Illustrator II		23.70
13043 - Illustrator III		28.99
13047 - Librarian		26.24
13050 - Library Aide/Clerk		12.42
13054 - Library Information Technology Systems Administrator		22.67
13058 - Library Technician		14.64
13061 - Media Specialist I		16.27
13062 - Media Specialist II		19.13
13063 - Media Specialist III		21.33
13071 - Photographer I		15.74
13072 - Photographer II		17.61
13073 - Photographer III		21.82
13074 - Photographer IV		26.69
13075 - Photographer V		32.29
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.58
14042 - Computer Operator II		19.66
14043 - Computer Operator III		21.93
14044 - Computer Operator IV		24.37
14045 - Computer Operator V		26.97
14071 - Computer Programmer I		22.65
14072 - Computer Programmer II		26.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.58
14160 - Personal Computer Support Technician		24.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.51
15020 - Aircrew Training Devices Instructor (Rated)		32.22
15030 - Air Crew Training Devices Instructor (Pilot)		37.37
15050 - Computer Based Training Specialist / Instructor		28.51
15060 - Educational Technologist		28.86
15070 - Flight Instructor (Pilot)		37.37
15080 - Graphic Artist		20.97
15090 - Technical Instructor		18.25
15095 - Technical Instructor/Course Developer		22.33
15110 - Test Proctor		14.74
15120 - Tutor		14.74

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 9.17
16030 - Counter Attendant 9.17
16040 - Dry Cleaner 11.85
16070 - Finisher, Flatwork, Machine 9.17
16090 - Presser, Hand 9.17
16110 - Presser, Machine, Drycleaning 9.17
16130 - Presser, Machine, Shirts 9.17
16160 - Presser, Machine, Wearing Apparel, Laundry 9.17
16190 - Sewing Machine Operator 12.70
16220 - Tailor 13.60
16250 - Washer, Machine 10.08
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.79
19040 - Tool And Die Maker 23.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.16
21030 - Material Coordinator 20.77
21040 - Material Expediter 20.77
21050 - Material Handling Laborer 12.91
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 15.16
21110 - Shipping Packer 14.37
21130 - Shipping/Receiving Clerk 14.37
21140 - Store Worker I 14.11
21150 - Stock Clerk 17.81
21210 - Tools And Parts Attendant 15.16
21410 - Warehouse Specialist 15.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23021 - Aircraft Mechanic I 26.46
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.16
23040 - Aircraft Mechanic Helper 22.20
23050 - Aircraft, Painter 24.98
23060 - Aircraft Servicer 24.56
23080 - Aircraft Worker 25.75
23110 - Appliance Mechanic 17.76
23120 - Bicycle Repairer 12.64
23125 - Cable Splicer 25.44
23130 - Carpenter, Maintenance 20.33
23140 - Carpet Layer 20.87
23160 - Electrician, Maintenance 25.62
23181 - Electronics Technician Maintenance I 20.49
23182 - Electronics Technician Maintenance II 21.60
23183 - Electronics Technician Maintenance III 22.80
23260 - Fabric Worker 19.29
23290 - Fire Alarm System Mechanic 22.69
23310 - Fire Extinguisher Repairer 18.19
23311 - Fuel Distribution System Mechanic 21.83
23312 - Fuel Distribution System Operator 17.58
23370 - General Maintenance Worker 17.83
23380 - Ground Support Equipment Mechanic 26.46
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 25.75
23391 - Gunsmith I 18.19
23392 - Gunsmith II 20.40
23393 - Gunsmith III 22.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic 20.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 23.92
23430 - Heavy Equipment Mechanic 21.29

23440 - Heavy Equipment Operator	26.28
23460 - Instrument Mechanic	22.43
23465 - Laboratory/Shelter Mechanic	21.50
23470 - Laborer	12.91
23510 - Locksmith	20.14
23530 - Machinery Maintenance Mechanic	20.57
23550 - Machinist, Maintenance	20.11
23580 - Maintenance Trades Helper	13.92
23591 - Metrology Technician I	22.43
23592 - Metrology Technician II	23.51
23593 - Metrology Technician III	24.63
23640 - Millwright	22.69
23710 - Office Appliance Repairer	21.78
23760 - Painter, Maintenance	19.23
23790 - Pipefitter, Maintenance	30.88
23810 - Plumber, Maintenance	29.99
23820 - Pneudraulic Systems Mechanic	22.69
23850 - Rigger	22.69
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	16.72
23931 - Telecommunications Mechanic I	25.63
23932 - Telecommunications Mechanic II	27.27
23950 - Telephone Lineman	21.65
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	19.97
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	14.90
24610 - Chore Aide	10.46
24620 - Family Readiness And Support Services Coordinator	14.94
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.69
25040 - Sewage Plant Operator	21.50
25070 - Stationary Engineer	22.69
25190 - Ventilation Equipment Tender	18.49
25210 - Water Treatment Plant Operator	21.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	12.29
27008 - Corrections Officer	20.15
27010 - Court Security Officer	21.33
27030 - Detection Dog Handler	16.81
27040 - Detention Officer	20.15
27070 - Firefighter	17.91
27101 - Guard I	12.29
27102 - Guard II	16.81
27131 - Police Officer I	23.46
27132 - Police Officer II	26.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.37
28042 - Carnival Equipment Repairer	11.80
28043 - Carnival Equpment Worker	9.66
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	15.24
28630 - Sports Official	13.72

28690 - Swimming Pool Operator		16.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.11
29020 - Hatch Tender		21.01
29030 - Line Handler		21.01
29041 - Stevedore I		19.29
29042 - Stevedore II		22.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.04
30023 - Archeological Technician III		22.07
30030 - Cartographic Technician		22.07
30040 - Civil Engineering Technician		21.51
30061 - Drafter/CAD Operator I		16.08
30062 - Drafter/CAD Operator II		17.81
30063 - Drafter/CAD Operator III		19.87
30064 - Drafter/CAD Operator IV		24.45
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		16.29
30083 - Engineering Technician III		18.22
30084 - Engineering Technician IV		22.58
30085 - Engineering Technician V		27.62
30086 - Engineering Technician VI		33.41
30090 - Environmental Technician		19.92
30210 - Laboratory Technician		19.86
30240 - Mathematical Technician		22.07
30361 - Paralegal/Legal Assistant I		16.11
30362 - Paralegal/Legal Assistant II		20.43
30363 - Paralegal/Legal Assistant III		23.68
30364 - Paralegal/Legal Assistant IV		28.65
30390 - Photo-Optics Technician		22.07
30461 - Technical Writer I		21.20
30462 - Technical Writer II		25.94
30463 - Technical Writer III		31.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.87
30621 - Weather Observer, Senior	(see 2)	22.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.67
31030 - Bus Driver		16.48
31043 - Driver Courier		14.19
31260 - Parking and Lot Attendant		10.96
31290 - Shuttle Bus Driver		15.13
31310 - Taxi Driver		12.68
31361 - Truckdriver, Light		15.13
31362 - Truckdriver, Medium		16.48
31363 - Truckdriver, Heavy		20.02
31364 - Truckdriver, Tractor-Trailer		20.02
99000 - Miscellaneous Occupations		
99030 - Cashier		9.51
99050 - Desk Clerk		9.85
99095 - Embalmer		29.30
99251 - Laboratory Animal Caretaker I		11.41
99252 - Laboratory Animal Caretaker II		12.14
99310 - Mortician		30.33

99410 - Pest Controller	20.54
99510 - Photofinishing Worker	13.09
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	18.63
99730 - Refuse Collector	16.21
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	11.89
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	18.06
99832 - Surveying Technician	18.91
99840 - Vending Machine Attendant	15.23
99841 - Vending Machine Repairer	17.80
99842 - Vending Machine Repairer Helper	15.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2581 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.91
01020 - Administrative Assistant		25.48
01040 - Court Reporter		19.27
01051 - Data Entry Operator I		12.06
01052 - Data Entry Operator II		13.16
01060 - Dispatcher, Motor Vehicle		18.54
01070 - Document Preparation Clerk		13.07
01090 - Duplicating Machine Operator		13.07
01111 - General Clerk I		12.45
01112 - General Clerk II		13.58
01113 - General Clerk III		15.24

01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	12.30
01191 - Order Clerk I	11.37
01192 - Order Clerk II	13.73
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	17.65
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	21.90
01280 - Receptionist	13.77
01290 - Rental Clerk	16.16
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.29
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	25.48
01420 - Survey Worker	18.54
01531 - Travel Clerk I	13.47
01532 - Travel Clerk II	14.57
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.00
01612 - Word Processor II	16.16
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.91
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	21.91
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.85
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter, Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.25
07041 - Cook I	11.17
07042 - Cook II	12.52
07070 - Dishwasher	9.55
07130 - Food Service Worker	9.55
07210 - Meat Cutter	17.45
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.17
11060 - Elevator Operator	10.90
11090 - Gardener	17.48
11122 - Housekeeping Aide	12.41
11150 - Janitor	13.68
11210 - Laborer, Grounds Maintenance	14.66
11240 - Maid or Houseman	9.30
11260 - Pruner	13.58

11270 - Tractor Operator	14.72
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	19.01
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	20.02
12020 - Dental Assistant	15.98
12025 - Dental Hygienist	29.21
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.75
12130 - Medical Laboratory Technician	16.74
12160 - Medical Record Clerk	15.96
12190 - Medical Record Technician	17.85
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine Technologist	33.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.73
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.64
12250 - Pharmacy Technician	13.49
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	25.22
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II, Specialist	30.83
12314 - Registered Nurse III	37.30
12315 - Registered Nurse III, Anesthetist	37.30
12316 - Registered Nurse IV	44.70
12317 - Scheduler (Drug and Alcohol Testing)	24.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	22.17
13013 - Exhibits Specialist III	27.12
13041 - Illustrator I	17.91
13042 - Illustrator II	20.31
13043 - Illustrator III	24.08
13047 - Librarian	24.45
13050 - Library Aide/Clerk	13.67
13054 - Library Information Technology Systems Administrator	22.09
13058 - Library Technician	15.51
13061 - Media Specialist I	15.94
13062 - Media Specialist II	19.05
13063 - Media Specialist III	19.88
13071 - Photographer I	15.83
13072 - Photographer II	17.71
13073 - Photographer III	21.94
13074 - Photographer IV	26.85
13075 - Photographer V	32.48
13110 - Video Teleconference Technician	15.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.24
14042 - Computer Operator II	20.43
14043 - Computer Operator III	22.80

14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I		26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		27.81
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.52
15090 - Technical Instructor		19.14
15095 - Technical Instructor/Course Developer		23.40
15110 - Test Proctor		16.88
15120 - Tutor		16.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.94
19040 - Tool And Die Maker		28.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.25
21030 - Material Coordinator		21.90
21040 - Material Expediter		21.90
21050 - Material Handling Laborer		13.45
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		18.25
21110 - Shipping Packer		13.97
21130 - Shipping/Receiving Clerk		13.97
21140 - Store Worker I		14.36
21150 - Stock Clerk		18.13
21210 - Tools And Parts Attendant		18.25
21410 - Warehouse Specialist		18.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.52
23021 - Aircraft Mechanic I		21.45
23022 - Aircraft Mechanic II		22.52
23023 - Aircraft Mechanic III		23.64
23040 - Aircraft Mechanic Helper		16.82
23050 - Aircraft, Painter		21.01
23060 - Aircraft Servicer		18.74
23080 - Aircraft Worker		19.60
23110 - Appliance Mechanic		20.68
23120 - Bicycle Repairer		16.09
23125 - Cable Splicer		28.57

23130 - Carpenter, Maintenance	23.83
23140 - Carpet Layer	22.53
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	21.81
23182 - Electronics Technician Maintenance II	22.99
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	20.01
23290 - Fire Alarm System Mechanic	22.95
23310 - Fire Extinguisher Repairer	19.09
23311 - Fuel Distribution System Mechanic	24.43
23312 - Fuel Distribution System Operator	22.50
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	21.45
23381 - Ground Support Equipment Servicer	18.74
23382 - Ground Support Equipment Worker	19.60
23391 - Gunsmith I	19.09
23392 - Gunsmith II	21.42
23393 - Gunsmith III	23.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.27
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.43
23430 - Heavy Equipment Mechanic	23.48
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	23.83
23465 - Laboratory/Shelter Mechanic	22.58
23470 - Laborer	12.88
23510 - Locksmith	20.68
23530 - Machinery Maintenance Mechanic	24.11
23550 - Machinist, Maintenance	21.40
23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	23.83
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.17
23640 - Millwright	29.95
23710 - Office Appliance Repairer	19.98
23760 - Painter, Maintenance	20.15
23790 - Pipefitter, Maintenance	30.31
23810 - Plumber, Maintenance	26.53
23820 - Pneudraulic Systems Mechanic	23.83
23850 - Rigger	23.83
23870 - Scale Mechanic	21.42
23890 - Sheet-Metal Worker, Maintenance	25.35
23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic I	23.28
23932 - Telecommunications Mechanic II	24.98
23950 - Telephone Lineman	22.17
23960 - Welder, Combination, Maintenance	22.81
23965 - Well Driller	23.83
23970 - Woodcraft Worker	23.83
23980 - Woodworker	18.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	15.22
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.59
25040 - Sewage Plant Operator	21.47
25070 - Stationary Engineer	21.59
25190 - Ventilation Equipment Tender	17.06

25210 - Water Treatment Plant Operator	21.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.63
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.63
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.63
27070 - Firefighter	21.47
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.46
28042 - Carnival Equipment Repairer	11.01
28043 - Carnival Equpment Worker	8.72
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	18.42
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.22
29020 - Hatch Tender	20.22
29030 - Line Handler	20.22
29041 - Stevedore I	19.76
29042 - Stevedore II	21.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.37
30022 - Archeological Technician II	19.77
30023 - Archeological Technician III	24.49
30030 - Cartographic Technician	24.49
30040 - Civil Engineering Technician	21.19
30061 - Drafter/CAD Operator I	17.37
30062 - Drafter/CAD Operator II	19.77
30063 - Drafter/CAD Operator III	22.04
30064 - Drafter/CAD Operator IV	27.11
30081 - Engineering Technician I	16.66
30082 - Engineering Technician II	18.71
30083 - Engineering Technician III	20.96
30084 - Engineering Technician IV	25.93
30085 - Engineering Technician V	31.73
30086 - Engineering Technician VI	38.36
30090 - Environmental Technician	22.52
30210 - Laboratory Technician	21.16
30240 - Mathematical Technician	25.93
30361 - Paralegal/Legal Assistant I	19.24
30362 - Paralegal/Legal Assistant II	24.79
30363 - Paralegal/Legal Assistant III	30.34
30364 - Paralegal/Legal Assistant IV	36.70
30390 - Photo-Optics Technician	25.93
30461 - Technical Writer I	21.06
30462 - Technical Writer II	25.76
30463 - Technical Writer III	31.17
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.98
30621 - Weather Observer, Senior	(see 2)	25.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.70
31030 - Bus Driver		20.47
31043 - Driver Courier		15.44
31260 - Parking and Lot Attendant		10.77
31290 - Shuttle Bus Driver		15.39
31310 - Taxi Driver		12.08
31361 - Truckdriver, Light		14.95
31362 - Truckdriver, Medium		19.55
31363 - Truckdriver, Heavy		22.78
31364 - Truckdriver, Tractor-Trailer		22.78
99000 - Miscellaneous Occupations		
99030 - Cashier		9.92
99050 - Desk Clerk		11.53
99095 - Embalmer		26.69
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.58
99310 - Mortician		28.04
99410 - Pest Controller		18.16
99510 - Photofinishing Worker		13.47
99710 - Recycling Laborer		19.48
99711 - Recycling Specialist		21.25
99730 - Refuse Collector		16.10
99810 - Sales Clerk		13.11
99820 - School Crossing Guard		11.18
99830 - Survey Party Chief		21.38
99831 - Surveying Aide		14.17
99832 - Surveying Technician		19.46
99840 - Vending Machine Attendant		14.81
99841 - Vending Machine Repairer		16.91
99842 - Vending Machine Repairer Helper		14.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2582 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.91
01020 - Administrative Assistant		25.48
01040 - Court Reporter		19.27
01051 - Data Entry Operator I		12.06
01052 - Data Entry Operator II		13.16
01060 - Dispatcher, Motor Vehicle		18.54
01070 - Document Preparation Clerk		13.07
01090 - Duplicating Machine Operator		13.07
01111 - General Clerk I		12.45
01112 - General Clerk II		13.58
01113 - General Clerk III		15.24
01120 - Housing Referral Assistant		19.28
01141 - Messenger Courier		12.30
01191 - Order Clerk I		11.37
01192 - Order Clerk II		13.73
01261 - Personnel Assistant (Employment) I		16.16
01262 - Personnel Assistant (Employment) II		17.65
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		21.90
01280 - Receptionist		13.77
01290 - Rental Clerk		16.16
01300 - Scheduler, Maintenance		15.45
01311 - Secretary I		15.45
01312 - Secretary II		17.29
01313 - Secretary III		19.28
01320 - Service Order Dispatcher		17.32
01410 - Supply Technician		25.48
01420 - Survey Worker		18.54
01531 - Travel Clerk I		13.47
01532 - Travel Clerk II		14.57
01533 - Travel Clerk III		15.76
01611 - Word Processor I		13.00
01612 - Word Processor II		16.16
01613 - Word Processor III		17.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.91
05010 - Automotive Electrician		21.18
05040 - Automotive Glass Installer		20.38
05070 - Automotive Worker		20.38
05110 - Mobile Equipment Servicer		18.76
05130 - Motor Equipment Metal Mechanic		21.91
05160 - Motor Equipment Metal Worker		20.71
05190 - Motor Vehicle Mechanic		21.91
05220 - Motor Vehicle Mechanic Helper		17.85
05250 - Motor Vehicle Upholstery Worker		19.66
05280 - Motor Vehicle Wrecker		20.38
05310 - Painter, Automotive		21.18
05340 - Radiator Repair Specialist		20.38
05370 - Tire Repairer		16.09
05400 - Transmission Repair Specialist		21.91
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.25
07041 - Cook I		11.17
07042 - Cook II		12.52

07070 - Dishwasher	9.55
07130 - Food Service Worker	9.55
07210 - Meat Cutter	17.45
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	20.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.17
11060 - Elevator Operator	10.90
11090 - Gardener	17.48
11122 - Housekeeping Aide	12.41
11150 - Janitor	13.68
11210 - Laborer, Grounds Maintenance	14.66
11240 - Maid or Houseman	9.30
11260 - Pruner	13.58
11270 - Tractor Operator	14.72
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	19.01
12012 - Certified Occupational Therapist Assistant	20.21
12015 - Certified Physical Therapist Assistant	20.02
12020 - Dental Assistant	15.98
12025 - Dental Hygienist	29.21
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.75
12130 - Medical Laboratory Technician	16.74
12160 - Medical Record Clerk	15.96
12190 - Medical Record Technician	17.85
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine Technologist	33.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.73
12224 - Nursing Assistant IV	14.29
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.64
12250 - Pharmacy Technician	13.49
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	25.22
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II, Specialist	30.83
12314 - Registered Nurse III	37.30
12315 - Registered Nurse III, Anesthetist	37.30
12316 - Registered Nurse IV	44.70
12317 - Scheduler (Drug and Alcohol Testing)	24.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	22.17
13013 - Exhibits Specialist III	27.12
13041 - Illustrator I	17.91

13042 - Illustrator II		20.31
13043 - Illustrator III		24.08
13047 - Librarian		24.45
13050 - Library Aide/Clerk		13.67
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		15.51
13061 - Media Specialist I		15.94
13062 - Media Specialist II		19.05
13063 - Media Specialist III		19.88
13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.85
13075 - Photographer V		32.48
13110 - Video Teleconference Technician		15.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.24
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		25.35
14045 - Computer Operator V		27.91
14071 - Computer Programmer I		26.21
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.24
14160 - Personal Computer Support Technician		25.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		39.07
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		27.81
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.52
15090 - Technical Instructor		19.14
15095 - Technical Instructor/Course Developer		23.40
15110 - Test Proctor		16.88
15120 - Tutor		16.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.94
19040 - Tool And Die Maker		28.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.25
21030 - Material Coordinator		21.90
21040 - Material Expediter		21.90
21050 - Material Handling Laborer		13.45

21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	18.25
21110 - Shipping Packer	13.97
21130 - Shipping/Receiving Clerk	13.97
21140 - Store Worker I	14.36
21150 - Stock Clerk	18.13
21210 - Tools And Parts Attendant	18.25
21410 - Warehouse Specialist	18.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.52
23021 - Aircraft Mechanic I	21.45
23022 - Aircraft Mechanic II	22.52
23023 - Aircraft Mechanic III	23.64
23040 - Aircraft Mechanic Helper	16.82
23050 - Aircraft, Painter	21.01
23060 - Aircraft Servicer	18.74
23080 - Aircraft Worker	19.60
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	28.57
23130 - Carpenter, Maintenance	23.83
23140 - Carpet Layer	22.53
23160 - Electrician, Maintenance	28.77
23181 - Electronics Technician Maintenance I	21.81
23182 - Electronics Technician Maintenance II	22.99
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	20.01
23290 - Fire Alarm System Mechanic	22.95
23310 - Fire Extinguisher Repairer	19.09
23311 - Fuel Distribution System Mechanic	24.43
23312 - Fuel Distribution System Operator	22.50
23370 - General Maintenance Worker	18.76
23380 - Ground Support Equipment Mechanic	21.45
23381 - Ground Support Equipment Servicer	18.74
23382 - Ground Support Equipment Worker	19.60
23391 - Gunsmith I	19.09
23392 - Gunsmith II	21.42
23393 - Gunsmith III	23.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.27
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.43
23430 - Heavy Equipment Mechanic	23.48
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	23.83
23465 - Laboratory/Shelter Mechanic	22.58
23470 - Laborer	12.88
23510 - Locksmith	20.68
23530 - Machinery Maintenance Mechanic	24.11
23550 - Machinist, Maintenance	21.40
23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	23.83
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.17
23640 - Millwright	29.95
23710 - Office Appliance Repairer	19.98
23760 - Painter, Maintenance	20.15
23790 - Pipefitter, Maintenance	30.31
23810 - Plumber, Maintenance	26.53
23820 - Pneudraulic Systems Mechanic	23.83
23850 - Rigger	23.83
23870 - Scale Mechanic	21.42
23890 - Sheet-Metal Worker, Maintenance	25.35

23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic I	23.28
23932 - Telecommunications Mechanic II	24.98
23950 - Telephone Lineman	22.17
23960 - Welder, Combination, Maintenance	22.81
23965 - Well Driller	23.83
23970 - Woodcraft Worker	23.83
23980 - Woodworker	18.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	15.22
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.59
25040 - Sewage Plant Operator	21.47
25070 - Stationary Engineer	21.59
25190 - Ventilation Equipment Tender	17.06
25210 - Water Treatment Plant Operator	21.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.63
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.63
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.63
27070 - Firefighter	21.47
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.46
28042 - Carnival Equipment Repairer	11.01
28043 - Carnival Equpment Worker	8.72
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	18.42
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.22
29020 - Hatch Tender	20.22
29030 - Line Handler	20.22
29041 - Stevedore I	19.76
29042 - Stevedore II	21.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.37
30022 - Archeological Technician II	19.77
30023 - Archeological Technician III	24.49
30030 - Cartographic Technician	24.49
30040 - Civil Engineering Technician	21.19
30061 - Drafter/CAD Operator I	17.37
30062 - Drafter/CAD Operator II	19.77
30063 - Drafter/CAD Operator III	22.04
30064 - Drafter/CAD Operator IV	27.11

30081 - Engineering Technician I		16.66
30082 - Engineering Technician II		18.71
30083 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.93
30085 - Engineering Technician V		31.73
30086 - Engineering Technician VI		38.36
30090 - Environmental Technician		22.52
30210 - Laboratory Technician		21.16
30240 - Mathematical Technician		25.93
30361 - Paralegal/Legal Assistant I		19.24
30362 - Paralegal/Legal Assistant II		24.79
30363 - Paralegal/Legal Assistant III		30.34
30364 - Paralegal/Legal Assistant IV		36.70
30390 - Photo-Optics Technician		25.93
30461 - Technical Writer I		21.06
30462 - Technical Writer II		25.76
30463 - Technical Writer III		31.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.98
30621 - Weather Observer, Senior	(see 2)	25.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.70
31030 - Bus Driver		20.47
31043 - Driver Courier		15.44
31260 - Parking and Lot Attendant		10.77
31290 - Shuttle Bus Driver		15.39
31310 - Taxi Driver		12.08
31361 - Truckdriver, Light		14.95
31362 - Truckdriver, Medium		19.55
31363 - Truckdriver, Heavy		22.78
31364 - Truckdriver, Tractor-Trailer		22.78
99000 - Miscellaneous Occupations		
99030 - Cashier		9.92
99050 - Desk Clerk		11.53
99095 - Embalmer		26.69
99251 - Laboratory Animal Caretaker I		10.53
99252 - Laboratory Animal Caretaker II		11.58
99310 - Mortician		28.04
99410 - Pest Controller		18.16
99510 - Photofinishing Worker		13.47
99710 - Recycling Laborer		19.48
99711 - Recycling Specialist		21.25
99730 - Refuse Collector		16.10
99810 - Sales Clerk		13.11
99820 - School Crossing Guard		11.18
99830 - Survey Party Chief		21.38
99831 - Surveying Aide		14.17
99832 - Surveying Technician		19.46
99840 - Vending Machine Attendant		14.81
99841 - Vending Machine Repairer		16.91
99842 - Vending Machine Repairer Helper		14.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2587 Revision No.: 13 Date Of Last Revision: 07/25/2014

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.55
01012 - Accounting Clerk II		14.87
01013 - Accounting Clerk III		15.75
01020 - Administrative Assistant		18.39
01040 - Court Reporter		14.85
01051 - Data Entry Operator I		11.31
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.94
01070 - Document Preparation Clerk		11.66
01090 - Duplicating Machine Operator		11.66
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65
01113 - General Clerk III		14.20
01120 - Housing Referral Assistant		16.57
01141 - Messenger Courier		10.85
01191 - Order Clerk I		11.43
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		16.67
01263 - Personnel Assistant (Employment) III		18.59
01270 - Production Control Clerk		20.37
01280 - Receptionist		11.27
01290 - Rental Clerk		10.58
01300 - Scheduler, Maintenance		13.28
01311 - Secretary I		13.28
01312 - Secretary II		14.85
01313 - Secretary III		16.57
01320 - Service Order Dispatcher		17.94
01410 - Supply Technician		18.41
01420 - Survey Worker		11.90
01531 - Travel Clerk I		11.69

01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.06
01611 - Word Processor I	11.61
01612 - Word Processor II	13.03
01613 - Word Processor III	14.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	18.73
05040 - Automotive Glass Installer	17.73
05070 - Automotive Worker	17.73
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.73
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.79
05250 - Motor Vehicle Upholstery Worker	16.75
05280 - Motor Vehicle Wrecker	17.73
05310 - Painter, Automotive	18.73
05340 - Radiator Repair Specialist	17.73
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.53
07041 - Cook I	9.71
07042 - Cook II	11.23
07070 - Dishwasher	8.69
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	8.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.12
09110 - Furniture Repairer, Minor	18.25
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.77
11060 - Elevator Operator	10.24
11090 - Gardener	14.36
11122 - Housekeeping Aide	9.67
11150 - Janitor	11.96
11210 - Laborer, Grounds Maintenance	13.56
11240 - Maid or Houseman	9.46
11260 - Pruner	12.43
11270 - Tractor Operator	14.65
11330 - Trail Maintenance Worker	13.56
11360 - Window Cleaner	13.36
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	16.63
12012 - Certified Occupational Therapist Assistant	21.12
12015 - Certified Physical Therapist Assistant	17.95
12020 - Dental Assistant	13.90
12025 - Dental Hygienist	27.78
12030 - EKG Technician	25.73
12035 - Electroneurodiagnostic Technologist	25.73
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.17
12072 - Licensed Practical Nurse II	16.97
12073 - Licensed Practical Nurse III	18.93
12100 - Medical Assistant	12.89
12130 - Medical Laboratory Technician	15.04

12160 - Medical Record Clerk		13.75
12190 - Medical Record Technician		16.08
12195 - Medical Transcriptionist		14.40
12210 - Nuclear Medicine Technologist		34.36
12221 - Nursing Assistant I		11.54
12222 - Nursing Assistant II		12.97
12223 - Nursing Assistant III		14.15
12224 - Nursing Assistant IV		15.88
12235 - Optical Dispenser		13.95
12236 - Optical Technician		15.17
12250 - Pharmacy Technician		14.61
12280 - Phlebotomist		15.88
12305 - Radiologic Technologist		23.13
12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		33.76
12315 - Registered Nurse III, Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		20.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.16
13012 - Exhibits Specialist II		20.03
13013 - Exhibits Specialist III		24.50
13041 - Illustrator I		15.78
13042 - Illustrator II		19.11
13043 - Illustrator III		25.27
13047 - Librarian		22.17
13050 - Library Aide/Clerk		11.54
13054 - Library Information Technology Systems Administrator		20.03
13058 - Library Technician		13.63
13061 - Media Specialist I		14.18
13062 - Media Specialist II		15.86
13063 - Media Specialist III		17.69
13071 - Photographer I		12.72
13072 - Photographer II		14.71
13073 - Photographer III		18.22
13074 - Photographer IV		22.28
13075 - Photographer V		26.96
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.42
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.42
14160 - Personal Computer Support Technician		21.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		35.04
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		27.45
15070 - Flight Instructor (Pilot)		35.04

15080 - Graphic Artist	16.61
15090 - Technical Instructor	18.90
15095 - Technical Instructor/Course Developer	23.12
15110 - Test Proctor	15.25
15120 - Tutor	15.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.68
16040 - Dry Cleaner	11.01
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.76
16220 - Tailor	12.42
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.65
19040 - Tool And Die Maker	26.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.23
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	13.12
21071 - Order Filler	12.58
21080 - Production Line Worker (Food Processing)	17.23
21110 - Shipping Packer	14.45
21130 - Shipping/Receiving Clerk	14.45
21140 - Store Worker I	11.07
21150 - Stock Clerk	15.35
21210 - Tools And Parts Attendant	17.23
21410 - Warehouse Specialist	17.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.13
23021 - Aircraft Mechanic I	21.90
23022 - Aircraft Mechanic II	23.13
23023 - Aircraft Mechanic III	24.47
23040 - Aircraft Mechanic Helper	16.44
23050 - Aircraft, Painter	20.81
23060 - Aircraft Servicer	18.61
23080 - Aircraft Worker	19.70
23110 - Appliance Mechanic	18.55
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	28.14
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	19.32
23160 - Electrician, Maintenance	23.31
23181 - Electronics Technician Maintenance I	24.08
23182 - Electronics Technician Maintenance II	25.74
23183 - Electronics Technician Maintenance III	27.36
23260 - Fabric Worker	18.25
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	16.93
23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	18.68
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	21.90
23381 - Ground Support Equipment Servicer	18.61
23382 - Ground Support Equipment Worker	19.70
23391 - Gunsmith I	16.93
23392 - Gunsmith II	19.57
23393 - Gunsmith III	22.35

23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.71
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	20.97
23470 - Laborer	13.12
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	26.53
23550 - Machinist, Maintenance	19.80
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	26.91
23710 - Office Appliance Repairer	18.55
23760 - Painter, Maintenance	18.55
23790 - Pipefitter, Maintenance	21.73
23810 - Plumber, Maintenance	20.40
23820 - Pneudraulic Systems Mechanic	22.35
23850 - Rigger	23.98
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	19.52
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.26
23950 - Telephone Lineman	21.47
23960 - Welder, Combination, Maintenance	22.45
23965 - Well Driller	19.52
23970 - Woodcraft Worker	22.35
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.96
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	12.67
24630 - Homemaker	13.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	21.79
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	21.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.62
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.96
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	18.96
27070 - Firefighter	22.79
27101 - Guard I	12.42
27102 - Guard II	15.45
27131 - Police Officer I	22.45
27132 - Police Officer II	24.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.60
28043 - Carnival Equpment Worker	10.26
28210 - Gate Attendant/Gate Tender	15.21

28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		17.01
28510 - Recreation Aide/Health Facility Attendant		12.42
28515 - Recreation Specialist		15.39
28630 - Sports Official		13.55
28690 - Swimming Pool Operator		17.04
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.77
29020 - Hatch Tender		22.77
29030 - Line Handler		22.77
29041 - Stevedore I		19.27
29042 - Stevedore II		24.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.88
30022 - Archeological Technician II		17.76
30023 - Archeological Technician III		22.01
30030 - Cartographic Technician		22.01
30040 - Civil Engineering Technician		22.50
30061 - Drafter/CAD Operator I		15.88
30062 - Drafter/CAD Operator II		17.76
30063 - Drafter/CAD Operator III		19.81
30064 - Drafter/CAD Operator IV		24.37
30081 - Engineering Technician I		14.32
30082 - Engineering Technician II		16.61
30083 - Engineering Technician III		17.97
30084 - Engineering Technician IV		22.27
30085 - Engineering Technician V		27.24
30086 - Engineering Technician VI		32.82
30090 - Environmental Technician		19.19
30210 - Laboratory Technician		18.06
30240 - Mathematical Technician		20.55
30361 - Paralegal/Legal Assistant I		16.02
30362 - Paralegal/Legal Assistant II		19.84
30363 - Paralegal/Legal Assistant III		24.27
30364 - Paralegal/Legal Assistant IV		29.37
30390 - Photo-Optics Technician		22.01
30461 - Technical Writer I		22.00
30462 - Technical Writer II		26.91
30463 - Technical Writer III		32.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.49
30621 - Weather Observer, Senior	(see 2)	22.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.08
31030 - Bus Driver		14.37
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.94
31290 - Shuttle Bus Driver		14.56
31310 - Taxi Driver		10.89
31361 - Truckdriver, Light		14.56
31362 - Truckdriver, Medium		16.08
31363 - Truckdriver, Heavy		18.86
31364 - Truckdriver, Tractor-Trailer		18.86
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13

99050 - Desk Clerk	9.52
99095 - Embalmer	25.64
99251 - Laboratory Animal Caretaker I	9.77
99252 - Laboratory Animal Caretaker II	10.62
99310 - Mortician	25.64
99410 - Pest Controller	15.38
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.96
99711 - Recycling Specialist	20.53
99730 - Refuse Collector	15.23
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	10.47
99841 - Vending Machine Repairer	13.16
99842 - Vending Machine Repairer Helper	10.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2588 Revision No.: 14 Date Of Last Revision: 07/25/2014

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.55
01012 - Accounting Clerk II		14.87
01013 - Accounting Clerk III		15.75
01020 - Administrative Assistant		18.39
01040 - Court Reporter		14.85
01051 - Data Entry Operator I		11.31
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.94
01070 - Document Preparation Clerk		11.66

01090 - Duplicating Machine Operator	11.66
01111 - General Clerk I	11.59
01112 - General Clerk II	12.65
01113 - General Clerk III	14.20
01120 - Housing Referral Assistant	16.57
01141 - Messenger Courier	10.85
01191 - Order Clerk I	11.43
01192 - Order Clerk II	12.91
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	16.67
01263 - Personnel Assistant (Employment) III	18.59
01270 - Production Control Clerk	20.37
01280 - Receptionist	11.27
01290 - Rental Clerk	10.58
01300 - Scheduler, Maintenance	13.28
01311 - Secretary I	13.28
01312 - Secretary II	14.85
01313 - Secretary III	16.57
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	18.41
01420 - Survey Worker	11.90
01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.06
01611 - Word Processor I	11.61
01612 - Word Processor II	13.03
01613 - Word Processor III	14.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	18.73
05040 - Automotive Glass Installer	17.73
05070 - Automotive Worker	17.73
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.73
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.79
05250 - Motor Vehicle Upholstery Worker	16.75
05280 - Motor Vehicle Wrecker	17.73
05310 - Painter, Automotive	18.73
05340 - Radiator Repair Specialist	17.73
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.53
07041 - Cook I	9.71
07042 - Cook II	11.23
07070 - Dishwasher	8.69
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	8.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.12
09110 - Furniture Repairer, Minor	18.25
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.77
11060 - Elevator Operator	10.24
11090 - Gardener	14.36
11122 - Housekeeping Aide	9.67

11150 - Janitor	11.96
11210 - Laborer, Grounds Maintenance	13.56
11240 - Maid or Houseman	9.46
11260 - Pruner	12.43
11270 - Tractor Operator	14.65
11330 - Trail Maintenance Worker	13.56
11360 - Window Cleaner	13.36
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	16.63
12012 - Certified Occupational Therapist Assistant	21.12
12015 - Certified Physical Therapist Assistant	17.95
12020 - Dental Assistant	13.90
12025 - Dental Hygienist	27.78
12030 - EKG Technician	25.73
12035 - Electroneurodiagnostic Technologist	25.73
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.17
12072 - Licensed Practical Nurse II	16.97
12073 - Licensed Practical Nurse III	18.93
12100 - Medical Assistant	12.89
12130 - Medical Laboratory Technician	15.04
12160 - Medical Record Clerk	13.75
12190 - Medical Record Technician	16.08
12195 - Medical Transcriptionist	14.40
12210 - Nuclear Medicine Technologist	34.36
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.88
12235 - Optical Dispenser	13.95
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	23.13
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	20.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.16
13012 - Exhibits Specialist II	20.03
13013 - Exhibits Specialist III	24.50
13041 - Illustrator I	15.78
13042 - Illustrator II	19.11
13043 - Illustrator III	25.27
13047 - Librarian	22.17
13050 - Library Aide/Clerk	11.54
13054 - Library Information Technology Systems Administrator	20.03
13058 - Library Technician	13.63
13061 - Media Specialist I	14.18
13062 - Media Specialist II	15.86
13063 - Media Specialist III	17.69
13071 - Photographer I	12.72
13072 - Photographer II	14.71
13073 - Photographer III	18.22
13074 - Photographer IV	22.28
13075 - Photographer V	26.96
13110 - Video Teleconference Technician	17.07

14000 - Information Technology Occupations		
14041 - Computer Operator I		14.42
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.31
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.42
14160 - Personal Computer Support Technician		21.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		30.38
15030 - Air Crew Training Devices Instructor (Pilot)		35.04
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		27.45
15070 - Flight Instructor (Pilot)		35.04
15080 - Graphic Artist		16.61
15090 - Technical Instructor		18.90
15095 - Technical Instructor/Course Developer		23.12
15110 - Test Proctor		15.25
15120 - Tutor		15.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.67
16030 - Counter Attendant		8.68
16040 - Dry Cleaner		11.01
16070 - Finisher, Flatwork, Machine		8.67
16090 - Presser, Hand		8.67
16110 - Presser, Machine, Drycleaning		8.67
16130 - Presser, Machine, Shirts		8.67
16160 - Presser, Machine, Wearing Apparel, Laundry		8.67
16190 - Sewing Machine Operator		11.76
16220 - Tailor		12.42
16250 - Washer, Machine		9.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.65
19040 - Tool And Die Maker		26.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.23
21030 - Material Coordinator		20.37
21040 - Material Expediter		20.37
21050 - Material Handling Laborer		13.12
21071 - Order Filler		12.58
21080 - Production Line Worker (Food Processing)		17.23
21110 - Shipping Packer		14.45
21130 - Shipping/Receiving Clerk		14.45
21140 - Store Worker I		11.07
21150 - Stock Clerk		15.35
21210 - Tools And Parts Attendant		17.23
21410 - Warehouse Specialist		17.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.13
23021 - Aircraft Mechanic I		21.90
23022 - Aircraft Mechanic II		23.13
23023 - Aircraft Mechanic III		24.47
23040 - Aircraft Mechanic Helper		16.44
23050 - Aircraft, Painter		20.81
23060 - Aircraft Servicer		18.61

23080 - Aircraft Worker	19.70
23110 - Appliance Mechanic	18.55
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	28.14
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	19.32
23160 - Electrician, Maintenance	23.31
23181 - Electronics Technician Maintenance I	24.08
23182 - Electronics Technician Maintenance II	25.74
23183 - Electronics Technician Maintenance III	27.36
23260 - Fabric Worker	18.25
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	16.93
23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	18.68
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	21.90
23381 - Ground Support Equipment Servicer	18.61
23382 - Ground Support Equipment Worker	19.70
23391 - Gunsmith I	16.93
23392 - Gunsmith II	19.57
23393 - Gunsmith III	22.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.71
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	20.97
23470 - Laborer	13.12
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	26.53
23550 - Machinist, Maintenance	19.80
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	26.91
23710 - Office Appliance Repairer	18.55
23760 - Painter, Maintenance	18.55
23790 - Pipefitter, Maintenance	21.73
23810 - Plumber, Maintenance	20.40
23820 - Pneudraulic Systems Mechanic	22.35
23850 - Rigger	23.98
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	19.52
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.26
23950 - Telephone Lineman	21.47
23960 - Welder, Combination, Maintenance	22.45
23965 - Well Driller	19.52
23970 - Woodcraft Worker	22.35
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.96
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	12.67
24630 - Homemaker	13.45
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	21.79
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	21.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.62
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.96
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	18.96
27070 - Firefighter	22.79
27101 - Guard I	12.42
27102 - Guard II	15.45
27131 - Police Officer I	22.45
27132 - Police Officer II	24.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.60
28043 - Carnival Equpment Worker	10.26
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	15.39
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	17.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.77
29020 - Hatch Tender	22.77
29030 - Line Handler	22.77
29041 - Stevedore I	19.27
29042 - Stevedore II	24.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.88
30022 - Archeological Technician II	17.76
30023 - Archeological Technician III	22.01
30030 - Cartographic Technician	22.01
30040 - Civil Engineering Technician	22.50
30061 - Drafter/CAD Operator I	15.88
30062 - Drafter/CAD Operator II	17.76
30063 - Drafter/CAD Operator III	19.81
30064 - Drafter/CAD Operator IV	24.37
30081 - Engineering Technician I	14.32
30082 - Engineering Technician II	16.61
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	22.27
30085 - Engineering Technician V	27.24
30086 - Engineering Technician VI	32.82
30090 - Environmental Technician	19.19
30210 - Laboratory Technician	18.06
30240 - Mathematical Technician	20.55
30361 - Paralegal/Legal Assistant I	16.02
30362 - Paralegal/Legal Assistant II	19.84
30363 - Paralegal/Legal Assistant III	24.27
30364 - Paralegal/Legal Assistant IV	29.37
30390 - Photo-Optics Technician	22.01
30461 - Technical Writer I	22.00
30462 - Technical Writer II	26.91

30463 - Technical Writer III		32.57
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.49
30621 - Weather Observer, Senior	(see 2)	22.01
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.08
31030 - Bus Driver		14.37
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.94
31290 - Shuttle Bus Driver		14.56
31310 - Taxi Driver		10.89
31361 - Truckdriver, Light		14.56
31362 - Truckdriver, Medium		16.08
31363 - Truckdriver, Heavy		18.86
31364 - Truckdriver, Tractor-Trailer		18.86
99000 - Miscellaneous Occupations		
99030 - Cashier		9.13
99050 - Desk Clerk		9.52
99095 - Embalmer		25.64
99251 - Laboratory Animal Caretaker I		9.77
99252 - Laboratory Animal Caretaker II		10.62
99310 - Mortician		25.64
99410 - Pest Controller		15.38
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.96
99711 - Recycling Specialist		20.53
99730 - Refuse Collector		15.23
99810 - Sales Clerk		11.34
99820 - School Crossing Guard		13.79
99830 - Survey Party Chief		19.67
99831 - Surveying Aide		14.38
99832 - Surveying Technician		17.85
99840 - Vending Machine Attendant		10.47
99841 - Vending Machine Repairer		13.16
99842 - Vending Machine Repairer Helper		10.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3003 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin County of Kenosha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
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01192 - Order Clerk II		17.58
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01290 - Rental Clerk		17.41
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01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.52
05010 - Automotive Electrician		25.16
05040 - Automotive Glass Installer		23.16
05070 - Automotive Worker		24.21
05110 - Mobile Equipment Servicer		22.29
05130 - Motor Equipment Metal Mechanic		28.64
05160 - Motor Equipment Metal Worker		24.21
05190 - Motor Vehicle Mechanic		28.63
05220 - Motor Vehicle Mechanic Helper		19.29
05250 - Motor Vehicle Upholstery Worker		21.34
05280 - Motor Vehicle Wrecker		22.01
05310 - Painter, Automotive		22.87
05340 - Radiator Repair Specialist		22.01

05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	28.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.85
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.74
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	20.42
09090 - Furniture Refinisher Helper	17.22
09110 - Furniture Repairer, Minor	18.96
09130 - Upholsterer	20.42
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.10
11060 - Elevator Operator	12.10
11090 - Gardener	15.23
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	24.95
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	34.27
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07

12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.51
13012 - Exhibits Specialist II		26.56
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		21.63
13042 - Illustrator II		26.57
13043 - Illustrator III		32.62
13047 - Librarian		33.32
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.44
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		17.84
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.75

19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.49
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.17
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.49
21110 - Shipping Packer	16.36
21130 - Shipping/Receiving Clerk	16.36
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.49
21410 - Warehouse Specialist	16.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	25.50
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	23.19
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.50
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	24.82
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.71
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	24.82
23592 - Metrology Technician II	26.08
23593 - Metrology Technician III	28.51
23640 - Millwright	28.64
23710 - Office Appliance Repairer	23.57
23760 - Painter, Maintenance	23.57

23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	28.39
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	30.87
23950 - Telephone Lineman	26.00
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	26.00
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.53
24580 - Child Care Center Clerk	14.36
24610 - Chore Aide	9.53
24620 - Family Readiness And Support Services Coordinator	16.09
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	27.75
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.99
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	19.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	16.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.32
29042 - Stevedore II	26.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.92
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	24.84

30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		18.09
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		23.93
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.60
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		18.78
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		12.55
31361 - Truckdriver, Light		17.30
31362 - Truckdriver, Medium		22.69
31363 - Truckdriver, Heavy		24.00
31364 - Truckdriver, Tractor-Trailer		24.00
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.28
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		11.56
99252 - Laboratory Animal Caretaker II		12.72
99310 - Mortician		33.52
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		14.41
99710 - Recycling Laborer		17.42
99711 - Recycling Specialist		20.04
99730 - Refuse Collector		16.29
99810 - Sales Clerk		13.81
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		25.47
99831 - Surveying Aide		15.15
99832 - Surveying Technician		20.76
99840 - Vending Machine Attendant		14.57
99841 - Vending Machine Repairer		16.63
99842 - Vending Machine Repairer Helper		14.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3004 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Wisconsin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.52
05010 - Automotive Electrician		25.16
05040 - Automotive Glass Installer		23.16
05070 - Automotive Worker		24.21
05110 - Mobile Equipment Servicer		22.29
05130 - Motor Equipment Metal Mechanic		28.64
05160 - Motor Equipment Metal Worker		24.21
05190 - Motor Vehicle Mechanic		28.63
05220 - Motor Vehicle Mechanic Helper		19.29
05250 - Motor Vehicle Upholstery Worker		21.34
05280 - Motor Vehicle Wrecker		22.01
05310 - Painter, Automotive		22.87
05340 - Radiator Repair Specialist		22.01
05370 - Tire Repairer		16.09
05400 - Transmission Repair Specialist		28.64
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.85
07041 - Cook I		13.34

07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.74
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	20.42
09090 - Furniture Refinisher Helper	17.22
09110 - Furniture Repairer, Minor	18.96
09130 - Upholsterer	20.42
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.10
11060 - Elevator Operator	12.10
11090 - Gardener	15.23
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	24.95
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	34.27
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.56
13013 - Exhibits Specialist III	32.46

13041 - Illustrator I		21.63
13042 - Illustrator II		26.57
13043 - Illustrator III		32.62
13047 - Librarian		33.32
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		31.44
13058 - Library Technician		17.76
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13110 - Video Teleconference Technician		17.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		17.84
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53
16130 - Presser, Machine, Shirts		9.53
16160 - Presser, Machine, Wearing Apparel, Laundry		9.53
16190 - Sewing Machine Operator		13.37
16220 - Tailor		14.31
16250 - Washer, Machine		10.54
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.75
19040 - Tool And Die Maker		28.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.49
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74

21050 - Material Handling Laborer	17.17
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.49
21110 - Shipping Packer	16.36
21130 - Shipping/Receiving Clerk	16.36
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.49
21410 - Warehouse Specialist	16.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	25.50
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	23.19
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.50
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	24.82
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.71
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	24.82
23592 - Metrology Technician II	26.08
23593 - Metrology Technician III	28.51
23640 - Millwright	28.64
23710 - Office Appliance Repairer	23.57
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	28.39
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07

23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	30.87
23950 - Telephone Lineman	26.00
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	26.00
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.53
24580 - Child Care Center Clerk	14.36
24610 - Chore Aide	9.53
24620 - Family Readiness And Support Services Coordinator	16.09
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	27.75
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.99
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	19.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	16.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.32
29042 - Stevedore II	26.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.92
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	24.84
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	18.09
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	21.99

30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		23.93
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.60
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		27.48
30462 - Technical Writer II		33.60
30463 - Technical Writer III		40.66
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		18.78
31260 - Parking and Lot Attendant		11.21
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		12.55
31361 - Truckdriver, Light		17.30
31362 - Truckdriver, Medium		22.69
31363 - Truckdriver, Heavy		24.00
31364 - Truckdriver, Tractor-Trailer		24.00
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.28
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		11.56
99252 - Laboratory Animal Caretaker II		12.72
99310 - Mortician		33.52
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		14.41
99710 - Recycling Laborer		17.42
99711 - Recycling Specialist		20.04
99730 - Refuse Collector		16.29
99810 - Sales Clerk		13.81
99820 - School Crossing Guard		13.99
99830 - Survey Party Chief		25.47
99831 - Surveying Aide		15.15
99832 - Surveying Technician		20.76
99840 - Vending Machine Attendant		14.57
99841 - Vending Machine Repairer		16.63
99842 - Vending Machine Repairer Helper		14.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3005 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.85
01020 - Administrative Assistant		22.42
01040 - Court Reporter		18.08
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		13.07
01060 - Dispatcher, Motor Vehicle		18.34
01070 - Document Preparation Clerk		12.11
01090 - Duplicating Machine Operator		12.11
01111 - General Clerk I		12.62
01112 - General Clerk II		14.36
01113 - General Clerk III		16.85
01120 - Housing Referral Assistant		20.17
01141 - Messenger Courier		10.20
01191 - Order Clerk I		13.76
01192 - Order Clerk II		16.86
01261 - Personnel Assistant (Employment) I		15.77
01262 - Personnel Assistant (Employment) II		18.63
01263 - Personnel Assistant (Employment) III		20.16
01270 - Production Control Clerk		19.88
01280 - Receptionist		12.89
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		16.17
01311 - Secretary I		16.17
01312 - Secretary II		18.11
01313 - Secretary III		20.17
01320 - Service Order Dispatcher		16.90
01410 - Supply Technician		22.42
01420 - Survey Worker		18.11
01531 - Travel Clerk I		13.14
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.37

01611 - Word Processor I	12.08
01612 - Word Processor II	14.56
01613 - Word Processor III	17.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.08
05010 - Automotive Electrician	19.74
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	18.22
05130 - Motor Equipment Metal Mechanic	22.08
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.08
05220 - Motor Vehicle Mechanic Helper	17.23
05250 - Motor Vehicle Upholstery Worker	19.19
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.12
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	22.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.06
07041 - Cook I	11.95
07042 - Cook II	13.06
07070 - Dishwasher	9.73
07130 - Food Service Worker	9.25
07210 - Meat Cutter	14.81
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.10
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	21.24
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.31
09130 - Upholsterer	21.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.70
11090 - Gardener	13.69
11122 - Housekeeping Aide	10.78
11150 - Janitor	11.45
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	9.38
11260 - Pruner	10.95
11270 - Tractor Operator	12.78
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	18.16
12012 - Certified Occupational Therapist Assistant	22.54
12015 - Certified Physical Therapist Assistant	20.49
12020 - Dental Assistant	15.50
12025 - Dental Hygienist	29.89
12030 - EKG Technician	27.15
12035 - Electroneurodiagnostic Technologist	27.15
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	16.23
12072 - Licensed Practical Nurse II	18.16
12073 - Licensed Practical Nurse III	20.25
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	17.08
12160 - Medical Record Clerk	13.59
12190 - Medical Record Technician	15.55

12195 - Medical Transcriptionist		15.51
12210 - Nuclear Medicine Technologist		39.73
12221 - Nursing Assistant I		10.65
12222 - Nursing Assistant II		11.97
12223 - Nursing Assistant III		13.06
12224 - Nursing Assistant IV		14.67
12235 - Optical Dispenser		15.07
12236 - Optical Technician		15.93
12250 - Pharmacy Technician		13.99
12280 - Phlebotomist		14.67
12305 - Radiologic Technologist		22.19
12311 - Registered Nurse I		21.20
12312 - Registered Nurse II		28.00
12313 - Registered Nurse II, Specialist		28.00
12314 - Registered Nurse III		34.02
12315 - Registered Nurse III, Anesthetist		34.02
12316 - Registered Nurse IV		40.26
12317 - Scheduler (Drug and Alcohol Testing)		20.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.99
13012 - Exhibits Specialist II		24.75
13013 - Exhibits Specialist III		27.52
13041 - Illustrator I		19.93
13042 - Illustrator II		24.68
13043 - Illustrator III		27.45
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.64
13054 - Library Information Technology Systems Administrator		23.77
13058 - Library Technician		15.87
13061 - Media Specialist I		17.16
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.40
13071 - Photographer I		15.62
13072 - Photographer II		17.47
13073 - Photographer III		21.64
13074 - Photographer IV		26.47
13075 - Photographer V		32.04
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.89
14044 - Computer Operator IV		22.09
14045 - Computer Operator V		24.47
14071 - Computer Programmer I	(see 1)	20.52
14072 - Computer Programmer II	(see 1)	24.42
14073 - Computer Programmer III	(see 1)	26.46
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		22.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		35.86
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		22.91
15070 - Flight Instructor (Pilot)		35.86
15080 - Graphic Artist		21.84
15090 - Technical Instructor		20.36

15095 - Technical Instructor/Course Developer	25.20
15110 - Test Proctor	18.82
15120 - Tutor	18.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.17
16030 - Counter Attendant	9.17
16040 - Dry Cleaner	11.85
16070 - Finisher, Flatwork, Machine	9.17
16090 - Presser, Hand	9.17
16110 - Presser, Machine, Drycleaning	9.17
16130 - Presser, Machine, Shirts	9.17
16160 - Presser, Machine, Wearing Apparel, Laundry	9.17
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.60
16250 - Washer, Machine	10.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.10
19040 - Tool And Die Maker	22.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.31
21030 - Material Coordinator	22.70
21040 - Material Expediter	22.70
21050 - Material Handling Laborer	14.31
21071 - Order Filler	12.06
21080 - Production Line Worker (Food Processing)	14.31
21110 - Shipping Packer	14.61
21130 - Shipping/Receiving Clerk	14.61
21140 - Store Worker I	13.16
21150 - Stock Clerk	17.25
21210 - Tools And Parts Attendant	16.25
21410 - Warehouse Specialist	15.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.90
23021 - Aircraft Mechanic I	24.67
23022 - Aircraft Mechanic II	25.90
23023 - Aircraft Mechanic III	26.94
23040 - Aircraft Mechanic Helper	18.18
23050 - Aircraft, Painter	23.36
23060 - Aircraft Servicer	20.85
23080 - Aircraft Worker	22.09
23110 - Appliance Mechanic	19.10
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	28.24
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.08
23160 - Electrician, Maintenance	26.29
23181 - Electronics Technician Maintenance I	21.29
23182 - Electronics Technician Maintenance II	22.63
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	20.85
23290 - Fire Alarm System Mechanic	24.67
23310 - Fire Extinguisher Repairer	19.49
23311 - Fuel Distribution System Mechanic	28.62
23312 - Fuel Distribution System Operator	22.43
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	24.67
23381 - Ground Support Equipment Servicer	20.85
23382 - Ground Support Equipment Worker	22.09
23391 - Gunsmith I	19.49
23392 - Gunsmith II	22.08
23393 - Gunsmith III	24.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.81

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.06
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	32.00
23460 - Instrument Mechanic	24.67
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	13.84
23510 - Locksmith	23.36
23530 - Machinery Maintenance Mechanic	23.70
23550 - Machinist, Maintenance	20.57
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.67
23592 - Metrology Technician II	25.90
23593 - Metrology Technician III	26.95
23640 - Millwright	24.20
23710 - Office Appliance Repairer	21.54
23760 - Painter, Maintenance	24.17
23790 - Pipefitter, Maintenance	31.52
23810 - Plumber, Maintenance	28.36
23820 - Pneudraulic Systems Mechanic	24.67
23850 - Rigger	24.67
23870 - Scale Mechanic	22.08
23890 - Sheet-Metal Worker, Maintenance	24.54
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	27.03
23932 - Telecommunications Mechanic II	28.08
23950 - Telephone Lineman	25.30
23960 - Welder, Combination, Maintenance	20.35
23965 - Well Driller	24.67
23970 - Woodcraft Worker	24.67
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.99
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	9.65
24620 - Family Readiness And Support Services Coordinator	13.11
24630 - Homemaker	16.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.67
25040 - Sewage Plant Operator	21.01
25070 - Stationary Engineer	24.67
25190 - Ventilation Equipment Tender	17.65
25210 - Water Treatment Plant Operator	21.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.54
27007 - Baggage Inspector	12.81
27008 - Corrections Officer	18.93
27010 - Court Security Officer	20.82
27030 - Detection Dog Handler	17.86
27040 - Detention Officer	18.93
27070 - Firefighter	22.90
27101 - Guard I	12.81
27102 - Guard II	17.86
27131 - Police Officer I	24.90
27132 - Police Officer II	27.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.11
28042 - Carnival Equipment Repairer	15.11
28043 - Carnival Equpment Worker	10.18
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24

28510 - Recreation Aide/Health Facility Attendant		10.02
28515 - Recreation Specialist		16.38
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		17.39
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.49
29020 - Hatch Tender		21.49
29030 - Line Handler		21.49
29041 - Stevedore I		18.89
29042 - Stevedore II		22.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		16.93
30022 - Archeological Technician II		18.94
30023 - Archeological Technician III		23.46
30030 - Cartographic Technician		25.05
30040 - Civil Engineering Technician		23.60
30061 - Drafter/CAD Operator I		16.57
30062 - Drafter/CAD Operator II		19.09
30063 - Drafter/CAD Operator III		21.17
30064 - Drafter/CAD Operator IV		26.01
30081 - Engineering Technician I		14.52
30082 - Engineering Technician II		16.32
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.24
30086 - Engineering Technician VI		36.61
30090 - Environmental Technician		23.46
30210 - Laboratory Technician		21.04
30240 - Mathematical Technician		23.46
30361 - Paralegal/Legal Assistant I		16.83
30362 - Paralegal/Legal Assistant II		22.58
30363 - Paralegal/Legal Assistant III		25.31
30364 - Paralegal/Legal Assistant IV		30.63
30390 - Photo-Optics Technician		23.46
30461 - Technical Writer I		21.55
30462 - Technical Writer II		26.38
30463 - Technical Writer III		31.90
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.17
30621 - Weather Observer, Senior	(see 2)	23.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.99
31030 - Bus Driver		18.74
31043 - Driver Courier		18.08
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		16.70
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.22
31363 - Truckdriver, Heavy		19.97
31364 - Truckdriver, Tractor-Trailer		19.97
99000 - Miscellaneous Occupations		
99030 - Cashier		9.37
99050 - Desk Clerk		9.69
99095 - Embalmer		23.02

99251 - Laboratory Animal Caretaker I	11.74
99252 - Laboratory Animal Caretaker II	12.33
99310 - Mortician	23.02
99410 - Pest Controller	16.68
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	17.85
99711 - Recycling Specialist	19.56
99730 - Refuse Collector	17.01
99810 - Sales Clerk	11.05
99820 - School Crossing Guard	13.70
99830 - Survey Party Chief	22.57
99831 - Surveying Aide	13.31
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	16.52
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	15.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
  Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3006 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.85
01020 - Administrative Assistant		22.42
01040 - Court Reporter		18.08
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		13.07
01060 - Dispatcher, Motor Vehicle		18.34
01070 - Document Preparation Clerk		12.11
01090 - Duplicating Machine Operator		12.11
01111 - General Clerk I		12.62
01112 - General Clerk II		14.36
01113 - General Clerk III		16.85
01120 - Housing Referral Assistant		20.17

01141 - Messenger Courier	10.20
01191 - Order Clerk I	13.76
01192 - Order Clerk II	16.86
01261 - Personnel Assistant (Employment) I	15.77
01262 - Personnel Assistant (Employment) II	18.63
01263 - Personnel Assistant (Employment) III	20.16
01270 - Production Control Clerk	19.88
01280 - Receptionist	12.89
01290 - Rental Clerk	13.56
01300 - Scheduler, Maintenance	16.17
01311 - Secretary I	16.17
01312 - Secretary II	18.11
01313 - Secretary III	20.17
01320 - Service Order Dispatcher	16.90
01410 - Supply Technician	22.42
01420 - Survey Worker	18.11
01531 - Travel Clerk I	13.14
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.37
01611 - Word Processor I	12.08
01612 - Word Processor II	14.56
01613 - Word Processor III	17.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.08
05010 - Automotive Electrician	19.74
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	18.22
05130 - Motor Equipment Metal Mechanic	22.08
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.08
05220 - Motor Vehicle Mechanic Helper	17.23
05250 - Motor Vehicle Upholstery Worker	19.19
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.12
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	22.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.06
07041 - Cook I	11.95
07042 - Cook II	13.06
07070 - Dishwasher	9.73
07130 - Food Service Worker	9.25
07210 - Meat Cutter	14.81
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.10
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	21.24
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer, Minor	19.31
09130 - Upholsterer	21.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.70
11090 - Gardener	13.69
11122 - Housekeeping Aide	10.78
11150 - Janitor	11.45
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	9.38
11260 - Pruner	10.95
11270 - Tractor Operator	12.78

11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.33
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	18.16
12012 - Certified Occupational Therapist Assistant	22.54
12015 - Certified Physical Therapist Assistant	20.49
12020 - Dental Assistant	15.50
12025 - Dental Hygienist	29.89
12030 - EKG Technician	27.15
12035 - Electroneurodiagnostic Technologist	27.15
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	16.23
12072 - Licensed Practical Nurse II	18.16
12073 - Licensed Practical Nurse III	20.25
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	17.08
12160 - Medical Record Clerk	13.59
12190 - Medical Record Technician	15.55
12195 - Medical Transcriptionist	15.51
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	10.65
12222 - Nursing Assistant II	11.97
12223 - Nursing Assistant III	13.06
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	15.07
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	13.99
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	22.19
12311 - Registered Nurse I	21.20
12312 - Registered Nurse II	28.00
12313 - Registered Nurse II, Specialist	28.00
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III, Anesthetist	34.02
12316 - Registered Nurse IV	40.26
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.99
13012 - Exhibits Specialist II	24.75
13013 - Exhibits Specialist III	27.52
13041 - Illustrator I	19.93
13042 - Illustrator II	24.68
13043 - Illustrator III	27.45
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.64
13054 - Library Information Technology Systems Administrator	23.77
13058 - Library Technician	15.87
13061 - Media Specialist I	17.16
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.40
13071 - Photographer I	15.62
13072 - Photographer II	17.47
13073 - Photographer III	21.64
13074 - Photographer IV	26.47
13075 - Photographer V	32.04
13110 - Video Teleconference Technician	17.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.31
14042 - Computer Operator II	17.81
14043 - Computer Operator III	19.89
14044 - Computer Operator IV	22.09

14045 - Computer Operator V		24.47
14071 - Computer Programmer I	(see 1)	20.52
14072 - Computer Programmer II	(see 1)	24.42
14073 - Computer Programmer III	(see 1)	26.46
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		22.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		35.86
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		22.91
15070 - Flight Instructor (Pilot)		35.86
15080 - Graphic Artist		21.84
15090 - Technical Instructor		20.36
15095 - Technical Instructor/Course Developer		25.20
15110 - Test Proctor		18.82
15120 - Tutor		18.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.17
16030 - Counter Attendant		9.17
16040 - Dry Cleaner		11.85
16070 - Finisher, Flatwork, Machine		9.17
16090 - Presser, Hand		9.17
16110 - Presser, Machine, Drycleaning		9.17
16130 - Presser, Machine, Shirts		9.17
16160 - Presser, Machine, Wearing Apparel, Laundry		9.17
16190 - Sewing Machine Operator		12.70
16220 - Tailor		13.60
16250 - Washer, Machine		10.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.10
19040 - Tool And Die Maker		22.51
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.31
21030 - Material Coordinator		22.70
21040 - Material Expediter		22.70
21050 - Material Handling Laborer		14.31
21071 - Order Filler		12.06
21080 - Production Line Worker (Food Processing)		14.31
21110 - Shipping Packer		14.61
21130 - Shipping/Receiving Clerk		14.61
21140 - Store Worker I		13.16
21150 - Stock Clerk		17.25
21210 - Tools And Parts Attendant		16.25
21410 - Warehouse Specialist		15.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.90
23021 - Aircraft Mechanic I		24.67
23022 - Aircraft Mechanic II		25.90
23023 - Aircraft Mechanic III		26.94
23040 - Aircraft Mechanic Helper		18.18
23050 - Aircraft, Painter		23.36
23060 - Aircraft Servicer		20.85
23080 - Aircraft Worker		22.09
23110 - Appliance Mechanic		19.10
23120 - Bicycle Repairer		15.92
23125 - Cable Splicer		28.24
23130 - Carpenter, Maintenance		23.47

23140 - Carpet Layer	22.08
23160 - Electrician, Maintenance	26.29
23181 - Electronics Technician Maintenance I	21.29
23182 - Electronics Technician Maintenance II	22.63
23183 - Electronics Technician Maintenance III	24.42
23260 - Fabric Worker	20.85
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23310 - Fire Extinguisher Repairer	19.49
23311 - Fuel Distribution System Mechanic	28.62
23312 - Fuel Distribution System Operator	22.43
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	24.67
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23382 - Ground Support Equipment Worker	22.09
23391 - Gunsmith I	19.49
23392 - Gunsmith II	22.08
23393 - Gunsmith III	24.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.06
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	32.00
23460 - Instrument Mechanic	24.67
23465 - Laboratory/Shelter Mechanic	23.36
23470 - Laborer	13.84
23510 - Locksmith	23.36
23530 - Machinery Maintenance Mechanic	23.70
23550 - Machinist, Maintenance	20.57
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.67
23592 - Metrology Technician II	25.90
23593 - Metrology Technician III	26.95
23640 - Millwright	24.20
23710 - Office Appliance Repairer	21.54
23760 - Painter, Maintenance	24.17
23790 - Pipefitter, Maintenance	31.52
23810 - Plumber, Maintenance	28.36
23820 - Pneudraulic Systems Mechanic	24.67
23850 - Rigger	24.67
23870 - Scale Mechanic	22.08
23890 - Sheet-Metal Worker, Maintenance	24.54
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	27.03
23932 - Telecommunications Mechanic II	28.08
23950 - Telephone Lineman	25.30
23960 - Welder, Combination, Maintenance	20.35
23965 - Well Driller	24.67
23970 - Woodcraft Worker	24.67
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.99
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	9.65
24620 - Family Readiness And Support Services Coordinator	13.11
24630 - Homemaker	16.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.67
25040 - Sewage Plant Operator	21.01
25070 - Stationary Engineer	24.67
25190 - Ventilation Equipment Tender	17.65
25210 - Water Treatment Plant Operator	21.01

27000 - Protective Service Occupations
27004 - Alarm Monitor	19.54
27007 - Baggage Inspector	12.81
27008 - Corrections Officer	18.93
27010 - Court Security Officer	20.82
27030 - Detection Dog Handler	17.86
27040 - Detention Officer	18.93
27070 - Firefighter	22.90
27101 - Guard I	12.81
27102 - Guard II	17.86
27131 - Police Officer I	24.90
27132 - Police Officer II	27.66

28000 - Recreation Occupations
28041 - Carnival Equipment Operator	14.11
28042 - Carnival Equipment Repairer	15.11
28043 - Carnival Equpment Worker	10.18
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.02
28515 - Recreation Specialist	16.38
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.39

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer	21.49
29020 - Hatch Tender	21.49
29030 - Line Handler	21.49
29041 - Stevedore I	18.89
29042 - Stevedore II	22.85

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
30021 - Archeological Technician I	16.93
30022 - Archeological Technician II	18.94
30023 - Archeological Technician III	23.46
30030 - Cartographic Technician	25.05
30040 - Civil Engineering Technician	23.60
30061 - Drafter/CAD Operator I	16.57
30062 - Drafter/CAD Operator II	19.09
30063 - Drafter/CAD Operator III	21.17
30064 - Drafter/CAD Operator IV	26.01
30081 - Engineering Technician I	14.52
30082 - Engineering Technician II	16.32
30083 - Engineering Technician III	19.98
30084 - Engineering Technician IV	24.75
30085 - Engineering Technician V	30.24
30086 - Engineering Technician VI	36.61
30090 - Environmental Technician	23.46
30210 - Laboratory Technician	21.04
30240 - Mathematical Technician	23.46
30361 - Paralegal/Legal Assistant I	16.83
30362 - Paralegal/Legal Assistant II	22.58
30363 - Paralegal/Legal Assistant III	25.31
30364 - Paralegal/Legal Assistant IV	30.63
30390 - Photo-Optics Technician	23.46
30461 - Technical Writer I	21.55
30462 - Technical Writer II	26.38
30463 - Technical Writer III	31.90
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34

30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.17
30621 - Weather Observer, Senior	(see 2)	23.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.99
31030 - Bus Driver		18.74
31043 - Driver Courier		18.08
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		16.70
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.22
31363 - Truckdriver, Heavy		19.97
31364 - Truckdriver, Tractor-Trailer		19.97
99000 - Miscellaneous Occupations		
99030 - Cashier		9.37
99050 - Desk Clerk		9.69
99095 - Embalmer		23.02
99251 - Laboratory Animal Caretaker I		11.74
99252 - Laboratory Animal Caretaker II		12.33
99310 - Mortician		23.02
99410 - Pest Controller		16.68
99510 - Photofinishing Worker		11.74
99710 - Recycling Laborer		17.85
99711 - Recycling Specialist		19.56
99730 - Refuse Collector		17.01
99810 - Sales Clerk		11.05
99820 - School Crossing Guard		13.70
99830 - Survey Party Chief		22.57
99831 - Surveying Aide		13.31
99832 - Surveying Technician		18.25
99840 - Vending Machine Attendant		16.52
99841 - Vending Machine Repairer		17.39
99842 - Vending Machine Repairer Helper		15.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3007 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.36
01012 - Accounting Clerk II		13.87
01013 - Accounting Clerk III		15.51
01020 - Administrative Assistant		17.10
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		11.14
01052 - Data Entry Operator II		12.16
01060 - Dispatcher, Motor Vehicle		17.04
01070 - Document Preparation Clerk		11.36
01090 - Duplicating Machine Operator		11.36
01111 - General Clerk I		11.39
01112 - General Clerk II		12.43
01113 - General Clerk III		13.95
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		12.98
01191 - Order Clerk I		12.52
01192 - Order Clerk II		13.66
01261 - Personnel Assistant (Employment) I		13.84
01262 - Personnel Assistant (Employment) II		15.48
01263 - Personnel Assistant (Employment) III		17.26
01270 - Production Control Clerk		17.28
01280 - Receptionist		10.88
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		12.75
01311 - Secretary I		12.75
01312 - Secretary II		14.26
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		17.67
01420 - Survey Worker		14.26
01531 - Travel Clerk I		10.48
01532 - Travel Clerk II		11.06
01533 - Travel Clerk III		11.64
01611 - Word Processor I		11.39
01612 - Word Processor II		12.75
01613 - Word Processor III		14.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.44
05010 - Automotive Electrician		17.51
05040 - Automotive Glass Installer		16.59
05070 - Automotive Worker		16.59
05110 - Mobile Equipment Servicer		14.75
05130 - Motor Equipment Metal Mechanic		18.44
05160 - Motor Equipment Metal Worker		16.59
05190 - Motor Vehicle Mechanic		18.44
05220 - Motor Vehicle Mechanic Helper		13.77
05250 - Motor Vehicle Upholstery Worker		15.70
05280 - Motor Vehicle Wrecker		16.59
05310 - Painter, Automotive		17.51
05340 - Radiator Repair Specialist		16.59
05370 - Tire Repairer		13.79
05400 - Transmission Repair Specialist		18.44
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.52
07041 - Cook I		11.11

07042 - Cook II	12.70
07070 - Dishwasher	7.80
07130 - Food Service Worker	8.68
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.82
11060 - Elevator Operator	9.82
11090 - Gardener	15.08
11122 - Housekeeping Aide	9.87
11150 - Janitor	10.98
11210 - Laborer, Grounds Maintenance	11.78
11240 - Maid or Houseman	8.48
11260 - Pruner	10.73
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	11.78
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.01
12015 - Certified Physical Therapist Assistant	21.12
12020 - Dental Assistant	14.17
12025 - Dental Hygienist	28.15
12030 - EKG Technician	22.09
12035 - Electroneurodiagnostic Technologist	22.09
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.99
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.70
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	14.99
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.34
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	11.49
12224 - Nursing Assistant IV	12.90
12235 - Optical Dispenser	18.13
12236 - Optical Technician	14.99
12250 - Pharmacy Technician	12.67
12280 - Phlebotomist	12.90
12305 - Radiologic Technologist	22.03
12311 - Registered Nurse I	20.96
12312 - Registered Nurse II	25.88
12313 - Registered Nurse II, Specialist	25.88
12314 - Registered Nurse III	31.05
12315 - Registered Nurse III, Anesthetist	31.05
12316 - Registered Nurse IV	37.52
12317 - Scheduler (Drug and Alcohol Testing)	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.51

13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.51
13047 - Librarian		23.09
13050 - Library Aide/Clerk		12.19
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		16.63
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		15.05
13072 - Photographer II		16.83
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		30.86
13110 - Video Teleconference Technician		15.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.27
14042 - Computer Operator II		15.77
14043 - Computer Operator III		17.93
14044 - Computer Operator IV		20.80
14045 - Computer Operator V		21.87
14071 - Computer Programmer I	(see 1)	24.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.27
14160 - Personal Computer Support Technician		20.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		39.26
15050 - Computer Based Training Specialist / Instructor		27.21
15060 - Educational Technologist		22.55
15070 - Flight Instructor (Pilot)		39.26
15080 - Graphic Artist		18.83
15090 - Technical Instructor		17.40
15095 - Technical Instructor/Course Developer		21.29
15110 - Test Proctor		14.05
15120 - Tutor		14.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.92
16030 - Counter Attendant		8.92
16040 - Dry Cleaner		10.29
16070 - Finisher, Flatwork, Machine		8.92
16090 - Presser, Hand		8.92
16110 - Presser, Machine, Drycleaning		8.92
16130 - Presser, Machine, Shirts		8.92
16160 - Presser, Machine, Wearing Apparel, Laundry		8.92
16190 - Sewing Machine Operator		10.74
16220 - Tailor		11.20
16250 - Washer, Machine		9.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.94
19040 - Tool And Die Maker		21.04
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.12
21030 - Material Coordinator		17.91
21040 - Material Expediter		17.91

21050 - Material Handling Laborer	10.63
21071 - Order Filler	10.69
21080 - Production Line Worker (Food Processing)	14.12
21110 - Shipping Packer	13.09
21130 - Shipping/Receiving Clerk	13.09
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.50
21210 - Tools And Parts Attendant	14.12
21410 - Warehouse Specialist	14.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.60
23021 - Aircraft Mechanic I	20.57
23022 - Aircraft Mechanic II	21.60
23023 - Aircraft Mechanic III	22.68
23040 - Aircraft Mechanic Helper	15.36
23050 - Aircraft, Painter	18.63
23060 - Aircraft Servicer	17.51
23080 - Aircraft Worker	18.50
23110 - Appliance Mechanic	16.94
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	17.94
23181 - Electronics Technician Maintenance I	22.94
23182 - Electronics Technician Maintenance II	24.36
23183 - Electronics Technician Maintenance III	25.89
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.98
23311 - Fuel Distribution System Mechanic	17.94
23312 - Fuel Distribution System Operator	15.89
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	20.57
23381 - Ground Support Equipment Servicer	17.51
23382 - Ground Support Equipment Worker	18.50
23391 - Gunsmith I	15.32
23392 - Gunsmith II	15.89
23393 - Gunsmith III	17.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.61
23430 - Heavy Equipment Mechanic	17.94
23440 - Heavy Equipment Operator	17.94
23460 - Instrument Mechanic	17.94
23465 - Laboratory/Shelter Mechanic	16.88
23470 - Laborer	10.34
23510 - Locksmith	17.79
23530 - Machinery Maintenance Mechanic	22.41
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	17.94
23592 - Metrology Technician II	18.95
23593 - Metrology Technician III	19.99
23640 - Millwright	20.60
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	17.94
23850 - Rigger	17.94
23870 - Scale Mechanic	16.85

23890 - Sheet-Metal Worker, Maintenance	19.56
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.64
23932 - Telecommunications Mechanic II	24.86
23950 - Telephone Lineman	17.84
23960 - Welder, Combination, Maintenance	17.94
23965 - Well Driller	17.94
23970 - Woodcraft Worker	17.94
23980 - Woodworker	14.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	13.51
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	12.88
24630 - Homemaker	13.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.58
25040 - Sewage Plant Operator	18.63
25070 - Stationary Engineer	21.58
25190 - Ventilation Equipment Tender	14.65
25210 - Water Treatment Plant Operator	18.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.37
27007 - Baggage Inspector	10.79
27008 - Corrections Officer	15.97
27010 - Court Security Officer	15.56
27030 - Detection Dog Handler	12.07
27040 - Detention Officer	15.97
27070 - Firefighter	15.56
27101 - Guard I	10.79
27102 - Guard II	12.07
27131 - Police Officer I	16.63
27132 - Police Officer II	18.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.79
28210 - Gate Attendant/Gate Tender	13.27
28310 - Lifeguard	11.83
28350 - Park Attendant (Aide)	14.85
28510 - Recreation Aide/Health Facility Attendant	10.84
28515 - Recreation Specialist	12.79
28630 - Sports Official	11.83
28690 - Swimming Pool Operator	17.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.72
29020 - Hatch Tender	18.72
29030 - Line Handler	18.72
29041 - Stevedore I	16.84
29042 - Stevedore II	18.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.03
30022 - Archeological Technician II	15.53
30023 - Archeological Technician III	20.83
30030 - Cartographic Technician	20.83
30040 - Civil Engineering Technician	21.34
30061 - Drafter/CAD Operator I	15.03
30062 - Drafter/CAD Operator II	16.81
30063 - Drafter/CAD Operator III	18.75

30064 - Drafter/CAD Operator IV		23.06
30081 - Engineering Technician I		15.73
30082 - Engineering Technician II		17.67
30083 - Engineering Technician III		19.78
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.27
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		17.89
30362 - Paralegal/Legal Assistant II		22.17
30363 - Paralegal/Legal Assistant III		27.12
30364 - Paralegal/Legal Assistant IV		32.81
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		18.99
30462 - Technical Writer II		23.22
30463 - Technical Writer III		28.09
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		15.13
31043 - Driver Courier		12.87
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		11.05
31361 - Truckdriver, Light		13.39
31362 - Truckdriver, Medium		14.45
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.67
99050 - Desk Clerk		10.08
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		22.74
99410 - Pest Controller		14.15
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		15.48
99730 - Refuse Collector		12.29
99810 - Sales Clerk		13.02
99820 - School Crossing Guard		10.81
99830 - Survey Party Chief		18.16
99831 - Surveying Aide		10.88
99832 - Surveying Technician		16.52
99840 - Vending Machine Attendant		15.24
99841 - Vending Machine Repairer		18.36
99842 - Vending Machine Repairer Helper		15.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3008
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.36
01012 - Accounting Clerk II		13.87
01013 - Accounting Clerk III		15.51
01020 - Administrative Assistant		17.10
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		11.14
01052 - Data Entry Operator II		12.16
01060 - Dispatcher, Motor Vehicle		17.04
01070 - Document Preparation Clerk		11.36
01090 - Duplicating Machine Operator		11.36
01111 - General Clerk I		11.39
01112 - General Clerk II		12.43
01113 - General Clerk III		13.95
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		12.98
01191 - Order Clerk I		12.52
01192 - Order Clerk II		13.66
01261 - Personnel Assistant (Employment) I		13.84
01262 - Personnel Assistant (Employment) II		15.48
01263 - Personnel Assistant (Employment) III		17.26
01270 - Production Control Clerk		17.28
01280 - Receptionist		10.88
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		12.75
01311 - Secretary I		12.75
01312 - Secretary II		14.26
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		17.67
01420 - Survey Worker		14.26
01531 - Travel Clerk I		10.48
01532 - Travel Clerk II		11.06
01533 - Travel Clerk III		11.64
01611 - Word Processor I		11.39
01612 - Word Processor II		12.75
01613 - Word Processor III		14.23

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.44
05010 - Automotive Electrician	17.51
05040 - Automotive Glass Installer	16.59
05070 - Automotive Worker	16.59
05110 - Mobile Equipment Servicer	14.75
05130 - Motor Equipment Metal Mechanic	18.44
05160 - Motor Equipment Metal Worker	16.59
05190 - Motor Vehicle Mechanic	18.44
05220 - Motor Vehicle Mechanic Helper	13.77
05250 - Motor Vehicle Upholstery Worker	15.70
05280 - Motor Vehicle Wrecker	16.59
05310 - Painter, Automotive	17.51
05340 - Radiator Repair Specialist	16.59
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	18.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.52
07041 - Cook I	11.11
07042 - Cook II	12.70
07070 - Dishwasher	7.80
07130 - Food Service Worker	8.68
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.82
11060 - Elevator Operator	9.82
11090 - Gardener	15.08
11122 - Housekeeping Aide	9.87
11150 - Janitor	10.98
11210 - Laborer, Grounds Maintenance	11.78
11240 - Maid or Houseman	8.48
11260 - Pruner	10.73
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	11.78
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.01
12015 - Certified Physical Therapist Assistant	21.12
12020 - Dental Assistant	14.17
12025 - Dental Hygienist	28.15
12030 - EKG Technician	22.09
12035 - Electroneurodiagnostic Technologist	22.09
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.99
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.70
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	14.99
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.34
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	9.37

12222 - Nursing Assistant II		10.53
12223 - Nursing Assistant III		11.49
12224 - Nursing Assistant IV		12.90
12235 - Optical Dispenser		18.13
12236 - Optical Technician		14.99
12250 - Pharmacy Technician		12.67
12280 - Phlebotomist		12.90
12305 - Radiologic Technologist		22.03
12311 - Registered Nurse I		20.96
12312 - Registered Nurse II		25.88
12313 - Registered Nurse II, Specialist		25.88
12314 - Registered Nurse III		31.05
12315 - Registered Nurse III, Anesthetist		31.05
12316 - Registered Nurse IV		37.52
12317 - Scheduler (Drug and Alcohol Testing)		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.51
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.51
13047 - Librarian		23.09
13050 - Library Aide/Clerk		12.19
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		16.63
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		15.05
13072 - Photographer II		16.83
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		30.86
13110 - Video Teleconference Technician		15.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.27
14042 - Computer Operator II		15.77
14043 - Computer Operator III		17.93
14044 - Computer Operator IV		20.80
14045 - Computer Operator V		21.87
14071 - Computer Programmer I	(see 1)	24.10
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.27
14160 - Personal Computer Support Technician		20.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		39.26
15050 - Computer Based Training Specialist / Instructor		27.21
15060 - Educational Technologist		22.55
15070 - Flight Instructor (Pilot)		39.26
15080 - Graphic Artist		18.83
15090 - Technical Instructor		17.40
15095 - Technical Instructor/Course Developer		21.29
15110 - Test Proctor		14.05
15120 - Tutor		14.05

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.92
16030 - Counter Attendant	8.92
16040 - Dry Cleaner	10.29
16070 - Finisher, Flatwork, Machine	8.92
16090 - Presser, Hand	8.92
16110 - Presser, Machine, Drycleaning	8.92
16130 - Presser, Machine, Shirts	8.92
16160 - Presser, Machine, Wearing Apparel, Laundry	8.92
16190 - Sewing Machine Operator	10.74
16220 - Tailor	11.20
16250 - Washer, Machine	9.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.94
19040 - Tool And Die Maker	21.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.12
21030 - Material Coordinator	17.91
21040 - Material Expediter	17.91
21050 - Material Handling Laborer	10.63
21071 - Order Filler	10.69
21080 - Production Line Worker (Food Processing)	14.12
21110 - Shipping Packer	13.09
21130 - Shipping/Receiving Clerk	13.09
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.50
21210 - Tools And Parts Attendant	14.12
21410 - Warehouse Specialist	14.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.60
23021 - Aircraft Mechanic I	20.57
23022 - Aircraft Mechanic II	21.60
23023 - Aircraft Mechanic III	22.68
23040 - Aircraft Mechanic Helper	15.36
23050 - Aircraft, Painter	18.63
23060 - Aircraft Servicer	17.51
23080 - Aircraft Worker	18.50
23110 - Appliance Mechanic	16.94
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	17.94
23181 - Electronics Technician Maintenance I	22.94
23182 - Electronics Technician Maintenance II	24.36
23183 - Electronics Technician Maintenance III	25.89
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.98
23311 - Fuel Distribution System Mechanic	17.94
23312 - Fuel Distribution System Operator	15.89
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	20.57
23381 - Ground Support Equipment Servicer	17.51
23382 - Ground Support Equipment Worker	18.50
23391 - Gunsmith I	15.32
23392 - Gunsmith II	15.89
23393 - Gunsmith III	17.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.61
23430 - Heavy Equipment Mechanic	17.94

23440 - Heavy Equipment Operator	17.94
23460 - Instrument Mechanic	17.94
23465 - Laboratory/Shelter Mechanic	16.88
23470 - Laborer	10.34
23510 - Locksmith	17.79
23530 - Machinery Maintenance Mechanic	22.41
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	17.94
23592 - Metrology Technician II	18.95
23593 - Metrology Technician III	19.99
23640 - Millwright	20.60
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	17.94
23850 - Rigger	17.94
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	19.56
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.64
23932 - Telecommunications Mechanic II	24.86
23950 - Telephone Lineman	17.84
23960 - Welder, Combination, Maintenance	17.94
23965 - Well Driller	17.94
23970 - Woodcraft Worker	17.94
23980 - Woodworker	14.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	13.51
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	12.88
24630 - Homemaker	13.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.58
25040 - Sewage Plant Operator	18.63
25070 - Stationary Engineer	21.58
25190 - Ventilation Equipment Tender	14.65
25210 - Water Treatment Plant Operator	18.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.37
27007 - Baggage Inspector	10.79
27008 - Corrections Officer	15.97
27010 - Court Security Officer	15.56
27030 - Detection Dog Handler	12.07
27040 - Detention Officer	15.97
27070 - Firefighter	15.56
27101 - Guard I	10.79
27102 - Guard II	12.07
27131 - Police Officer I	16.63
27132 - Police Officer II	18.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.79
28210 - Gate Attendant/Gate Tender	13.27
28310 - Lifeguard	11.83
28350 - Park Attendant (Aide)	14.85
28510 - Recreation Aide/Health Facility Attendant	10.84
28515 - Recreation Specialist	12.79
28630 - Sports Official	11.83

28690 - Swimming Pool Operator		17.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.72
29020 - Hatch Tender		18.72
29030 - Line Handler		18.72
29041 - Stevedore I		16.84
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30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
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30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		17.89
30362 - Paralegal/Legal Assistant II		22.17
30363 - Paralegal/Legal Assistant III		27.12
30364 - Paralegal/Legal Assistant IV		32.81
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		18.99
30462 - Technical Writer II		23.22
30463 - Technical Writer III		28.09
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		15.13
31043 - Driver Courier		12.87
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		11.05
31361 - Truckdriver, Light		13.39
31362 - Truckdriver, Medium		14.45
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.67
99050 - Desk Clerk		10.08
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		22.74

99410 - Pest Controller	14.15
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.87
99711 - Recycling Specialist	15.48
99730 - Refuse Collector	12.29
99810 - Sales Clerk	13.02
99820 - School Crossing Guard	10.81
99830 - Survey Party Chief	18.16
99831 - Surveying Aide	10.88
99832 - Surveying Technician	16.52
99840 - Vending Machine Attendant	15.24
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3009 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado County of Larimer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.72
01012 - Accounting Clerk II		16.52
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		21.10
01040 - Court Reporter		19.21
01051 - Data Entry Operator I		11.91
01052 - Data Entry Operator II		12.99
01060 - Dispatcher, Motor Vehicle		19.21
01070 - Document Preparation Clerk		12.99
01090 - Duplicating Machine Operator		12.99
01111 - General Clerk I		14.35
01112 - General Clerk II		15.66
01113 - General Clerk III		17.57
01120 - Housing Referral Assistant		20.57
01141 - Messenger Courier		12.28
01191 - Order Clerk I		13.51
01192 - Order Clerk II		14.77
01261 - Personnel Assistant (Employment) I		15.26
01262 - Personnel Assistant (Employment) II		18.23
01263 - Personnel Assistant (Employment) III		19.04
01270 - Production Control Clerk		19.91
01280 - Receptionist		14.17
01290 - Rental Clerk		15.91
01300 - Scheduler, Maintenance		16.49
01311 - Secretary I		16.49
01312 - Secretary II		18.45
01313 - Secretary III		20.57
01320 - Service Order Dispatcher		16.64
01410 - Supply Technician		22.86
01420 - Survey Worker		18.23
01531 - Travel Clerk I		13.55
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.19
01611 - Word Processor I		12.99
01612 - Word Processor II		15.19
01613 - Word Processor III		18.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.14
05010 - Automotive Electrician		23.00
05040 - Automotive Glass Installer		21.40
05070 - Automotive Worker		21.40
05110 - Mobile Equipment Servicer		19.81
05130 - Motor Equipment Metal Mechanic		23.00
05160 - Motor Equipment Metal Worker		21.40
05190 - Motor Vehicle Mechanic		23.00
05220 - Motor Vehicle Mechanic Helper		18.48
05250 - Motor Vehicle Upholstery Worker		21.40
05280 - Motor Vehicle Wrecker		21.40
05310 - Painter, Automotive		22.15
05340 - Radiator Repair Specialist		21.40
05370 - Tire Repairer		14.98
05400 - Transmission Repair Specialist		23.00
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.82

07041 - Cook I	10.68
07042 - Cook II	12.35
07070 - Dishwasher	8.97
07130 - Food Service Worker	9.48
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	10.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	17.33
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.76
11060 - Elevator Operator	11.09
11090 - Gardener	17.23
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.15
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	9.25
11260 - Pruner	11.13
11270 - Tractor Operator	14.54
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	22.60
12015 - Certified Physical Therapist Assistant	22.02
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	35.32
12030 - EKG Technician	26.32
12035 - Electroneurodiagnostic Technologist	26.32
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	16.64
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	15.62
12130 - Medical Laboratory Technician	14.72
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.79
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	35.78
12221 - Nursing Assistant I	11.41
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.00
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.51
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.92
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	26.02
12311 - Registered Nurse I	24.43
12312 - Registered Nurse II	29.88
12313 - Registered Nurse II, Specialist	29.88
12314 - Registered Nurse III	36.15
12315 - Registered Nurse III, Anesthetist	36.15
12316 - Registered Nurse IV	43.33
12317 - Scheduler (Drug and Alcohol Testing)	22.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.76
13012 - Exhibits Specialist II	25.72

13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		20.82
13042 - Illustrator II		25.80
13043 - Illustrator III		31.56
13047 - Librarian		28.48
13050 - Library Aide/Clerk		16.53
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		17.26
13061 - Media Specialist I		18.55
13062 - Media Specialist II		20.76
13063 - Media Specialist III		23.14
13071 - Photographer I		17.92
13072 - Photographer II		20.03
13073 - Photographer III		24.82
13074 - Photographer IV		30.37
13075 - Photographer V		35.20
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.85
14042 - Computer Operator II		18.86
14043 - Computer Operator III		20.41
14044 - Computer Operator IV		23.35
14045 - Computer Operator V		25.85
14071 - Computer Programmer I	(see 1)	21.77
14072 - Computer Programmer II	(see 1)	26.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.85
14160 - Personal Computer Support Technician		23.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.62
15020 - Aircrew Training Devices Instructor (Rated)		44.31
15030 - Air Crew Training Devices Instructor (Pilot)		53.10
15050 - Computer Based Training Specialist / Instructor		36.62
15060 - Educational Technologist		30.71
15070 - Flight Instructor (Pilot)		53.10
15080 - Graphic Artist		22.00
15090 - Technical Instructor		21.70
15095 - Technical Instructor/Course Developer		26.57
15110 - Test Proctor		17.69
15120 - Tutor		17.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		13.57
16220 - Tailor		14.42
16250 - Washer, Machine		10.93
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.10
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.01
21030 - Material Coordinator		19.91

21040 - Material Expediter	19.91
21050 - Material Handling Laborer	13.05
21071 - Order Filler	12.64
21080 - Production Line Worker (Food Processing)	16.01
21110 - Shipping Packer	13.61
21130 - Shipping/Receiving Clerk	13.61
21140 - Store Worker I	11.44
21150 - Stock Clerk	15.69
21210 - Tools And Parts Attendant	16.01
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	20.92
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	23.94
23040 - Aircraft Mechanic Helper	16.80
23050 - Aircraft, Painter	21.08
23060 - Aircraft Servicer	19.12
23080 - Aircraft Worker	19.44
23110 - Appliance Mechanic	22.06
23120 - Bicycle Repairer	15.33
23125 - Cable Splicer	26.16
23130 - Carpenter, Maintenance	19.80
23140 - Carpet Layer	19.39
23160 - Electrician, Maintenance	21.51
23181 - Electronics Technician Maintenance I	24.71
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	28.17
23260 - Fabric Worker	18.04
23290 - Fire Alarm System Mechanic	22.96
23310 - Fire Extinguisher Repairer	16.69
23311 - Fuel Distribution System Mechanic	24.35
23312 - Fuel Distribution System Operator	19.60
23370 - General Maintenance Worker	16.39
23380 - Ground Support Equipment Mechanic	20.92
23381 - Ground Support Equipment Servicer	19.12
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	16.69
23392 - Gunsmith II	19.39
23393 - Gunsmith III	22.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.28
23430 - Heavy Equipment Mechanic	21.52
23440 - Heavy Equipment Operator	20.49
23460 - Instrument Mechanic	22.10
23465 - Laboratory/Shelter Mechanic	20.70
23470 - Laborer	12.29
23510 - Locksmith	19.64
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist, Maintenance	20.49
23580 - Maintenance Trades Helper	15.31
23591 - Metrology Technician I	22.10
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.45
23640 - Millwright	22.10
23710 - Office Appliance Repairer	19.65
23760 - Painter, Maintenance	19.64
23790 - Pipefitter, Maintenance	24.47
23810 - Plumber, Maintenance	23.58
23820 - Pneudraulic Systems Mechanic	22.10
23850 - Rigger	22.10

23870 - Scale Mechanic	19.39
23890 - Sheet-Metal Worker, Maintenance	20.38
23910 - Small Engine Mechanic	17.73
23931 - Telecommunications Mechanic I	26.82
23932 - Telecommunications Mechanic II	27.64
23950 - Telephone Lineman	22.10
23960 - Welder, Combination, Maintenance	18.89
23965 - Well Driller	22.10
23970 - Woodcraft Worker	12.59
23980 - Woodworker	17.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.55
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	10.11
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	14.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.00
25040 - Sewage Plant Operator	24.31
25070 - Stationary Engineer	24.00
25190 - Ventilation Equipment Tender	17.44
25210 - Water Treatment Plant Operator	24.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.49
27007 - Baggage Inspector	11.67
27008 - Corrections Officer	24.11
27010 - Court Security Officer	24.11
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	24.11
27070 - Firefighter	24.48
27101 - Guard I	11.67
27102 - Guard II	17.87
27131 - Police Officer I	29.91
27132 - Police Officer II	33.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.67
28042 - Carnival Equipment Repairer	12.59
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	12.13
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	14.11
28630 - Sports Official	12.82
28690 - Swimming Pool Operator	19.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.60
29020 - Hatch Tender	21.60
29030 - Line Handler	21.60
29041 - Stevedore I	21.00
29042 - Stevedore II	26.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.39
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.47
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.16
30021 - Archeological Technician I	18.23
30022 - Archeological Technician II	20.40
30023 - Archeological Technician III	25.28
30030 - Cartographic Technician	25.28
30040 - Civil Engineering Technician	21.73
30061 - Drafter/CAD Operator I	18.23
30062 - Drafter/CAD Operator II	20.40

30063 - Drafter/CAD Operator III		22.75
30064 - Drafter/CAD Operator IV		27.99
30081 - Engineering Technician I		16.53
30082 - Engineering Technician II		18.55
30083 - Engineering Technician III		20.77
30084 - Engineering Technician IV		25.71
30085 - Engineering Technician V		31.39
30086 - Engineering Technician VI		37.98
30090 - Environmental Technician		24.38
30210 - Laboratory Technician		21.74
30240 - Mathematical Technician		25.28
30361 - Paralegal/Legal Assistant I		19.12
30362 - Paralegal/Legal Assistant II		23.19
30363 - Paralegal/Legal Assistant III		28.40
30364 - Paralegal/Legal Assistant IV		34.35
30390 - Photo-Optics Technician		25.28
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.05
30463 - Technical Writer III		31.52
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30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.75
30621 - Weather Observer, Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.28
31030 - Bus Driver		19.72
31043 - Driver Courier		12.75
31260 - Parking and Lot Attendant		11.01
31290 - Shuttle Bus Driver		15.93
31310 - Taxi Driver		11.72
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		20.56
31363 - Truckdriver, Heavy		21.16
31364 - Truckdriver, Tractor-Trailer		21.16
99000 - Miscellaneous Occupations		
99030 - Cashier		11.45
99050 - Desk Clerk		10.54
99095 - Embalmer		25.39
99251 - Laboratory Animal Caretaker I		10.54
99252 - Laboratory Animal Caretaker II		11.44
99310 - Mortician		25.39
99410 - Pest Controller		19.86
99510 - Photofinishing Worker		12.82
99710 - Recycling Laborer		17.29
99711 - Recycling Specialist		20.81
99730 - Refuse Collector		15.51
99810 - Sales Clerk		12.01
99820 - School Crossing Guard		12.70
99830 - Survey Party Chief		17.03
99831 - Surveying Aide		10.88
99832 - Surveying Technician		17.84
99840 - Vending Machine Attendant		17.04
99841 - Vending Machine Repairer		20.21
99842 - Vending Machine Repairer Helper		17.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3010 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado County of Larimer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.72
01012 - Accounting Clerk II		16.52
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		21.10
01040 - Court Reporter		19.21
01051 - Data Entry Operator I		11.91
01052 - Data Entry Operator II		12.99
01060 - Dispatcher, Motor Vehicle		19.21
01070 - Document Preparation Clerk		12.99
01090 - Duplicating Machine Operator		12.99
01111 - General Clerk I		14.35
01112 - General Clerk II		15.66
01113 - General Clerk III		17.57
01120 - Housing Referral Assistant		20.57
01141 - Messenger Courier		12.28
01191 - Order Clerk I		13.51
01192 - Order Clerk II		14.77
01261 - Personnel Assistant (Employment) I		15.26
01262 - Personnel Assistant (Employment) II		18.23
01263 - Personnel Assistant (Employment) III		19.04
01270 - Production Control Clerk		19.91
01280 - Receptionist		14.17
01290 - Rental Clerk		15.91
01300 - Scheduler, Maintenance		16.49
01311 - Secretary I		16.49
01312 - Secretary II		18.45
01313 - Secretary III		20.57
01320 - Service Order Dispatcher		16.64
01410 - Supply Technician		22.86
01420 - Survey Worker		18.23
01531 - Travel Clerk I		13.55
01532 - Travel Clerk II		14.20
01533 - Travel Clerk III		15.19
01611 - Word Processor I		12.99
01612 - Word Processor II		15.19

01613 - Word Processor III	18.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.14
05010 - Automotive Electrician	23.00
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.40
05110 - Mobile Equipment Servicer	19.81
05130 - Motor Equipment Metal Mechanic	23.00
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	23.00
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	21.40
05280 - Motor Vehicle Wrecker	21.40
05310 - Painter, Automotive	22.15
05340 - Radiator Repair Specialist	21.40
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	23.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.82
07041 - Cook I	10.68
07042 - Cook II	12.35
07070 - Dishwasher	8.97
07130 - Food Service Worker	9.48
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	10.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	17.33
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.76
11060 - Elevator Operator	11.09
11090 - Gardener	17.23
11122 - Housekeeping Aide	11.09
11150 - Janitor	11.15
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	9.25
11260 - Pruner	11.13
11270 - Tractor Operator	14.54
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	22.60
12015 - Certified Physical Therapist Assistant	22.02
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	35.32
12030 - EKG Technician	26.32
12035 - Electroneurodiagnostic Technologist	26.32
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	16.64
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	15.62
12130 - Medical Laboratory Technician	14.72
12160 - Medical Record Clerk	15.88
12190 - Medical Record Technician	17.79
12195 - Medical Transcriptionist	16.67
12210 - Nuclear Medicine Technologist	35.78

12221 - Nursing Assistant I		11.41
12222 - Nursing Assistant II		12.83
12223 - Nursing Assistant III		14.00
12224 - Nursing Assistant IV		15.71
12235 - Optical Dispenser		15.51
12236 - Optical Technician		16.64
12250 - Pharmacy Technician		15.92
12280 - Phlebotomist		15.71
12305 - Radiologic Technologist		26.02
12311 - Registered Nurse I		24.43
12312 - Registered Nurse II		29.88
12313 - Registered Nurse II, Specialist		29.88
12314 - Registered Nurse III		36.15
12315 - Registered Nurse III, Anesthetist		36.15
12316 - Registered Nurse IV		43.33
12317 - Scheduler (Drug and Alcohol Testing)		22.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.76
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		20.82
13042 - Illustrator II		25.80
13043 - Illustrator III		31.56
13047 - Librarian		28.48
13050 - Library Aide/Clerk		16.53
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		17.26
13061 - Media Specialist I		18.55
13062 - Media Specialist II		20.76
13063 - Media Specialist III		23.14
13071 - Photographer I		17.92
13072 - Photographer II		20.03
13073 - Photographer III		24.82
13074 - Photographer IV		30.37
13075 - Photographer V		35.20
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.85
14042 - Computer Operator II		18.86
14043 - Computer Operator III		20.41
14044 - Computer Operator IV		23.35
14045 - Computer Operator V		25.85
14071 - Computer Programmer I	(see 1)	21.77
14072 - Computer Programmer II	(see 1)	26.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.85
14160 - Personal Computer Support Technician		23.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.62
15020 - Aircrew Training Devices Instructor (Rated)		44.31
15030 - Air Crew Training Devices Instructor (Pilot)		53.10
15050 - Computer Based Training Specialist / Instructor		36.62
15060 - Educational Technologist		30.71
15070 - Flight Instructor (Pilot)		53.10
15080 - Graphic Artist		22.00
15090 - Technical Instructor		21.70
15095 - Technical Instructor/Course Developer		26.57
15110 - Test Proctor		17.69

15120 - Tutor	17.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.81
16030 - Counter Attendant	9.81
16040 - Dry Cleaner	12.71
16070 - Finisher, Flatwork, Machine	9.81
16090 - Presser, Hand	9.81
16110 - Presser, Machine, Drycleaning	9.81
16130 - Presser, Machine, Shirts	9.81
16160 - Presser, Machine, Wearing Apparel, Laundry	9.81
16190 - Sewing Machine Operator	13.57
16220 - Tailor	14.42
16250 - Washer, Machine	10.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.10
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.01
21030 - Material Coordinator	19.91
21040 - Material Expediter	19.91
21050 - Material Handling Laborer	13.05
21071 - Order Filler	12.64
21080 - Production Line Worker (Food Processing)	16.01
21110 - Shipping Packer	13.61
21130 - Shipping/Receiving Clerk	13.61
21140 - Store Worker I	11.44
21150 - Stock Clerk	15.69
21210 - Tools And Parts Attendant	16.01
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	20.92
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	23.94
23040 - Aircraft Mechanic Helper	16.80
23050 - Aircraft, Painter	21.08
23060 - Aircraft Servicer	19.12
23080 - Aircraft Worker	19.44
23110 - Appliance Mechanic	22.06
23120 - Bicycle Repairer	15.33
23125 - Cable Splicer	26.16
23130 - Carpenter, Maintenance	19.80
23140 - Carpet Layer	19.39
23160 - Electrician, Maintenance	21.51
23181 - Electronics Technician Maintenance I	24.71
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	28.17
23260 - Fabric Worker	18.04
23290 - Fire Alarm System Mechanic	22.96
23310 - Fire Extinguisher Repairer	16.69
23311 - Fuel Distribution System Mechanic	24.35
23312 - Fuel Distribution System Operator	19.60
23370 - General Maintenance Worker	16.39
23380 - Ground Support Equipment Mechanic	20.92
23381 - Ground Support Equipment Servicer	19.12
23382 - Ground Support Equipment Worker	19.44
23391 - Gunsmith I	16.69
23392 - Gunsmith II	19.39
23393 - Gunsmith III	22.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.28

23430 - Heavy Equipment Mechanic	21.52
23440 - Heavy Equipment Operator	20.49
23460 - Instrument Mechanic	22.10
23465 - Laboratory/Shelter Mechanic	20.70
23470 - Laborer	12.29
23510 - Locksmith	19.64
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist, Maintenance	20.49
23580 - Maintenance Trades Helper	15.31
23591 - Metrology Technician I	22.10
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.45
23640 - Millwright	22.10
23710 - Office Appliance Repairer	19.65
23760 - Painter, Maintenance	19.64
23790 - Pipefitter, Maintenance	24.47
23810 - Plumber, Maintenance	23.58
23820 - Pneudraulic Systems Mechanic	22.10
23850 - Rigger	22.10
23870 - Scale Mechanic	19.39
23890 - Sheet-Metal Worker, Maintenance	20.38
23910 - Small Engine Mechanic	17.73
23931 - Telecommunications Mechanic I	26.82
23932 - Telecommunications Mechanic II	27.64
23950 - Telephone Lineman	22.10
23960 - Welder, Combination, Maintenance	18.89
23965 - Well Driller	22.10
23970 - Woodcraft Worker	12.59
23980 - Woodworker	17.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.55
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	10.11
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	14.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.00
25040 - Sewage Plant Operator	24.31
25070 - Stationary Engineer	24.00
25190 - Ventilation Equipment Tender	17.44
25210 - Water Treatment Plant Operator	24.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.49
27007 - Baggage Inspector	11.67
27008 - Corrections Officer	24.11
27010 - Court Security Officer	24.11
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	24.11
27070 - Firefighter	24.48
27101 - Guard I	11.67
27102 - Guard II	17.87
27131 - Police Officer I	29.91
27132 - Police Officer II	33.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.67
28042 - Carnival Equipment Repairer	12.59
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.39
28310 - Lifeguard	12.13
28350 - Park Attendant (Aide)	16.10
28510 - Recreation Aide/Health Facility Attendant	11.75
28515 - Recreation Specialist	14.11

28630 - Sports Official		12.82
28690 - Swimming Pool Operator		19.50
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.60
29020 - Hatch Tender		21.60
29030 - Line Handler		21.60
29041 - Stevedore I		21.00
29042 - Stevedore II		26.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.39
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.47
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.16
30021 - Archeological Technician I		18.23
30022 - Archeological Technician II		20.40
30023 - Archeological Technician III		25.28
30030 - Cartographic Technician		25.28
30040 - Civil Engineering Technician		21.73
30061 - Drafter/CAD Operator I		18.23
30062 - Drafter/CAD Operator II		20.40
30063 - Drafter/CAD Operator III		22.75
30064 - Drafter/CAD Operator IV		27.99
30081 - Engineering Technician I		16.53
30082 - Engineering Technician II		18.55
30083 - Engineering Technician III		20.77
30084 - Engineering Technician IV		25.71
30085 - Engineering Technician V		31.39
30086 - Engineering Technician VI		37.98
30090 - Environmental Technician		24.38
30210 - Laboratory Technician		21.74
30240 - Mathematical Technician		25.28
30361 - Paralegal/Legal Assistant I		19.12
30362 - Paralegal/Legal Assistant II		23.19
30363 - Paralegal/Legal Assistant III		28.40
30364 - Paralegal/Legal Assistant IV		34.35
30390 - Photo-Optics Technician		25.28
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.05
30463 - Technical Writer III		31.52
30491 - Unexploded Ordnance (UXO) Technician I		24.40
30492 - Unexploded Ordnance (UXO) Technician II		29.52
30493 - Unexploded Ordnance (UXO) Technician III		35.38
30494 - Unexploded (UXO) Safety Escort		24.40
30495 - Unexploded (UXO) Sweep Personnel		24.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.75
30621 - Weather Observer, Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.28
31030 - Bus Driver		19.72
31043 - Driver Courier		12.75
31260 - Parking and Lot Attendant		11.01
31290 - Shuttle Bus Driver		15.93
31310 - Taxi Driver		11.72
31361 - Truckdriver, Light		14.77
31362 - Truckdriver, Medium		20.56
31363 - Truckdriver, Heavy		21.16
31364 - Truckdriver, Tractor-Trailer		21.16
99000 - Miscellaneous Occupations		
99030 - Cashier		11.45
99050 - Desk Clerk		10.54
99095 - Embalmer		25.39
99251 - Laboratory Animal Caretaker I		10.54
99252 - Laboratory Animal Caretaker II		11.44

99310 - Mortician	25.39
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	12.82
99710 - Recycling Laborer	17.29
99711 - Recycling Specialist	20.81
99730 - Refuse Collector	15.51
99810 - Sales Clerk	12.01
99820 - School Crossing Guard	12.70
99830 - Survey Party Chief	17.03
99831 - Surveying Aide	10.88
99832 - Surveying Technician	17.84
99840 - Vending Machine Attendant	17.04
99841 - Vending Machine Repairer	20.21
99842 - Vending Machine Repairer Helper	17.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3011 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39

01120 - Housing Referral Assistant	22.04
01141 - Messenger Courier	11.47
01191 - Order Clerk I	14.16
01192 - Order Clerk II	15.95
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	21.45
01280 - Receptionist	13.67
01290 - Rental Clerk	15.38
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	22.04
01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	25.70
01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.68
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63

11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.38
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.96
13043 - Illustrator III	37.90
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	22.13
13071 - Photographer I	19.42
13072 - Photographer II	22.83
13073 - Photographer III	29.27
13074 - Photographer IV	33.95
13075 - Photographer V	39.82
13110 - Video Teleconference Technician	19.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.40

14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 2,1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		29.92
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.11
21050 - Material Handling Laborer		18.05
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		17.19
21150 - Stock Clerk		21.86
21210 - Tools And Parts Attendant		20.65
21410 - Warehouse Specialist		20.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.30
23021 - Aircraft Mechanic I		27.91
23022 - Aircraft Mechanic II		29.30
23023 - Aircraft Mechanic III		30.84
23040 - Aircraft Mechanic Helper		19.51
23050 - Aircraft, Painter		25.37
23060 - Aircraft Servicer		22.27
23080 - Aircraft Worker		23.38
23110 - Appliance Mechanic		23.44
23120 - Bicycle Repairer		18.66
23125 - Cable Splicer		27.79

23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57

25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	16.58
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	22.58
29030 - Line Handler	22.58
29041 - Stevedore I	21.82
29042 - Stevedore II	23.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	23.52
30210 - Laboratory Technician	21.70
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30390 - Photo-Optics Technician	27.83
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO) Technician I	24.71
30492 - Unexploded Ordnance (UXO) Technician II	29.90
30493 - Unexploded Ordnance (UXO) Technician III	35.84

30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24.80
30621 - Weather Observer, Senior	(see 3)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.37
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.85
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		11.40
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.63
99252 - Laboratory Animal Caretaker II		15.18
99310 - Mortician		33.88
99410 - Pest Controller		17.53
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		17.40
99711 - Recycling Specialist		19.31
99730 - Refuse Collector		15.45
99810 - Sales Clerk		12.17
99820 - School Crossing Guard		12.22
99830 - Survey Party Chief		24.92
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.54
99842 - Vending Machine Repairer Helper		17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) Does not apply to employees employed in a bona fide executive, administrative,

or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3012 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.95
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.45
01280 - Receptionist		13.67
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		25.70
01420 - Survey Worker		18.56
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		14.14
01533 - Travel Clerk III		15.31
01611 - Word Processor I		15.07
01612 - Word Processor II		16.92
01613 - Word Processor III		18.93
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.68
05010 - Automotive Electrician		22.58
05040 - Automotive Glass Installer		21.84
05070 - Automotive Worker		21.84
05110 - Mobile Equipment Servicer		20.43
05130 - Motor Equipment Metal Mechanic		23.31
05160 - Motor Equipment Metal Worker		21.84
05190 - Motor Vehicle Mechanic		23.31
05220 - Motor Vehicle Mechanic Helper		19.71
05250 - Motor Vehicle Upholstery Worker		21.12
05280 - Motor Vehicle Wrecker		21.84
05310 - Painter, Automotive		22.58
05340 - Radiator Repair Specialist		21.84
05370 - Tire Repairer		19.58
05400 - Transmission Repair Specialist		23.31

07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	14.91
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.38
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.02
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		21.47
13012 - Exhibits Specialist II		26.61
13013 - Exhibits Specialist III		32.54
13041 - Illustrator I		25.01
13042 - Illustrator II		30.96
13043 - Illustrator III		37.90
13047 - Librarian		30.28
13050 - Library Aide/Clerk		13.49
13054 - Library Information Technology Systems Administrator		27.34
13058 - Library Technician		18.56
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.75
13063 - Media Specialist III		22.13
13071 - Photographer I		19.42
13072 - Photographer II		22.83
13073 - Photographer III		29.27
13074 - Photographer IV		33.95
13075 - Photographer V		39.82
13110 - Video Teleconference Technician		19.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.16
14042 - Computer Operator II		19.20
14043 - Computer Operator III		21.40
14044 - Computer Operator IV		23.77
14045 - Computer Operator V		26.33
14071 - Computer Programmer I	(see 1)	22.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		29.92
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00
16030 - Counter Attendant		10.00
16040 - Dry Cleaner		13.34
16070 - Finisher, Flatwork, Machine		10.00
16090 - Presser, Hand		10.00
16110 - Presser, Machine, Drycleaning		10.00
16130 - Presser, Machine, Shirts		10.00
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00
16190 - Sewing Machine Operator		14.52
16220 - Tailor		15.65
16250 - Washer, Machine		11.08
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.11
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	17.19
21150 - Stock Clerk	21.86
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.37
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24

23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equpment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	16.58
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	22.58
29030 - Line Handler	22.58
29041 - Stevedore I	21.82
29042 - Stevedore II	23.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83

30061 - Drafter/CAD Operator I		20.08
30062 - Drafter/CAD Operator II		22.47
30063 - Drafter/CAD Operator III		25.05
30064 - Drafter/CAD Operator IV		30.82
30081 - Engineering Technician I		18.36
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		25.16
30084 - Engineering Technician IV		31.16
30085 - Engineering Technician V		36.70
30086 - Engineering Technician VI		44.38
30090 - Environmental Technician		23.52
30210 - Laboratory Technician		21.70
30240 - Mathematical Technician		27.83
30361 - Paralegal/Legal Assistant I		20.88
30362 - Paralegal/Legal Assistant II		25.86
30363 - Paralegal/Legal Assistant III		31.63
30364 - Paralegal/Legal Assistant IV		38.28
30390 - Photo-Optics Technician		27.83
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.90
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		24.71
30492 - Unexploded Ordnance (UXO) Technician II		29.90
30493 - Unexploded Ordnance (UXO) Technician III		35.84
30494 - Unexploded (UXO) Safety Escort		24.71
30495 - Unexploded (UXO) Sweep Personnel		24.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.80
30621 - Weather Observer, Senior	(see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.47
31030 - Bus Driver		17.37
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		12.47
31290 - Shuttle Bus Driver		18.08
31310 - Taxi Driver		13.66
31361 - Truckdriver, Light		18.08
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		21.82
31364 - Truckdriver, Tractor-Trailer		21.85
99000 - Miscellaneous Occupations		
99030 - Cashier		10.62
99050 - Desk Clerk		11.40
99095 - Embalmer		26.66
99251 - Laboratory Animal Caretaker I		13.63
99252 - Laboratory Animal Caretaker II		15.18
99310 - Mortician		33.88
99410 - Pest Controller		17.53
99510 - Photofinishing Worker		15.49
99710 - Recycling Laborer		17.40
99711 - Recycling Specialist		19.31
99730 - Refuse Collector		15.45
99810 - Sales Clerk		12.17
99820 - School Crossing Guard		12.22
99830 - Survey Party Chief		24.92
99831 - Surveying Aide		12.97
99832 - Surveying Technician		19.86
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.54
99842 - Vending Machine Repairer Helper		17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3013 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		21.70
01040 - Court Reporter		19.57
01051 - Data Entry Operator I		11.48
01052 - Data Entry Operator II		13.67
01060 - Dispatcher, Motor Vehicle		19.57
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		12.22
01112 - General Clerk II		13.41
01113 - General Clerk III		14.97
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		10.64
01191 - Order Clerk I		12.65
01192 - Order Clerk II		14.05
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		22.37
01270 - Production Control Clerk		20.67
01280 - Receptionist		11.30
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
01313 - Secretary III		19.46
01320 - Service Order Dispatcher		15.19
01410 - Supply Technician		21.70
01420 - Survey Worker		19.16

01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.38
01612 - Word Processor II	16.91
01613 - Word Processor III	19.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	11.57
07042 - Cook II	13.13
07070 - Dishwasher	9.08
07130 - Food Service Worker	9.08
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.06
11060 - Elevator Operator	10.82
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	11.43
11240 - Maid or Houseman	9.30
11260 - Pruner	11.06
11270 - Tractor Operator	13.39
11330 - Trail Maintenance Worker	11.43
11360 - Window Cleaner	12.55
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.24
12012 - Certified Occupational Therapist Assistant	23.08
12015 - Certified Physical Therapist Assistant	22.95
12020 - Dental Assistant	16.21
12025 - Dental Hygienist	25.55
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	13.81
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.74
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	14.31

12130 - Medical Laboratory Technician		16.32
12160 - Medical Record Clerk		13.19
12190 - Medical Record Technician		16.38
12195 - Medical Transcriptionist		13.70
12210 - Nuclear Medicine Technologist		29.62
12221 - Nursing Assistant I		8.85
12222 - Nursing Assistant II		9.95
12223 - Nursing Assistant III		10.86
12224 - Nursing Assistant IV		12.18
12235 - Optical Dispenser		16.56
12236 - Optical Technician		14.38
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		14.07
12305 - Radiologic Technologist		23.39
12311 - Registered Nurse I		22.07
12312 - Registered Nurse II		27.00
12313 - Registered Nurse II, Specialist		27.00
12314 - Registered Nurse III		32.66
12315 - Registered Nurse III, Anesthetist		32.66
12316 - Registered Nurse IV		39.15
12317 - Scheduler (Drug and Alcohol Testing)		20.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		13.48
13072 - Photographer II		17.03
13073 - Photographer III		19.82
13074 - Photographer IV		22.84
13075 - Photographer V		26.61
13110 - Video Teleconference Technician		15.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.96
14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	22.56
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.96
14160 - Personal Computer Support Technician		22.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.85
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.85
15060 - Educational Technologist		28.30

15070 - Flight Instructor (Pilot)	41.83
15080 - Graphic Artist	22.27
15090 - Technical Instructor	20.47
15095 - Technical Instructor/Course Developer	22.27
15110 - Test Proctor	17.57
15120 - Tutor	17.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.38
16030 - Counter Attendant	9.38
16040 - Dry Cleaner	11.71
16070 - Finisher, Flatwork, Machine	9.38
16090 - Presser, Hand	9.38
16110 - Presser, Machine, Drycleaning	9.38
16130 - Presser, Machine, Shirts	9.38
16160 - Presser, Machine, Wearing Apparel, Laundry	9.38
16190 - Sewing Machine Operator	12.46
16220 - Tailor	13.23
16250 - Washer, Machine	10.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.51
19040 - Tool And Die Maker	25.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	19.93
21040 - Material Expediter	19.93
21050 - Material Handling Laborer	13.65
21071 - Order Filler	14.51
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	14.51
21130 - Shipping/Receiving Clerk	14.51
21140 - Store Worker I	14.35
21150 - Stock Clerk	18.82
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.84
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.84
23023 - Aircraft Mechanic III	27.81
23040 - Aircraft Mechanic Helper	20.56
23050 - Aircraft, Painter	24.69
23060 - Aircraft Servicer	23.16
23080 - Aircraft Worker	24.27
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	28.12
23130 - Carpenter, Maintenance	20.54
23140 - Carpet Layer	22.43
23160 - Electrician, Maintenance	24.84
23181 - Electronics Technician Maintenance I	22.61
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	29.45
23260 - Fabric Worker	18.85
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	19.92
23370 - General Maintenance Worker	19.52
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	23.16
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	17.73
23392 - Gunsmith II	20.12

23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.28
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	24.25
23460 - Instrument Mechanic	21.99
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.07
23510 - Locksmith	20.54
23530 - Machinery Maintenance Mechanic	29.40
23550 - Machinist, Maintenance	21.37
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	21.99
23592 - Metrology Technician II	22.79
23593 - Metrology Technician III	23.55
23640 - Millwright	27.53
23710 - Office Appliance Repairer	20.72
23760 - Painter, Maintenance	23.89
23790 - Pipefitter, Maintenance	27.15
23810 - Plumber, Maintenance	24.36
23820 - Pneudraulic Systems Mechanic	21.93
23850 - Rigger	21.89
23870 - Scale Mechanic	20.12
23890 - Sheet-Metal Worker, Maintenance	28.12
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.36
23950 - Telephone Lineman	21.09
23960 - Welder, Combination, Maintenance	21.30
23965 - Well Driller	22.03
23970 - Woodcraft Worker	21.89
23980 - Woodworker	17.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	9.19
24620 - Family Readiness And Support Services Coordinator	12.19
24630 - Homemaker	15.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.94
25040 - Sewage Plant Operator	20.25
25070 - Stationary Engineer	20.94
25190 - Ventilation Equipment Tender	16.59
25210 - Water Treatment Plant Operator	19.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.29
27007 - Baggage Inspector	11.62
27008 - Corrections Officer	19.54
27010 - Court Security Officer	19.09
27030 - Detection Dog Handler	17.48
27040 - Detention Officer	19.54
27070 - Firefighter	17.08
27101 - Guard I	11.62
27102 - Guard II	16.95
27131 - Police Officer I	20.76
27132 - Police Officer II	23.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.79
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.90

28210 - Gate Attendant/Gate Tender		14.38
28310 - Lifeguard		10.92
28350 - Park Attendant (Aide)		16.08
28510 - Recreation Aide/Health Facility Attendant		11.74
28515 - Recreation Specialist		16.98
28630 - Sports Official		12.81
28690 - Swimming Pool Operator		16.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.12
29020 - Hatch Tender		20.12
29030 - Line Handler		20.12
29041 - Stevedore I		18.41
29042 - Stevedore II		20.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.03
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		23.57
30030 - Cartographic Technician		26.76
30040 - Civil Engineering Technician		19.99
30061 - Drafter/CAD Operator I		19.30
30062 - Drafter/CAD Operator II		21.59
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		18.89
30082 - Engineering Technician II		21.20
30083 - Engineering Technician III		23.71
30084 - Engineering Technician IV		29.38
30085 - Engineering Technician V		35.94
30086 - Engineering Technician VI		43.48
30090 - Environmental Technician		21.73
30210 - Laboratory Technician		18.74
30240 - Mathematical Technician		26.45
30361 - Paralegal/Legal Assistant I		16.42
30362 - Paralegal/Legal Assistant II		20.94
30363 - Paralegal/Legal Assistant III		25.64
30364 - Paralegal/Legal Assistant IV		31.01
30390 - Photo-Optics Technician		26.27
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.21
30463 - Technical Writer III		35.36
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.77
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.70
31030 - Bus Driver		15.59
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		10.02
31290 - Shuttle Bus Driver		14.81
31310 - Taxi Driver		10.47
31361 - Truckdriver, Light		14.81
31362 - Truckdriver, Medium		17.78
31363 - Truckdriver, Heavy		18.96
31364 - Truckdriver, Tractor-Trailer		18.96
99000 - Miscellaneous Occupations		

99030 - Cashier	9.26
99050 - Desk Clerk	12.25
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.46
99252 - Laboratory Animal Caretaker II	12.24
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	16.31
99711 - Recycling Specialist	19.10
99730 - Refuse Collector	14.89
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	19.34
99831 - Surveying Aide	11.01
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	11.76
99841 - Vending Machine Repairer	14.75
99842 - Vending Machine Repairer Helper	11.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3014 Revision No.: 18 Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		21.70
01040 - Court Reporter		19.57
01051 - Data Entry Operator I		11.48
01052 - Data Entry Operator II		13.67
01060 - Dispatcher, Motor Vehicle		19.57
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		12.22

01112 - General Clerk II	13.41
01113 - General Clerk III	14.97
01120 - Housing Referral Assistant	19.94
01141 - Messenger Courier	10.64
01191 - Order Clerk I	12.65
01192 - Order Clerk II	14.05
01261 - Personnel Assistant (Employment) I	16.94
01262 - Personnel Assistant (Employment) II	19.16
01263 - Personnel Assistant (Employment) III	22.37
01270 - Production Control Clerk	20.67
01280 - Receptionist	11.30
01290 - Rental Clerk	14.54
01300 - Scheduler, Maintenance	15.66
01311 - Secretary I	15.66
01312 - Secretary II	17.51
01313 - Secretary III	19.46
01320 - Service Order Dispatcher	15.19
01410 - Supply Technician	21.70
01420 - Survey Worker	19.16
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.38
01612 - Word Processor II	16.91
01613 - Word Processor III	19.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	11.57
07042 - Cook II	13.13
07070 - Dishwasher	9.08
07130 - Food Service Worker	9.08
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.06
11060 - Elevator Operator	10.82
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	11.43

11240 - Maid or Houseman	9.30
11260 - Pruner	11.06
11270 - Tractor Operator	13.39
11330 - Trail Maintenance Worker	11.43
11360 - Window Cleaner	12.55
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.24
12012 - Certified Occupational Therapist Assistant	23.08
12015 - Certified Physical Therapist Assistant	22.95
12020 - Dental Assistant	16.21
12025 - Dental Hygienist	25.55
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	13.81
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.74
12073 - Licensed Practical Nurse III	18.67
12100 - Medical Assistant	14.31
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	13.19
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	13.70
12210 - Nuclear Medicine Technologist	29.62
12221 - Nursing Assistant I	8.85
12222 - Nursing Assistant II	9.95
12223 - Nursing Assistant III	10.86
12224 - Nursing Assistant IV	12.18
12235 - Optical Dispenser	16.56
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	23.39
12311 - Registered Nurse I	22.07
12312 - Registered Nurse II	27.00
12313 - Registered Nurse II, Specialist	27.00
12314 - Registered Nurse III	32.66
12315 - Registered Nurse III, Anesthetist	32.66
12316 - Registered Nurse IV	39.15
12317 - Scheduler (Drug and Alcohol Testing)	20.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.87
13012 - Exhibits Specialist II	22.15
13013 - Exhibits Specialist III	27.09
13041 - Illustrator I	17.87
13042 - Illustrator II	22.15
13043 - Illustrator III	27.09
13047 - Librarian	24.52
13050 - Library Aide/Clerk	12.65
13054 - Library Information Technology Systems Administrator	22.15
13058 - Library Technician	16.42
13061 - Media Specialist I	15.98
13062 - Media Specialist II	17.87
13063 - Media Specialist III	19.93
13071 - Photographer I	13.48
13072 - Photographer II	17.03
13073 - Photographer III	19.82
13074 - Photographer IV	22.84
13075 - Photographer V	26.61
13110 - Video Teleconference Technician	15.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.96

14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	22.56
14072 - Computer Programmer II	(see 1)	27.62
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.96
14160 - Personal Computer Support Technician		22.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.85
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.85
15060 - Educational Technologist		28.30
15070 - Flight Instructor (Pilot)		41.83
15080 - Graphic Artist		22.27
15090 - Technical Instructor		20.47
15095 - Technical Instructor/Course Developer		22.27
15110 - Test Proctor		17.57
15120 - Tutor		17.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.38
16030 - Counter Attendant		9.38
16040 - Dry Cleaner		11.71
16070 - Finisher, Flatwork, Machine		9.38
16090 - Presser, Hand		9.38
16110 - Presser, Machine, Drycleaning		9.38
16130 - Presser, Machine, Shirts		9.38
16160 - Presser, Machine, Wearing Apparel, Laundry		9.38
16190 - Sewing Machine Operator		12.46
16220 - Tailor		13.23
16250 - Washer, Machine		10.15
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.51
19040 - Tool And Die Maker		25.76
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		19.93
21040 - Material Expediter		19.93
21050 - Material Handling Laborer		13.65
21071 - Order Filler		14.51
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		14.51
21130 - Shipping/Receiving Clerk		14.51
21140 - Store Worker I		14.35
21150 - Stock Clerk		18.82
21210 - Tools And Parts Attendant		19.21
21410 - Warehouse Specialist		19.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.84
23021 - Aircraft Mechanic I		25.74
23022 - Aircraft Mechanic II		26.84
23023 - Aircraft Mechanic III		27.81
23040 - Aircraft Mechanic Helper		20.56
23050 - Aircraft, Painter		24.69
23060 - Aircraft Servicer		23.16
23080 - Aircraft Worker		24.27
23110 - Appliance Mechanic		20.60

23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	28.12
23130 - Carpenter, Maintenance	20.54
23140 - Carpet Layer	22.43
23160 - Electrician, Maintenance	24.84
23181 - Electronics Technician Maintenance I	22.61
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	29.45
23260 - Fabric Worker	18.85
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	19.92
23370 - General Maintenance Worker	19.52
23380 - Ground Support Equipment Mechanic	25.74
23381 - Ground Support Equipment Servicer	23.16
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	17.73
23392 - Gunsmith II	20.12
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.28
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	24.25
23460 - Instrument Mechanic	21.99
23465 - Laboratory/Shelter Mechanic	21.17
23470 - Laborer	13.07
23510 - Locksmith	20.54
23530 - Machinery Maintenance Mechanic	29.40
23550 - Machinist, Maintenance	21.37
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	21.99
23592 - Metrology Technician II	22.79
23593 - Metrology Technician III	23.55
23640 - Millwright	27.53
23710 - Office Appliance Repairer	20.72
23760 - Painter, Maintenance	23.89
23790 - Pipefitter, Maintenance	27.15
23810 - Plumber, Maintenance	24.36
23820 - Pneudraulic Systems Mechanic	21.93
23850 - Rigger	21.89
23870 - Scale Mechanic	20.12
23890 - Sheet-Metal Worker, Maintenance	28.12
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.36
23950 - Telephone Lineman	21.09
23960 - Welder, Combination, Maintenance	21.30
23965 - Well Driller	22.03
23970 - Woodcraft Worker	21.89
23980 - Woodworker	17.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	9.19
24620 - Family Readiness And Support Services Coordinator	12.19
24630 - Homemaker	15.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.94
25040 - Sewage Plant Operator	20.25

25070 - Stationary Engineer	20.94
25190 - Ventilation Equipment Tender	16.59
25210 - Water Treatment Plant Operator	19.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.29
27007 - Baggage Inspector	11.62
27008 - Corrections Officer	19.54
27010 - Court Security Officer	19.09
27030 - Detection Dog Handler	17.48
27040 - Detention Officer	19.54
27070 - Firefighter	17.08
27101 - Guard I	11.62
27102 - Guard II	16.95
27131 - Police Officer I	20.76
27132 - Police Officer II	23.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.79
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.90
28210 - Gate Attendant/Gate Tender	14.38
28310 - Lifeguard	10.92
28350 - Park Attendant (Aide)	16.08
28510 - Recreation Aide/Health Facility Attendant	11.74
28515 - Recreation Specialist	16.98
28630 - Sports Official	12.81
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.12
29020 - Hatch Tender	20.12
29030 - Line Handler	20.12
29041 - Stevedore I	18.41
29042 - Stevedore II	20.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.03
30022 - Archeological Technician II	18.98
30023 - Archeological Technician III	23.57
30030 - Cartographic Technician	26.76
30040 - Civil Engineering Technician	19.99
30061 - Drafter/CAD Operator I	19.30
30062 - Drafter/CAD Operator II	21.59
30063 - Drafter/CAD Operator III	24.08
30064 - Drafter/CAD Operator IV	29.62
30081 - Engineering Technician I	18.89
30082 - Engineering Technician II	21.20
30083 - Engineering Technician III	23.71
30084 - Engineering Technician IV	29.38
30085 - Engineering Technician V	35.94
30086 - Engineering Technician VI	43.48
30090 - Environmental Technician	21.73
30210 - Laboratory Technician	18.74
30240 - Mathematical Technician	26.45
30361 - Paralegal/Legal Assistant I	16.42
30362 - Paralegal/Legal Assistant II	20.94
30363 - Paralegal/Legal Assistant III	25.64
30364 - Paralegal/Legal Assistant IV	31.01
30390 - Photo-Optics Technician	26.27
30461 - Technical Writer I	23.87
30462 - Technical Writer II	29.21
30463 - Technical Writer III	35.36
30491 - Unexploded Ordnance (UXO) Technician I	22.74

30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.77
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.70
31030 - Bus Driver		15.59
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		10.02
31290 - Shuttle Bus Driver		14.81
31310 - Taxi Driver		10.47
31361 - Truckdriver, Light		14.81
31362 - Truckdriver, Medium		17.78
31363 - Truckdriver, Heavy		18.96
31364 - Truckdriver, Tractor-Trailer		18.96
99000 - Miscellaneous Occupations		
99030 - Cashier		9.26
99050 - Desk Clerk		12.25
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.46
99252 - Laboratory Animal Caretaker II		12.24
99310 - Mortician		29.78
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		14.39
99710 - Recycling Laborer		16.31
99711 - Recycling Specialist		19.10
99730 - Refuse Collector		14.89
99810 - Sales Clerk		12.06
99820 - School Crossing Guard		10.14
99830 - Survey Party Chief		19.34
99831 - Surveying Aide		11.01
99832 - Surveying Technician		17.36
99840 - Vending Machine Attendant		11.76
99841 - Vending Machine Repairer		14.75
99842 - Vending Machine Repairer Helper		11.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3015 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01011 - Accounting Clerk I		15.08
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05110 - Mobile Equipment Servicer		19.89
05130 - Motor Equipment Metal Mechanic		24.10
05160 - Motor Equipment Metal Worker		22.15
05190 - Motor Vehicle Mechanic		24.10
05220 - Motor Vehicle Mechanic Helper		18.92
05250 - Motor Vehicle Upholstery Worker		21.63
05280 - Motor Vehicle Wrecker		22.15
05310 - Painter, Automotive		23.51
05340 - Radiator Repair Specialist		22.15
05370 - Tire Repairer		13.56
05400 - Transmission Repair Specialist		24.10

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.85
07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	15.27
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	16.02
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	17.75
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.47
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15090 - Technical Instructor		23.68
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	18.03
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	14.44
21080 - Production Line Worker (Food Processing)	18.03
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.06
21210 - Tools And Parts Attendant	18.03
21410 - Warehouse Specialist	18.03
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23021 - Aircraft Mechanic I	25.69
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	28.29
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	16.17
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29

23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.96
24580 - Child Care Center Clerk	16.16
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.94
24630 - Homemaker	17.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	20.94
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.83
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.83
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.24
29042 - Stevedore II	24.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	19.80
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41

30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.98
30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		12.29
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.45
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.20
99050 - Desk Clerk		11.78
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.25
99310 - Mortician		29.35
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		16.17
99711 - Recycling Specialist		18.01
99730 - Refuse Collector		15.26
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.60
99832 - Surveying Technician		18.63
99840 - Vending Machine Attendant		14.42
99841 - Vending Machine Repairer		17.79
99842 - Vending Machine Repairer Helper		14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3016 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.35
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36

01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.54
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.56
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.85
07260 - Waiter/Waitress	9.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	15.27
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	16.02
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	17.75
12160 - Medical Record Clerk	17.42

12190 - Medical Record Technician		19.50
12195 - Medical Transcriptionist		17.93
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		16.90
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.47
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95

15090 - Technical Instructor	23.68
15095 - Technical Instructor/Course Developer	28.96
15110 - Test Proctor	19.37
15120 - Tutor	19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.88
16030 - Counter Attendant	9.88
16040 - Dry Cleaner	12.94
16070 - Finisher, Flatwork, Machine	9.88
16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	24.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.03
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	14.44
21080 - Production Line Worker (Food Processing)	18.03
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.06
21210 - Tools And Parts Attendant	18.03
21410 - Warehouse Specialist	18.03
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23021 - Aircraft Mechanic I	25.69
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	28.29
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	16.17
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning	23.72

Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.96
24580 - Child Care Center Clerk	16.16
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.94
24630 - Homemaker	17.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	20.94
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.83
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.83
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59

28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		18.04
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		15.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.75
29020 - Hatch Tender		22.75
29030 - Line Handler		22.75
29041 - Stevedore I		21.24
29042 - Stevedore II		24.15
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		19.80
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.98
30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		12.29
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.45
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.20
99050 - Desk Clerk		11.78

99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.24
99252 - Laboratory Animal Caretaker II	12.25
99310 - Mortician	29.35
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.63
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3017 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21

01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.40
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	17.04
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.81
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83

11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.76
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.61
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	16.65
13072 - Photographer II	18.58
13073 - Photographer III	23.08
13074 - Photographer IV	28.24
13075 - Photographer V	33.76
13110 - Video Teleconference Technician	20.39

14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		34.23
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		12.98
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		12.28
21150 - Stock Clerk		16.86
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.21
23021 - Aircraft Mechanic I		25.83
23022 - Aircraft Mechanic II		27.21
23023 - Aircraft Mechanic III		28.53
23040 - Aircraft Mechanic Helper		17.54
23050 - Aircraft, Painter		24.73
23060 - Aircraft Servicer		19.76

23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	23.10
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	17.23
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	13.83
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.77
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.77
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.77
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.15
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30390 - Photo-Optics Technician	27.98
30461 - Technical Writer I	21.93
30462 - Technical Writer II	26.84

30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.63
30621 - Weather Observer, Senior	(see 2)	27.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.00
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		20.53
99730 - Refuse Collector		16.40
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.63
99832 - Surveying Technician		19.42
99840 - Vending Machine Attendant		14.43
99841 - Vending Machine Repairer		18.73
99842 - Vending Machine Repairer Helper		14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3018 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		17.04
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63
01612 - Word Processor II		17.67
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.26
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15
05070 - Automotive Worker		22.15
05110 - Mobile Equipment Servicer		19.04
05130 - Motor Equipment Metal Mechanic		24.78
05160 - Motor Equipment Metal Worker		22.15
05190 - Motor Vehicle Mechanic		24.78
05220 - Motor Vehicle Mechanic Helper		18.49
05250 - Motor Vehicle Upholstery Worker		21.63
05280 - Motor Vehicle Wrecker		22.15
05310 - Painter, Automotive		23.51
05340 - Radiator Repair Specialist		22.15
05370 - Tire Repairer		12.55
05400 - Transmission Repair Specialist		24.78
07000 - Food Preparation And Service Occupations		

07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.81
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.76
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86

13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.58
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
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15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02

21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	12.98
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	12.28
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	23.10
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	17.23
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	13.83
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91

23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.77
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.77
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.77
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.15
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19

30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.63
30621 - Weather Observer, Senior	(see 2)	27.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.00
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		20.53
99730 - Refuse Collector		16.40
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.63
99832 - Surveying Technician		19.42
99840 - Vending Machine Attendant		14.43
99841 - Vending Machine Repairer		18.73
99842 - Vending Machine Repairer Helper		14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3019 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.13
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29

01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04

12160 - Medical Record Clerk		17.42
12190 - Medical Record Technician		19.50
12195 - Medical Transcriptionist		18.77
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.17
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81

15080 - Graphic Artist	26.80
15090 - Technical Instructor	25.08
15095 - Technical Instructor/Course Developer	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.88
16030 - Counter Attendant	9.88
16040 - Dry Cleaner	12.94
16070 - Finisher, Flatwork, Machine	9.88
16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	14.62
21071 - Order Filler	13.00
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.21
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23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	16.02
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	19.44
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	19.44
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01

28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		17.96
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.13
29020 - Hatch Tender		23.13
29030 - Line Handler		23.13
29041 - Stevedore I		21.31
29042 - Stevedore II		24.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.54
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03

99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	21.29
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3020 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88

01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.40
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	28.55
01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07

11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.61
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	16.65
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	33.76
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92

14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		14.62
21071 - Order Filler		13.00
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		11.72
21150 - Stock Clerk		16.86
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.21
23021 - Aircraft Mechanic I		25.83
23022 - Aircraft Mechanic II		27.21
23023 - Aircraft Mechanic III		28.53
23040 - Aircraft Mechanic Helper		17.54
23050 - Aircraft, Painter		24.73
23060 - Aircraft Servicer		19.76
23080 - Aircraft Worker		21.01
23110 - Appliance Mechanic		21.75

23120 - Bicycle Repairer	15.54
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	17.25
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	13.83
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	16.02
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84

25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	19.44
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	19.44
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.96
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.56
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30210 - Laboratory Technician	23.38
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30390 - Photo-Optics Technician	27.98
30461 - Technical Writer I	21.93
30462 - Technical Writer II	26.84
30463 - Technical Writer III	32.47
30491 - Unexploded Ordnance (UXO) Technician I	24.74

30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.54
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.18
31364 - Truckdriver, Tractor-Trailer		19.18
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.58
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician		31.73
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		18.50
99711 - Recycling Specialist		21.29
99730 - Refuse Collector		16.40
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		13.43
99830 - Survey Party Chief		21.94
99831 - Surveying Aide		13.63
99832 - Surveying Technician		20.85
99840 - Vending Machine Attendant		14.43
99841 - Vending Machine Repairer		18.73
99842 - Vending Machine Repairer Helper		14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3023 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.99
01012 - Accounting Clerk II		16.83
01013 - Accounting Clerk III		19.25
01020 - Administrative Assistant		22.03
01040 - Court Reporter		18.71
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.53
01060 - Dispatcher, Motor Vehicle		16.10
01070 - Document Preparation Clerk		14.60
01090 - Duplicating Machine Operator		14.60
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		17.13
01120 - Housing Referral Assistant		20.85
01141 - Messenger Courier		13.55
01191 - Order Clerk I		13.28
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.85
01262 - Personnel Assistant (Employment) II		17.73
01263 - Personnel Assistant (Employment) III		19.76
01270 - Production Control Clerk		24.02
01280 - Receptionist		13.13
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		16.72
01311 - Secretary I		16.72
01312 - Secretary II		18.71
01313 - Secretary III		20.85
01320 - Service Order Dispatcher		14.74
01410 - Supply Technician		22.03
01420 - Survey Worker		16.62
01531 - Travel Clerk I		12.40
01532 - Travel Clerk II		13.50
01533 - Travel Clerk III		14.24
01611 - Word Processor I		13.75
01612 - Word Processor II		17.11
01613 - Word Processor III		19.15
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.76
05010 - Automotive Electrician		22.22
05040 - Automotive Glass Installer		21.49
05070 - Automotive Worker		21.49
05110 - Mobile Equipment Servicer		20.17
05130 - Motor Equipment Metal Mechanic		22.84
05160 - Motor Equipment Metal Worker		21.49
05190 - Motor Vehicle Mechanic		20.57
05220 - Motor Vehicle Mechanic Helper		19.44
05250 - Motor Vehicle Upholstery Worker		20.87
05280 - Motor Vehicle Wrecker		21.49

05310 - Painter, Automotive	20.00
05340 - Radiator Repair Specialist	19.34
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	20.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.05
07041 - Cook I	12.70
07042 - Cook II	15.10
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.25
07210 - Meat Cutter	19.06
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer, Minor	20.87
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.20
11060 - Elevator Operator	12.20
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.40
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	10.96
11260 - Pruner	12.66
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	14.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	17.24
12012 - Certified Occupational Therapist Assistant	24.68
12015 - Certified Physical Therapist Assistant	24.04
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.89
12030 - EKG Technician	25.36
12035 - Electroneurodiagnostic Technologist	25.36
12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	19.15
12072 - Licensed Practical Nurse II	21.43
12073 - Licensed Practical Nurse III	23.88
12100 - Medical Assistant	14.45
12130 - Medical Laboratory Technician	20.53
12160 - Medical Record Clerk	16.15
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	41.13
12221 - Nursing Assistant I	11.15
12222 - Nursing Assistant II	12.54
12223 - Nursing Assistant III	13.68
12224 - Nursing Assistant IV	15.37
12235 - Optical Dispenser	21.43
12236 - Optical Technician	16.95
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	15.37
12305 - Radiologic Technologist	27.63
12311 - Registered Nurse I	25.81
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.21

12315 - Registered Nurse III, Anesthetist		38.21
12316 - Registered Nurse IV		45.33
12317 - Scheduler (Drug and Alcohol Testing)		24.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.39
13012 - Exhibits Specialist II		24.04
13013 - Exhibits Specialist III		29.38
13041 - Illustrator I		19.39
13042 - Illustrator II		24.04
13043 - Illustrator III		29.37
13047 - Librarian		26.60
13050 - Library Aide/Clerk		13.41
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		17.70
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.37
13063 - Media Specialist III		21.59
13071 - Photographer I		15.98
13072 - Photographer II		19.01
13073 - Photographer III		23.53
13074 - Photographer IV		28.81
13075 - Photographer V		34.85
13110 - Video Teleconference Technician		17.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.56
14043 - Computer Operator III		19.63
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69
14160 - Personal Computer Support Technician		24.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		42.01
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist		31.14
15070 - Flight Instructor (Pilot)		42.01
15080 - Graphic Artist		22.12
15090 - Technical Instructor		21.01
15095 - Technical Instructor/Course Developer		26.19
15110 - Test Proctor		16.95
15120 - Tutor		16.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.18
16030 - Counter Attendant		10.18
16040 - Dry Cleaner		12.48
16070 - Finisher, Flatwork, Machine		10.18
16090 - Presser, Hand		10.18
16110 - Presser, Machine, Drycleaning		10.18
16130 - Presser, Machine, Shirts		10.18
16160 - Presser, Machine, Wearing Apparel, Laundry		10.18
16190 - Sewing Machine Operator		13.28
16220 - Tailor		14.18
16250 - Washer, Machine		10.76

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.10
19040 - Tool And Die Maker	25.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.37
21030 - Material Coordinator	21.97
21040 - Material Expediter	22.39
21050 - Material Handling Laborer	13.77
21071 - Order Filler	12.31
21080 - Production Line Worker (Food Processing)	15.37
21110 - Shipping Packer	16.90
21130 - Shipping/Receiving Clerk	14.82
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	15.37
21410 - Warehouse Specialist	16.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.16
23021 - Aircraft Mechanic I	26.31
23022 - Aircraft Mechanic II	27.16
23023 - Aircraft Mechanic III	27.87
23040 - Aircraft Mechanic Helper	22.40
23050 - Aircraft, Painter	25.59
23060 - Aircraft Servicer	24.04
23080 - Aircraft Worker	24.76
23110 - Appliance Mechanic	21.66
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	29.74
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.36
23160 - Electrician, Maintenance	25.16
23181 - Electronics Technician Maintenance I	24.54
23182 - Electronics Technician Maintenance II	25.35
23183 - Electronics Technician Maintenance III	26.07
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	23.00
23311 - Fuel Distribution System Mechanic	23.75
23312 - Fuel Distribution System Operator	23.18
23370 - General Maintenance Worker	21.49
23380 - Ground Support Equipment Mechanic	26.31
23381 - Ground Support Equipment Servicer	24.04
23382 - Ground Support Equipment Worker	24.76
23391 - Gunsmith I	20.91
23392 - Gunsmith II	22.36
23393 - Gunsmith III	23.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.43
23430 - Heavy Equipment Mechanic	23.75
23440 - Heavy Equipment Operator	24.12
23460 - Instrument Mechanic	23.75
23465 - Laboratory/Shelter Mechanic	23.10
23470 - Laborer	13.79
23510 - Locksmith	23.10
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist, Maintenance	23.00
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	23.75
23592 - Metrology Technician II	24.52
23593 - Metrology Technician III	25.16
23640 - Millwright	23.75

23710 - Office Appliance Repairer	23.10
23760 - Painter, Maintenance	21.14
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	21.76
23820 - Pneudraulic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	22.36
23890 - Sheet-Metal Worker, Maintenance	26.87
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	23.75
23932 - Telecommunications Mechanic II	24.52
23950 - Telephone Lineman	23.75
23960 - Welder, Combination, Maintenance	23.00
23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.75
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	12.84
24620 - Family Readiness And Support Services Coordinator	17.98
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	23.51
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant Operator	23.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.00
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	23.84
27010 - Court Security Officer	23.84
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	23.84
27070 - Firefighter	21.70
27101 - Guard I	13.95
27102 - Guard II	20.07
27131 - Police Officer I	26.07
27132 - Police Officer II	28.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.56
28042 - Carnival Equipment Repairer	11.14
28043 - Carnival Equpment Worker	10.38
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.73
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	20.27
28630 - Sports Official	13.32
28690 - Swimming Pool Operator	16.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.82
29020 - Hatch Tender	23.82
29030 - Line Handler	23.82
29041 - Stevedore I	21.65
29042 - Stevedore II	26.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.72

30022 - Archeological Technician II		20.95
30023 - Archeological Technician III		25.94
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		27.77
30061 - Drafter/CAD Operator I		18.72
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30063 - Drafter/CAD Operator III		23.34
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30083 - Engineering Technician III		21.33
30084 - Engineering Technician IV		26.00
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		26.25
30210 - Laboratory Technician		22.92
30240 - Mathematical Technician		25.96
30361 - Paralegal/Legal Assistant I		18.90
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30363 - Paralegal/Legal Assistant III		31.55
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		25.40
30461 - Technical Writer I		25.94
30462 - Technical Writer II		31.74
30463 - Technical Writer III		38.40
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.34
30621 - Weather Observer, Senior	(see 2)	25.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.84
31030 - Bus Driver		14.96
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		12.46
31290 - Shuttle Bus Driver		16.50
31310 - Taxi Driver		14.54
31361 - Truckdriver, Light		16.50
31362 - Truckdriver, Medium		17.73
31363 - Truckdriver, Heavy		18.96
31364 - Truckdriver, Tractor-Trailer		18.96
99000 - Miscellaneous Occupations		
99030 - Cashier		10.17
99050 - Desk Clerk		12.08
99095 - Embalmer		27.39
99251 - Laboratory Animal Caretaker I		12.27
99252 - Laboratory Animal Caretaker II		12.73
99310 - Mortician		27.39
99410 - Pest Controller		19.03
99510 - Photofinishing Worker		13.17
99710 - Recycling Laborer		17.20
99711 - Recycling Specialist		19.52
99730 - Refuse Collector		16.69
99810 - Sales Clerk		12.58
99820 - School Crossing Guard		11.72
99830 - Survey Party Chief		22.92
99831 - Surveying Aide		14.38
99832 - Surveying Technician		21.38
99840 - Vending Machine Attendant		16.21
99841 - Vending Machine Repairer		18.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3024 Revision No.: 17 Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.99
01012 - Accounting Clerk II		16.83
01013 - Accounting Clerk III		19.25
01020 - Administrative Assistant		22.03
01040 - Court Reporter		18.71
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.53
01060 - Dispatcher, Motor Vehicle		16.10
01070 - Document Preparation Clerk		14.60
01090 - Duplicating Machine Operator		14.60
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		17.13
01120 - Housing Referral Assistant		20.85
01141 - Messenger Courier		13.55
01191 - Order Clerk I		13.28
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.85
01262 - Personnel Assistant (Employment) II		17.73
01263 - Personnel Assistant (Employment) III		19.76
01270 - Production Control Clerk		24.02
01280 - Receptionist		13.13
01290 - Rental Clerk		14.11

01300 - Scheduler, Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.71
01313 - Secretary III	20.85
01320 - Service Order Dispatcher	14.74
01410 - Supply Technician	22.03
01420 - Survey Worker	16.62
01531 - Travel Clerk I	12.40
01532 - Travel Clerk II	13.50
01533 - Travel Clerk III	14.24
01611 - Word Processor I	13.75
01612 - Word Processor II	17.11
01613 - Word Processor III	19.15
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.76
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal Mechanic	22.84
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	20.87
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter, Automotive	20.00
05340 - Radiator Repair Specialist	19.34
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	20.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.05
07041 - Cook I	12.70
07042 - Cook II	15.10
07070 - Dishwasher	9.54
07130 - Food Service Worker	11.25
07210 - Meat Cutter	19.06
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer, Minor	20.87
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.20
11060 - Elevator Operator	12.20
11090 - Gardener	15.27
11122 - Housekeeping Aide	13.40
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	13.51
11240 - Maid or Houseman	10.96
11260 - Pruner	12.66
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.51
11360 - Window Cleaner	14.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	17.24
12012 - Certified Occupational Therapist Assistant	24.68
12015 - Certified Physical Therapist Assistant	24.04
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.89

12030 - EKG Technician		25.36
12035 - Electroneurodiagnostic Technologist		25.36
12040 - Emergency Medical Technician		15.73
12071 - Licensed Practical Nurse I		19.15
12072 - Licensed Practical Nurse II		21.43
12073 - Licensed Practical Nurse III		23.88
12100 - Medical Assistant		14.45
12130 - Medical Laboratory Technician		20.53
12160 - Medical Record Clerk		16.15
12190 - Medical Record Technician		18.10
12195 - Medical Transcriptionist		17.76
12210 - Nuclear Medicine Technologist		41.13
12221 - Nursing Assistant I		11.15
12222 - Nursing Assistant II		12.54
12223 - Nursing Assistant III		13.68
12224 - Nursing Assistant IV		15.37
12235 - Optical Dispenser		21.43
12236 - Optical Technician		16.95
12250 - Pharmacy Technician		14.32
12280 - Phlebotomist		15.37
12305 - Radiologic Technologist		27.63
12311 - Registered Nurse I		25.81
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.21
12315 - Registered Nurse III, Anesthetist		38.21
12316 - Registered Nurse IV		45.33
12317 - Scheduler (Drug and Alcohol Testing)		24.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.39
13012 - Exhibits Specialist II		24.04
13013 - Exhibits Specialist III		29.38
13041 - Illustrator I		19.39
13042 - Illustrator II		24.04
13043 - Illustrator III		29.37
13047 - Librarian		26.60
13050 - Library Aide/Clerk		13.41
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		17.70
13061 - Media Specialist I		17.31
13062 - Media Specialist II		19.37
13063 - Media Specialist III		21.59
13071 - Photographer I		15.98
13072 - Photographer II		19.01
13073 - Photographer III		23.53
13074 - Photographer IV		28.81
13075 - Photographer V		34.85
13110 - Video Teleconference Technician		17.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.69
14042 - Computer Operator II		17.56
14043 - Computer Operator III		19.63
14044 - Computer Operator IV		21.93
14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.69

14160 - Personal Computer Support Technician	24.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.96
15020 - Aircrew Training Devices Instructor (Rated)	39.87
15030 - Air Crew Training Devices Instructor (Pilot)	42.01
15050 - Computer Based Training Specialist / Instructor	32.96
15060 - Educational Technologist	31.14
15070 - Flight Instructor (Pilot)	42.01
15080 - Graphic Artist	22.12
15090 - Technical Instructor	21.01
15095 - Technical Instructor/Course Developer	26.19
15110 - Test Proctor	16.95
15120 - Tutor	16.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.18
16030 - Counter Attendant	10.18
16040 - Dry Cleaner	12.48
16070 - Finisher, Flatwork, Machine	10.18
16090 - Presser, Hand	10.18
16110 - Presser, Machine, Drycleaning	10.18
16130 - Presser, Machine, Shirts	10.18
16160 - Presser, Machine, Wearing Apparel, Laundry	10.18
16190 - Sewing Machine Operator	13.28
16220 - Tailor	14.18
16250 - Washer, Machine	10.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.10
19040 - Tool And Die Maker	25.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.37
21030 - Material Coordinator	21.97
21040 - Material Expediter	22.39
21050 - Material Handling Laborer	13.77
21071 - Order Filler	12.31
21080 - Production Line Worker (Food Processing)	15.37
21110 - Shipping Packer	16.90
21130 - Shipping/Receiving Clerk	14.82
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	15.37
21410 - Warehouse Specialist	16.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.16
23021 - Aircraft Mechanic I	26.31
23022 - Aircraft Mechanic II	27.16
23023 - Aircraft Mechanic III	27.87
23040 - Aircraft Mechanic Helper	22.40
23050 - Aircraft, Painter	25.59
23060 - Aircraft Servicer	24.04
23080 - Aircraft Worker	24.76
23110 - Appliance Mechanic	21.66
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	29.74
23130 - Carpenter, Maintenance	23.47
23140 - Carpet Layer	22.36
23160 - Electrician, Maintenance	25.16
23181 - Electronics Technician Maintenance I	24.54
23182 - Electronics Technician Maintenance II	25.35
23183 - Electronics Technician Maintenance III	26.07
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	23.00
23311 - Fuel Distribution System Mechanic	23.75

23312 - Fuel Distribution System Operator	23.18
23370 - General Maintenance Worker	21.49
23380 - Ground Support Equipment Mechanic	26.31
23381 - Ground Support Equipment Servicer	24.04
23382 - Ground Support Equipment Worker	24.76
23391 - Gunsmith I	20.91
23392 - Gunsmith II	22.36
23393 - Gunsmith III	23.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.43
23430 - Heavy Equipment Mechanic	23.75
23440 - Heavy Equipment Operator	24.12
23460 - Instrument Mechanic	23.75
23465 - Laboratory/Shelter Mechanic	23.10
23470 - Laborer	13.79
23510 - Locksmith	23.10
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist, Maintenance	23.00
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	23.75
23592 - Metrology Technician II	24.52
23593 - Metrology Technician III	25.16
23640 - Millwright	23.75
23710 - Office Appliance Repairer	23.10
23760 - Painter, Maintenance	21.14
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	21.76
23820 - Pneudraulic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	22.36
23890 - Sheet-Metal Worker, Maintenance	26.87
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	23.75
23932 - Telecommunications Mechanic II	24.52
23950 - Telephone Lineman	23.75
23960 - Welder, Combination, Maintenance	23.00
23965 - Well Driller	23.75
23970 - Woodcraft Worker	23.75
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	12.84
24620 - Family Readiness And Support Services Coordinator	17.98
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	23.51
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant Operator	23.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.00
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	23.84
27010 - Court Security Officer	23.84
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	23.84
27070 - Firefighter	21.70
27101 - Guard I	13.95

27102 - Guard II		20.07
27131 - Police Officer I		26.07
27132 - Police Officer II		28.97
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.56
28042 - Carnival Equipment Repairer		11.14
28043 - Carnival Equpment Worker		10.38
28210 - Gate Attendant/Gate Tender		14.96
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		16.73
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		20.27
28630 - Sports Official		13.32
28690 - Swimming Pool Operator		16.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.82
29020 - Hatch Tender		23.82
29030 - Line Handler		23.82
29041 - Stevedore I		21.65
29042 - Stevedore II		26.52
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.94
30021 - Archeological Technician I		18.72
30022 - Archeological Technician II		20.95
30023 - Archeological Technician III		25.94
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		27.77
30061 - Drafter/CAD Operator I		18.72
30062 - Drafter/CAD Operator II		20.95
30063 - Drafter/CAD Operator III		23.34
30064 - Drafter/CAD Operator IV		28.74
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.76
30083 - Engineering Technician III		21.33
30084 - Engineering Technician IV		26.00
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		26.25
30210 - Laboratory Technician		22.92
30240 - Mathematical Technician		25.96
30361 - Paralegal/Legal Assistant I		18.90
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.55
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		25.40
30461 - Technical Writer I		25.94
30462 - Technical Writer II		31.74
30463 - Technical Writer III		38.40
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.34
30621 - Weather Observer, Senior	(see 2)	25.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.84
31030 - Bus Driver		14.96
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		12.46

31290 - Shuttle Bus Driver	16.50
31310 - Taxi Driver	14.54
31361 - Truckdriver, Light	16.50
31362 - Truckdriver, Medium	17.73
31363 - Truckdriver, Heavy	18.96
31364 - Truckdriver, Tractor-Trailer	18.96
99000 - Miscellaneous Occupations	
99030 - Cashier	10.17
99050 - Desk Clerk	12.08
99095 - Embalmer	27.39
99251 - Laboratory Animal Caretaker I	12.27
99252 - Laboratory Animal Caretaker II	12.73
99310 - Mortician	27.39
99410 - Pest Controller	19.03
99510 - Photofinishing Worker	13.17
99710 - Recycling Laborer	17.20
99711 - Recycling Specialist	19.52
99730 - Refuse Collector	16.69
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	22.92
99831 - Surveying Aide	14.38
99832 - Surveying Technician	21.38
99840 - Vending Machine Attendant	16.21
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	16.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3025 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.91
01012 - Accounting Clerk II		13.36
01013 - Accounting Clerk III		14.94
01020 - Administrative Assistant		18.59
01040 - Court Reporter		13.20
01051 - Data Entry Operator I		10.98
01052 - Data Entry Operator II		11.98
01060 - Dispatcher, Motor Vehicle		15.94
01070 - Document Preparation Clerk		11.50
01090 - Duplicating Machine Operator		11.50
01111 - General Clerk I		10.51
01112 - General Clerk II		11.47
01113 - General Clerk III		12.87
01120 - Housing Referral Assistant		15.18
01141 - Messenger Courier		10.13
01191 - Order Clerk I		11.87
01192 - Order Clerk II		12.95
01261 - Personnel Assistant (Employment) I		12.36
01262 - Personnel Assistant (Employment) II		13.82
01263 - Personnel Assistant (Employment) III		15.41
01270 - Production Control Clerk		16.30
01280 - Receptionist		11.00
01290 - Rental Clerk		10.16
01300 - Scheduler, Maintenance		11.80
01311 - Secretary I		11.80
01312 - Secretary II		13.20
01313 - Secretary III		15.18
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		18.59
01420 - Survey Worker		12.35
01531 - Travel Clerk I		12.17
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.73
01611 - Word Processor I		10.52
01612 - Word Processor II		11.80
01613 - Word Processor III		13.20
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.11
05010 - Automotive Electrician		16.33
05040 - Automotive Glass Installer		15.56
05070 - Automotive Worker		15.56
05110 - Mobile Equipment Servicer		13.96
05130 - Motor Equipment Metal Mechanic		17.11
05160 - Motor Equipment Metal Worker		15.56
05190 - Motor Vehicle Mechanic		17.11
05220 - Motor Vehicle Mechanic Helper		13.20
05250 - Motor Vehicle Upholstery Worker		14.76
05280 - Motor Vehicle Wrecker		15.56
05310 - Painter, Automotive		16.33
05340 - Radiator Repair Specialist		15.56
05370 - Tire Repairer		10.36
05400 - Transmission Repair Specialist		17.11
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.48
07041 - Cook I		10.87
07042 - Cook II		12.08

07070 - Dishwasher	8.40
07130 - Food Service Worker	8.96
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	7.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	10.27
09080 - Furniture Refinisher	15.16
09090 - Furniture Refinisher Helper	12.03
09110 - Furniture Repairer, Minor	13.64
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	9.27
11090 - Gardener	14.63
11122 - Housekeeping Aide	10.20
11150 - Janitor	10.21
11210 - Laborer, Grounds Maintenance	11.68
11240 - Maid or Houseman	9.42
11260 - Pruner	10.68
11270 - Tractor Operator	13.65
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	11.17
12000 - Health Occupations	
12010 - Ambulance Driver	14.37
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	17.53
12015 - Certified Physical Therapist Assistant	14.56
12020 - Dental Assistant	15.38
12025 - Dental Hygienist	29.52
12030 - EKG Technician	23.93
12035 - Electroneurodiagnostic Technologist	23.93
12040 - Emergency Medical Technician	14.37
12071 - Licensed Practical Nurse I	12.85
12072 - Licensed Practical Nurse II	14.37
12073 - Licensed Practical Nurse III	16.03
12100 - Medical Assistant	12.43
12130 - Medical Laboratory Technician	15.01
12160 - Medical Record Clerk	12.86
12190 - Medical Record Technician	16.23
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	26.56
12221 - Nursing Assistant I	10.10
12222 - Nursing Assistant II	11.35
12223 - Nursing Assistant III	12.39
12224 - Nursing Assistant IV	13.90
12235 - Optical Dispenser	14.85
12236 - Optical Technician	12.83
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	21.44
12312 - Registered Nurse II	26.23
12313 - Registered Nurse II, Specialist	26.23
12314 - Registered Nurse III	31.73
12315 - Registered Nurse III, Anesthetist	31.73
12316 - Registered Nurse IV	38.03
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.11
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.89
13041 - Illustrator I	14.90

13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		14.45
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		13.62
13072 - Photographer II		15.24
13073 - Photographer III		18.89
13074 - Photographer IV		23.10
13075 - Photographer V		27.95
13110 - Video Teleconference Technician		12.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		22.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		27.41
15060 - Educational Technologist		21.32
15070 - Flight Instructor (Pilot)		43.93
15080 - Graphic Artist		19.72
15090 - Technical Instructor		16.17
15095 - Technical Instructor/Course Developer		19.78
15110 - Test Proctor		13.05
15120 - Tutor		13.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.03
16030 - Counter Attendant		9.03
16040 - Dry Cleaner		10.82
16070 - Finisher, Flatwork, Machine		9.03
16090 - Presser, Hand		9.03
16110 - Presser, Machine, Drycleaning		9.03
16130 - Presser, Machine, Shirts		9.03
16160 - Presser, Machine, Wearing Apparel, Laundry		9.03
16190 - Sewing Machine Operator		11.44
16220 - Tailor		12.11
16250 - Washer, Machine		9.68
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.39
19040 - Tool And Die Maker		21.28
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.05
21030 - Material Coordinator		16.30
21040 - Material Expediter		16.30
21050 - Material Handling Laborer		12.78

21071 - Order Filler	10.24
21080 - Production Line Worker (Food Processing)	13.05
21110 - Shipping Packer	13.77
21130 - Shipping/Receiving Clerk	13.77
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.18
21210 - Tools And Parts Attendant	13.05
21410 - Warehouse Specialist	13.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.49
23021 - Aircraft Mechanic I	22.32
23022 - Aircraft Mechanic II	23.49
23023 - Aircraft Mechanic III	24.65
23040 - Aircraft Mechanic Helper	16.45
23050 - Aircraft, Painter	20.42
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.01
23110 - Appliance Mechanic	17.39
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	26.24
23130 - Carpenter, Maintenance	16.26
23140 - Carpet Layer	16.36
23160 - Electrician, Maintenance	19.32
23181 - Electronics Technician Maintenance I	21.42
23182 - Electronics Technician Maintenance II	22.77
23183 - Electronics Technician Maintenance III	24.09
23260 - Fabric Worker	15.35
23290 - Fire Alarm System Mechanic	18.40
23310 - Fire Extinguisher Repairer	14.37
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	14.05
23380 - Ground Support Equipment Mechanic	22.32
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.01
23391 - Gunsmith I	14.37
23392 - Gunsmith II	16.36
23393 - Gunsmith III	18.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	18.89
23440 - Heavy Equipment Operator	17.74
23460 - Instrument Mechanic	18.40
23465 - Laboratory/Shelter Mechanic	17.39
23470 - Laborer	10.91
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	18.38
23550 - Machinist, Maintenance	15.88
23580 - Maintenance Trades Helper	13.40
23591 - Metrology Technician I	18.40
23592 - Metrology Technician II	19.36
23593 - Metrology Technician III	20.32
23640 - Millwright	18.40
23710 - Office Appliance Repairer	18.83
23760 - Painter, Maintenance	15.16
23790 - Pipefitter, Maintenance	20.76
23810 - Plumber, Maintenance	18.51
23820 - Pneudraulic Systems Mechanic	18.40
23850 - Rigger	18.40
23870 - Scale Mechanic	16.36
23890 - Sheet-Metal Worker, Maintenance	16.26

23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	22.70
23932 - Telecommunications Mechanic II	23.89
23950 - Telephone Lineman	18.40
23960 - Welder, Combination, Maintenance	15.88
23965 - Well Driller	18.40
23970 - Woodcraft Worker	18.40
23980 - Woodworker	13.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.38
24580 - Child Care Center Clerk	10.87
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	11.42
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.50
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	20.50
25190 - Ventilation Equipment Tender	14.78
25210 - Water Treatment Plant Operator	20.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.98
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	15.42
27010 - Court Security Officer	15.42
27030 - Detection Dog Handler	13.98
27040 - Detention Officer	15.42
27070 - Firefighter	15.42
27101 - Guard I	11.98
27102 - Guard II	13.98
27131 - Police Officer I	18.52
27132 - Police Officer II	20.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.14
28042 - Carnival Equipment Repairer	10.84
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.77
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.40
28510 - Recreation Aide/Health Facility Attendant	11.24
28515 - Recreation Specialist	16.08
28630 - Sports Official	12.27
28690 - Swimming Pool Operator	15.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.90
29020 - Hatch Tender	16.90
29030 - Line Handler	16.90
29041 - Stevedore I	15.50
29042 - Stevedore II	17.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	17.87
30023 - Archeological Technician III	22.15
30030 - Cartographic Technician	22.15
30040 - Civil Engineering Technician	17.93
30061 - Drafter/CAD Operator I	15.98
30062 - Drafter/CAD Operator II	17.87
30063 - Drafter/CAD Operator III	19.93
30064 - Drafter/CAD Operator IV	24.52

30081 - Engineering Technician I		13.24
30082 - Engineering Technician II		14.86
30083 - Engineering Technician III		16.62
30084 - Engineering Technician IV		20.60
30085 - Engineering Technician V		25.42
30086 - Engineering Technician VI		30.48
30090 - Environmental Technician		22.15
30210 - Laboratory Technician		19.93
30240 - Mathematical Technician		22.15
30361 - Paralegal/Legal Assistant I		17.67
30362 - Paralegal/Legal Assistant II		21.88
30363 - Paralegal/Legal Assistant III		26.76
30364 - Paralegal/Legal Assistant IV		32.38
30390 - Photo-Optics Technician		22.15
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.93
30621 - Weather Observer, Senior	(see 2)	22.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.45
31030 - Bus Driver		13.99
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.74
31290 - Shuttle Bus Driver		14.08
31310 - Taxi Driver		9.95
31361 - Truckdriver, Light		14.08
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		16.68
31364 - Truckdriver, Tractor-Trailer		16.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03
99050 - Desk Clerk		8.97
99095 - Embalmer		25.11
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		25.11
99410 - Pest Controller		17.77
99510 - Photofinishing Worker		12.22
99710 - Recycling Laborer		13.38
99711 - Recycling Specialist		15.63
99730 - Refuse Collector		12.24
99810 - Sales Clerk		11.66
99820 - School Crossing Guard		11.94
99830 - Survey Party Chief		16.62
99831 - Surveying Aide		10.95
99832 - Surveying Technician		15.00
99840 - Vending Machine Attendant		13.65
99841 - Vending Machine Repairer		16.31
99842 - Vending Machine Repairer Helper		13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3026 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.91
01012 - Accounting Clerk II		13.36
01013 - Accounting Clerk III		14.94
01020 - Administrative Assistant		18.59
01040 - Court Reporter		13.20
01051 - Data Entry Operator I		10.98
01052 - Data Entry Operator II		11.98
01060 - Dispatcher, Motor Vehicle		15.94
01070 - Document Preparation Clerk		11.50
01090 - Duplicating Machine Operator		11.50
01111 - General Clerk I		10.51
01112 - General Clerk II		11.47
01113 - General Clerk III		12.87
01120 - Housing Referral Assistant		15.18
01141 - Messenger Courier		10.13
01191 - Order Clerk I		11.87
01192 - Order Clerk II		12.95
01261 - Personnel Assistant (Employment) I		12.36
01262 - Personnel Assistant (Employment) II		13.82
01263 - Personnel Assistant (Employment) III		15.41
01270 - Production Control Clerk		16.30
01280 - Receptionist		11.00
01290 - Rental Clerk		10.16
01300 - Scheduler, Maintenance		11.80
01311 - Secretary I		11.80
01312 - Secretary II		13.20
01313 - Secretary III		15.18
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		18.59
01420 - Survey Worker		12.35
01531 - Travel Clerk I		12.17

01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	10.52
01612 - Word Processor II	11.80
01613 - Word Processor III	13.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.11
05010 - Automotive Electrician	16.33
05040 - Automotive Glass Installer	15.56
05070 - Automotive Worker	15.56
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	17.11
05160 - Motor Equipment Metal Worker	15.56
05190 - Motor Vehicle Mechanic	17.11
05220 - Motor Vehicle Mechanic Helper	13.20
05250 - Motor Vehicle Upholstery Worker	14.76
05280 - Motor Vehicle Wrecker	15.56
05310 - Painter, Automotive	16.33
05340 - Radiator Repair Specialist	15.56
05370 - Tire Repairer	10.36
05400 - Transmission Repair Specialist	17.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.87
07042 - Cook II	12.08
07070 - Dishwasher	8.40
07130 - Food Service Worker	8.96
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	7.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	10.27
09080 - Furniture Refinisher	15.16
09090 - Furniture Refinisher Helper	12.03
09110 - Furniture Repairer, Minor	13.64
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	9.27
11090 - Gardener	14.63
11122 - Housekeeping Aide	10.20
11150 - Janitor	10.21
11210 - Laborer, Grounds Maintenance	11.68
11240 - Maid or Houseman	9.42
11260 - Pruner	10.68
11270 - Tractor Operator	13.65
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	11.17
12000 - Health Occupations	
12010 - Ambulance Driver	14.37
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	17.53
12015 - Certified Physical Therapist Assistant	14.56
12020 - Dental Assistant	15.38
12025 - Dental Hygienist	29.52
12030 - EKG Technician	23.93
12035 - Electroneurodiagnostic Technologist	23.93
12040 - Emergency Medical Technician	14.37
12071 - Licensed Practical Nurse I	12.85
12072 - Licensed Practical Nurse II	14.37
12073 - Licensed Practical Nurse III	16.03
12100 - Medical Assistant	12.43
12130 - Medical Laboratory Technician	15.01

12160 - Medical Record Clerk	12.86
12190 - Medical Record Technician	16.23
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	26.56
12221 - Nursing Assistant I	10.10
12222 - Nursing Assistant II	11.35
12223 - Nursing Assistant III	12.39
12224 - Nursing Assistant IV	13.90
12235 - Optical Dispenser	14.85
12236 - Optical Technician	12.83
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	21.44
12312 - Registered Nurse II	26.23
12313 - Registered Nurse II, Specialist	26.23
12314 - Registered Nurse III	31.73
12315 - Registered Nurse III, Anesthetist	31.73
12316 - Registered Nurse IV	38.03
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.11
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.89
13041 - Illustrator I	14.90
13042 - Illustrator II	18.46
13043 - Illustrator III	22.59
13047 - Librarian	20.44
13050 - Library Aide/Clerk	11.87
13054 - Library Information Technology Systems Administrator	18.46
13058 - Library Technician	14.45
13061 - Media Specialist I	13.48
13062 - Media Specialist II	14.90
13063 - Media Specialist III	16.62
13071 - Photographer I	13.62
13072 - Photographer II	15.24
13073 - Photographer III	18.89
13074 - Photographer IV	23.10
13075 - Photographer V	27.95
13110 - Video Teleconference Technician	12.54
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.10
14042 - Computer Operator II	15.85
14043 - Computer Operator III	17.59
14044 - Computer Operator IV	19.49
14045 - Computer Operator V	21.71
14071 - Computer Programmer I	19.46
14072 - Computer Programmer II	24.12
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.51
14160 - Personal Computer Support Technician	22.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.93
15020 - Aircrew Training Devices Instructor (Rated)	37.42
15030 - Air Crew Training Devices Instructor (Pilot)	43.93
15050 - Computer Based Training Specialist / Instructor	27.41
15060 - Educational Technologist	21.32
15070 - Flight Instructor (Pilot)	43.93

15080 - Graphic Artist	19.72
15090 - Technical Instructor	16.17
15095 - Technical Instructor/Course Developer	19.78
15110 - Test Proctor	13.05
15120 - Tutor	13.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.03
16030 - Counter Attendant	9.03
16040 - Dry Cleaner	10.82
16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03
16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.39
19040 - Tool And Die Maker	21.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.05
21030 - Material Coordinator	16.30
21040 - Material Expediter	16.30
21050 - Material Handling Laborer	12.78
21071 - Order Filler	10.24
21080 - Production Line Worker (Food Processing)	13.05
21110 - Shipping Packer	13.77
21130 - Shipping/Receiving Clerk	13.77
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.18
21210 - Tools And Parts Attendant	13.05
21410 - Warehouse Specialist	13.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.49
23021 - Aircraft Mechanic I	22.32
23022 - Aircraft Mechanic II	23.49
23023 - Aircraft Mechanic III	24.65
23040 - Aircraft Mechanic Helper	16.45
23050 - Aircraft, Painter	20.42
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.01
23110 - Appliance Mechanic	17.39
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	26.24
23130 - Carpenter, Maintenance	16.26
23140 - Carpet Layer	16.36
23160 - Electrician, Maintenance	19.32
23181 - Electronics Technician Maintenance I	21.42
23182 - Electronics Technician Maintenance II	22.77
23183 - Electronics Technician Maintenance III	24.09
23260 - Fabric Worker	15.35
23290 - Fire Alarm System Mechanic	18.40
23310 - Fire Extinguisher Repairer	14.37
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	14.05
23380 - Ground Support Equipment Mechanic	22.32
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.01
23391 - Gunsmith I	14.37
23392 - Gunsmith II	16.36
23393 - Gunsmith III	18.40

23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	18.89
23440 - Heavy Equipment Operator	17.74
23460 - Instrument Mechanic	18.40
23465 - Laboratory/Shelter Mechanic	17.39
23470 - Laborer	10.91
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	18.38
23550 - Machinist, Maintenance	15.88
23580 - Maintenance Trades Helper	13.40
23591 - Metrology Technician I	18.40
23592 - Metrology Technician II	19.36
23593 - Metrology Technician III	20.32
23640 - Millwright	18.40
23710 - Office Appliance Repairer	18.83
23760 - Painter, Maintenance	15.16
23790 - Pipefitter, Maintenance	20.76
23810 - Plumber, Maintenance	18.51
23820 - Pneudraulic Systems Mechanic	18.40
23850 - Rigger	18.40
23870 - Scale Mechanic	16.36
23890 - Sheet-Metal Worker, Maintenance	16.26
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	22.70
23932 - Telecommunications Mechanic II	23.89
23950 - Telephone Lineman	18.40
23960 - Welder, Combination, Maintenance	15.88
23965 - Well Driller	18.40
23970 - Woodcraft Worker	18.40
23980 - Woodworker	13.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.38
24580 - Child Care Center Clerk	10.87
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	11.42
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.50
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	20.50
25190 - Ventilation Equipment Tender	14.78
25210 - Water Treatment Plant Operator	20.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.98
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	15.42
27010 - Court Security Officer	15.42
27030 - Detection Dog Handler	13.98
27040 - Detention Officer	15.42
27070 - Firefighter	15.42
27101 - Guard I	11.98
27102 - Guard II	13.98
27131 - Police Officer I	18.52
27132 - Police Officer II	20.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.14
28042 - Carnival Equipment Repairer	10.84
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.77

28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.40
28510 - Recreation Aide/Health Facility Attendant		11.24
28515 - Recreation Specialist		16.08
28630 - Sports Official		12.27
28690 - Swimming Pool Operator		15.02
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.90
29020 - Hatch Tender		16.90
29030 - Line Handler		16.90
29041 - Stevedore I		15.50
29042 - Stevedore II		17.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1)	27.16
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		17.87
30023 - Archeological Technician III		22.15
30030 - Cartographic Technician		22.15
30040 - Civil Engineering Technician		17.93
30061 - Drafter/CAD Operator I		15.98
30062 - Drafter/CAD Operator II		17.87
30063 - Drafter/CAD Operator III		19.93
30064 - Drafter/CAD Operator IV		24.52
30081 - Engineering Technician I		13.24
30082 - Engineering Technician II		14.86
30083 - Engineering Technician III		16.62
30084 - Engineering Technician IV		20.60
30085 - Engineering Technician V		25.42
30086 - Engineering Technician VI		30.48
30090 - Environmental Technician		22.15
30210 - Laboratory Technician		19.93
30240 - Mathematical Technician		22.15
30361 - Paralegal/Legal Assistant I		17.67
30362 - Paralegal/Legal Assistant II		21.88
30363 - Paralegal/Legal Assistant III		26.76
30364 - Paralegal/Legal Assistant IV		32.38
30390 - Photo-Optics Technician		22.15
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1)	19.93
30621 - Weather Observer, Senior	(see 1)	22.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.45
31030 - Bus Driver		13.99
31043 - Driver Courier		13.13
31260 - Parking and Lot Attendant		10.74
31290 - Shuttle Bus Driver		14.08
31310 - Taxi Driver		9.95
31361 - Truckdriver, Light		14.08
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		16.68
31364 - Truckdriver, Tractor-Trailer		16.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.03

99050 - Desk Clerk	8.97
99095 - Embalmer	25.11
99251 - Laboratory Animal Caretaker I	11.24
99252 - Laboratory Animal Caretaker II	12.17
99310 - Mortician	25.11
99410 - Pest Controller	17.77
99510 - Photofinishing Worker	12.22
99710 - Recycling Laborer	13.38
99711 - Recycling Specialist	15.63
99730 - Refuse Collector	12.24
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	11.94
99830 - Survey Party Chief	16.62
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.65
99841 - Vending Machine Repairer	16.31
99842 - Vending Machine Repairer Helper	13.65

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3027 Revision No.: 13 Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		17.52
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		12.29
01532 - Travel Clerk II		13.39
01533 - Travel Clerk III		14.12
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.38
05010 - Automotive Electrician		29.52
05040 - Automotive Glass Installer		28.55
05070 - Automotive Worker		28.55
05110 - Mobile Equipment Servicer		26.80
05130 - Motor Equipment Metal Mechanic		30.34
05160 - Motor Equipment Metal Worker		28.55
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		25.82
05250 - Motor Vehicle Upholstery Worker		27.72
05280 - Motor Vehicle Wrecker		28.55
05310 - Painter, Automotive		28.79
05340 - Radiator Repair Specialist		26.95
05370 - Tire Repairer		15.94
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		

07010 - Baker	16.75
07041 - Cook I	15.73
07042 - Cook II	16.80
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.33
07210 - Meat Cutter	19.45
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09080 - Furniture Refinisher	20.20
09090 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	21.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.59
11060 - Elevator Operator	11.59
11090 - Gardener	17.87
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.57
12000 - Health Occupations	
12010 - Ambulance Driver	23.13
12011 - Breath Alcohol Technician	23.13
12012 - Certified Occupational Therapist Assistant	24.05
12015 - Certified Physical Therapist Assistant	22.00
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	34.57
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	23.13
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	16.81
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.49
12210 - Nuclear Medicine Technologist	36.01
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	23.68
12236 - Optical Technician	17.73
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.08
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	26.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.35

13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		18.78
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		20.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.92
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.19
15110 - Test Proctor		21.25
15120 - Tutor		21.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		12.33
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		13.12
16220 - Tailor		14.02
16250 - Washer, Machine		10.62
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.09
19040 - Tool And Die Maker		26.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.96

21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft, Painter	25.52
23060 - Aircraft Servicer	25.77
23080 - Aircraft Worker	26.54
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	35.32
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	23.07
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	22.15
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	22.87
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	26.18
23312 - Fuel Distribution System Operator	24.62
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.05
23393 - Gunsmith III	25.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.67
23430 - Heavy Equipment Mechanic	25.29
23440 - Heavy Equipment Operator	27.59
23460 - Instrument Mechanic	25.36
23465 - Laboratory/Shelter Mechanic	24.82
23470 - Laborer	12.96
23510 - Locksmith	25.01
23530 - Machinery Maintenance Mechanic	23.89
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	25.36
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	23.58
23710 - Office Appliance Repairer	21.39
23760 - Painter, Maintenance	25.03
23790 - Pipefitter, Maintenance	29.16
23810 - Plumber, Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	25.59

23850 - Rigger	25.52
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker, Maintenance	24.10
23910 - Small Engine Mechanic	19.54
23931 - Telecommunications Mechanic I	27.95
23932 - Telecommunications Mechanic II	28.88
23950 - Telephone Lineman	28.50
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	20.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	22.25
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	25.92
25210 - Water Treatment Plant Operator	25.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.48
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.18
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	15.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.15
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63
30021 - Archeological Technician I	20.29
30022 - Archeological Technician II	22.42
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	25.11
30061 - Drafter/CAD Operator I	19.69

30062 - Drafter/CAD Operator II		22.42
30063 - Drafter/CAD Operator III		24.89
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.34
30090 - Environmental Technician		23.43
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		27.27
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		25.57
30462 - Technical Writer II		31.26
30463 - Technical Writer III		37.86
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.58
31030 - Bus Driver		19.89
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		14.44
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		12.50
99095 - Embalmer		30.71
99251 - Laboratory Animal Caretaker I		14.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		37.16
99410 - Pest Controller		16.68
99510 - Photofinishing Worker		14.75
99710 - Recycling Laborer		19.55
99711 - Recycling Specialist		21.46
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.73
99820 - School Crossing Guard		13.75
99830 - Survey Party Chief		24.88
99831 - Surveying Aide		17.10
99832 - Surveying Technician		22.59
99840 - Vending Machine Attendant		16.54
99841 - Vending Machine Repairer		18.62
99842 - Vending Machine Repairer Helper		16.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at

http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-3028
Revision No.: 13
Date Of Last Revision: 07/25/2014

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		17.52
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		12.29
01532 - Travel Clerk II		13.39
01533 - Travel Clerk III		14.12
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	26.38
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter, Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	15.73
07042 - Cook II	16.80
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.33
07210 - Meat Cutter	19.45
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09080 - Furniture Refinisher	20.20
09090 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	21.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.59
11060 - Elevator Operator	11.59
11090 - Gardener	17.87
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.57
12000 - Health Occupations	
12010 - Ambulance Driver	23.13
12011 - Breath Alcohol Technician	23.13
12012 - Certified Occupational Therapist Assistant	24.05
12015 - Certified Physical Therapist Assistant	22.00
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	34.57
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	23.13
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	16.81
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.49
12210 - Nuclear Medicine Technologist	36.01
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91

12223 - Nursing Assistant III		15.82
12224 - Nursing Assistant IV		16.79
12235 - Optical Dispenser		23.68
12236 - Optical Technician		17.73
12250 - Pharmacy Technician		15.45
12280 - Phlebotomist		16.79
12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		18.78
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		20.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.92
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.19
15110 - Test Proctor		21.25
15120 - Tutor		21.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	12.33
16070 - Finisher, Flatwork, Machine	10.07
16090 - Presser, Hand	10.07
16110 - Presser, Machine, Drycleaning	10.07
16130 - Presser, Machine, Shirts	10.07
16160 - Presser, Machine, Wearing Apparel, Laundry	10.07
16190 - Sewing Machine Operator	13.12
16220 - Tailor	14.02
16250 - Washer, Machine	10.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.09
19040 - Tool And Die Maker	26.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft, Painter	25.52
23060 - Aircraft Servicer	25.77
23080 - Aircraft Worker	26.54
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	35.32
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	23.07
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	22.15
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	22.87
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	26.18
23312 - Fuel Distribution System Operator	24.62
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.05
23393 - Gunsmith III	25.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.67
23430 - Heavy Equipment Mechanic	25.29
23440 - Heavy Equipment Operator	27.59

23460 - Instrument Mechanic	25.36
23465 - Laboratory/Shelter Mechanic	24.82
23470 - Laborer	12.96
23510 - Locksmith	25.01
23530 - Machinery Maintenance Mechanic	23.89
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	25.36
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	23.58
23710 - Office Appliance Repairer	21.39
23760 - Painter, Maintenance	25.03
23790 - Pipefitter, Maintenance	29.16
23810 - Plumber, Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	25.59
23850 - Rigger	25.52
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker, Maintenance	24.10
23910 - Small Engine Mechanic	19.54
23931 - Telecommunications Mechanic I	27.95
23932 - Telecommunications Mechanic II	28.88
23950 - Telephone Lineman	28.50
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	20.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	22.25
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	25.92
25210 - Water Treatment Plant Operator	25.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.48
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.18
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	15.13

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.77
29020 - Hatch Tender		25.77
29030 - Line Handler		25.77
29041 - Stevedore I		24.15
29042 - Stevedore II		29.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		20.29
30022 - Archeological Technician II		22.42
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		25.11
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.42
30063 - Drafter/CAD Operator III		24.89
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.34
30090 - Environmental Technician		23.43
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		27.27
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		25.57
30462 - Technical Writer II		31.26
30463 - Technical Writer III		37.86
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.58
31030 - Bus Driver		19.89
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		14.44
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		12.50
99095 - Embalmer		30.71
99251 - Laboratory Animal Caretaker I		14.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		37.16
99410 - Pest Controller		16.68

99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	19.55
99711 - Recycling Specialist	21.46
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	16.54
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	16.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3029 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.13
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.48
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.32
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		10.73
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant (Employment) I		15.50
01262 - Personnel Assistant (Employment) II		18.43
01263 - Personnel Assistant (Employment) III		20.25
01270 - Production Control Clerk		20.25
01280 - Receptionist		12.80
01290 - Rental Clerk		14.60
01300 - Scheduler, Maintenance		15.97
01311 - Secretary I		15.97
01312 - Secretary II		17.85
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.77
01410 - Supply Technician		20.90
01420 - Survey Worker		17.89
01531 - Travel Clerk I		13.05
01532 - Travel Clerk II		14.18
01533 - Travel Clerk III		15.34
01611 - Word Processor I		12.97
01612 - Word Processor II		14.60
01613 - Word Processor III		18.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.64
05010 - Automotive Electrician		20.63
05040 - Automotive Glass Installer		19.84
05070 - Automotive Worker		19.84
05110 - Mobile Equipment Servicer		18.24
05130 - Motor Equipment Metal Mechanic		21.75
05160 - Motor Equipment Metal Worker		19.84
05190 - Motor Vehicle Mechanic		22.59
05220 - Motor Vehicle Mechanic Helper		17.48
05250 - Motor Vehicle Upholstery Worker		19.06
05280 - Motor Vehicle Wrecker		19.84
05310 - Painter, Automotive		20.63
05340 - Radiator Repair Specialist		19.84
05370 - Tire Repairer		16.02
05400 - Transmission Repair Specialist		21.46
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.72
07041 - Cook I		15.04
07042 - Cook II		16.72
07070 - Dishwasher		12.21

07130 - Food Service Worker	12.21
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	14.44
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	15.89
09110 - Furniture Repairer, Minor	17.58
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.21
11060 - Elevator Operator	14.00
11090 - Gardener	15.45
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	11.47
11260 - Pruner	12.52
11270 - Tractor Operator	15.20
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.17
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.48
12224 - Nursing Assistant IV	14.00
12235 - Optical Dispenser	16.13
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	22.75
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II, Specialist	28.48
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III, Anesthetist	34.45
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16

13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		14.65
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.13
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		25.50
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.06
21030 - Material Coordinator		22.09
21040 - Material Expediter		22.09
21050 - Material Handling Laborer		14.86
21071 - Order Filler		13.87

21080 - Production Line Worker (Food Processing)	19.79
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	14.30
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.62
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft, Painter	26.83
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.45
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.43
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98

23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.08
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	16.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.25
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.25
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.12
28042 - Carnival Equipment Repairer	14.73
28043 - Carnival Equpment Worker	12.21
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	19.49
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.62
29042 - Stevedore II	27.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.11
30022 - Archeological Technician II	21.38
30023 - Archeological Technician III	25.30
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	23.55
30061 - Drafter/CAD Operator I	19.11
30062 - Drafter/CAD Operator II	21.38
30063 - Drafter/CAD Operator III	23.84
30064 - Drafter/CAD Operator IV	28.82
30081 - Engineering Technician I	16.30

30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.31
30210 - Laboratory Technician		21.29
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		18.94
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant III		28.69
30364 - Paralegal/Legal Assistant IV		34.72
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		21.09
30462 - Technical Writer II		25.78
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.86
31030 - Bus Driver		18.85
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		11.95
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		13.81
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		19.60
31364 - Truckdriver, Tractor-Trailer		20.50
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		10.54
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.19
99310 - Mortician		25.86
99410 - Pest Controller		19.93
99510 - Photofinishing Worker		14.20
99710 - Recycling Laborer		18.46
99711 - Recycling Specialist		20.93
99730 - Refuse Collector		17.23
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		12.31
99830 - Survey Party Chief		20.48
99831 - Surveying Aide		11.30
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.34
99841 - Vending Machine Repairer		18.40
99842 - Vending Machine Repairer Helper		14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3030
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.13
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.48
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.32
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		10.73
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant (Employment) I		15.50
01262 - Personnel Assistant (Employment) II		18.43
01263 - Personnel Assistant (Employment) III		20.25
01270 - Production Control Clerk		20.25
01280 - Receptionist		12.80
01290 - Rental Clerk		14.60
01300 - Scheduler, Maintenance		15.97
01311 - Secretary I		15.97
01312 - Secretary II		17.85
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.77
01410 - Supply Technician		20.90
01420 - Survey Worker		17.89
01531 - Travel Clerk I		13.05
01532 - Travel Clerk II		14.18
01533 - Travel Clerk III		15.34
01611 - Word Processor I		12.97
01612 - Word Processor II		14.60

01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.64
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.84
05070 - Automotive Worker	19.84
05110 - Mobile Equipment Servicer	18.24
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.84
05190 - Motor Vehicle Mechanic	22.59
05220 - Motor Vehicle Mechanic Helper	17.48
05250 - Motor Vehicle Upholstery Worker	19.06
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter, Automotive	20.63
05340 - Radiator Repair Specialist	19.84
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.21
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	14.44
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	15.89
09110 - Furniture Repairer, Minor	17.58
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.21
11060 - Elevator Operator	14.00
11090 - Gardener	15.45
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	11.47
11260 - Pruner	12.52
11270 - Tractor Operator	15.20
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60

12221 - Nursing Assistant I		10.17
12222 - Nursing Assistant II		11.44
12223 - Nursing Assistant III		12.48
12224 - Nursing Assistant IV		14.00
12235 - Optical Dispenser		16.13
12236 - Optical Technician		15.60
12250 - Pharmacy Technician		15.42
12280 - Phlebotomist		14.51
12305 - Radiologic Technologist		22.75
12311 - Registered Nurse I		23.88
12312 - Registered Nurse II		28.48
12313 - Registered Nurse II, Specialist		28.48
12314 - Registered Nurse III		34.45
12315 - Registered Nurse III, Anesthetist		34.45
12316 - Registered Nurse IV		41.29
12317 - Scheduler (Drug and Alcohol Testing)		21.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		14.65
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.13
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48

15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	13.60
16070 - Finisher, Flatwork, Machine	10.07
16090 - Presser, Hand	10.07
16110 - Presser, Machine, Drycleaning	10.07
16130 - Presser, Machine, Shirts	10.07
16160 - Presser, Machine, Wearing Apparel, Laundry	10.07
16190 - Sewing Machine Operator	14.81
16220 - Tailor	15.96
16250 - Washer, Machine	11.23
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.06
21030 - Material Coordinator	22.09
21040 - Material Expediter	22.09
21050 - Material Handling Laborer	14.86
21071 - Order Filler	13.87
21080 - Production Line Worker (Food Processing)	19.79
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	14.30
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.62
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft, Painter	26.83
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.45
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62

23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.43
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.08
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	16.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.25
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.25
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.12
28042 - Carnival Equipment Repairer	14.73
28043 - Carnival Equpment Worker	12.21
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	19.49

28630 - Sports Official		12.53
28690 - Swimming Pool Operator		18.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.92
29020 - Hatch Tender		25.92
29030 - Line Handler		25.92
29041 - Stevedore I		24.62
29042 - Stevedore II		27.21
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		19.11
30022 - Archeological Technician II		21.38
30023 - Archeological Technician III		25.30
30030 - Cartographic Technician		26.01
30040 - Civil Engineering Technician		23.55
30061 - Drafter/CAD Operator I		19.11
30062 - Drafter/CAD Operator II		21.38
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		28.82
30081 - Engineering Technician I		16.30
30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.31
30210 - Laboratory Technician		21.29
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		18.94
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant III		28.69
30364 - Paralegal/Legal Assistant IV		34.72
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		21.09
30462 - Technical Writer II		25.78
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.86
31030 - Bus Driver		18.85
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		11.95
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		13.81
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		19.60
31364 - Truckdriver, Tractor-Trailer		20.50
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		10.54
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.19

99310 - Mortician	25.86
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	14.20
99710 - Recycling Laborer	18.46
99711 - Recycling Specialist	20.93
99730 - Refuse Collector	17.23
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	12.31
99830 - Survey Party Chief	20.48
99831 - Surveying Aide	11.30
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	14.34
99841 - Vending Machine Repairer	18.40
99842 - Vending Machine Repairer Helper	14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3031 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.63
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.06
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83

01111 - General Clerk I	12.51
01112 - General Clerk II	13.65
01113 - General Clerk III	15.32
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	10.73
01191 - Order Clerk I	13.34
01192 - Order Clerk II	14.56
01261 - Personnel Assistant (Employment) I	15.50
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.25
01270 - Production Control Clerk	20.25
01280 - Receptionist	12.80
01290 - Rental Clerk	14.60
01300 - Scheduler, Maintenance	15.97
01311 - Secretary I	15.97
01312 - Secretary II	17.85
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	14.77
01410 - Supply Technician	20.90
01420 - Survey Worker	17.89
01531 - Travel Clerk I	13.05
01532 - Travel Clerk II	14.18
01533 - Travel Clerk III	15.34
01611 - Word Processor I	12.97
01612 - Word Processor II	14.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.64
05010 - Automotive Electrician	21.10
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	20.44
05110 - Mobile Equipment Servicer	19.14
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	20.44
05190 - Motor Vehicle Mechanic	21.75
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	19.79
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter, Automotive	23.21
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	21.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.43
07041 - Cook I	13.57
07042 - Cook II	14.43
07070 - Dishwasher	11.00
07130 - Food Service Worker	11.00
07210 - Meat Cutter	14.43
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	15.66
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	16.81
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	13.92
11090 - Gardener	14.85
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00

11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	9.91
11260 - Pruner	12.52
11270 - Tractor Operator	14.81
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	17.41
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.17
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.48
12224 - Nursing Assistant IV	14.00
12235 - Optical Dispenser	16.13
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.00
12305 - Radiologic Technologist	22.75
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II, Specialist	28.48
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III, Anesthetist	34.45
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	12.57
13054 - Library Information Technology Systems Administrator	24.16
13058 - Library Technician	15.73
13061 - Media Specialist I	17.43
13062 - Media Specialist II	19.50
13063 - Media Specialist III	21.75
13071 - Photographer I	16.13
13072 - Photographer II	18.46
13073 - Photographer III	22.04
13074 - Photographer IV	26.31
13075 - Photographer V	31.63
13110 - Video Teleconference Technician	17.56
14000 - Information Technology Occupations	

14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
15050 - Computer Based Training Specialist / Instructor		33.21
15060 - Educational Technologist		30.30
15070 - Flight Instructor (Pilot)		45.01
15080 - Graphic Artist		23.15
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		25.50
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.06
21030 - Material Coordinator		22.09
21040 - Material Expediter		22.09
21050 - Material Handling Laborer		15.24
21071 - Order Filler		15.12
21080 - Production Line Worker (Food Processing)		17.06
21110 - Shipping Packer		15.66
21130 - Shipping/Receiving Clerk		15.66
21140 - Store Worker I		14.24
21150 - Stock Clerk		17.52
21210 - Tools And Parts Attendant		17.06
21410 - Warehouse Specialist		17.06
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.62
23021 - Aircraft Mechanic I		23.56
23022 - Aircraft Mechanic II		24.62
23023 - Aircraft Mechanic III		25.70
23040 - Aircraft Mechanic Helper		18.93
23050 - Aircraft, Painter		27.46
23060 - Aircraft Servicer		20.34
23080 - Aircraft Worker		21.41

23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.54
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.21
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.40
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.35
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.41
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45

25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.04
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.04
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	10.00
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	15.94
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	16.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.62
29042 - Stevedore II	27.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.11
30022 - Archeological Technician II	21.38
30023 - Archeological Technician III	25.30
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	23.55
30061 - Drafter/CAD Operator I	19.11
30062 - Drafter/CAD Operator II	21.38
30063 - Drafter/CAD Operator III	23.84
30064 - Drafter/CAD Operator IV	28.82
30081 - Engineering Technician I	16.30
30082 - Engineering Technician II	18.29
30083 - Engineering Technician III	20.46
30084 - Engineering Technician IV	25.37
30085 - Engineering Technician V	31.05
30086 - Engineering Technician VI	37.54
30090 - Environmental Technician	23.31
30210 - Laboratory Technician	21.29
30240 - Mathematical Technician	26.02
30361 - Paralegal/Legal Assistant I	18.94
30362 - Paralegal/Legal Assistant II	23.45
30363 - Paralegal/Legal Assistant III	28.69
30364 - Paralegal/Legal Assistant IV	34.72
30390 - Photo-Optics Technician	26.02
30461 - Technical Writer I	21.09
30462 - Technical Writer II	25.78
30463 - Technical Writer III	31.05

30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.87
31030 - Bus Driver		19.37
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		12.44
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		14.06
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		18.61
31364 - Truckdriver, Tractor-Trailer		18.61
99000 - Miscellaneous Occupations		
99030 - Cashier		10.15
99050 - Desk Clerk		9.11
99095 - Embalmer		28.05
99251 - Laboratory Animal Caretaker I		12.14
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician		28.05
99410 - Pest Controller		19.93
99510 - Photofinishing Worker		12.87
99710 - Recycling Laborer		17.78
99711 - Recycling Specialist		20.18
99730 - Refuse Collector		16.62
99810 - Sales Clerk		11.36
99820 - School Crossing Guard		11.62
99830 - Survey Party Chief		21.40
99831 - Surveying Aide		11.11
99832 - Surveying Technician		17.01
99840 - Vending Machine Attendant		14.34
99841 - Vending Machine Repairer		18.40
99842 - Vending Machine Repairer Helper		14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
  Length of service includes the whole span of continuous service with the present

contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3032 Revision No.: 15 Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.63
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.06
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.32
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		10.73
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant (Employment) I		15.50
01262 - Personnel Assistant (Employment) II		18.43
01263 - Personnel Assistant (Employment) III		20.25
01270 - Production Control Clerk		20.25
01280 - Receptionist		12.80
01290 - Rental Clerk		14.60
01300 - Scheduler, Maintenance		15.97
01311 - Secretary I		15.97
01312 - Secretary II		17.85
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.77
01410 - Supply Technician		20.90
01420 - Survey Worker		17.89
01531 - Travel Clerk I		13.05
01532 - Travel Clerk II		14.18
01533 - Travel Clerk III		15.34
01611 - Word Processor I		12.97
01612 - Word Processor II		14.60
01613 - Word Processor III		18.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.64
05010 - Automotive Electrician		21.10
05040 - Automotive Glass Installer		20.44
05070 - Automotive Worker		20.44
05110 - Mobile Equipment Servicer		19.14
05130 - Motor Equipment Metal Mechanic		21.75
05160 - Motor Equipment Metal Worker		20.44
05190 - Motor Vehicle Mechanic		21.75
05220 - Motor Vehicle Mechanic Helper		18.49
05250 - Motor Vehicle Upholstery Worker		19.79
05280 - Motor Vehicle Wrecker		20.44
05310 - Painter, Automotive		23.21
05340 - Radiator Repair Specialist		20.44
05370 - Tire Repairer		16.81
05400 - Transmission Repair Specialist		21.75

07000 - Food Preparation And Service Occupations	
07010 - Baker	14.43
07041 - Cook I	13.57
07042 - Cook II	14.43
07070 - Dishwasher	11.00
07130 - Food Service Worker	11.00
07210 - Meat Cutter	14.43
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	15.66
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	16.81
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	13.92
11090 - Gardener	14.85
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	9.91
11260 - Pruner	12.52
11270 - Tractor Operator	14.81
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	17.41
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.17
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.48
12224 - Nursing Assistant IV	14.00
12235 - Optical Dispenser	16.13
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.00
12305 - Radiologic Technologist	22.75
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II, Specialist	28.48
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III, Anesthetist	34.45
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		19.50
13012 - Exhibits Specialist II		24.16
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.50
13042 - Illustrator II		24.16
13043 - Illustrator III		29.56
13047 - Librarian		26.75
13050 - Library Aide/Clerk		12.57
13054 - Library Information Technology Systems Administrator		24.16
13058 - Library Technician		15.73
13061 - Media Specialist I		17.43
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.75
13071 - Photographer I		16.13
13072 - Photographer II		18.46
13073 - Photographer III		22.04
13074 - Photographer IV		26.31
13075 - Photographer V		31.63
13110 - Video Teleconference Technician		17.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.22
14042 - Computer Operator II		18.14
14043 - Computer Operator III		20.23
14044 - Computer Operator IV		22.49
14045 - Computer Operator V		24.89
14071 - Computer Programmer I	(see 1)	20.78
14072 - Computer Programmer II	(see 1)	25.74
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.22
14160 - Personal Computer Support Technician		22.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.21
15020 - Aircrew Training Devices Instructor (Rated)		40.15
15030 - Air Crew Training Devices Instructor (Pilot)		45.01
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15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
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16030 - Counter Attendant		10.07
16040 - Dry Cleaner		13.60
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07
16130 - Presser, Machine, Shirts		10.07
16160 - Presser, Machine, Wearing Apparel, Laundry		10.07
16190 - Sewing Machine Operator		14.81
16220 - Tailor		15.96
16250 - Washer, Machine		11.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.72
19040 - Tool And Die Maker		25.50
21000 - Materials Handling And Packing Occupations		

21020 - Forklift Operator	17.06
21030 - Material Coordinator	22.09
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23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft, Painter	27.46
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.54
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.21
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31

23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.40
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.35
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.41
24620 - Family Readiness And Support Services Coordinator	13.73
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.04
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.04
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Equpment Worker	10.00
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	15.94
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	16.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.62
29042 - Stevedore II	27.21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.11
30022 - Archeological Technician II	21.38
30023 - Archeological Technician III	25.30
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	23.55

30061 - Drafter/CAD Operator I		19.11
30062 - Drafter/CAD Operator II		21.38
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		28.82
30081 - Engineering Technician I		16.30
30082 - Engineering Technician II		18.29
30083 - Engineering Technician III		20.46
30084 - Engineering Technician IV		25.37
30085 - Engineering Technician V		31.05
30086 - Engineering Technician VI		37.54
30090 - Environmental Technician		23.31
30210 - Laboratory Technician		21.29
30240 - Mathematical Technician		26.02
30361 - Paralegal/Legal Assistant I		18.94
30362 - Paralegal/Legal Assistant II		23.45
30363 - Paralegal/Legal Assistant III		28.69
30364 - Paralegal/Legal Assistant IV		34.72
30390 - Photo-Optics Technician		26.02
30461 - Technical Writer I		21.09
30462 - Technical Writer II		25.78
30463 - Technical Writer III		31.05
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.87
31030 - Bus Driver		19.37
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		12.44
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		14.06
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		18.61
31364 - Truckdriver, Tractor-Trailer		18.61
99000 - Miscellaneous Occupations		
99030 - Cashier		10.15
99050 - Desk Clerk		9.11
99095 - Embalmer		28.05
99251 - Laboratory Animal Caretaker I		12.14
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician		28.05
99410 - Pest Controller		19.93
99510 - Photofinishing Worker		12.87
99710 - Recycling Laborer		17.78
99711 - Recycling Specialist		20.18
99730 - Refuse Collector		16.62
99810 - Sales Clerk		11.36
99820 - School Crossing Guard		11.62
99830 - Survey Party Chief		21.40
99831 - Surveying Aide		11.11
99832 - Surveying Technician		17.01
99840 - Vending Machine Attendant		14.34
99841 - Vending Machine Repairer		18.40
99842 - Vending Machine Repairer Helper		14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.
Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate,

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3033 Revision No.: 14 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		17.64
01040 - Court Reporter		17.18
01051 - Data Entry Operator I		10.89
01052 - Data Entry Operator II		12.29
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		12.11
01090 - Duplicating Machine Operator		12.11
01111 - General Clerk I		11.37
01112 - General Clerk II		12.41
01113 - General Clerk III		13.92
01120 - Housing Referral Assistant		16.33
01141 - Messenger Courier		10.35
01191 - Order Clerk I		10.98
01192 - Order Clerk II		13.07
01261 - Personnel Assistant (Employment) I		14.24
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.77
01270 - Production Control Clerk		19.11
01280 - Receptionist		11.28
01290 - Rental Clerk		13.09
01300 - Scheduler, Maintenance		13.09
01311 - Secretary I		13.09
01312 - Secretary II		14.64
01313 - Secretary III		16.33
01320 - Service Order Dispatcher		12.45

01410 - Supply Technician	17.64
01420 - Survey Worker	12.91
01531 - Travel Clerk I	11.16
01532 - Travel Clerk II	11.93
01533 - Travel Clerk III	12.71
01611 - Word Processor I	12.69
01612 - Word Processor II	14.24
01613 - Word Processor III	15.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.33
05010 - Automotive Electrician	20.25
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	18.80
05110 - Mobile Equipment Servicer	17.06
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	18.80
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	15.93
05250 - Motor Vehicle Upholstery Worker	18.16
05280 - Motor Vehicle Wrecker	18.80
05310 - Painter, Automotive	20.25
05340 - Radiator Repair Specialist	18.80
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.59
07041 - Cook I	10.08
07042 - Cook II	11.82
07070 - Dishwasher	7.77
07130 - Food Service Worker	9.09
07210 - Meat Cutter	14.46
07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.32
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	17.32
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.53
09130 - Upholsterer	17.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.37
11060 - Elevator Operator	9.37
11090 - Gardener	14.58
11122 - Housekeeping Aide	9.89
11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	8.86
11260 - Pruner	9.60
11270 - Tractor Operator	12.60
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.18
12000 - Health Occupations	
12010 - Ambulance Driver	15.59
12011 - Breath Alcohol Technician	16.21
12012 - Certified Occupational Therapist Assistant	22.78
12015 - Certified Physical Therapist Assistant	23.13
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	29.32
12030 - EKG Technician	22.21
12035 - Electroneurodiagnostic Technologist	22.21
12040 - Emergency Medical Technician	15.59
12071 - Licensed Practical Nurse I	14.86
12072 - Licensed Practical Nurse II	16.86

12073 - Licensed Practical Nurse III		18.80
12100 - Medical Assistant		12.44
12130 - Medical Laboratory Technician		16.31
12160 - Medical Record Clerk		13.21
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		14.56
12210 - Nuclear Medicine Technologist		29.36
12221 - Nursing Assistant I		9.06
12222 - Nursing Assistant II		10.19
12223 - Nursing Assistant III		11.12
12224 - Nursing Assistant IV		12.48
12235 - Optical Dispenser		18.28
12236 - Optical Technician		13.43
12250 - Pharmacy Technician		16.44
12280 - Phlebotomist		12.48
12305 - Radiologic Technologist		22.15
12311 - Registered Nurse I		18.23
12312 - Registered Nurse II		22.30
12313 - Registered Nurse II, Specialist		22.30
12314 - Registered Nurse III		26.98
12315 - Registered Nurse III, Anesthetist		26.99
12316 - Registered Nurse IV		32.33
12317 - Scheduler (Drug and Alcohol Testing)		19.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.75
13012 - Exhibits Specialist II		25.72
13013 - Exhibits Specialist III		31.46
13041 - Illustrator I		20.75
13042 - Illustrator II		25.72
13043 - Illustrator III		31.46
13047 - Librarian		28.47
13050 - Library Aide/Clerk		10.99
13054 - Library Information Technology Systems Administrator		25.72
13058 - Library Technician		15.46
13061 - Media Specialist I		17.99
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.15
13071 - Photographer I		16.28
13072 - Photographer II		19.26
13073 - Photographer III		23.46
13074 - Photographer IV		27.60
13075 - Photographer V		33.38
13110 - Video Teleconference Technician		13.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.88
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	24.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.33
14160 - Personal Computer Support Technician		19.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.64
15020 - Aircrew Training Devices Instructor (Rated)		34.65
15030 - Air Crew Training Devices Instructor (Pilot)		38.04

15050 - Computer Based Training Specialist / Instructor	28.53
15060 - Educational Technologist	27.32
15070 - Flight Instructor (Pilot)	38.04
15080 - Graphic Artist	22.25
15090 - Technical Instructor	20.31
15095 - Technical Instructor/Course Developer	24.85
15110 - Test Proctor	15.65
15120 - Tutor	15.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.56
16030 - Counter Attendant	8.56
16040 - Dry Cleaner	10.32
16070 - Finisher, Flatwork, Machine	8.56
16090 - Presser, Hand	8.56
16110 - Presser, Machine, Drycleaning	8.56
16130 - Presser, Machine, Shirts	8.56
16160 - Presser, Machine, Wearing Apparel, Laundry	8.56
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.51
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.79
19040 - Tool And Die Maker	21.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.20
21030 - Material Coordinator	19.11
21040 - Material Expediter	19.11
21050 - Material Handling Laborer	11.08
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.20
21110 - Shipping Packer	13.39
21130 - Shipping/Receiving Clerk	13.39
21140 - Store Worker I	10.97
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.20
21410 - Warehouse Specialist	14.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.98
23021 - Aircraft Mechanic I	22.79
23022 - Aircraft Mechanic II	23.98
23023 - Aircraft Mechanic III	25.17
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	20.12
23060 - Aircraft Servicer	18.90
23080 - Aircraft Worker	19.98
23110 - Appliance Mechanic	17.79
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	23.44
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23140 - Carpet Layer	16.85
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23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	18.73
23850 - Rigger	18.73
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	18.73
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.87
23932 - Telecommunications Mechanic II	25.09
23950 - Telephone Lineman	19.24
23960 - Welder, Combination, Maintenance	18.73
23965 - Well Driller	18.92
23970 - Woodcraft Worker	18.73
23980 - Woodworker	14.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.53
24580 - Child Care Center Clerk	11.89
24610 - Chore Aide	8.97
24620 - Family Readiness And Support Services Coordinator	10.71
24630 - Homemaker	13.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.49
25040 - Sewage Plant Operator	17.85
25070 - Stationary Engineer	18.49
25190 - Ventilation Equipment Tender	13.80
25210 - Water Treatment Plant Operator	17.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.26
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	18.33
27010 - Court Security Officer	18.33
27030 - Detection Dog Handler	13.44
27040 - Detention Officer	18.33
27070 - Firefighter	17.75
27101 - Guard I	11.94
27102 - Guard II	13.44
27131 - Police Officer I	18.88
27132 - Police Officer II	20.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.78

28042 - Carnival Equipment Repairer		10.49
28043 - Carnival Equpment Worker		8.17
28210 - Gate Attendant/Gate Tender		12.96
28310 - Lifeguard		12.54
28350 - Park Attendant (Aide)		14.50
28510 - Recreation Aide/Health Facility Attendant		11.43
28515 - Recreation Specialist		14.75
28630 - Sports Official		10.76
28690 - Swimming Pool Operator		14.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.22
29020 - Hatch Tender		20.22
29030 - Line Handler		20.22
29041 - Stevedore I		19.04
29042 - Stevedore II		21.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.29
30022 - Archeological Technician II		15.37
30023 - Archeological Technician III		21.13
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		23.18
30061 - Drafter/CAD Operator I		16.72
30062 - Drafter/CAD Operator II		18.70
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.38
30081 - Engineering Technician I		14.15
30082 - Engineering Technician II		15.88
30083 - Engineering Technician III		17.77
30084 - Engineering Technician IV		22.01
30085 - Engineering Technician V		26.93
30086 - Engineering Technician VI		32.58
30090 - Environmental Technician		20.67
30210 - Laboratory Technician		21.04
30240 - Mathematical Technician		23.18
30361 - Paralegal/Legal Assistant I		17.07
30362 - Paralegal/Legal Assistant II		21.15
30363 - Paralegal/Legal Assistant III		25.88
30364 - Paralegal/Legal Assistant IV		31.30
30390 - Photo-Optics Technician		23.18
30461 - Technical Writer I		21.21
30462 - Technical Writer II		25.94
30463 - Technical Writer III		31.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.77
31030 - Bus Driver		14.07
31043 - Driver Courier		11.57
31260 - Parking and Lot Attendant		8.59
31290 - Shuttle Bus Driver		13.34
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		13.34
31362 - Truckdriver, Medium		13.85
31363 - Truckdriver, Heavy		14.23

31364 - Truckdriver, Tractor-Trailer	14.23
99000 - Miscellaneous Occupations	
99030 - Cashier	8.61
99050 - Desk Clerk	9.47
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.88
99252 - Laboratory Animal Caretaker II	11.89
99310 - Mortician	23.44
99410 - Pest Controller	15.40
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.55
99711 - Recycling Specialist	15.19
99730 - Refuse Collector	12.09
99810 - Sales Clerk	12.37
99820 - School Crossing Guard	11.08
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	9.28
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	12.43
99841 - Vending Machine Repairer	14.99
99842 - Vending Machine Repairer Helper	12.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3034 Revision No.: 16 Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.12
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		17.64
01040 - Court Reporter		17.18
01051 - Data Entry Operator I		10.89
01052 - Data Entry Operator II		12.29
01060 - Dispatcher, Motor Vehicle		14.08
01070 - Document Preparation Clerk		12.11

01090 - Duplicating Machine Operator	12.11
01111 - General Clerk I	11.37
01112 - General Clerk II	12.41
01113 - General Clerk III	13.92
01120 - Housing Referral Assistant	16.33
01141 - Messenger Courier	10.35
01191 - Order Clerk I	10.98
01192 - Order Clerk II	13.07
01261 - Personnel Assistant (Employment) I	14.24
01262 - Personnel Assistant (Employment) II	15.93
01263 - Personnel Assistant (Employment) III	17.77
01270 - Production Control Clerk	19.11
01280 - Receptionist	11.28
01290 - Rental Clerk	13.09
01300 - Scheduler, Maintenance	13.09
01311 - Secretary I	13.09
01312 - Secretary II	14.64
01313 - Secretary III	16.33
01320 - Service Order Dispatcher	12.45
01410 - Supply Technician	17.64
01420 - Survey Worker	12.91
01531 - Travel Clerk I	11.16
01532 - Travel Clerk II	11.93
01533 - Travel Clerk III	12.71
01611 - Word Processor I	12.69
01612 - Word Processor II	14.24
01613 - Word Processor III	15.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.33
05010 - Automotive Electrician	20.25
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	18.80
05110 - Mobile Equipment Servicer	17.06
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	18.80
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	15.93
05250 - Motor Vehicle Upholstery Worker	18.16
05280 - Motor Vehicle Wrecker	18.80
05310 - Painter, Automotive	20.25
05340 - Radiator Repair Specialist	18.80
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.59
07041 - Cook I	10.08
07042 - Cook II	11.82
07070 - Dishwasher	7.77
07130 - Food Service Worker	9.09
07210 - Meat Cutter	14.46
07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.32
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	17.32
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.53
09130 - Upholsterer	17.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.37
11060 - Elevator Operator	9.37
11090 - Gardener	14.58
11122 - Housekeeping Aide	9.89

11150 - Janitor	9.89
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	8.86
11260 - Pruner	9.60
11270 - Tractor Operator	12.60
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.18
12000 - Health Occupations	
12010 - Ambulance Driver	15.59
12011 - Breath Alcohol Technician	16.21
12012 - Certified Occupational Therapist Assistant	22.78
12015 - Certified Physical Therapist Assistant	23.13
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	29.32
12030 - EKG Technician	22.21
12035 - Electroneurodiagnostic Technologist	22.21
12040 - Emergency Medical Technician	15.59
12071 - Licensed Practical Nurse I	14.86
12072 - Licensed Practical Nurse II	16.86
12073 - Licensed Practical Nurse III	18.80
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	16.31
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.56
12210 - Nuclear Medicine Technologist	29.36
12221 - Nursing Assistant I	9.06
12222 - Nursing Assistant II	10.19
12223 - Nursing Assistant III	11.12
12224 - Nursing Assistant IV	12.48
12235 - Optical Dispenser	18.28
12236 - Optical Technician	13.43
12250 - Pharmacy Technician	16.44
12280 - Phlebotomist	12.48
12305 - Radiologic Technologist	22.15
12311 - Registered Nurse I	18.23
12312 - Registered Nurse II	22.30
12313 - Registered Nurse II, Specialist	22.30
12314 - Registered Nurse III	26.98
12315 - Registered Nurse III, Anesthetist	26.99
12316 - Registered Nurse IV	32.33
12317 - Scheduler (Drug and Alcohol Testing)	19.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.75
13012 - Exhibits Specialist II	25.72
13013 - Exhibits Specialist III	31.46
13041 - Illustrator I	20.75
13042 - Illustrator II	25.72
13043 - Illustrator III	31.46
13047 - Librarian	28.47
13050 - Library Aide/Clerk	10.99
13054 - Library Information Technology Systems Administrator	25.72
13058 - Library Technician	15.46
13061 - Media Specialist I	17.99
13062 - Media Specialist II	19.95
13063 - Media Specialist III	22.15
13071 - Photographer I	16.28
13072 - Photographer II	19.26
13073 - Photographer III	23.46
13074 - Photographer IV	27.60
13075 - Photographer V	33.38
13110 - Video Teleconference Technician	13.42

14000 - Information Technology Occupations		
14041 - Computer Operator I		14.33
14042 - Computer Operator II		16.03
14043 - Computer Operator III		17.88
14044 - Computer Operator IV		19.86
14045 - Computer Operator V		21.99
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	24.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.33
14160 - Personal Computer Support Technician		19.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.64
15020 - Aircrew Training Devices Instructor (Rated)		34.65
15030 - Air Crew Training Devices Instructor (Pilot)		38.04
15050 - Computer Based Training Specialist / Instructor		28.53
15060 - Educational Technologist		27.32
15070 - Flight Instructor (Pilot)		38.04
15080 - Graphic Artist		22.25
15090 - Technical Instructor		20.31
15095 - Technical Instructor/Course Developer		24.85
15110 - Test Proctor		15.65
15120 - Tutor		15.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.56
16030 - Counter Attendant		8.56
16040 - Dry Cleaner		10.32
16070 - Finisher, Flatwork, Machine		8.56
16090 - Presser, Hand		8.56
16110 - Presser, Machine, Drycleaning		8.56
16130 - Presser, Machine, Shirts		8.56
16160 - Presser, Machine, Wearing Apparel, Laundry		8.56
16190 - Sewing Machine Operator		10.91
16220 - Tailor		11.51
16250 - Washer, Machine		9.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.79
19040 - Tool And Die Maker		21.56
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.20
21030 - Material Coordinator		19.11
21040 - Material Expediter		19.11
21050 - Material Handling Laborer		11.08
21071 - Order Filler		11.76
21080 - Production Line Worker (Food Processing)		14.20
21110 - Shipping Packer		13.39
21130 - Shipping/Receiving Clerk		13.39
21140 - Store Worker I		10.97
21150 - Stock Clerk		15.84
21210 - Tools And Parts Attendant		14.20
21410 - Warehouse Specialist		14.20
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.98
23021 - Aircraft Mechanic I		22.79
23022 - Aircraft Mechanic II		23.98
23023 - Aircraft Mechanic III		25.17
23040 - Aircraft Mechanic Helper		16.58
23050 - Aircraft, Painter		20.12
23060 - Aircraft Servicer		18.90

23080 - Aircraft Worker	19.98
23110 - Appliance Mechanic	17.79
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	23.44
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	18.73
23181 - Electronics Technician Maintenance I	23.61
23182 - Electronics Technician Maintenance II	25.31
23183 - Electronics Technician Maintenance III	27.02
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	18.73
23310 - Fire Extinguisher Repairer	14.98
23311 - Fuel Distribution System Mechanic	18.73
23312 - Fuel Distribution System Operator	15.83
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	22.79
23381 - Ground Support Equipment Servicer	18.90
23382 - Ground Support Equipment Worker	19.98
23391 - Gunsmith I	13.78
23392 - Gunsmith II	16.15
23393 - Gunsmith III	18.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.73
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.67
23430 - Heavy Equipment Mechanic	18.25
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	18.73
23465 - Laboratory/Shelter Mechanic	16.50
23470 - Laborer	11.08
23510 - Locksmith	17.79
23530 - Machinery Maintenance Mechanic	23.23
23550 - Machinist, Maintenance	18.73
23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	18.73
23592 - Metrology Technician II	19.67
23593 - Metrology Technician III	20.65
23640 - Millwright	18.73
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	18.73
23850 - Rigger	18.73
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	18.73
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.87
23932 - Telecommunications Mechanic II	25.09
23950 - Telephone Lineman	19.24
23960 - Welder, Combination, Maintenance	18.73
23965 - Well Driller	18.92
23970 - Woodcraft Worker	18.73
23980 - Woodworker	14.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.53
24580 - Child Care Center Clerk	11.89
24610 - Chore Aide	8.97
24620 - Family Readiness And Support Services Coordinator	10.71
24630 - Homemaker	13.21
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	18.49
25040 - Sewage Plant Operator	17.85
25070 - Stationary Engineer	18.49
25190 - Ventilation Equipment Tender	13.80
25210 - Water Treatment Plant Operator	17.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.26
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	18.33
27010 - Court Security Officer	18.33
27030 - Detection Dog Handler	13.44
27040 - Detention Officer	18.33
27070 - Firefighter	17.75
27101 - Guard I	11.94
27102 - Guard II	13.44
27131 - Police Officer I	18.88
27132 - Police Officer II	20.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.78
28042 - Carnival Equipment Repairer	10.49
28043 - Carnival Equpment Worker	8.17
28210 - Gate Attendant/Gate Tender	12.96
28310 - Lifeguard	12.54
28350 - Park Attendant (Aide)	14.50
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	14.75
28630 - Sports Official	10.76
28690 - Swimming Pool Operator	14.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.22
29020 - Hatch Tender	20.22
29030 - Line Handler	20.22
29041 - Stevedore I	19.04
29042 - Stevedore II	21.22
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.29
30022 - Archeological Technician II	15.37
30023 - Archeological Technician III	21.13
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	23.18
30061 - Drafter/CAD Operator I	16.72
30062 - Drafter/CAD Operator II	18.70
30063 - Drafter/CAD Operator III	20.86
30064 - Drafter/CAD Operator IV	25.38
30081 - Engineering Technician I	14.15
30082 - Engineering Technician II	15.88
30083 - Engineering Technician III	17.77
30084 - Engineering Technician IV	22.01
30085 - Engineering Technician V	26.93
30086 - Engineering Technician VI	32.58
30090 - Environmental Technician	20.67
30210 - Laboratory Technician	21.04
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	17.07
30362 - Paralegal/Legal Assistant II	21.15
30363 - Paralegal/Legal Assistant III	25.88
30364 - Paralegal/Legal Assistant IV	31.30
30390 - Photo-Optics Technician	23.18
30461 - Technical Writer I	21.21
30462 - Technical Writer II	25.94

30463 - Technical Writer III		31.38
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.86
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.77
31030 - Bus Driver		14.07
31043 - Driver Courier		11.57
31260 - Parking and Lot Attendant		8.59
31290 - Shuttle Bus Driver		13.34
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		13.34
31362 - Truckdriver, Medium		13.85
31363 - Truckdriver, Heavy		14.23
31364 - Truckdriver, Tractor-Trailer		14.23
99000 - Miscellaneous Occupations		
99030 - Cashier		8.61
99050 - Desk Clerk		9.47
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.88
99252 - Laboratory Animal Caretaker II		11.89
99310 - Mortician		23.44
99410 - Pest Controller		15.40
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.55
99711 - Recycling Specialist		15.19
99730 - Refuse Collector		12.09
99810 - Sales Clerk		12.37
99820 - School Crossing Guard		11.08
99830 - Survey Party Chief		17.08
99831 - Surveying Aide		9.28
99832 - Surveying Technician		15.53
99840 - Vending Machine Attendant		12.43
99841 - Vending Machine Repairer		14.99
99842 - Vending Machine Repairer Helper		12.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3035 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		16.14
01141 - Messenger Courier		10.23
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01280 - Receptionist		11.49
01290 - Rental Clerk		11.39
01300 - Scheduler, Maintenance		12.94
01311 - Secretary I		12.94
01312 - Secretary II		14.47
01313 - Secretary III		16.14
01320 - Service Order Dispatcher		13.40
01410 - Supply Technician		19.21
01420 - Survey Worker		13.72
01531 - Travel Clerk I		12.75
01532 - Travel Clerk II		13.39
01533 - Travel Clerk III		14.00
01611 - Word Processor I		12.59
01612 - Word Processor II		14.13
01613 - Word Processor III		15.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.86
05010 - Automotive Electrician		15.46
05040 - Automotive Glass Installer		14.77
05070 - Automotive Worker		14.77
05110 - Mobile Equipment Servicer		13.43
05130 - Motor Equipment Metal Mechanic		18.22
05160 - Motor Equipment Metal Worker		14.77
05190 - Motor Vehicle Mechanic		18.22
05220 - Motor Vehicle Mechanic Helper		12.74
05250 - Motor Vehicle Upholstery Worker		14.07
05280 - Motor Vehicle Wrecker		14.77
05310 - Painter, Automotive		15.46
05340 - Radiator Repair Specialist		14.77

05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95

12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	15.11
13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37
14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81

19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99

23790 - Pipefitter, Maintenance	8.17
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31

30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
30064 - Drafter/CAD Operator IV	24.70
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30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	20.66
30210 - Laboratory Technician	17.36
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30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
30621 - Weather Observer, Senior	22.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3036 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	12.45
01012 - Accounting Clerk II	13.97
01013 - Accounting Clerk III	15.63
01020 - Administrative Assistant	19.21
01040 - Court Reporter	14.47
01051 - Data Entry Operator I	10.55
01052 - Data Entry Operator II	11.51
01060 - Dispatcher, Motor Vehicle	14.01
01070 - Document Preparation Clerk	11.63
01090 - Duplicating Machine Operator	11.63
01111 - General Clerk I	10.52
01112 - General Clerk II	11.49
01113 - General Clerk III	12.89
01120 - Housing Referral Assistant	16.14
01141 - Messenger Courier	10.23
01191 - Order Clerk I	11.88
01192 - Order Clerk II	12.97
01261 - Personnel Assistant (Employment) I	14.52
01262 - Personnel Assistant (Employment) II	16.24
01263 - Personnel Assistant (Employment) III	18.11
01270 - Production Control Clerk	20.17
01280 - Receptionist	11.49
01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90

09080 - Furniture Refinisher 16.79
09090 - Furniture Refinisher Helper 13.79
09110 - Furniture Repairer, Minor 15.38
09130 - Upholsterer 16.79
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 9.59
11060 - Elevator Operator 9.59
11090 - Gardener 14.09
11122 - Housekeeping Aide 10.17
11150 - Janitor 10.17
11210 - Laborer, Grounds Maintenance 11.21
11240 - Maid or Houseman 8.71
11260 - Pruner 10.67
11270 - Tractor Operator 13.09
11330 - Trail Maintenance Worker 11.21
11360 - Window Cleaner 10.90
12000 - Health Occupations
12010 - Ambulance Driver 13.71
12011 - Breath Alcohol Technician 16.50
12012 - Certified Occupational Therapist Assistant 22.14
12015 - Certified Physical Therapist Assistant 19.71
12020 - Dental Assistant 13.91
12025 - Dental Hygienist 29.85
12030 - EKG Technician 20.94
12035 - Electroneurodiagnostic Technologist 20.94
12040 - Emergency Medical Technician 13.71
12071 - Licensed Practical Nurse I 14.75
12072 - Licensed Practical Nurse II 16.49
12073 - Licensed Practical Nurse III 18.40
12100 - Medical Assistant 14.11
12130 - Medical Laboratory Technician 17.23
12160 - Medical Record Clerk 14.74
12190 - Medical Record Technician 16.83
12195 - Medical Transcriptionist 14.00
12210 - Nuclear Medicine Technologist 29.85
12221 - Nursing Assistant I 9.52
12222 - Nursing Assistant II 10.70
12223 - Nursing Assistant III 11.68
12224 - Nursing Assistant IV 13.11
12235 - Optical Dispenser 15.51
12236 - Optical Technician 13.24
12250 - Pharmacy Technician 16.21
12280 - Phlebotomist 13.11
12305 - Radiologic Technologist 21.42
12311 - Registered Nurse I 22.53
12312 - Registered Nurse II 27.56
12313 - Registered Nurse II, Specialist 27.56
12314 - Registered Nurse III 33.34
12315 - Registered Nurse III, Anesthetist 33.34
12316 - Registered Nurse IV 39.95
12317 - Scheduler (Drug and Alcohol Testing) 19.16
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.26
13012 - Exhibits Specialist II 22.63
13013 - Exhibits Specialist III 26.68
13041 - Illustrator I 18.26
13042 - Illustrator II 22.63
13043 - Illustrator III 26.68
13047 - Librarian 25.05
13050 - Library Aide/Clerk 11.31
13054 - Library Information Technology Systems Administrator 22.63
13058 - Library Technician 15.11

13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37
14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72

21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	8.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	9.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.68
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91

23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31
30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
30064 - Drafter/CAD Operator IV	24.70
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	20.66

30210 - Laboratory Technician	17.36
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.31
30461 - Technical Writer I	22.15
30462 - Technical Writer II	27.11
30463 - Technical Writer III	32.97
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
30621 - Weather Observer, Senior	22.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3037 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63

01111 - General Clerk I	10.52
01112 - General Clerk II	11.49
01113 - General Clerk III	12.89
01120 - Housing Referral Assistant	16.14
01141 - Messenger Courier	10.23
01191 - Order Clerk I	11.88
01192 - Order Clerk II	12.97
01261 - Personnel Assistant (Employment) I	14.52
01262 - Personnel Assistant (Employment) II	16.24
01263 - Personnel Assistant (Employment) III	18.11
01270 - Production Control Clerk	20.17
01280 - Receptionist	11.49
01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17

11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	16.11
13061 - Media Specialist I	16.16
13062 - Media Specialist II	18.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	

14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37
14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.16
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24

23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	18.73
23440 - Heavy Equipment Operator	19.03
23460 - Instrument Mechanic	18.73
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02

25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31
30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
30064 - Drafter/CAD Operator IV	24.70
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	20.66
30210 - Laboratory Technician	17.36
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.31
30461 - Technical Writer I	22.15
30462 - Technical Writer II	27.11
30463 - Technical Writer III	32.79

30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
30621 - Weather Observer, Senior	22.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3038 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.21
01040 - Court Reporter		14.47
01051 - Data Entry Operator I		10.55
01052 - Data Entry Operator II		11.51
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.52
01112 - General Clerk II		11.49
01113 - General Clerk III		12.89
01120 - Housing Referral Assistant		16.14
01141 - Messenger Courier		10.23
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01280 - Receptionist		11.49
01290 - Rental Clerk		11.39

01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.47
01313 - Secretary III	16.14
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	19.21
01420 - Survey Worker	13.72
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.39
01533 - Travel Clerk III	14.00
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77
05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.65
07041 - Cook I	10.57
07042 - Cook II	11.65
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.85
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	15.38
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	14.09
11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	11.21
11240 - Maid or Houseman	8.71
11260 - Pruner	10.67
11270 - Tractor Operator	13.09
11330 - Trail Maintenance Worker	11.21
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.71
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	29.85

12030 - EKG Technician	20.94
12035 - Electroneurodiagnostic Technologist	20.94
12040 - Emergency Medical Technician	13.71
12071 - Licensed Practical Nurse I	14.75
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.40
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	14.00
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.70
12223 - Nursing Assistant III	11.68
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	15.51
12236 - Optical Technician	13.24
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	21.42
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II, Specialist	27.56
12314 - Registered Nurse III	33.34
12315 - Registered Nurse III, Anesthetist	33.34
12316 - Registered Nurse IV	39.95
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.26
13012 - Exhibits Specialist II	22.63
13013 - Exhibits Specialist III	26.68
13041 - Illustrator I	18.26
13042 - Illustrator II	22.63
13043 - Illustrator III	26.68
13047 - Librarian	25.05
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.63
13058 - Library Technician	15.11
13061 - Media Specialist I	16.16
13062 - Media Specialist II	8.06
13063 - Media Specialist III	20.15
13071 - Photographer I	16.09
13072 - Photographer II	17.37
13073 - Photographer III	21.53
13074 - Photographer IV	26.33
13075 - Photographer V	31.86
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37
14044 - Computer Operator IV	20.41
14045 - Computer Operator V	22.60
14071 - Computer Programmer I	22.36
14072 - Computer Programmer II	
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	15.39

14160 - Personal Computer Support Technician	21.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.70
16220 - Tailor	13.40
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.78
21040 - Material Expediter	19.78
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	11.57
21150 - Stock Clerk	15.12
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23080 - Aircraft Worker	21.24
23110 - Appliance Mechanic	18.99
23120 - Bicycle Repairer	13.70
23125 - Cable Splicer	21.03
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.51
23181 - Electronics Technician Maintenance I	21.87
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.26
23260 - Fabric Worker	16.88
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.71
23311 - Fuel Distribution System Mechanic	9.43

23312 - Fuel Distribution System Operator	15.43
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	15.71
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.67
23440 - Heavy Equipment Operator	18.73
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	18.99
23470 - Laborer	11.34
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.87
23810 - Plumber, Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	19.88
23850 - Rigger	19.91
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	18.79
23910 - Small Engine Mechanic	17.88
23931 - Telecommunications Mechanic I	26.63
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	19.91
23970 - Woodcraft Worker	19.91
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.83
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17

27102 - Guard II	15.17
27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.00
28043 - Carnival Equpment Worker	8.57
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	18.67
29042 - Stevedore II	22.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	27.16
30021 - Archeological Technician I	16.09
30022 - Archeological Technician II	18.00
30023 - Archeological Technician III	22.31
30030 - Cartographic Technician	22.31
30040 - Civil Engineering Technician	22.31
30061 - Drafter/CAD Operator I	16.09
30062 - Drafter/CAD Operator II	18.00
30063 - Drafter/CAD Operator III	20.08
30064 - Drafter/CAD Operator IV	24.70
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	20.66
30210 - Laboratory Technician	17.36
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.31
30461 - Technical Writer I	22.15
30462 - Technical Writer II	27.11
30463 - Technical Writer III	32.79
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	20.08
30621 - Weather Observer, Senior	22.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	9.13

31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.76
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.50
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	10.37
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3039
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		18.78
01040 - Court Reporter		17.56
01051 - Data Entry Operator I		12.38
01052 - Data Entry Operator II		13.51
01060 - Dispatcher, Motor Vehicle		18.67
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		13.19
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.21
01263 - Personnel Assistant (Employment) III		17.07
01270 - Production Control Clerk		21.31
01280 - Receptionist		12.39
01290 - Rental Clerk		11.24
01300 - Scheduler, Maintenance		15.70
01311 - Secretary I		15.70
01312 - Secretary II		17.56
01313 - Secretary III		19.59
01320 - Service Order Dispatcher		16.62
01410 - Supply Technician		20.25
01420 - Survey Worker		17.44
01531 - Travel Clerk I		14.01
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.22

01611 - Word Processor I	13.32
01612 - Word Processor II	14.95
01613 - Word Processor III	16.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.27
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.72
05070 - Automotive Worker	15.72
05110 - Mobile Equipment Servicer	14.52
05130 - Motor Equipment Metal Mechanic	17.08
05160 - Motor Equipment Metal Worker	15.72
05190 - Motor Vehicle Mechanic	17.86
05220 - Motor Vehicle Mechanic Helper	13.84
05250 - Motor Vehicle Upholstery Worker	15.20
05280 - Motor Vehicle Wrecker	15.72
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.72
05370 - Tire Repairer	12.59
05400 - Transmission Repair Specialist	17.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24
12072 - Licensed Practical Nurse II	15.93
12073 - Licensed Practical Nurse III	17.77
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	18.86
12160 - Medical Record Clerk	14.63
12190 - Medical Record Technician	17.14

12195 - Medical Transcriptionist		15.90
12210 - Nuclear Medicine Technologist		35.02
12221 - Nursing Assistant I		10.78
12222 - Nursing Assistant II		12.12
12223 - Nursing Assistant III		13.23
12224 - Nursing Assistant IV		14.84
12235 - Optical Dispenser		16.48
12236 - Optical Technician		11.65
12250 - Pharmacy Technician		14.18
12280 - Phlebotomist		14.84
12305 - Radiologic Technologist		26.50
12311 - Registered Nurse I		19.59
12312 - Registered Nurse II		23.96
12313 - Registered Nurse II, Specialist		23.96
12314 - Registered Nurse III		28.99
12315 - Registered Nurse III, Anesthetist		28.99
12316 - Registered Nurse IV		34.74
12317 - Scheduler (Drug and Alcohol Testing)		19.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.61
13012 - Exhibits Specialist II		23.06
13013 - Exhibits Specialist III		28.23
13041 - Illustrator I		18.61
13042 - Illustrator II		23.06
13043 - Illustrator III		28.23
13047 - Librarian		25.57
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		23.06
13058 - Library Technician		19.38
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.61
13063 - Media Specialist III		20.76
13071 - Photographer I		16.94
13072 - Photographer II		18.94
13073 - Photographer III		23.46
13074 - Photographer IV		28.70
13075 - Photographer V		33.26
13110 - Video Teleconference Technician		16.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.37
14042 - Computer Operator II		17.19
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.30
14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		25.40
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.03
15090 - Technical Instructor		19.78

15095 - Technical Instructor/Course Developer	24.20
15110 - Test Proctor	15.96
15120 - Tutor	15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.42
16030 - Counter Attendant	11.42
16040 - Dry Cleaner	14.39
16070 - Finisher, Flatwork, Machine	11.42
16090 - Presser, Hand	11.42
16110 - Presser, Machine, Drycleaning	11.42
16130 - Presser, Machine, Shirts	11.42
16160 - Presser, Machine, Wearing Apparel, Laundry	11.42
16190 - Sewing Machine Operator	15.22
16220 - Tailor	16.09
16250 - Washer, Machine	12.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.56
19040 - Tool And Die Maker	24.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.45
21030 - Material Coordinator	21.31
21040 - Material Expediter	21.31
21050 - Material Handling Laborer	13.98
21071 - Order Filler	12.27
21080 - Production Line Worker (Food Processing)	14.45
21110 - Shipping Packer	13.34
21130 - Shipping/Receiving Clerk	13.34
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.13
21210 - Tools And Parts Attendant	14.45
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.33
23021 - Aircraft Mechanic I	22.45
23022 - Aircraft Mechanic II	23.33
23023 - Aircraft Mechanic III	24.22
23040 - Aircraft Mechanic Helper	16.98
23050 - Aircraft, Painter	20.76
23060 - Aircraft Servicer	18.93
23080 - Aircraft Worker	19.74
23110 - Appliance Mechanic	21.55
23120 - Bicycle Repairer	12.59
23125 - Cable Splicer	25.70
23130 - Carpenter, Maintenance	18.16
23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
23381 - Ground Support Equipment Servicer	18.93
23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.71

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	17.78
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.78
27070 - Firefighter	19.76
27101 - Guard I	13.21
27102 - Guard II	16.09
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.78
28042 - Carnival Equipment Repairer	11.23
28043 - Carnival Equpment Worker	9.13
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23

28510 - Recreation Aide/Health Facility Attendant		11.99
28515 - Recreation Specialist		14.65
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		16.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.72
29020 - Hatch Tender		20.72
29030 - Line Handler		20.72
29041 - Stevedore I		19.87
29042 - Stevedore II		21.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		18.02
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.58
30030 - Cartographic Technician		25.58
30040 - Civil Engineering Technician		23.43
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.02
30064 - Drafter/CAD Operator IV		28.32
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.21
30083 - Engineering Technician III		20.37
30084 - Engineering Technician IV		25.22
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		37.34
30090 - Environmental Technician		25.58
30210 - Laboratory Technician		23.02
30240 - Mathematical Technician		25.58
30361 - Paralegal/Legal Assistant I		18.85
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.55
30390 - Photo-Optics Technician		25.58
30461 - Technical Writer I		25.58
30462 - Technical Writer II		31.29
30463 - Technical Writer III		37.85
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11
31363 - Truckdriver, Heavy		18.58
31364 - Truckdriver, Tractor-Trailer		18.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.55
99050 - Desk Clerk		8.78
99095 - Embalmer		25.36

99251 - Laboratory Animal Caretaker I	11.29
99252 - Laboratory Animal Caretaker II	12.10
99310 - Mortician	25.36
99410 - Pest Controller	18.41
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	18.71
99711 - Recycling Specialist	20.77
99730 - Refuse Collector	17.08
99810 - Sales Clerk	11.12
99820 - School Crossing Guard	14.52
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	21.62
99842 - Vending Machine Repairer Helper	19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3040 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		18.78
01040 - Court Reporter		17.56
01051 - Data Entry Operator I		12.38
01052 - Data Entry Operator II		13.51
01060 - Dispatcher, Motor Vehicle		18.67
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.59
01112 - General Clerk II		13.74
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.59

01141 - Messenger Courier	13.19
01191 - Order Clerk I	12.32
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.21
01263 - Personnel Assistant (Employment) III	17.07
01270 - Production Control Clerk	21.31
01280 - Receptionist	12.39
01290 - Rental Clerk	11.24
01300 - Scheduler, Maintenance	15.70
01311 - Secretary I	15.70
01312 - Secretary II	17.56
01313 - Secretary III	19.59
01320 - Service Order Dispatcher	16.62
01410 - Supply Technician	20.25
01420 - Survey Worker	17.44
01531 - Travel Clerk I	14.01
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.22
01611 - Word Processor I	13.32
01612 - Word Processor II	14.95
01613 - Word Processor III	16.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.27
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.72
05070 - Automotive Worker	15.72
05110 - Mobile Equipment Servicer	14.52
05130 - Motor Equipment Metal Mechanic	17.08
05160 - Motor Equipment Metal Worker	15.72
05190 - Motor Vehicle Mechanic	17.86
05220 - Motor Vehicle Mechanic Helper	13.84
05250 - Motor Vehicle Upholstery Worker	15.20
05280 - Motor Vehicle Wrecker	15.72
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.72
05370 - Tire Repairer	12.59
05400 - Transmission Repair Specialist	17.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.10
07042 - Cook II	13.43
07070 - Dishwasher	8.16
07130 - Food Service Worker	9.58
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.20
11060 - Elevator Operator	10.20
11090 - Gardener	14.76
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	9.89
11260 - Pruner	12.14
11270 - Tractor Operator	13.96

11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	15.93
12012 - Certified Occupational Therapist Assistant	21.86
12015 - Certified Physical Therapist Assistant	20.19
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	34.27
12030 - EKG Technician	24.15
12035 - Electroneurodiagnostic Technologist	24.15
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	14.24
12072 - Licensed Practical Nurse II	15.93
12073 - Licensed Practical Nurse III	17.77
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	18.86
12160 - Medical Record Clerk	14.63
12190 - Medical Record Technician	17.14
12195 - Medical Transcriptionist	15.90
12210 - Nuclear Medicine Technologist	35.02
12221 - Nursing Assistant I	10.78
12222 - Nursing Assistant II	12.12
12223 - Nursing Assistant III	13.23
12224 - Nursing Assistant IV	14.84
12235 - Optical Dispenser	16.48
12236 - Optical Technician	11.65
12250 - Pharmacy Technician	14.18
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	26.50
12311 - Registered Nurse I	19.59
12312 - Registered Nurse II	23.96
12313 - Registered Nurse II, Specialist	23.96
12314 - Registered Nurse III	28.99
12315 - Registered Nurse III, Anesthetist	28.99
12316 - Registered Nurse IV	34.74
12317 - Scheduler (Drug and Alcohol Testing)	19.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.61
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.23
13041 - Illustrator I	18.61
13042 - Illustrator II	23.06
13043 - Illustrator III	28.23
13047 - Librarian	25.57
13050 - Library Aide/Clerk	13.64
13054 - Library Information Technology Systems Administrator	23.06
13058 - Library Technician	19.38
13061 - Media Specialist I	16.65
13062 - Media Specialist II	18.61
13063 - Media Specialist III	20.76
13071 - Photographer I	16.94
13072 - Photographer II	18.94
13073 - Photographer III	23.46
13074 - Photographer IV	28.70
13075 - Photographer V	33.26
13110 - Video Teleconference Technician	16.23
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.37
14042 - Computer Operator II	17.19
14043 - Computer Operator III	19.17
14044 - Computer Operator IV	21.30

14045 - Computer Operator V		23.58
14071 - Computer Programmer I	(see 1)	19.02
14072 - Computer Programmer II	(see 1)	23.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.62
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.37
14160 - Personal Computer Support Technician		21.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.12
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		29.12
15060 - Educational Technologist		25.40
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		20.03
15090 - Technical Instructor		19.78
15095 - Technical Instructor/Course Developer		24.20
15110 - Test Proctor		15.96
15120 - Tutor		15.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		15.22
16220 - Tailor		16.09
16250 - Washer, Machine		12.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.56
19040 - Tool And Die Maker		24.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.45
21030 - Material Coordinator		21.31
21040 - Material Expediter		21.31
21050 - Material Handling Laborer		13.98
21071 - Order Filler		12.27
21080 - Production Line Worker (Food Processing)		14.45
21110 - Shipping Packer		13.34
21130 - Shipping/Receiving Clerk		13.34
21140 - Store Worker I		14.83
21150 - Stock Clerk		19.13
21210 - Tools And Parts Attendant		14.45
21410 - Warehouse Specialist		14.67
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.33
23021 - Aircraft Mechanic I		22.45
23022 - Aircraft Mechanic II		23.33
23023 - Aircraft Mechanic III		24.22
23040 - Aircraft Mechanic Helper		16.98
23050 - Aircraft, Painter		20.76
23060 - Aircraft Servicer		18.93
23080 - Aircraft Worker		19.74
23110 - Appliance Mechanic		21.55
23120 - Bicycle Repairer		12.59
23125 - Cable Splicer		25.70
23130 - Carpenter, Maintenance		18.16

23140 - Carpet Layer	21.21
23160 - Electrician, Maintenance	26.33
23181 - Electronics Technician Maintenance I	20.70
23182 - Electronics Technician Maintenance II	21.62
23183 - Electronics Technician Maintenance III	22.45
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.84
23370 - General Maintenance Worker	16.52
23380 - Ground Support Equipment Mechanic	22.45
23381 - Ground Support Equipment Servicer	18.93
23382 - Ground Support Equipment Worker	19.74
23391 - Gunsmith I	18.63
23392 - Gunsmith II	20.70
23393 - Gunsmith III	22.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	21.11
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	11.82
23510 - Locksmith	20.91
23530 - Machinery Maintenance Mechanic	22.71
23550 - Machinist, Maintenance	20.00
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.24
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	17.37
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic	20.70
23890 - Sheet-Metal Worker, Maintenance	24.69
23910 - Small Engine Mechanic	20.03
23931 - Telecommunications Mechanic I	23.26
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.39
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	18.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	11.42
24610 - Chore Aide	12.41
24620 - Family Readiness And Support Services Coordinator	11.97
24630 - Homemaker	13.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	21.36

27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	13.21
27008 - Corrections Officer	17.78
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	17.78
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28350 - Park Attendant (Aide)	17.23
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30362 - Paralegal/Legal Assistant II	23.34
30363 - Paralegal/Legal Assistant III	28.56
30364 - Paralegal/Legal Assistant IV	34.55
30390 - Photo-Optics Technician	25.58
30461 - Technical Writer I	25.58
30462 - Technical Writer II	31.29
30463 - Technical Writer III	37.85
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74

30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer, Senior	(see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.37
31030 - Bus Driver		15.11
31043 - Driver Courier		12.63
31260 - Parking and Lot Attendant		11.71
31290 - Shuttle Bus Driver		13.15
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.11
31363 - Truckdriver, Heavy		18.58
31364 - Truckdriver, Tractor-Trailer		18.58
99000 - Miscellaneous Occupations		
99030 - Cashier		8.55
99050 - Desk Clerk		8.78
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.29
99252 - Laboratory Animal Caretaker II		12.10
99310 - Mortician		25.36
99410 - Pest Controller		18.41
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		18.71
99711 - Recycling Specialist		20.77
99730 - Refuse Collector		17.08
99810 - Sales Clerk		11.12
99820 - School Crossing Guard		14.52
99830 - Survey Party Chief		22.62
99831 - Surveying Aide		13.23
99832 - Surveying Technician		17.27
99840 - Vending Machine Attendant		19.77
99841 - Vending Machine Repairer		21.62
99842 - Vending Machine Repairer Helper		19.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-3041 Revision No.: 3 Date Of Last Revision: 07/25/2014

State: Mississippi

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92
01020 - Administrative Assistant		15.98
01040 - Court Reporter		13.46
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.87
01060 - Dispatcher, Motor Vehicle		13.46
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		11.11
01112 - General Clerk II		11.80
01113 - General Clerk III		13.57
01120 - Housing Referral Assistant		14.25
01141 - Messenger Courier		9.25
01191 - Order Clerk I		11.38
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		12.70
01262 - Personnel Assistant (Employment) II		14.20
01263 - Personnel Assistant (Employment) III		15.84
01270 - Production Control Clerk		17.31
01280 - Receptionist		9.85
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		11.72
01311 - Secretary I		11.42
01312 - Secretary II		12.77
01313 - Secretary III		14.25
01320 - Service Order Dispatcher		12.31
01410 - Supply Technician		16.25
01420 - Survey Worker		11.94
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.64
01533 - Travel Clerk III		12.25
01611 - Word Processor I		11.06
01612 - Word Processor II		12.42
01613 - Word Processor III		13.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.38
05010 - Automotive Electrician		15.70
05040 - Automotive Glass Installer		15.02
05070 - Automotive Worker		15.02
05110 - Mobile Equipment Servicer		13.61
05130 - Motor Equipment Metal Mechanic		16.38
05160 - Motor Equipment Metal Worker		15.02
05190 - Motor Vehicle Mechanic		16.38
05220 - Motor Vehicle Mechanic Helper		12.88
05250 - Motor Vehicle Upholstery Worker		14.27
05280 - Motor Vehicle Wrecker		15.02
05310 - Painter, Automotive		15.70
05340 - Radiator Repair Specialist		15.02
05370 - Tire Repairer		12.52
05400 - Transmission Repair Specialist		16.38
07000 - Food Preparation And Service Occupations		
07010 - Baker		10.37
07041 - Cook I		9.35

07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.01
12011 - Breath Alcohol Technician	14.01
12012 - Certified Occupational Therapist Assistant	20.25
12015 - Certified Physical Therapist Assistant	21.31
12020 - Dental Assistant	11.59
12025 - Dental Hygienist	22.74
12030 - EKG Technician	20.31
12035 - Electroneurodiagnostic Technologist	20.31
12040 - Emergency Medical Technician	14.14
12071 - Licensed Practical Nurse I	13.61
12072 - Licensed Practical Nurse II	15.57
12073 - Licensed Practical Nurse III	16.98
12100 - Medical Assistant	11.94
12130 - Medical Laboratory Technician	15.02
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.05
12210 - Nuclear Medicine Technologist	30.67
12221 - Nursing Assistant I	8.93
12222 - Nursing Assistant II	10.04
12223 - Nursing Assistant III	10.96
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	13.42
12236 - Optical Technician	13.07
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	21.16
12311 - Registered Nurse I	22.46
12312 - Registered Nurse II	27.47
12313 - Registered Nurse II, Specialist	27.47
12314 - Registered Nurse III	33.23
12315 - Registered Nurse III, Anesthetist	33.23
12316 - Registered Nurse IV	39.83
12317 - Scheduler (Drug and Alcohol Testing)	18.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.32
13012 - Exhibits Specialist II	17.67
13013 - Exhibits Specialist III	21.61

13041 - Illustrator I		14.27
13042 - Illustrator II		17.67
13043 - Illustrator III		21.61
13047 - Librarian		19.56
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		17.67
13058 - Library Technician		12.66
13061 - Media Specialist I		12.75
13062 - Media Specialist II		14.32
13063 - Media Specialist III		15.90
13071 - Photographer I		14.22
13072 - Photographer II		14.70
13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07
14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		35.55
15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.93
16030 - Counter Attendant		7.93
16040 - Dry Cleaner		9.13
16070 - Finisher, Flatwork, Machine		7.93
16090 - Presser, Hand		7.93
16110 - Presser, Machine, Drycleaning		7.93
16130 - Presser, Machine, Shirts		7.93
16160 - Presser, Machine, Wearing Apparel, Laundry		7.93
16190 - Sewing Machine Operator		9.55
16220 - Tailor		9.98
16250 - Washer, Machine		8.31
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.90
19040 - Tool And Die Maker		18.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.08
21030 - Material Coordinator		17.31
21040 - Material Expediter		17.31

21050 - Material Handling Laborer	11.13
21071 - Order Filler	10.54
21080 - Production Line Worker (Food Processing)	12.27
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	11.12
21150 - Stock Clerk	13.88
21210 - Tools And Parts Attendant	13.07
21410 - Warehouse Specialist	13.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	21.08
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	22.94
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.37
23080 - Aircraft Worker	19.32
23110 - Appliance Mechanic	14.95
23120 - Bicycle Repairer	12.52
23125 - Cable Splicer	19.84
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.30
23160 - Electrician, Maintenance	18.12
23181 - Electronics Technician Maintenance I	18.05
23182 - Electronics Technician Maintenance II	18.98
23183 - Electronics Technician Maintenance III	19.86
23260 - Fabric Worker	14.14
23290 - Fire Alarm System Mechanic	15.60
23310 - Fire Extinguisher Repairer	13.54
23311 - Fuel Distribution System Mechanic	19.57
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	18.37
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	13.54
23392 - Gunsmith II	15.16
23393 - Gunsmith III	16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	17.06
23440 - Heavy Equipment Operator	15.28
23460 - Instrument Mechanic	18.03
23465 - Laboratory/Shelter Mechanic	15.94
23470 - Laborer	10.00
23510 - Locksmith	14.95
23530 - Machinery Maintenance Mechanic	17.65
23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	12.31
23591 - Metrology Technician I	18.03
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.62
23640 - Millwright	19.58
23710 - Office Appliance Repairer	14.95
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	15.60
23810 - Plumber, Maintenance	14.95
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	18.15
23870 - Scale Mechanic	15.16

23890 - Sheet-Metal Worker, Maintenance	15.60
23910 - Small Engine Mechanic	14.30
23931 - Telecommunications Mechanic I	23.63
23932 - Telecommunications Mechanic II	25.93
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	17.16
23970 - Woodcraft Worker	17.16
23980 - Woodworker	12.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	8.80
27008 - Corrections Officer	13.02
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.02
27070 - Firefighter	13.62
27101 - Guard I	8.80
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Equpment Worker	10.84
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.61
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.96
29020 - Hatch Tender	15.89
29030 - Line Handler	15.89
29041 - Stevedore I	15.25
29042 - Stevedore II	16.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.48
30022 - Archeological Technician II	16.19
30023 - Archeological Technician III	20.06
30030 - Cartographic Technician	20.06
30040 - Civil Engineering Technician	16.17
30061 - Drafter/CAD Operator I	14.48
30062 - Drafter/CAD Operator II	16.19
30063 - Drafter/CAD Operator III	18.06

30064 - Drafter/CAD Operator IV		22.22
30081 - Engineering Technician I		12.53
30082 - Engineering Technician II		14.06
30083 - Engineering Technician III		15.73
30084 - Engineering Technician IV		19.49
30085 - Engineering Technician V		23.84
30086 - Engineering Technician VI		28.84
30090 - Environmental Technician		20.06
30210 - Laboratory Technician		20.69
30240 - Mathematical Technician		20.06
30361 - Paralegal/Legal Assistant I		14.85
30362 - Paralegal/Legal Assistant II		18.40
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.23
30390 - Photo-Optics Technician		20.06
30461 - Technical Writer I		20.06
30462 - Technical Writer II		24.54
30463 - Technical Writer III		29.43
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30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.06
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02
99410 - Pest Controller		14.22
99510 - Photofinishing Worker		15.84
99710 - Recycling Laborer		11.87
99711 - Recycling Specialist		13.49
99730 - Refuse Collector		11.02
99810 - Sales Clerk		10.87
99820 - School Crossing Guard		9.48
99830 - Survey Party Chief		17.92
99831 - Surveying Aide		12.06
99832 - Surveying Technician		16.53
99840 - Vending Machine Attendant		12.10
99841 - Vending Machine Repairer		14.67
99842 - Vending Machine Repairer Helper		12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3042
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi County of Tallahatchie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.88
01012 - Accounting Clerk II		13.34
01013 - Accounting Clerk III		14.92
01020 - Administrative Assistant		15.98
01040 - Court Reporter		13.46
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		11.87
01060 - Dispatcher, Motor Vehicle		13.46
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		11.11
01112 - General Clerk II		11.80
01113 - General Clerk III		13.57
01120 - Housing Referral Assistant		14.25
01141 - Messenger Courier		9.25
01191 - Order Clerk I		11.38
01192 - Order Clerk II		13.40
01261 - Personnel Assistant (Employment) I		12.70
01262 - Personnel Assistant (Employment) II		14.20
01263 - Personnel Assistant (Employment) III		15.84
01270 - Production Control Clerk		17.31
01280 - Receptionist		9.85
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		11.72
01311 - Secretary I		11.42
01312 - Secretary II		12.77
01313 - Secretary III		14.25
01320 - Service Order Dispatcher		12.31
01410 - Supply Technician		16.25
01420 - Survey Worker		11.94
01531 - Travel Clerk I		11.08
01532 - Travel Clerk II		11.64
01533 - Travel Clerk III		12.25
01611 - Word Processor I		11.06
01612 - Word Processor II		12.42
01613 - Word Processor III		13.89

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.38
05010 - Automotive Electrician	15.70
05040 - Automotive Glass Installer	15.02
05070 - Automotive Worker	15.02
05110 - Mobile Equipment Servicer	13.61
05130 - Motor Equipment Metal Mechanic	16.38
05160 - Motor Equipment Metal Worker	15.02
05190 - Motor Vehicle Mechanic	16.38
05220 - Motor Vehicle Mechanic Helper	12.88
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	15.02
05310 - Painter, Automotive	15.70
05340 - Radiator Repair Specialist	15.02
05370 - Tire Repairer	12.52
05400 - Transmission Repair Specialist	16.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.37
07041 - Cook I	9.35
07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Food Service Worker	7.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91
09080 - Furniture Refinisher	14.95
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.73
11060 - Elevator Operator	9.73
11090 - Gardener	13.26
11122 - Housekeeping Aide	8.99
11150 - Janitor	8.92
11210 - Laborer, Grounds Maintenance	9.93
11240 - Maid or Houseman	7.81
11260 - Pruner	10.99
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	9.93
11360 - Window Cleaner	10.49
12000 - Health Occupations	
12010 - Ambulance Driver	14.01
12011 - Breath Alcohol Technician	14.01
12012 - Certified Occupational Therapist Assistant	20.25
12015 - Certified Physical Therapist Assistant	21.31
12020 - Dental Assistant	11.59
12025 - Dental Hygienist	22.74
12030 - EKG Technician	20.31
12035 - Electroneurodiagnostic Technologist	20.31
12040 - Emergency Medical Technician	14.14
12071 - Licensed Practical Nurse I	13.61
12072 - Licensed Practical Nurse II	15.57
12073 - Licensed Practical Nurse III	16.98
12100 - Medical Assistant	11.94
12130 - Medical Laboratory Technician	15.02
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.05
12210 - Nuclear Medicine Technologist	30.67
12221 - Nursing Assistant I	8.93

12222 - Nursing Assistant II		10.04
12223 - Nursing Assistant III		10.96
12224 - Nursing Assistant IV		12.29
12235 - Optical Dispenser		13.42
12236 - Optical Technician		13.07
12250 - Pharmacy Technician		14.07
12280 - Phlebotomist		13.20
12305 - Radiologic Technologist		21.16
12311 - Registered Nurse I		22.46
12312 - Registered Nurse II		27.47
12313 - Registered Nurse II, Specialist		27.47
12314 - Registered Nurse III		33.23
12315 - Registered Nurse III, Anesthetist		33.23
12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.32
13012 - Exhibits Specialist II		17.67
13013 - Exhibits Specialist III		21.61
13041 - Illustrator I		14.27
13042 - Illustrator II		17.67
13043 - Illustrator III		21.61
13047 - Librarian		19.56
13050 - Library Aide/Clerk		10.26
13054 - Library Information Technology Systems Administrator		17.67
13058 - Library Technician		12.66
13061 - Media Specialist I		12.75
13062 - Media Specialist II		14.32
13063 - Media Specialist III		15.90
13071 - Photographer I		14.22
13072 - Photographer II		14.70
13073 - Photographer III		18.21
13074 - Photographer IV		24.10
13075 - Photographer V		29.16
13110 - Video Teleconference Technician		15.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.69
14042 - Computer Operator II		15.31
14043 - Computer Operator III		17.08
14044 - Computer Operator IV		18.98
14045 - Computer Operator V		21.01
14071 - Computer Programmer I	(see 1)	17.07
14072 - Computer Programmer II	(see 1)	21.16
14073 - Computer Programmer III	(see 1)	25.88
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.51
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.69
14160 - Personal Computer Support Technician		18.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.51
15020 - Aircrew Training Devices Instructor (Rated)		29.66
15030 - Air Crew Training Devices Instructor (Pilot)		35.55
15050 - Computer Based Training Specialist / Instructor		24.51
15060 - Educational Technologist		26.41
15070 - Flight Instructor (Pilot)		35.55
15080 - Graphic Artist		18.44
15090 - Technical Instructor		15.38
15095 - Technical Instructor/Course Developer		18.81
15110 - Test Proctor		12.39
15120 - Tutor		12.39

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.93
16030 - Counter Attendant	7.93
16040 - Dry Cleaner	9.13
16070 - Finisher, Flatwork, Machine	7.93
16090 - Presser, Hand	7.93
16110 - Presser, Machine, Drycleaning	7.93
16130 - Presser, Machine, Shirts	7.93
16160 - Presser, Machine, Wearing Apparel, Laundry	7.93
16190 - Sewing Machine Operator	9.55
16220 - Tailor	9.98
16250 - Washer, Machine	8.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.90
19040 - Tool And Die Maker	18.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.08
21030 - Material Coordinator	17.31
21040 - Material Expediter	17.31
21050 - Material Handling Laborer	11.13
21071 - Order Filler	10.54
21080 - Production Line Worker (Food Processing)	12.27
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	11.12
21150 - Stock Clerk	13.88
21210 - Tools And Parts Attendant	13.07
21410 - Warehouse Specialist	13.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.01
23021 - Aircraft Mechanic I	21.08
23022 - Aircraft Mechanic II	22.01
23023 - Aircraft Mechanic III	22.94
23040 - Aircraft Mechanic Helper	16.58
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.37
23080 - Aircraft Worker	19.32
23110 - Appliance Mechanic	14.95
23120 - Bicycle Repairer	12.52
23125 - Cable Splicer	19.84
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.30
23160 - Electrician, Maintenance	18.12
23181 - Electronics Technician Maintenance I	18.05
23182 - Electronics Technician Maintenance II	18.98
23183 - Electronics Technician Maintenance III	19.86
23260 - Fabric Worker	14.14
23290 - Fire Alarm System Mechanic	15.60
23310 - Fire Extinguisher Repairer	13.54
23311 - Fuel Distribution System Mechanic	19.57
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.02
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	18.37
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	13.54
23392 - Gunsmith II	15.16
23393 - Gunsmith III	16.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	16.29
23430 - Heavy Equipment Mechanic	17.06

23440 - Heavy Equipment Operator	15.28
23460 - Instrument Mechanic	18.03
23465 - Laboratory/Shelter Mechanic	15.94
23470 - Laborer	10.00
23510 - Locksmith	14.95
23530 - Machinery Maintenance Mechanic	17.65
23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	12.31
23591 - Metrology Technician I	18.03
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.62
23640 - Millwright	19.58
23710 - Office Appliance Repairer	14.95
23760 - Painter, Maintenance	14.95
23790 - Pipefitter, Maintenance	15.60
23810 - Plumber, Maintenance	14.95
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	18.15
23870 - Scale Mechanic	15.16
23890 - Sheet-Metal Worker, Maintenance	15.60
23910 - Small Engine Mechanic	14.30
23931 - Telecommunications Mechanic I	23.63
23932 - Telecommunications Mechanic II	25.93
23950 - Telephone Lineman	19.99
23960 - Welder, Combination, Maintenance	15.60
23965 - Well Driller	17.16
23970 - Woodcraft Worker	17.16
23980 - Woodworker	12.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.15
24580 - Child Care Center Clerk	12.91
24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	11.66
24630 - Homemaker	14.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.87
25040 - Sewage Plant Operator	14.97
25070 - Stationary Engineer	17.95
25190 - Ventilation Equipment Tender	13.67
25210 - Water Treatment Plant Operator	14.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.59
27007 - Baggage Inspector	8.80
27008 - Corrections Officer	13.02
27010 - Court Security Officer	14.37
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	13.02
27070 - Firefighter	13.62
27101 - Guard I	8.80
27102 - Guard II	13.10
27131 - Police Officer I	16.01
27132 - Police Officer II	17.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	14.87
28043 - Carnival Equpment Worker	10.84
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.61
28630 - Sports Official	11.34

28690 - Swimming Pool Operator		18.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.96
29020 - Hatch Tender		15.89
29030 - Line Handler		15.89
29041 - Stevedore I		15.25
29042 - Stevedore II		16.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		14.48
30022 - Archeological Technician II		16.19
30023 - Archeological Technician III		20.06
30030 - Cartographic Technician		20.06
30040 - Civil Engineering Technician		16.17
30061 - Drafter/CAD Operator I		14.48
30062 - Drafter/CAD Operator II		16.19
30063 - Drafter/CAD Operator III		18.06
30064 - Drafter/CAD Operator IV		22.22
30081 - Engineering Technician I		12.53
30082 - Engineering Technician II		14.06
30083 - Engineering Technician III		15.73
30084 - Engineering Technician IV		19.49
30085 - Engineering Technician V		23.84
30086 - Engineering Technician VI		28.84
30090 - Environmental Technician		20.06
30210 - Laboratory Technician		20.69
30240 - Mathematical Technician		20.06
30361 - Paralegal/Legal Assistant I		14.85
30362 - Paralegal/Legal Assistant II		18.40
30363 - Paralegal/Legal Assistant III		22.51
30364 - Paralegal/Legal Assistant IV		27.23
30390 - Photo-Optics Technician		20.06
30461 - Technical Writer I		20.06
30462 - Technical Writer II		24.54
30463 - Technical Writer III		29.43
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.06
30621 - Weather Observer, Senior	(see 2)	20.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.38
31030 - Bus Driver		11.95
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		8.95
31290 - Shuttle Bus Driver		14.17
31310 - Taxi Driver		9.51
31361 - Truckdriver, Light		14.17
31362 - Truckdriver, Medium		15.00
31363 - Truckdriver, Heavy		16.66
31364 - Truckdriver, Tractor-Trailer		16.66
99000 - Miscellaneous Occupations		
99030 - Cashier		7.86
99050 - Desk Clerk		9.00
99095 - Embalmer		20.02
99251 - Laboratory Animal Caretaker I		8.84
99252 - Laboratory Animal Caretaker II		9.36
99310 - Mortician		20.02

99410 - Pest Controller	14.22
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	11.87
99711 - Recycling Specialist	13.49
99730 - Refuse Collector	11.02
99810 - Sales Clerk	10.87
99820 - School Crossing Guard	9.48
99830 - Survey Party Chief	17.92
99831 - Surveying Aide	12.06
99832 - Surveying Technician	16.53
99840 - Vending Machine Attendant	12.10
99841 - Vending Machine Repairer	76.40
99842 - Vending Machine Repairer Helper	12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does

not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE